



Guam Department of Labor
DIPATTMENTON HUMOTNAT

Bureau of Labor Statistics

Thursday January 15, 2025

9:00 am – 11:00 am

Guam Economic Forecast 2026

Guam Chamber of Commerce

Royal Ballroom
Dusit Thani Guam Resort



Gary A. Hiles

Chief Economist, Department of Labor
Bureau of Labor Statistics

Overview

- Would you provide a state of the island update on the current work force and your assessment of available workers over the next five years.
- Economic and Political Uncertainties & Risks
- Current Workforce Information
- Future depends on demand for labor – Federal Civilian & Military, GovGuam and Private
- Largely driven by federal expenditures and tourism rebound.
- Also the supply of Labor to meet the demand
- Resources and Tools

Uncertainties

 Bloomberg.com



Trump Expects to Win
Supreme Court Tariffs Case

16 hours ago

 Al Jazeera



Trump announces new 25%
tariff: How will it impact Iran's
trading partners?

21 hours ago

- Possible Events - Issues
- Federal Shutdown
- Weather – Natural Disasters
- Visa Issues
- Tariff Issues
- International Issues – Iran, Venezuela, Greenland
- Canada, Mexico, China, etc.
- Guam Elections & Changing Elected Officials

Economic Risks

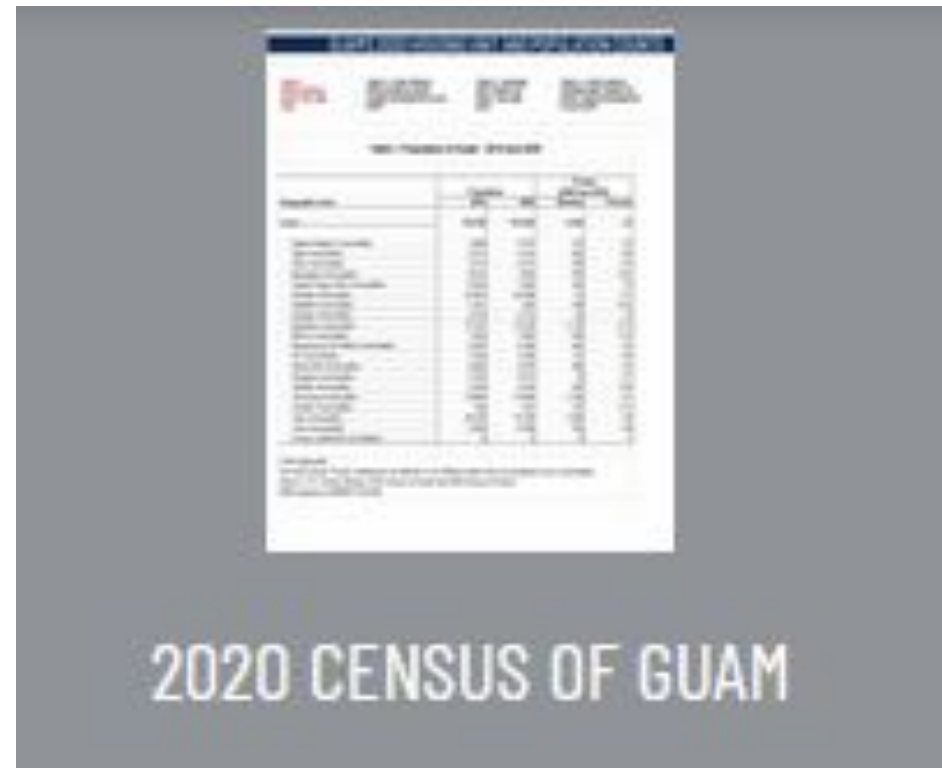
This article is part of:

[World Economic Forum Annual Meeting](#)

- The World Economic Forum's *Global Risks Report 2026* finds the world in an "age of competition", marked by fragmentation and confrontation.
- Both the short and long-term outlooks of leaders and risk experts predict "turbulent" to "stormy" times.
- Geoeconomic confrontation, mis- and disinformation and societal polarization make up the top three short-term risks, while environmental risks dominate in the long term.
- The report sets the agenda for discussions at the Forum's Annual Meeting in Davos (19–23 January 2026), which this year focuses on reestablishing '*A Spirit of Dialogue*'.

