

I MINA'TRENTAI OCHO NA LIHESLATURAN GUÅHAN
Informational Briefing/Hearing/ Oversight Hearing / Roundtable Hearing

STANDING COMMITTEE / SENATOR	HEARING	COMMITTEE REPORT	HEARING DATE	DATE COMMITTEE REPORT FILED	NOTES
Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration.	Oversight Hearing	Digital Committee Report on the Oversight Hearing on the Department of Vocational Rehabilitation.	4/30/26 2:00 p.m.	7/14/26	

Office of Senator
SHELLY V. CALVO

MAJORITY WHIP & CHAIRPERSON

Child Welfare, Youth Affairs, Senior Citizens,
Women's Affairs, Disability Services, the Arts, Culture,
Historic Preservation & Hagåtña Restoration



I Mina'trentai Ocho Na Liheslaturan Guåhan
THE 38TH GUAM LEGISLATURE

Guam Congress Building
163 Chalan Santo Papa, Hagåtña, Guam 96910
officeofsenatorshellycalvo@guamlegislature.gov
(671) 989-5682/3

June 13, 2026

The Honorable Frank Blas Jr.
Speaker

I Mina'trentai Siette na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, Guam 96910

VIA: **The Honorable V. Anthony Ada**
Chairperson, Committee on Rules

Subject: **Committee Report on the Oversight Hearing for DVR**

Buenas yan Håfa Adai!

Transmitted herewith is the Committee Report on the Oversight Hearing of DVR under the Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration.

Respectfully,

Senator Shelly V. Calvo
Chairwoman



COMMITTEE ON RULES

RECEIVED:
July 13, 2026 11:45 a.m.
Marie Crisostomo

Office of Senator
SHELLY V. CALVO

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Child Welfare, Youth Affairs, Senior Citizens,
Women's Affairs, Disability Services, the Arts, Culture,
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COMMITTEE REPORT

Oversight Hearing

Division Of Vocational Rehabilitation (DVR)

Office of Senator
SHELLY V. CALVO

MAJORITY WHIP & CHAIRPERSON

Child Welfare, Youth Affairs, Senior Citizens,
Women's Affairs, Disability Services, the Arts, Culture,
Historic Preservation & Hagåtña Restoration



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(671) 989-5682/3

May 18, 2026

MEMORANDUM

To: All Members

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

From: Senator Shelly V. Calvo
Committee Chairperson

Subject: Committee Report Oversight Hearing on Department of Rehabilitation (DVR)

Buenas yan Håfa Adai!

Transmitted herewith for your consideration is the Committee Report on **the Oversight hearing for Department of Rehabilitation (DVR)**

This report includes the following:

- Notices of Public Hearing
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies and Supporting Documents
- Committee Vote Sheet
- Committee Report Digest

Please take the appropriate action on the attached voting sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact my office.

Respectfully,

Senator Shelly V. Calvo, Chairwoman



FIRST NOTICE of Oversight Hearing: April 30, 2026

4 messages

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Thu, Apr 23, 2026 at
7:24 PM

To: Michelle Perez <Michelle.Perez@disid.guam.gov>

Cc: "Reuel C. Drilon" <Reuel.Drilon@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>, "William N. Kando" <william.kando@disid.guam.gov>

FOR IMMEDIATE RELEASE

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: First Notice of Public Hearing - April 30, 2026, 2:00 PM

Buenas yan Håfa Adai! Please be advised that the Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration ("Committee") will convene a Public Hearing on Thursday, April 30, 2026, beginning at 2:00 PM in the Public Hearing Room, Guam Congress Building, with the following agenda:

Oversight hearing for Department of Vocational Rehabilitation

Agenda

- How many Government Departments or Agencies has DVR enlisted for training of Clients?
- How many Private Sector employers has DVR enlisted for training of Clients?
- How many Clients has DVR interviewed and how many have been refereed for training with GovGuam Departments or Agencies? Any suggestions to make this process more responsive to the needs of clients?
- How many Clients has DVR interviewed and how many have been refereed for training with the Private sector? Any suggestions to making this process more responsive to the needs of clients?
- Does DVR need more Human Resources to assist with the delivery of service to their Clients?
- Describe the purpose(s) for the Federal funds allotted to DVR? How can DVR further meet the purpose for the use of funds so we could minimize the return of unused funds?
- Any suggestions to make DVR more responsive to their Client's needs and to needs of GovGuam Departments or Agencies and Private sector employers?

