



How your company can build its quality workforce ... and save money

A special report by the
Guam Contractors Association
for local construction industry executives
wanting to develop their company's future workforce

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Need a quality workforce?

Start an apprenticeship program!

Construction companies needing a quality workforce, and those individuals wanting to be employed on Guam, and should consider apprenticeship.

Simply put, apprenticeship is an industry-driven, high-quality career track. Employers develop their workforce, and individual employees obtain paid work experience, classroom instruction, mentorship, and a nationally-recognized NCCER credential.

For the construction company, the expenses to join the program can be paid for by the Manpower Development Fund. The Guam Registered Apprenticeship Program (GRAP) provides tax credit incentives to eligible companies that employ apprentices who are enrolled and registered in the Guam Department of Labor Apprenticeship Program. The Guam Contractors Association keeps track of hours worked and the education progress of the apprentice.

Employers benefit with a program that helps recruit, grow, and retain a highly-skilled workforce. The workforce benefits by receiving a skills-based education.

Apprenticeship in the construction industry can be an excellent career choice for high school graduates or individuals looking to change careers. On

the job training provides a paycheck as the apprentice develops skills. No college debt. No waiting four years, or more, for a job in the chosen industry. They can start in your program and begin earning a paycheck.

GCA member companies are encouraged to join the growing list of construction companies with registered apprentices who are training on the job, increasing their skills, and adding value and quality craftsmanship to construction projects on Guam.

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The PROBLEM: Where Do I Find a Workforce?

Traditional methods of recruiting for a workforce often face various challenges.

What you're doing now ...

... and why it isn't working

H2s, foreign labor?



Temporary ... NOT a long term solution (we all know this).

Job Postings?



This method may (or may NOT) attract applicants with varying levels of experience, making it challenging to find candidates with the specific skills required for construction roles.

Direct Hiring?



It can be difficult to gauge a candidate's actual construction skills solely through interviews, leading to mismatches in skill levels.

Employee Referrals?



This approach may lead to a lack of diversity in the workforce and overlook qualified candidates outside the current employee network.

Online Job Portals?



This method can result in a flood of applications, making it time-consuming to sift through resumes and identify suitable candidates.

Recruitment Agencies?



Agencies may prioritize their fees over finding the right fit for your company, potentially leading to suboptimal hires.

Job Fairs?



Job fairs may not attract candidates with the specific skills or interest in construction, resulting in a high volume of unqualified applicants.

Poaching from Competitors?



Poaching employees can create negative industry dynamics and may not be a sustainable approach to workforce development.

Traditional recruitment methods may not always provide the skilled and committed workforce that construction companies need. Creating and growing an apprenticeship program offers a more effective and sustainable approach to building a skilled workforce tailored to your company's requirements.

There is better way.

The SOLUTION: Build Your Own Quality Workforce

This is the better way.

A quality workforce is not bought off the shelf like a carton of milk.
... you have to build it!



Benefits of Your Apprenticeship Program

- ✓ **Skill Development** ... skill development from the ground up, ensuring that workers are trained to meet the specific needs of your construction company.
- ✓ **Consistency** ... provides a steady pipeline of skilled workers, ensuring continuity on long-term projects.
- ✓ **Commitment** ... foster loyalty and reducing turnover rates.
- ✓ **Diverse Talent Pool** ... attract a diverse range of candidates, enhancing the workforce's diversity and adaptability.
- ✓ **Cost-Effective** ... cost-effective in the long run. Trained apprentices become productive workers who require less supervision.
- ✓ **Customized Training** ... allows you to tailor training to your company's specific needs and standards.
- ✓ **Industry Reputation** ... enhances your company's reputation within the construction industry, making it an attractive option for potential hires.
- ✓ **Government Support** ... GovGuam offers financial incentives and subsidies for companies, reducing the burden.
- ✓ **Skilled Workforce Development** ... contribute to the overall development of a skilled workforce, benefiting the construction industry as a whole.
- ✓ **Succession Planning** ... you can better plan for future leadership and management roles within the company.

An Apprenticeship Program Also Greatly Benefits Your Employees!

Apprenticeship programs offer numerous benefits to employees, making them an attractive option for individuals looking to start or advance their careers.

Here are 7 ways that an apprenticeship program benefits employees:

1 Hands-On Learning:

Apprenticeships provide hands-on learning experiences, allowing employees to develop practical skills and knowledge in their chosen field.

2 Earning While Learning:

Apprentices receive a wage or stipend during their training, enabling them to earn a living while gaining valuable work experience.

3 Industry-Recognized Credentials:

Apprentices earn industry-recognized certifications and credentials, enhancing their qualifications and employability.

4 Skill Development:

Employees in apprenticeship programs acquire specialized skills that are in demand, making them more competitive in the job market.

5 Mentorship:

Apprentices typically work closely with experienced mentors who provide guidance, support, and knowledge transfer, fostering personal and professional growth.