Current Guam Workforce

- By Industry, Occupation, Demographics
- bls.guam.gov
- bsp.guam.gov

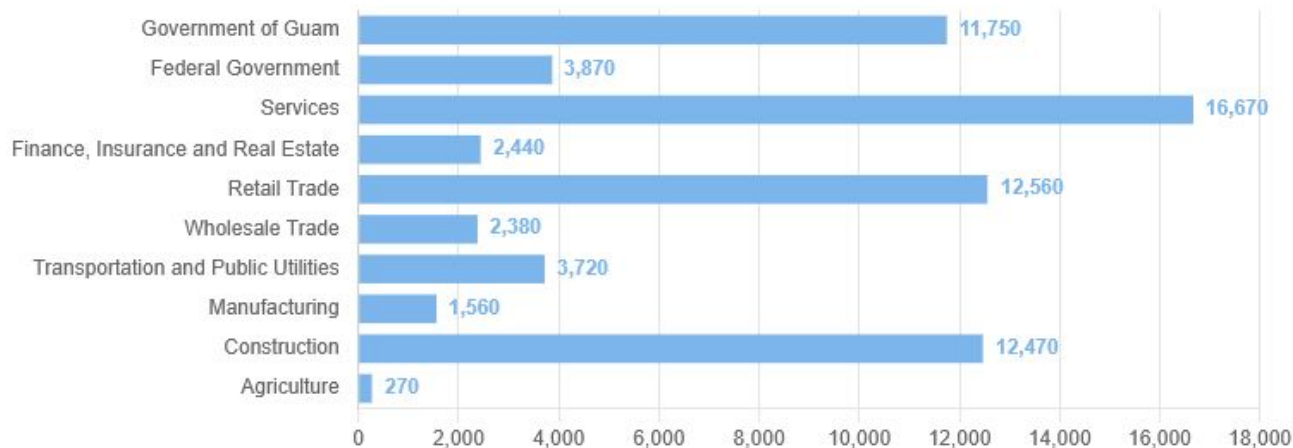




Employment Indicators

Welcome to the Guam Bureau of Labor Statistics

Current Employment Statistics-September 2025



The [September 2025 preliminary statistics](#) show an increase of 250 jobs over the latest quarter and a decline of 890 in the latest year. The greatest private sector employment reductions over the year were in Construction 400, the majority of which were H-2 workers.

Unemployment Rate
(Not Seasonally Adjusted)

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Statistics by Subject/Program

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[Department of Defense Contracts](#)
[Military Active Duty and Dependents](#)
[Federal Expenditure Trends](#)
[Guam Economic Census](#)
[Employment Projections](#)
[Economic Outlook Reports](#)

Employment	Sep 2024	Dec 2024	Mar 2025	Jun 2025	Sep 2025	Percent Change (One Year)
<i>Private Sector</i>	52,640	52,640	51,900	51,350	52,070	-1.1%
<i>Federal Government</i>	4,050	4,050	4,010	3,890	3,870	-4.4%
<i>Government of Guam</i>	11,890	11,980	11,890	12,200	11,750	-1.2%
Total Employment	68,580	68,670	67,800	67,440	67,690	-1.3%

Weekly Earnings	Sep 2024	Dec 2024	Mar 2025	Jun 2025	Sep 2025	Percent Change (One Year)
Private Sector Non-supervisory	\$695.56	\$712.27	\$707.16	\$703.50	\$713.10	2.5%
GovGuam-All Branches	\$1,284.43	\$1,321.50	\$1,319.48	\$1,221.61	\$1,336.53	4.1%

Unemployment Rate	Jun 2024	Sep 2024	Dec 2024	Mar 2025	Jun 2025	Change (One Year)
	4.0%	3.4%	3.9%	3.4%	3.2%	-0.8

- Total Guam Employment figures in 2025 have just exceeded the pre-pandemic employment numbers of 2019 and 2020. Further increases are anticipated in 2026 and beyond due to rebounding tourism and increased defence activity.
- Also, private sector average hourly earnings have increased from \$15.23 to \$18.72, average weekly hours paid has increased from 34.1 to 37.6 and average weekly earnings have increased from \$519.29 to \$703.50 from March 2020 to June 2025.

Pre-Post Pandemic Jobs by Industry

- Employee count changes by industry division from March 2020 to June 2025 are as follows:
-
- Agriculture up 60
- Construction up 4,260
- Manufacturing up 90
- Transportation and Public Utilities down 870
- Wholesale Trade down 170
- Retail Trade down 1,380
- Finance, Insurance & Real Estate down 240
- Services - Hotels down 780
- Other Services down 1,220
- Federal and Guam Government employee numbers were virtually unchanged over this period but declined marginally in the next quarter.

**Preliminary Visitor Arrival Summary
November 2025**



	Nov-24	Nov-25	% from LY
Civilian Air Arrivals ^a	54,027	70,469	30.4%
Civilian Sea Arrivals ^a	85	80	-5.9%
Armed Forces Air Arrivals ^a	135	181	34.1%
Armed Forces Sea Arrivals ^a	1	1	0.0%
TOTAL VISITOR ARRIVALS	54,248	70,731	30.4%

ORIGIN OF AIR ARRIVALS (Civilian & Armed Forces)	Nov-24	Nov-25	% from LY
KOREA	25,600	37,348	45.9%
Seoul	9,713	12,360	27.3%
Incheon/Gyeonggi	6,403	8,278	29.3%
Chungnam/Daejeon	712	916	28.7%
Jeonbuk/Gwanju	544	905	66.4%
Gyeonbuk/Daegu	877	1,706	94.5%
Busan	1,546	3,562	130.4%
Ulsan	436	824	89.0%
Other	5,369	8,797	63.8%
JAPAN	17,640	22,523	27.7%
Kanto (Tokyo)	9,765	11,848	21.3%
Chubu (Nagoya)	2,002	2,696	34.7%
Kinki (Osaka)	2,861	4,371	52.8%
Koshinetsu	481	603	25.4%
Hokuriku	147	264	79.6%
Tohoku	738	776	5.1%
Kyushu	543	577	6.3%
Chugoku	286	437	52.8%
Hokkaido	297	404	36.0%
Shikoku	211	238	12.8%
Okinawa/Miya	99	95	-4.0%
Other	210	214	1.9%
TAIWAN	251	615	145.0%
Taipei	150	341	127.3%
Kaohsiung	25	31	24.0%
Taichung	16	45	181.3%
Taoyuan, Miaoli, Hsinehu	29	67	131.0%
Hsinchu	6	46	666.7%
Other	25	85	240.0%

