



A PUBLIC - PRIVATE PARTNERSHIP FOR A BETTER FUTURE



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GCA Trades Academy



TRADES ACADEMY

Building Skills For A Lifetime

A Private Sector Initiative



The Workforce Gap



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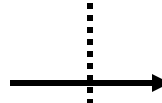
Where 9th Graders Are Headed

vs.

Where the Jobs Are



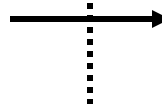
28% will enter a 4-year college



20% require a 4-year college degree



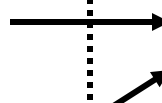
32% will enter an associate degree program or advanced training



65% require an associate's degree or advanced training



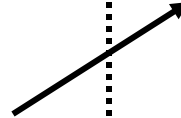
10% will lack the skills needed for employment



15% require minimum skills for employment



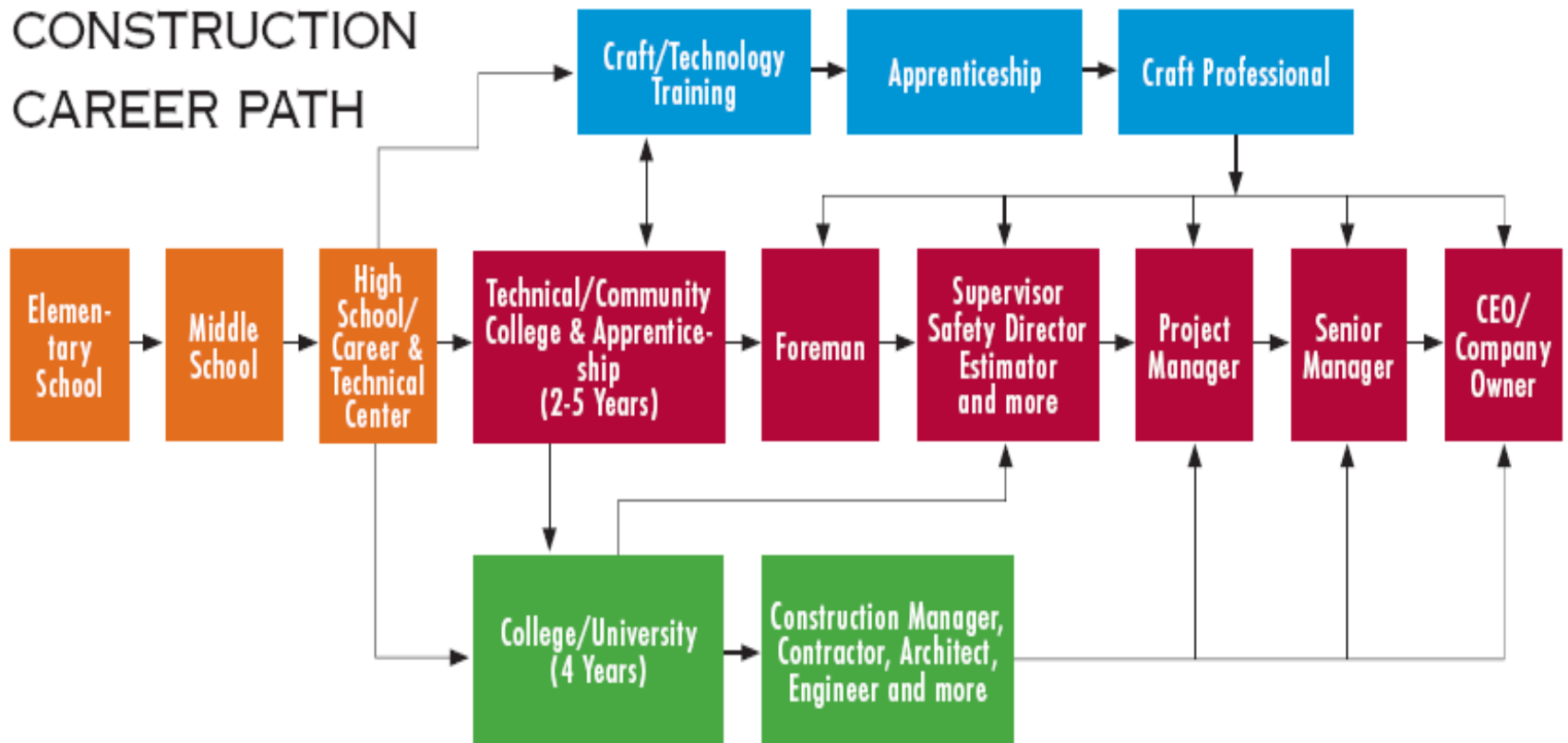
30% will drop out of the system before completing high school



Construction Career Path



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GCA Trades Academy, Inc.