How to Participate

Individuals wishing to attend in person or provide oral or written testimony may contact the Office of Senator Shelly V. Calvo no later than April 29, 2025, for further guidance. Written testimonies should be addressed to Senator Shelly V. Calvo, Chairperson of the Committee, and submitted via hand delivery or electronic mail at least one (1) day prior to the Hearing.

Watch Live

The Hearing will broadcast on local television on GTA Channel 21 and Docomo Channel 117; and stream online and will be recorded for later viewing on the Guam Legislature YouTube channel.

Special Accommodations

Individuals who require special accommodations, auxiliary aids, or services may contact Ms. Jacqueline Munoz, Office of Senator Shelly V. Calvo. All requests, inquiries and submissions may be sent directly to the Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910; by phone at (671) 989 5682; or via email at officeofsenatorshellycalvo@guamlegislature.gov.

We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*

Respectfully,



Office of the People | Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

163 Chalan Santo Papa, Hagåtña, Guam 96910

T +1 (671) 989-5682

E officeofsenatorshellycalvo@guamlegislature.gov

 **04-30-2026 Notice of Public Hearing.pdf**
348K

Michelle Perez <Michelle.Perez@disid.guam.gov>

Wed, Apr 29, 2026 at 11:13 PM

To: Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Cc: "Reuel C. Drilon" <Reuel.Drilon@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>, "William N. Kando" <william.kando@disid.guam.gov>

Hafa Adai,

Please see attached presentation.

Respectfully,

Michelle L.C. Perez

Director

Department of Integrated Services for Individuals with Disabilities (DISID)

138 East Marine Corps Drive

Jones & Guerrero Commercial Plaza, Suite C101

Hagatna, Guam 96910

Phone: (671) 475-4624 Fax: (671) 477-9183

Website: <https://disid.guam.gov>



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From: Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Sent: Friday, April 24, 2026 9:24 AM

To: Michelle Perez <Michelle.Perez@disid.guam.gov>

Cc: Reuel C. Drilon <Reuel.Drilon@disid.guam.gov>; Joseph A. Cameron <Joseph.Cameron@disid.guam.gov>;

William N. Kando <william.kando@disid.guam.gov>

Subject: FIRST NOTICE of Oversight Hearing: April 30, 2026

CAUTION: This email originated from outside of the Government's Network. Do not click links or open attachments unless you recognize the sender and know the content is safe.

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Draft DVR Oversight Presentation (with WNK's edits 3-16-26).pptx

1035K

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at 11:25 PM

To: Michelle Perez <Michelle.Perez@disid.guam.gov>

Cc: "Reuel C. Drilon" <Reuel.Drilon@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>, "William N. Kando" <william.kando@disid.guam.gov>

Hafa adai,

Confirming receipt of your email. Thank you.

Respectfully,

Jacqueline Munoz



Office of the People | Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

163 Chalan Santo Papa, Hagåtña, Guam 96910

T +1 (671) 989-5682

E officeofsenatorshellycalvo@guamlegislature.gov

[Quoted text hidden]

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>
To: Giovanni Naz <mis@guamlegislature.gov>

Wed, Apr 29, 2026 at 11:42 PM

Hafa Adai Gio,

Please see the attached PowerPoint.

Thank you

Respectfully,



Office of the People | Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

163 Chalan Santo Papa, Hagåtña, Guam 96910

T +1 (671) 989-5682

E officeofsenatorshellycalvo@guamlegislature.gov

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Office of Senator
SHELLY V. CALVO
MAJORITY WHIP



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THE 38TH GUAM LEGISLATURE

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Military Buildup,
Regional Relations,
Technology,
Regulatory Affairs,
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& Retirement

Education, Libraries
& Public Broadcasting

Health
& Veterans Affairs

Land, Environment,
Housing, Agriculture,
Parks & Infrastructure

Rules



April 30, 2026

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: First Notice of Public Hearing – April 30, 2026, 2:00 PM