**Preliminary Visitor Arrival Summary
November 2019 vs November 2025**



	Nov-19	Nov-25	% vs 2019
Civilian Air Arrivals ^a	142,345	70,469	-50.5%
Civilian Sea Arrivals ^a	95	80	-15.8%
Armed Forces Air Arrivals ^a	1,488	181	-87.8%
Armed Forces Sea Arrivals ^a	59	1	-98.3%
TOTAL VISITOR ARRIVALS	143,987	70,731	-50.9%

ORIGIN OF AIR ARRIVALS (Civilian & Armed Forces)	Nov-19	Nov-25	% vs 2019
KOREA	62,448	37,348	-40.2%
Seoul	26,018	12,360	-52.5%
Incheon/Gyeonggi	15,820	8,278	-47.7%
Chungnam/Daejeon	1,531	916	-40.2%
Jeonbuk/Gwanju	983	905	-7.9%
Gyeongbuk/Daegu	2,439	1,706	-30.1%
Busan	6,775	3,562	-47.4%
Ulsan	1,124	824	-26.7%
Other	7,758	8,797	13.4%
JAPAN	63,789	22,523	-64.7%
Kanto (Tokyo)	30,863	11,848	-61.6%
Chubu (Nagoya)	7,530	2,696	-64.2%
Kinki (Osaka)	15,382	4,371	-71.6%
Koshinetsu	1,094	603	-44.9%
Hokuriku	774	264	-65.9%
Tohoku	1,621	776	-52.1%
Kyushu	2,706	577	-78.7%
Chugoku	1,340	437	-67.4%
Hokkaido	1,242	404	-67.5%
Shikoku	743	238	-68.0%
Okinawa/Miya	338	95	-71.9%
Other	156	214	37.2%
TAIWAN	2,023	615	-69.6%
Taipei	1,251	341	-72.7%
Kaohsiung	130	31	-76.2%
Taichung	265	45	-83.0%
Taoyuan, Miaoli, Hsinehu	191	67	-64.9%
Hsinchu	81	46	-43.2%
Other	105	85	-19.0%

Construction & Federal Expenditures

Construction (Thousands of Dollars)	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Percent Change from 2024	Percent Change from 2021
Building Permits	307,928	580,040	253,860	378,313	373,292	-1.3%	21.2%
DOD Construction Contracts**	473,159	799,917	754,577	626,521	956,309	52.6%	102.1%
Total	781,087	1,379,957	1,008,437	1,004,613	1,329,601	32.3%	70.2%

Federal Expenditures/ Obligations (Millions of Dollars) Source: USAspending.gov	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	Percent Change from 2024	Percent Change from 2021
Department of Defense	2,099.6	1,776.5	2,356.1	2,503.6	2,638.1	5.4%	25.6%
Non- Defense/ Other	3,122.3	1,256.1	1,277.2	1,406.5	1,480.6	5.3%	-52.6%
Total Amount Awarded	5,221.9	3,032.6	3,633.3	3,910.1	4,118.7	5.3%	-21.1%

Source: Department of Defense Contracts Archive

Individual Contract Amounts of \$5 Million plus* from January 1, 1995 through December 31, 2025