Established 2006



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GCA Trades Academy Board



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- Accreditation
- Instructor Credentials
- Curriculum
 - Standardized
 - Nationally Recognized
 - Portable
 - Competency Based
 - Modular
 - Does not require high school diploma
 - Textbooks designed for 2nd language learners



NCCER Craft Training Program



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- Core Curriculum
- HVAC
- Electrical
- Heavy Equipment Operator
- Carpentry
- Safety
- Management Education
- ***New:*** Energy
- ***New:*** Welding



Craft Training Program



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- Instructors
 - Craft professionals
 - Practitioners working full-time in industry
 - All NCCER certified
- Students
 - Working adults
- Typical Class
 - After work/school hours
 - Five hours a week
 - Demand driven
 - Guarantee pass



Credentials Matter



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Automotive Technology



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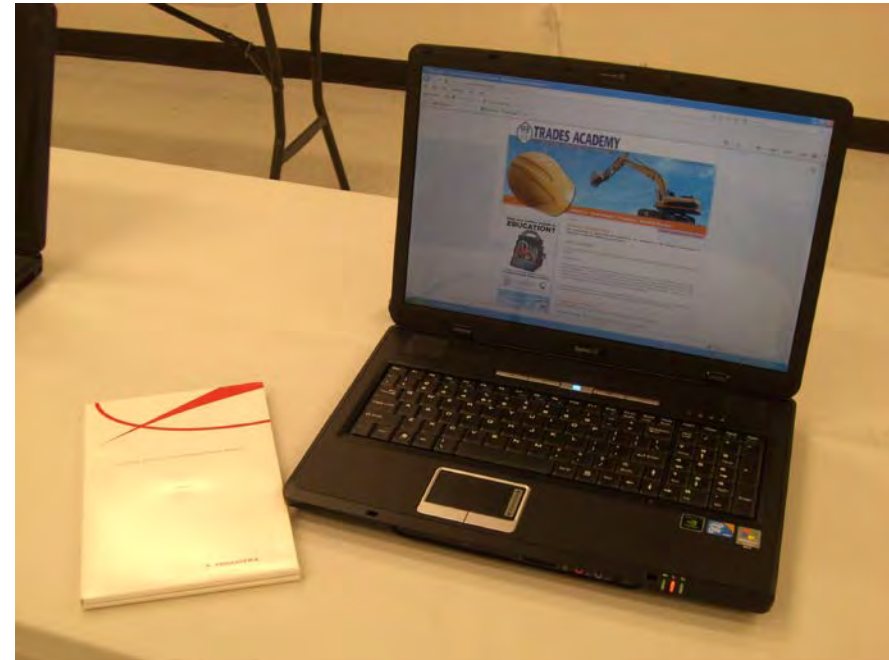


Primavera P6 Training Program



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- Primavera software donation
- Perkins Grant
 - Notebook computers
- Partnership with ICRC