Buenas yan Håfa Adai! Please be advised that the Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration ("Committee") will convene a Public Hearing on Thursday, April 30, 2026, beginning at 2:00 PM in the Public Hearing Room, Guam Congress Building, with the following agenda:

Oversight hearing for Department of Vocational Rehabilitation

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I. Call to Order

II. Program Focus: Training to Employment line

III. Job Matching & Employer Engagement

IV. 90-Day Employment Benchmark & Retention Outcomes

VI. Interagency Coordination for Workforce Development

VII. Structural Consideration: Placement of DVR

VIII. Performance Accountability & Data Transparency

IX. Public & Stakeholder Testimony

X. Committee Discussion & Policy Direction

XI. Closing Remarks

XII. Adjournment

How to Participate

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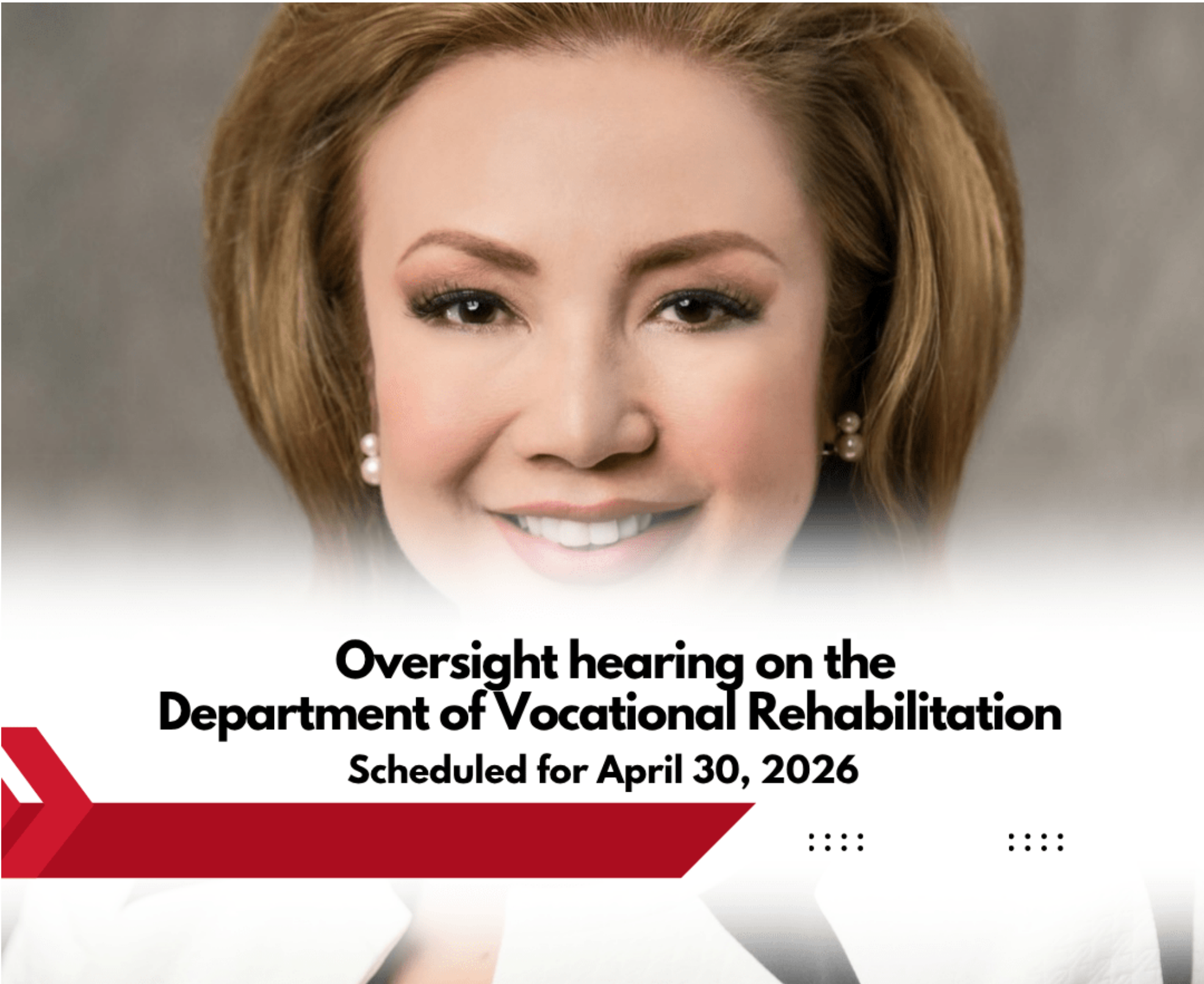
Watch Live