Updated: January 14, 2026

Construction

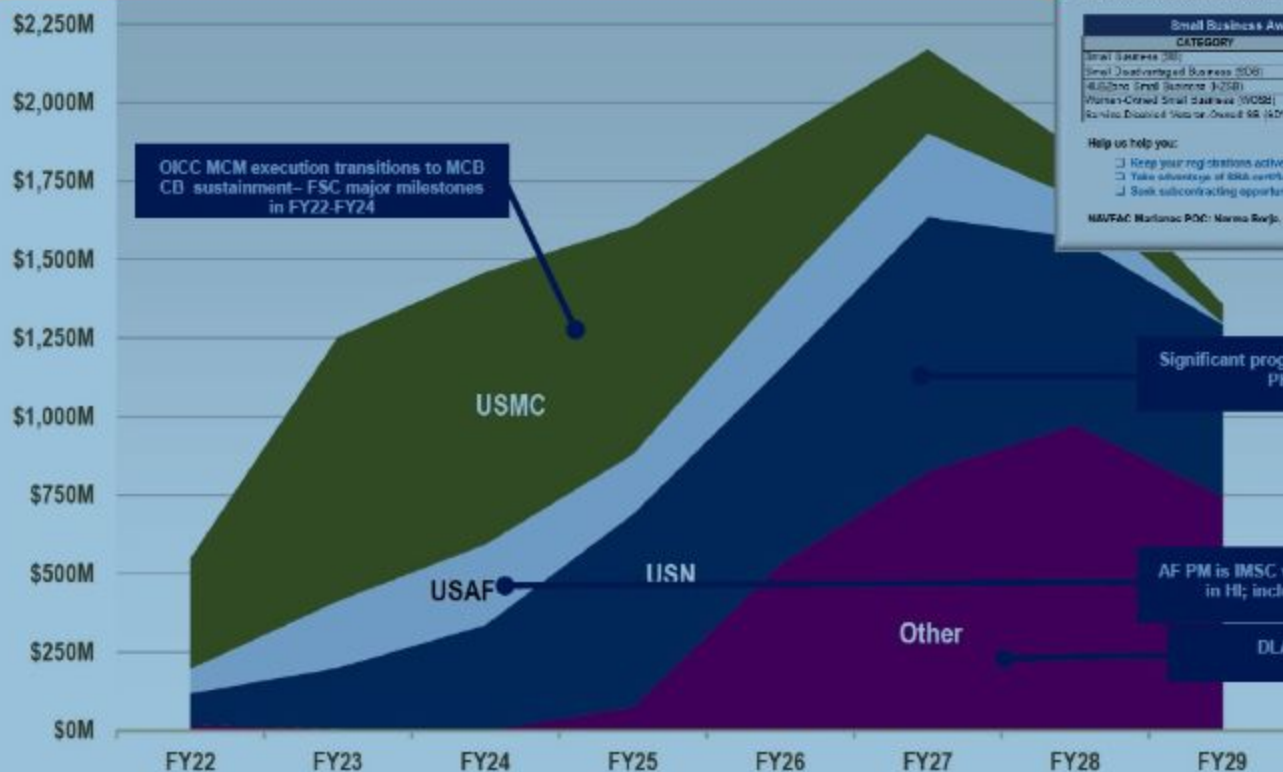
Calendar Year				Fiscal Year			
Month/Year	Local Based Companies	Off-Island Companies	CY Totals	Month/Year	Local Based Companies	Off-Island Companies	FY Totals
May-24	251,339,013	44,265,264	295,604,277	Feb-24	0	0	0
Jun-24	0	0	0	Mar-24	0	0	0
Jul-24	14,529,779	0	14,529,779	Apr-24	21,978,000	78,432,217	100,410,217
Aug-24	21,450,000	0	21,450,000	May-24	251,339,013	44,265,264	295,604,277
Sep-24	170,413,366	0	170,413,366	Jun-24	0	0	0
Oct-24	0	0	0	Jul-24	14,529,779	0	14,529,779
Nov-24	0	0	0	Aug-24	21,450,000	0	21,450,000
Dec-24	0	0	0	Sep-24	170,413,366	0	170,413,366
2024	479,710,158	122,697,481	602,407,639	2024	503,823,298	122,697,481	626,520,779
Jan-25	0	0	0	Oct-24	0	0	0
Feb-25	0	0	0	Nov-24	0	0	0
Mar-25	0	0	0	Dec-24	0	0	0
Apr-25	0	0	0	Jan-25	0	0	0
May-25	0	0	0	Feb-25	0	0	0
Jun-25	23,676,903	0	23,676,903	Mar-25	0	0	0
Jul-25	328,009,848	36,882,982	364,892,830	Apr-25	0	0	0
Aug-25	16,985,204	125,620,690	142,605,894	May-25	0	0	0
Sep-25	254,419,888	170,713,324	425,133,212	Jun-25	23,676,903	0	23,676,903
Oct-25	0	0	0	Jul-25	328,009,848	36,882,982	364,892,830
Nov-25	0	0	0	Aug-25	16,985,204	125,620,690	142,605,894
Dec-25	0	0	0	Sep-25	254,419,888	170,713,324	425,133,212
2025 YTD	623,091,843	333,216,996	956,308,839	2025	623,091,843	333,216,996	956,308,839

NAVFAC Marianas 10 Nov 2022

Workload Projections

(dtd 18 OCT 22)

WIP = Annual Maintenance & Service Growth



Small Business Participation

- NAVFAC Marianas provides maximum practicable opportunities for SB concerns
- Total contracts average about \$245.1M annually over the last 5 years

Small Business Awards: 5-year Average		
CATEGORY	PERCENTAGE	DOLLARS
Small Business (SB)	74.1%	\$184.1M
Small Disadvantaged Business (SDB)	52.4%	\$128.5M
WBE/DBE (Small Business 3-24)	50.5%	\$125.2M
Woman-Owned Small Business (WOSB)	5.3%	\$13.2M
Service-Disabled Veteran-Owned SB (SDVOSB)	0.3%	\$0.7M

Help us help you:

- Keep your registrations active and updated in SAM.GOV
- Take advantage of SBA certifications (HUBZone, 8(a), etc.)
- Seek subcontracting opportunities with large prime contractors

NAVFAC Marianas POC: Norma Swijo, Small Business Program Manager

Guam PDN April 7, 2025

Randy Sablan, left, senior political military affairs advisor with both the Joint Region Marianas and the Joint Task Force Micronesia, addresses local lawmakers during an informational briefing held at the Guam Congress Building in Hagåtña on April 7, 2025.

- A chart provided by the Joint Region Marianas showed the total “military population,” inclusive of active duty personnel, dependents, and civilians working for DoD topping out at 35,062 by fiscal year 2037.
- That’s roughly 9,000 people fewer than the 44,000 by 2037 that JRM predicted in March 2024. JRM at the time put the total military population at 26,000.
- Notably, the number of active duty personnel projected by 2037 on Monday was put at 15,592, lower than the 20,500 JRM had predicted last March.
- **The figure changes roughly every 30 days**, as different military units “refine” their numbers, according to Randy Sablan, the senior political and military affairs advisor for JRM and Joint Task Force Micronesia.
- According to Sablan on Monday, while construction for the relocation of Marines from Okinawa will wrap up by 2029, arrivals will continue past that date.
- There’s also other work, like missile defense plans for Guam, which will extend past 2029.
- Based on the figures provided, some 10,000 personnel associated with the buildup have been added to Guam’s population between fiscal 2015 and fiscal 2024.
- Here’s what the latest population growth figures look like:
- Fiscal 2015: 12,196 total — 4,317 active duty personnel, 4,247 dependents, 3,631 DoD civilians
- Fiscal 2024: 22,890 total — 8,721 active duty, 8,634 dependents, and 5,535 civilians
- Fiscal 2027: 33,007 total — 14,541 active duty, 12,268 dependents, 6,198 civilians
- Fiscal 2029: 31,225 total — 12,596 active duty, 12,325 dependents, 6,302 civilians
- Fiscal 2034: 33,225 total — 14,598 active duty, 12,325 dependents, 6,302 civilians
- Fiscal 2037: 35,052 total — 15,592 active duty, 13,165 dependents, 6,305 civilians
- Sablan told senators that JRM does not anticipate the size of the military buildup to be cut by the Trump administration.