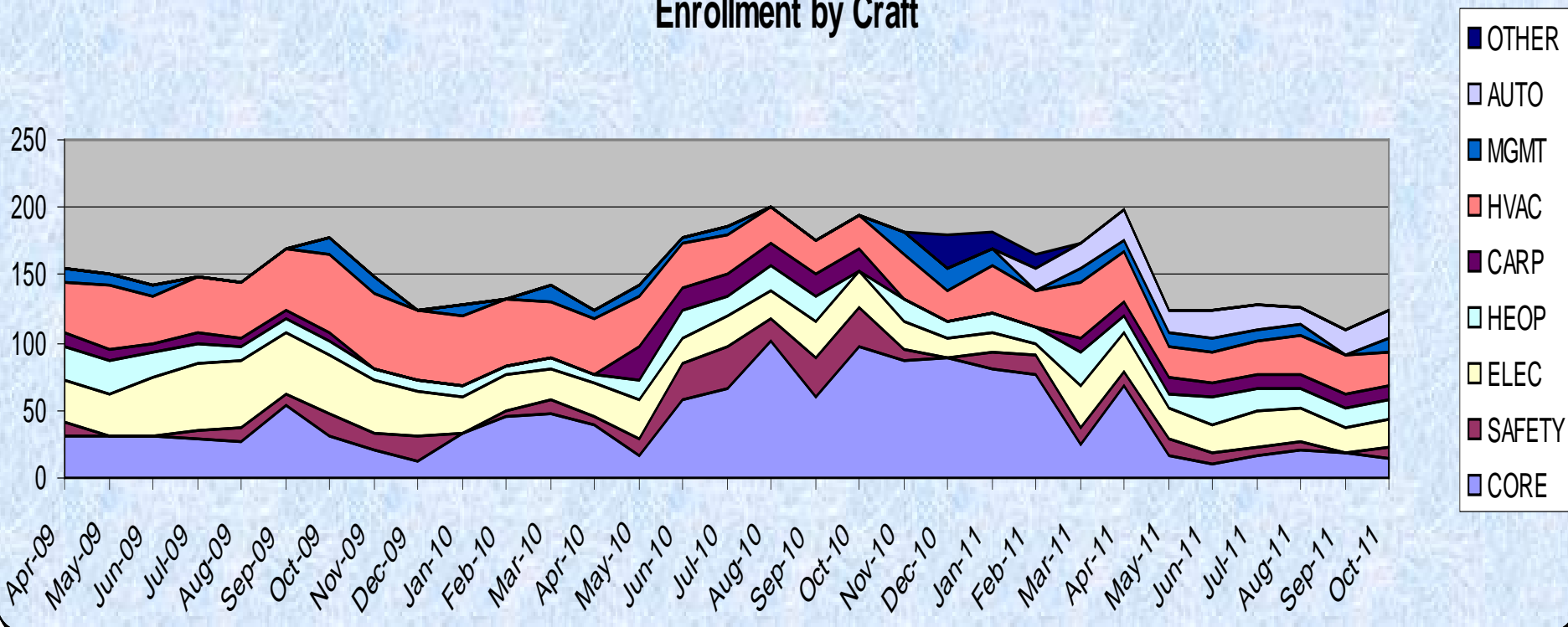


Enrollment



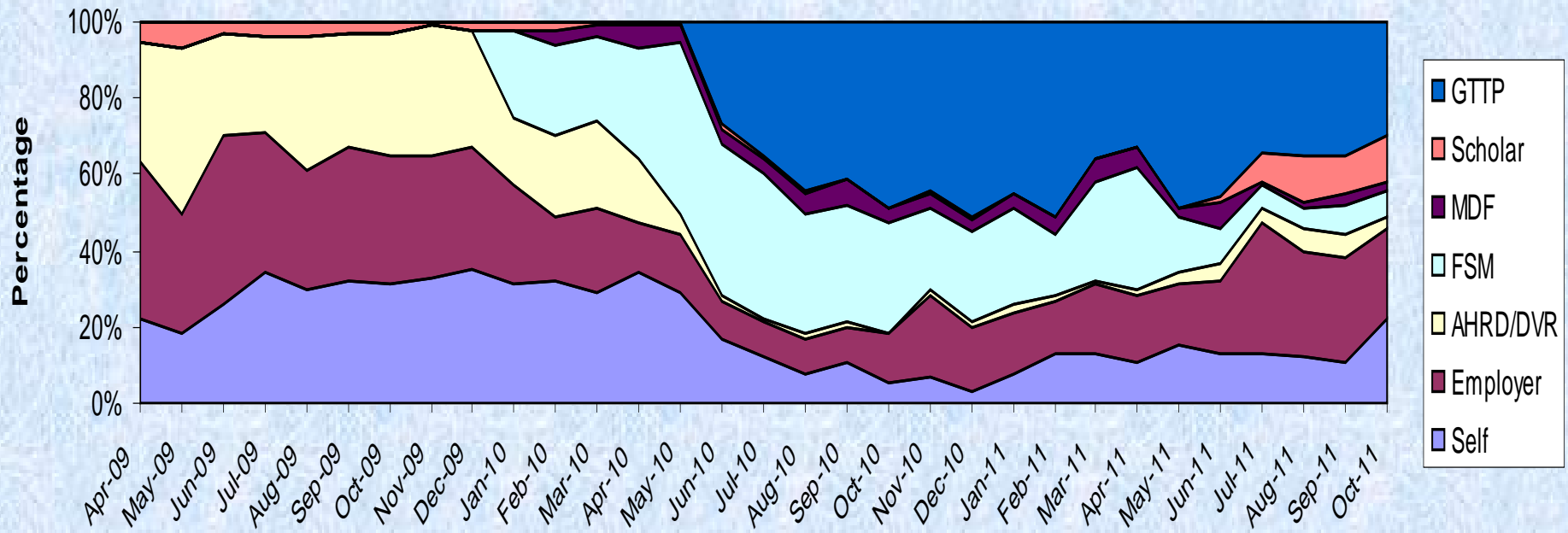
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Enrollment by Craft



Enrollment

Enrollment by Funding



National Craft Assessment & Certification Program



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- Congressional Earmark Grant



- NCCER

- Knowledge Assessment
- Performance Verification
- Nationally-recognized Credentials