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Special Accommodations

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We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*



Oversight hearing on the Department of Vocational Rehabilitation Scheduled for April 30, 2026

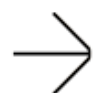
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FIRST NOTICE OF PUBLIC HEARING by Senator Shelly Vargas Calvo
Published on Kandit on April 23, 2026

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We look forward to your attendance and participation. Si Yu'os Ma'åse'!

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PUBLIC NOTICES SHELLY CALVO

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Second NOTICE of Oversight Hearing: April 30, 2026

2 messages

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Mon, Apr 27, 2026 at
5:07 PM

To: phnotice@guamlegislature.gov

Cc: Ed Pocaigue <sgtarms@guamlegislature.gov>, Michelle Perez <michelle.perez@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>

April 28, 2026

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Second Notice of Public Hearing – April 30, 2026, 2:00 PM

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We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*

Respectfully,



Office of the People | Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

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To: Giovanni Naz <mis@guamlegislature.gov>

Hafa Adai Gio and Justin

I spoke with Mr. Joe Cameron at DVR and confirmed that he will provide the PowerPoint presentation they intend to use. Mr. Cameron will reach out to you directly to share the file.

Thank you,

Respectfully,



Office of the People | Senator Shelly V. Calvo

Majority Whip & Chairwoman

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation & Hagåtña Restoration

38th Guam Legislature

163 Chalan Santo Papa, Hagåtña, Guam 96910

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Office of Senator
SHELLY V. CALVO
MAJORITY WHIP



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Justice, Elections
& Retirement