Industry & Occupational Projections

Openings are growth plus replactment

Long Term Occupational Projections 2022 - 2032										
STFIPS	Area Name	Occupation Code	Occupation Name	Base Year	Base Employment	Projection Year	Projection	Change	Percent Change	Average Annual Openings
66Guam		00-0000	Total, All Occupations	2022	62,500	2032	69,870	7,370	11.8	8,370
66Guam		11-1011	Chief Executives	2022	440	2032	430	-10	-2.3	30
66Guam		11-1021	General and Operations Managers	2022	1,490	2032	1,730	240	16.1	160
66Guam		11-2021	Marketing Managers	2022	210	2032	250	40	19.0	20
66Guam		11-2022	Sales Managers	2022	210	2032	250	40	19.0	20
66Guam		11-3010	Administrative Services and Facilities Managers (SOC 2018)	2022	1,150	2032	1,310	160	13.9	110
66Guam		11-3021	Computer and Information Systems Managers	2022	120	2032	140	20	16.7	10
66Guam		11-3031	Financial Managers	2022	500	2032	630	130	26.0	50
66Guam		11-3061	Purchasing Managers	2022	60	2032	70	10	16.7	10
66Guam		11-3071	Transportation, Storage, and Distribution Managers	2022	160	2032	170	10	6.3	10
66Guam		11-3121	Human Resources Managers	2022	60	2032	80	20	33.3	10
66Guam		11-9021	Construction Managers	2022	280	2032	290	10	3.6	20
66Guam		11-9039	Education Administrators, All Other	2022	170	2032	190	20	11.8	10
66Guam		11-9041	Architectural and Engineering Managers	2022	60	2032	70	10	16.7	10
66Guam		11-9051	Food Service Managers	2022	130	2032	170	40	30.8	20
66Guam		11-9081	Lodging Managers	2022	100	2032	130	30	30.0	20
66Guam		11-9111	Medical and Health Services Managers	2022	90	2032	130	40	44.4	10
66Guam		11-9141	Property, Real Estate, and Community Association Managers	2022	100	2032	100	0	0.0	10

Population Age Distribution

Annually over 2,300



SELECT TOPIC

(All)

Select "Total" Guam or by Village

- ☒ (All)
☐ Total
☐ Village

Select Characteristic Category

- ☒ (All)
☒ GENERAL DEMOGRAPHIC CHARACTERISTICS
☒ SELECTED ECONOMIC CHARACTERISTICS
☒ SELECTED HOUSING CHARACTERISTICS
☒ SELECTED SOCIAL CHARACTERISTICS

Cells in data tables will display the letter "N" when those data are not statistically reliable or = 0. A list of the geographic areas and data tables that will not have data displayed due to data quality concerns can be found in Chapter 5 of the IAC Demographic Profile Summary File Technical Documentation.

1. SEX AND AGE

	Guam		N
	Number	Percent	
Total population	153,836	100.0%	
Under 5 years	10,626	6.9%	
5 to 9 years	11,439	7.4%	
10 to 14 years	12,232	8.0%	
15 to 19 years	11,782	7.7%	
20 to 24 years	11,889	7.7%	
25 to 29 years	11,463	7.5%	
30 to 34 years	10,028	6.5%	
35 to 39 years	9,456	6.1%	
40 to 44 years	9,200	6.0%	
45 to 49 years	10,145	6.6%	
50 to 54 years	10,237	6.7%	
55 to 59 years	9,865	6.4%	
60 to 64 years	8,284	5.4%	
65 to 69 years	6,686	4.3%	
70 to 74 years	4,885	3.2%	
75 to 79 years	2,637	1.7%	
80 to 84 years	1,765	1.1%	
85 years and over	1,217	0.8%	
16 years and over	117,126	76.1%	
18 years and over	112,349	73.0%	
21 years and over	105,364	68.5%	
62 years and over	21,945	14.3%	
65 years and over	17,190	11.2%	
Male population	78,271	50.9%	
Under 5 years	5,575	3.6%	

Labor Force Participation above 70%

1,600 annual LF entrants

Table 3.3 Civilian labor force participation rates by age, sex, and race/ethnicity

Group	Participation rate, 2004	Participation rate, 2014	Participation rate, 2024	Participation rate, 2034
Total, 16 years and older	66.0	62.9	62.6	61.1
16 to 24	61.1	55.0	55.9	53.6
16 to 19	43.9	34.0	36.9	34.6
20 to 24	75.0	70.8	71.5	69.1
25 to 54	82.8	80.9	83.6	82.8
25 to 34	82.7	81.2	83.7	82.8
35 to 44	83.6	82.2	84.7	83.9
45 to 54	81.8	79.6	82.3	81.6
55 and older	36.2	40.0	38.4	36.9
55 to 64	62.3	64.1	65.9	68.6
65 to 74	22.0	26.3	27.1	29.6
75 and older	6.1	8.0	8.6	10.2

Labor Force Exits

	Guam						
Label	Total	16 to 19 years	20 to 24 years	25 to 44 years	45 to 54 years	55 to 64 years	65 years and over

EMPLOYMENT STATUS

Population 16 years and over in households (excluding people in military housing units)