6 Career Advancement:

Completing an apprenticeship can lead to opportunities for career advancement within the chosen industry, including promotions and higher-paying positions.

7 No College Debt:

As an apprentice your training is paid for by the company. Your education is on-the-job training and classroom academic studies. No loans. No college debt payments for years after college. Your salary on the first day goes into your pocket. If you plan to go to college, your apprenticeship academic credits can be applied to your college credits toward an associates or bachelors degree. Your apprenticeship journeyman credentials are nationally recognized.

Bret Casimiro GPME/ Tropical Solutions Electrical Foreman/ Managing Partner

"This apprenticeship has benefited me in so many ways.

First of all it has allowed me to accumulate the required on job training (OJT) hours while making money and advancing in my career.

It has also giving me the opportunity to meet peers and other business professionals on similar career paths.

Most importantly, the classroom studies have helped guide me through the abundance of information in my field- including national code books, drawings, manufacturers guides and more. With this knowledge I have been able to make more confident decisions on the field, not only as a worker but also as a leader."



You might now be asking ...

"How do I build and grow my company's apprenticeship program?"

“How to BUILD your quality workforce through apprenticeship”

5 steps your company should take to start an apprenticeship program

Starting an apprenticeship program within your company can be a valuable investment in developing a skilled workforce.

But how do you get started? What do you do first? Here are five steps your company — with the help of the Guam Contractors Association — should consider when creating an apprenticeship program.

Step 1 Assess Your Needs. Set Goals.

Identify the specific skills and competencies your company needs now and in the future. Determine the areas where apprenticeships can make the most significant impact. Set clear goals and objectives and ask yourself what you aim to achieve with this program. Clearly define goals to measure progress.

Step 2 Design the Structure of Your Program

Develop an apprenticeship program that outlines the duration, curriculum, and progress of the participants. This should include both on-the-job training and classroom-based learning. Define the roles and responsibilities of mentors, supervisors, and trainers who will guide and support apprentices throughout the program.

Step 3 Create Partnerships

Establish partnerships with educational institutions (GCA Trades Academy) and industry associations (Guam Contractors Association), to ensure that your apprenticeship program aligns with industry standards, and offers nationally recognized certifications. The Guam Contractors Association keeps track of hours worked and the education progress of the apprentice. We can guide your company through the process. What have you got to lose?

Step 4 Recruit. Recruit. Recruit.

Develop a recruitment process for selecting apprentices. Consider both internal employees and external candidates. Use criteria such as aptitude tests, interviews, job fairs, recommendations from current employees, and past performance to assess candidates' suitability for the program.

Step 5 Provide Support

Provide ongoing support and mentorship to apprentices throughout their journey. Regularly assess their progress and offer constructive feedback. Continuously evaluate the apprenticeship program's effectiveness and make necessary adjustments to improve its outcomes. Encourage open communication between apprentices, mentors, and management to promptly address any issues or concerns.

“But how does my company PAY for this program?”

How to REDUCE local taxes building your workforce

Two ways to pay for building your workforce.

1

Manpower Development Fund

The Manpower Development Fund can help pay your academic classroom expenses. When an construction worker registers as an apprentice with their company, the Guam Contractors Association and the Guam Department of Labor, and begins class work — at the GCA Trades Academy, for example — those classes, tuition and books, are covered by the Manpower Development Fund.

2

G.R.A.P.— Guam Registered Apprenticeship Program

The Guam Registered Apprenticeship Program (GRAP) makes business privilege tax credits available to businesses that employ apprentices duly enrolled and registered under the terms of an apprenticeship program. These credits include the wages of the apprentice and the personal protection equipment of the apprentice. The tax credits also include the wages and personal protection equipment of the journeyman (construction company employee) training the apprentice during the on-the-job training portion of the apprenticeship program.

Tax credit 2021 - \$3.0M

Tax credit 2022- \$4.5M

Over the past 2 years \$7.5M tax credits

Is your company getting any of these tax credits?

Interested in learning how to start an apprenticeship program at your company?

Looking to establish an apprenticeship program at your company? Getting started is easy. Come to the Guam Contractors Association office at the GCA Trades Academy in Tiyan. I can help your company sign up under our apprenticeship program with education standards and an education curriculum. Once hired by the company, your apprentice will go through the application process and will then receive a NCCER registration number. The apprentice will start classes, either at your company or at the GCA Trades Academy in the evening, on Saturdays or after work hours. During work hours, on-the-job training will be under the guidance of an experienced journeyman from the job site.



Please contact
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Sheldon Soriano
Journeyman Electrician
IBBC LLC (12 years employed)

“The knowledge and hands on experience at IBBC LLC and at the GCA Trades Academy has helped me become the well rounded tradesman I am today in this fast-paced competitive world. It gave me the ability to work well within a team and to become a very skilled tradesman. I can honestly say, if you are thinking of becoming a Journeyman and bettering your career, I would definitely do it!”