Education, Libraries
& Public Broadcasting

Health
& Veterans Affairs

Land, Environment,
Housing, Agriculture,
Parks & Infrastructure

Rules



April 27, 2026

MEMORANDUM

To: All Senators, Stakeholders, Media

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

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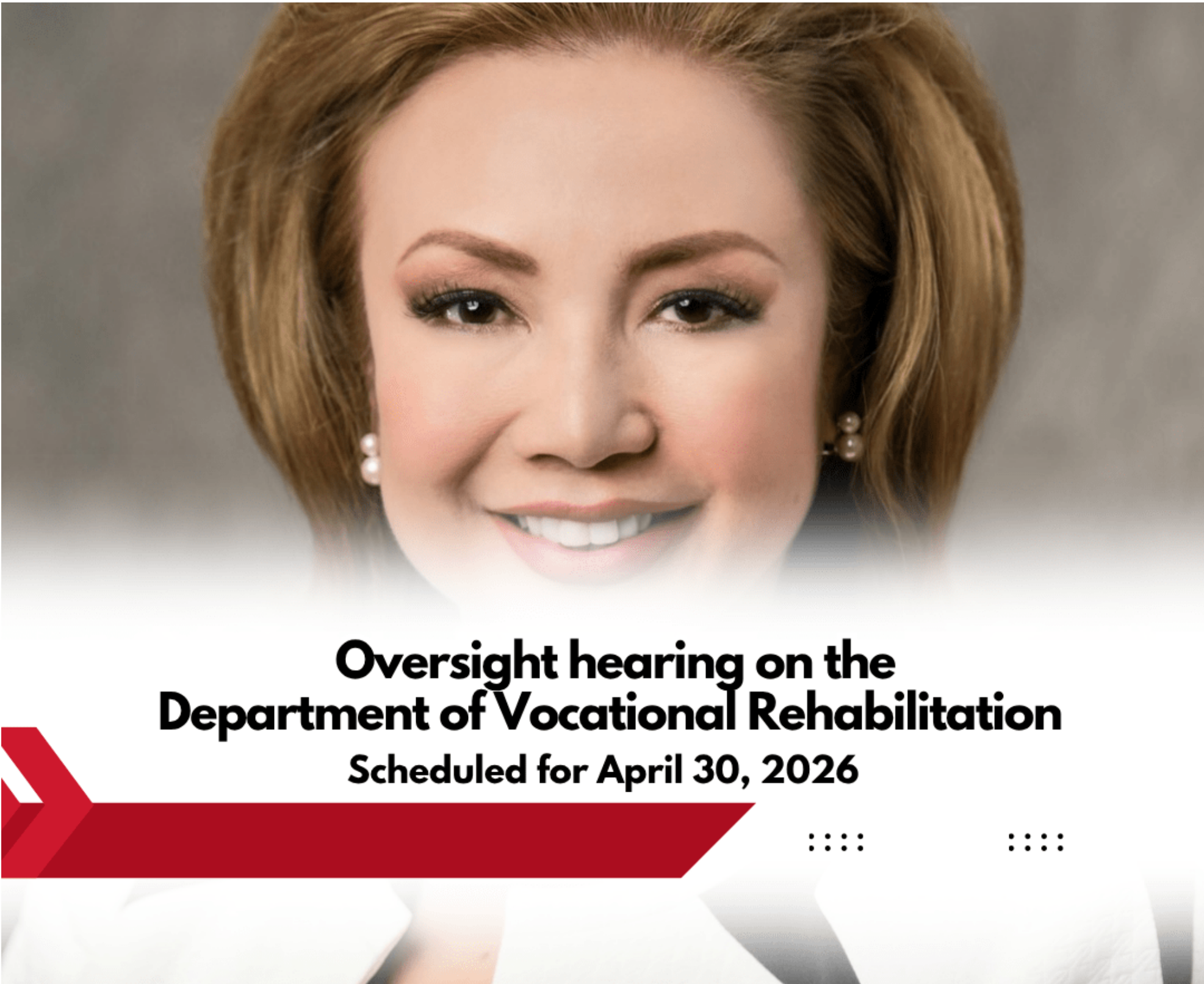
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We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*



Oversight hearing on the Department of Vocational Rehabilitation Scheduled for April 30, 2026



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SECOND NOTICE OF PUBLIC HEARING by Senator Shelly Vargas Calvo
Published on Kandit on April 28, 2026 at 6:30 a.m. (ChST)

Please be advised that the Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration ("Committee") will convene a Public Hearing on Thursday, April 30, 2026, beginning at 2:00 PM in the Public Hearing Room, Guam Congress Building, with the following agenda:

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We look forward to your attendance and participation. Si Yu'os Ma'åse'!

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Invite to Attend Public Hearing

1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
6:06 PM

To: [REDACTED]

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Invite to Attend Public Hearing - April 30, 2026, 2:00 PM

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We look forward to your attendance and participation. *Si Yu'os Ma'åse'!*

Respectfully,

Jacqueline Munoz



Invite to Attend Public Hearing

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:13 PM

To: Tyrone Taitano <tyrone.taitano@guam.gov>

To. Tyrone Taitano,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Invite to Attend Public Hearing – April 30, 2026, 2:00 PM

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Oversight hearing for Department of Vocational Rehabilitation

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Invite to Attend Public Hearing

1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:46 PM

To: [REDACTED]

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Invite to Attend Public Hearing - April 30, 2026, 2:00 PM

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1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:43 PM

To: [REDACTED]

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

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Invite to Attend Public Hearing

1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:37 PM

To: dss@disid.guam.gov

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Invite to Attend Public Hearing – April 30, 2026, 2:00 PM

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Invite to Attend Public Hearing

1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:30 PM

To: gpptguam@gmail.com

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

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Invite to Attend Public Hearing

1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:31 PM

To: cedders.online@guamcedders.org

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

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1 message

Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:28 PM

To: [REDACTED]

Hafa adai,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

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Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Wed, Apr 29, 2026 at
4:15 PM

To: [REDACTED]

To: Ms. Evelyn Duenas,

From: Senator Shelly V. Calvo, Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagåtña Restoration

Re: Invite to Attend Public Hearing - April 30, 2026, 2:00 PM

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Office of Senator
SHELLY V. CALVO
Majority Whip & Chairwoman

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING

Department of Vocational Rehabilitation
Thursday, April 30, 2026, at 2:00 p.m.