	110,609	9,000	10,421	36,976	19,433	17,793	16,986
In labor force	67,339	2,366	6,991	28,164	14,514	11,151	4,153
In Armed Forces	2,691	41	475	1,801	342	32	N
Civilian labor force	64,648	2,325	6,516	26,363	14,172	11,119	4,153
Employed	58,078	1,604	5,441	23,646	13,058	10,425	3,904
Unemployed	6,570	721	1,075	2,717	1,114	694	249
Not in labor force	43,270	6,634	3,430	8,812	4,919	6,642	12,833

H1-B Visa Changes

Source: Google

New \$100,000 Requirement for H-1B Petitions Upheld by Court

In September 2025, President Trump issued Proclamation 10973, which **requires a \$100,000 payment in connection with new H-1B visa petitions filed for beneficiaries outside of the United States.** Dec 30, 2025

[New Rules for H-1B Visa Lottery and \\$100K Fee Upheld - Akin Gump](#)



[Akin Gump](#)

<https://www.akingump.com › insights › alerts>

Who has to pay \$100,000 for an H-1B visa?

Practically speaking, this fee only applies to **employers who use an H-1B visa petition to bring a foreign national to the United States.** Current employers of H-1 workers who wish to continue to employ this worker need not worry about this fee, and can instead file an extension of status [petition.](#) Oct 24, 2025

DHS Changes Process for Awarding H-1B Work Visas to Better Protect American Workers

Release Date : 12/23/2025

WASHINGTON – The Department of Homeland Security is amending regulations governing the H-1B work visa selection process to prioritize the allocation of visas to higher-skilled and higher-paid aliens to better protect the wages, working conditions, and job opportunities for American workers. The new rule replaces the random lottery for selecting visa recipients with a process that gives greater weight to those with higher skills.

H1-B Visas – Guam top 25

Established in 2006, Myvisajobs.com stands as the premier and most reliable employment platform for foreign professionals seeking opportunities in the United States.

Guam: 2025 H-1B Report by Work State

Top Employers, Guam Salaries, Job Opportunities & Sponsorship Trends

Category: [All](#) | [Job Title](#) | [Occupation](#) | [Law Firm](#) | [Attorney](#) | [Industry](#) | [Work City](#) | [Work State](#) | [Application Status](#)

Rank	H1B Visa Sponsor(Employer)	Number of LCA *	Average Salary
1	Core Tech Construction	93	\$84,553
2	Core Tech International	24	\$65,979
3	Ernst & Young	14	\$45,500
4	Guam Healthcare Development	13	\$181,138
5	Doosan Ukudu Power	12	\$54,416
6	Harvest Baptist Church Of Guam	12	\$49,518
7	Sumitomo Mitsui Construction	11	\$52,209
8	Pacific Federal Management	11	\$48,852
9	Hdcc Guam	10	\$76,598
10	Nan	8	\$71,500
11	lan	8	\$50,430
12	Korando	8	\$50,250
13	Planate Management Group	8	\$46,838
14	Lotte Hotel Guam	8	\$34,211
15	University Of Guam	7	\$91,138
16	Cabras Marine	7	\$62,998
17	Goodwind Development	7	\$50,548
18	Aic International	6	\$56,374
19	Kinden	6	\$53,822
20	Black Construction	6	\$50,267
21	Catalyst Construction	6	\$49,204
22	Smithbridge Guam	5	\$112,145
23	Pacific Rim Constructors	5	\$80,150
24	Obayashi	5	\$79,381
25	J.M. Robertson	5	\$69,167

November 2025



Guam Department of Labor
ALIEN LABOR PROCESSING
& CERTIFICATION DIVISION

Employers Workplace Monthly Report Statistics

Common Construction Occupations	
Camp Cook	7
Carpenter	1559
Cement Mason	1222
Electrician	414
HVAC & Refrigeration Mechanic	72
Construction Equipment Mechanic	34
Heavy Equipment Operator	302
Reinforcing Metal Worker	662
Painter	166
Pipefitter	60
Plasterer	0
Plumber	235
Sheet Metal Worker	115
Structural Steel Worker	28
Welder	65
Total Common Const. Occup.	4941

Other Construction Occupations	
A/C & Refrigeration Mechanic	2
Air Conditioning Technician	2
Bookkeeper (Construction Ind.)	1
Construction Supervisor	20
Crane Operator Supervisor	3
Equipment Technician	11
Field Supervisor	13
HVAC Mechanic	7
HVAC Technician	1
Heavy Equipment Mechanic	73
Heavy & Trailer Truck Driver	1
Landscape Gardener	87
Machinery Maintenance and Repair Worker	3
Mechanic Supervisor	1
Occupational Health & Safety Tech.	2
Occupational Health & Safety Tech. Supervisor	1
Precast Concrete Laboratory Supervisor	1
Service Technician	1
Welder/Fitter	3
Total Other Const. Occupations	233

Grand Total Construction Occupations	5174
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Other Non-Construction Occupations	
Automotive Mechanic	16
Baker	20
Camp Cook	55
Dental Assistant	1
Dental Auxiliary	10
Dental Ceramist/Technician	1
Drilling Assistant	3
Drilling Supervisor	2
Electrician (Motor Rewinder)	7
Expanded Functions Dental Assistant	1
General Maintenance & Repair Worker	4
Heavy & Tractor Trailer Truck Driver	23
Landscape Gardener	10
Lead Transportation Equipment Painter	1
Maintenance Engineer	42
Maintenance Technician	17
Marine Mechanic	9
Painter Blaster	9
Personal Care Aide	5
Quality Control Inspector	2
Shipwright Carpenter	12
Ultrasound Technician	1
Welder/Fitter	11
Total Non-Const. H-2B Workers	262