NCCER Training Units



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NCCER Training Unit



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TRADES

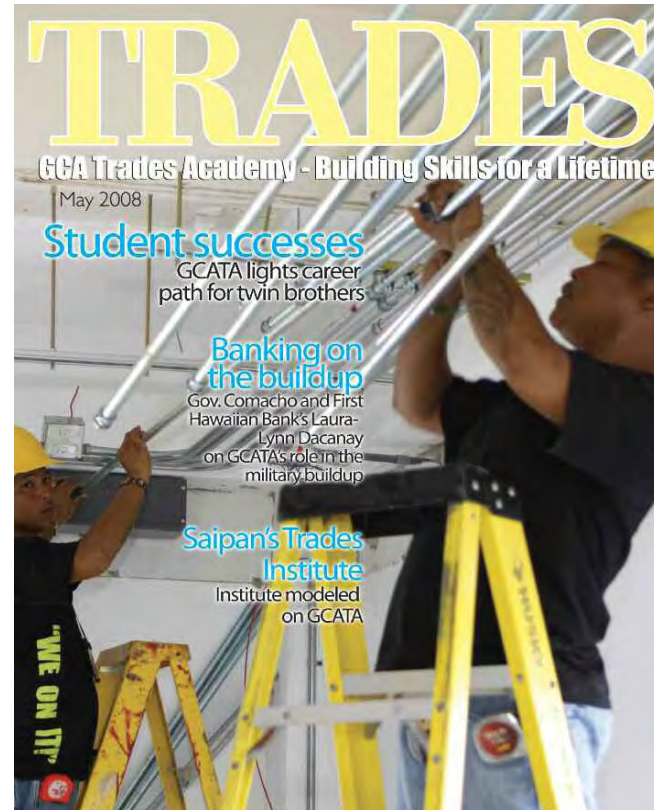


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Pacific Daily News

GUAM'S *complete* SOURCE

www.guampdn.com



Barrigada Training Facility



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One Puzzle



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- Students expressing difficulties finding jobs
- Enrollment & interest in construction careers on a plateau
- Construction companies expressing difficulties finding skilled workers
- Companies reluctant to commit to apprenticeship



The Situation



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Students

Are choosing to become:

- HVAC Technicians
- Electricians
- Carpenters
- Auto Mechanics

Contractors

Need more:

- Carpenters
- Masons
- Reinforcing Iron Workers



A Solution



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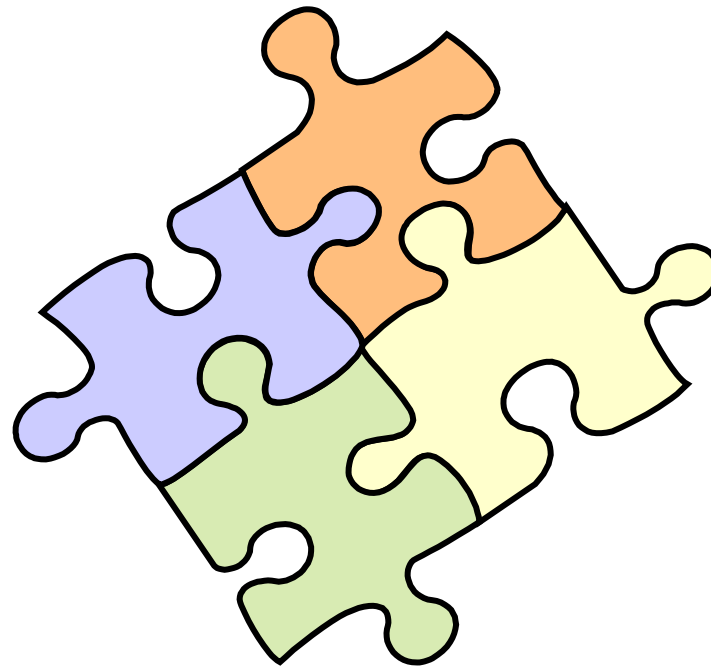
- Construction Craft Laborer program
 - Trains students in several crafts
 - Carpentry (formwork)
 - Masonry, Iron Working, Electrical
 - Prepares students for entry-level construction jobs in 2 years (340 hours)
 - Better meets contractor's skill needs
 - NCCER credentialed
 - USDOL apprenticeable



Another Puzzle



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The Situation



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- **Guam's Statistics:**
 - **Population:** (Guam Census)
 - ~160,000 people
 - **Potential Labor Force:** (GovGuam)
 - ~120,000 people
 - **Employed**
 - ~65,000 people
 - **Unemployed**
 - ~10,000 people
 - **Not in Labor Force**
 - ~45,000 people



The Solutions



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- Push Change
 - Change our systems, policies, laws, etc.
 - Creates other issues
- Pull Change
 - Change references, models, etc.
 - More permanent & sustainable
- Hybrid of Push & Pull



Reviving a Tradition



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Thank you
Un dangkulu na si Yu'us
Ma'ase



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