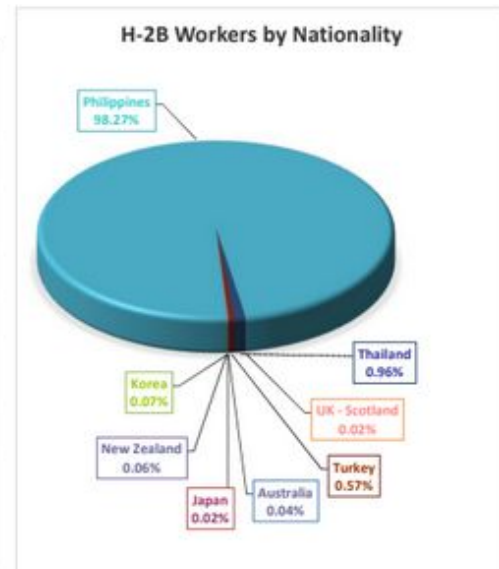
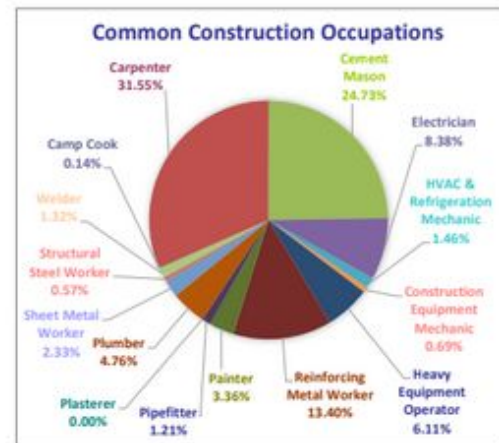
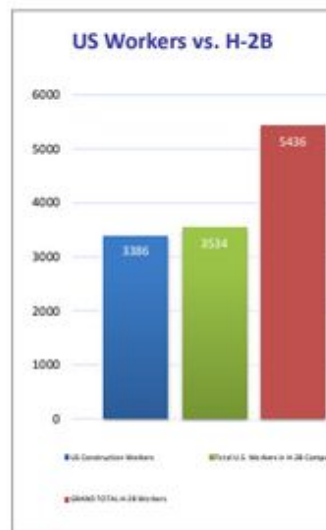
H-2B Workers by Nationality	
Australia	2
Japan	1
Korea	4
New Zealand	3
Philippines	5342
UK - Scotland	1
Thailand	52
Turkey	31
Total H-2B Workers by Nationality	5436

H-2B Employers By Industry	
Construction	63
Non-Construction	19
Total H-2B Employers	82

DPRI Authorized	
Total Occupations	4303

CES US Workforce (as of June 2025)	8560
Jess H-2B	5174
US Construction Workers	3386

Total U.S. Workers in H-2B Companies	3534
GRAND TOTAL H-2B Workers	5436



Demographic Changes

Aging Population

- The Employment Projections for 2024-2034 by the U.S. Department of Labor project that healthcare and social assistance is projected to have the largest job growth and be the fastest growing industry sectors, up 8.4 percent over the decade. Employment growth in this sector is expected to be primarily driven by both the aging population and the growing prevalence of chronic conditions, such as heart disease, cancer, and diabetes.
- The aging population demographics have implications for the workforce both in terms of what jobs available employees have the experience and the interest and ability to perform them. The change in demographics also changes consumption patterns with differ at various stages of life which can alter the demand for various goods and services. The aging population in the U.S. and the associated employment changes are being experienced on Guam as well.
- The median age of Guam's population in 2010 was 29.5; it rose to 33.7 in 2020. The number of persons 65 years old and above increased from 10,747 or 6.7 percent of the population in 2010 to 17,190 or 11.1 percent in 2020.

Artificial Intelligence AI

- Artificial intelligence AI, is already being widely used for a number of applications. People may not even be aware that they are using it. AI is widely used for more sophisticated web searches permitting questions rather than just key word test matching. It is also being used for machine language translation from sound to text, i.e. captions on tv programs, text to sound, and language to language. There are a number of tools currently available to assist in performing various activities.

Artificial Intelligence AI

- AI tools are software that use machine learning, NLP, and other AI to automate tasks, analyze data, generate content (text, images, code), and provide insights, helping individuals and businesses boost productivity, make better decisions, and streamline complex processes from writing emails to creating art, with popular examples including chatbots ([Perplexity](#), [Claude](#)), image generators (Midjourney), coding assistants, and productivity apps like Notion AI.
- Types of AI Tools & Examples
- **Chatbots & Assistants:** For Q&A, summarization, brainstorming (e.g., Perplexity, Google Gemini, Claude).
- **Content Creation:** Writing, video, image generation (e.g., Midjourney, HeyGen, Descript).
- **Productivity & Automation:** Scheduling, email drafting, to-do lists (e.g., Notion AI, ClickUp).
- **Coding & Development:** Debugging, code generation (e.g., Blackbox AI, GitHub Copilot).
- **Data Analysis & Business:** Sales insights, marketing (e.g., Revio, Brand24).
- **Specialized Tools:** Transcription (Whisper Flow), ethical AI (SageMaker Clarify).

AI Economic Impacts

-
- Development, operation and use of such tool presents new and additional business and employment opportunities directly and indirectly with their requirement for chips and increased power supplies. It also will automate repetitive tasks and increase operational efficacy which will eliminate employment in the affected occupations and industries. At this time, rather than eliminating occupations such as computer coders, lawyers and doctors, it will make their research work more efficient and effective. Occupations that can be automated will be reduced in number as tools improve and implementation phases in.

Skills Based Focus vs Degree

Occupational Requirements Survey

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The **Occupational Requirements Survey (ORS)** is a product of the Bureau of Labor Statistics (BLS). The ORS provides job-related information regarding physical demands; environmental conditions; education, training, and experience; as well as cognitive and mental requirements for jobs in the U.S. economy.

NOTICES

- » Now available: Strength requirements for civilian workers with up to 1 month of SVP [Read More »](#)
- » Additional 2023 ORS estimates released on August 15, 2024 [Read More »](#)

GRAPHICS

What is the Occupational Requirements Survey (ORS)?



www.bls.gov/ors



BLS conducts this survey under an agreement with the Social Security Administration (SSA). ORS collects and publishes information about specific work-related requirements that are available to the public and will be used by SSA to help make decisions for their disability programs.



Education, Training & Experience:
Minimum education, Experience, Credentials, On-the-Job Training



Cognitive & Mental Work Requirements: People Skills, Pace, Work Review, Control of Workload



Physical Demands:
Sitting, Standing, Climbing, Reaching, Crouching, Stooping, Lifting



Environmental Conditions:
Extreme Heat, Extreme Cold, Heavy Vibrations, Hazardous Contaminants, Outdoors, Noise Level, Wetness, Humidity

U.S. BUREAU OF LABOR STATISTICS • bls.gov • [@bls_gov](https://twitter.com/bls_gov)



NEWS RELEASES

A sedentary strength level is required for 30.6% of workers in 2024

11/19/2024

A sedentary strength level was required for 30.6 percent of workers in 2024, and the next lowest strength level, light strength, was required for 33.3 percent of workers. Specific vocational preparation beyond a short demonstration and up through 1 month was required for 34.2 percent of workers.

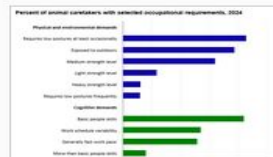
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NEXT RELEASE

The Occupational Requirements in the United States data for 2025 Annual are scheduled to be released January 16, 2026, at 10:00 A.M. Eastern Time.

PUBLICATIONS

THE ECONOMICS DAILY



Not monkeying around: koalafications of animal caretakers

July 1 is American Zoo Day, commemorating the date in 1874 when the first American zoo opened in Philadelphia. Today there are over 250

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Occupational license information is from the [Analyst Resource Center](#) (ARC).
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Find information about licenses required for different occupations by searching below.
License requirements vary by state. You can search in any state for an occupation or job title, a license name, or a state agency that oversees licensing.
103 licenses found in Guam.

Sort byBest Match

License Name	Licensing Agency	State
Accountant, Certified Public	GBOA Guam Board of Accountancy	Guam
Acupuncturist	Department of Public Health and Social Services Guam Board of Allied Health Examiners	Guam
Advanced Practice Registered Nurse, Certified Nurse Specialist	Department of Public Health and Social Services Guam Board of Nurse Examiners	Guam
Advanced Practice Registered Nurse, Certified Nurse-Midwife	Department of Public Health and Social Services Guam Board of Nurse Examiners	Guam
Advanced Practice Registered Nurse, Certified Registered Nurse Anesthetist	Department of Public Health and Social Services	Guam

Military to Civilian, Licensing & more!



O*NET OnLine

Occupation keyword search



electrician

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Military Crosswalk Search

Search codes or titles from the **Military Occupational Classification (MOC)**.

Select a branch:



0963

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Examples: 0963, radio chief

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Site updated December 16, 2025

Intensity of Recruiting Changing Recruiting Practices and Methods in the Tight Labor Market

Table 1: Changes in Recruiting Practices			
<i>Share of respondents who answered "yes" when asked: In the past year, have you made any of the following changes to how you recruit workers?</i>			
	Low-Skilled workers	Mid-Skilled workers	High-Skilled workers
Raised starting wages at a faster pace than prior year	73%	65%	61%
Increased signing bonus, or offered them for the first time	24%	35%	40%
Relaxed hiring standards (less drug testing, lowered education requirements, etc.)	22%	19%	10%
Expanded benefits offerings	26%	25%	25%
Expanded geographic reach of recruiting	16%	35%	48%
Allowed for fully remote or hybrid work arrangements	17%	41%	43%
Allowed for flexible work hours	17%	38%	38%
Sought ways to intentionally recruit from previously untapped talent pools	39%	36%	40%
Added accommodations to recruit employees with physical challenges	14%	10%	10%
Engaged in other new recruiting methods not listed above	13%	8%	11%
Source: Survey of Employer Recruiting Behavior (June 2022), Richmond Fed and Richmond SHRM.			



Guam Department of Labor
DIPATMENTON HUMOTNAT

Bureau of Labor Statistics

GUAM DOL – HireGuam.com – Apply for Unemployment Assistance and Employment

Browser window: HIREGUAM - Guam Jobs
URL: <https://www.hireguam.com/vosnet/Default.aspx>



Username Password

► Not Registered? Start Here!
► Forgot Username and/or Password?

NEWS ► CAUTION - be on the alert for job scams

SEARCH FOR A JOB
Enter a keyword and/or city or ZIP code and radius to search for jobs in your area.

Keyword (e.g. Accountant) Enter Keyword

City Enter City

ZIP Code ZIP

Radius 10 miles

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Thanks

- Your comments and ideas are solicited.
- gary.hiles@dol.guam.gov