SIGN-IN SHEET

NAME	POSITION	AGENCY OR ORGANIZATION (IF ANY)	Please indicate with ✓				Contact Number	Email Address
			Written	Oral	Support	Oppose		
✓ MICHELLE PEREZ	DISID DIRECTOR	- DISID	✓	✓			475-402A	
✓ Joseph Cameron	DVR Director		✓	✓				
✓ William Kando	DVR SPC			✓				
✓ Ruel Drihon	Acting Dep. Director of Support Svcs. Admin. DISID			✓			671 475-4624	ruel.drihon@disid.guam.gov
✓ Frank Floy	Parent/CEO Special Olympics			✓		✓	[REDACTED]	ceo@specialolympics.guam.gov
✓ Kathryn Duenas	parent			✓			[REDACTED]	[REDACTED]

[illegible]

[illegible]

[illegible]



Office of Senator

SHELLY V. CALVO

Majority Whip & Chairwoman

I Mina'trentai Ocho Na Liheslaturan Guåhan • 38th Guam Legislature

PUBLIC HEARING

Thursday, April 30, 2026, at 2:00 p.m.

SIGN-IN SHEET

NAME	POSITION	AGENCY OR ORGANIZATION (IF ANY)	Contact Number	Email Address	Providing Testimony?
Andrew Linhardt	ADA Coordinator	DISID	475-4624	Andrew.Linhardt@DISID.guam.gov	Yes
Selene Linhardt	VR Counselor	DISID	475-4624	Selene.Linhardt@DISID.guam.gov	
Vivian Valdes	PC III	DISID-DSS		vivian.valdes@disid.guam.gov	
Mika Patterson	SW1	DISID-DSS	475-4624	mika.patterson@disid.guam.gov	
Laura Taisipic		8064		laura@specialolympicsgu.org	
Tim Rohr		SELF		timrohr.guam@gmail.com	Yes
Daniel Somerleck	ED	GLSC-DLC	477-9811	daniel.somerleck@guam.lsc.org	
Michelle Aguirre		CEDDERS	715-2489	Michelle.Aguirre@guamcellular.net	
Gen Lum Burren		ADZTECH			

AGENDA

OVERSIGHT HEARING – DVR (DISID)

Oversight Hearing · April 30, 2026 2:00pm

Public Hearing Room, Guam Congress Building

Presiding: Committee Chair Senator Shelly Calvo

I. Call to Order

- Roll Call
- Opening Remarks
- Purpose: Evaluate effectiveness of DVR in training, job placement, and long-term employment retention for individuals with disabilities

II. Program Focus: Training to Employment line

- Overview of vocational training programs
- Certifications, apprenticeships, and skill-based pathways
- Metrics:
 - Training completion rates
 - Job placement rates post-training
 - Time from intake → employment

III. Job Matching & Employer Engagement

- Current processes for matching clients with employers
- Use of job coaches, case managers, and placement specialists
- Partnerships with private sector employers
- Data tracking:
 - Number of active employer partners
 - Repeat employer participation
 - Barriers to effective matching (skills mismatch, transportation, etc.)

IV. 90-Day Employment Benchmark & Retention Outcomes

- Explanation of the federal 90-day successful closure requirement
- Outcomes:
 - Percentage of clients employed beyond 90 days
 - Drop-off rates after case closure
 - Follow-up practices after 90 days
 - Gaps in long-term retention tracking

V. Employer Incentives & Retention Beyond 90-day Period

- Current incentives (wage subsidies, on-the-job training support)
- Employer feedback on hiring DVR clients
- Challenges in retaining employees after financial incentives end
- Policy discussion:
 - o Additional incentives (tax credits, extended supports)
 - o Recognition programs or public-private partnerships
 - o Potential legislation to encourage long-term hiring

VI. Interagency Coordination for Workforce Development

- Coordination with:
 - o Guam Department of Labor (job placement, labor market data)
 - o Guam Department of Integrated Services for Individuals with Disabilities (current parent agency)
 - o Overlap or duplication of services
 - o Opportunities for improved alignment with workforce systems

VII. Structural Consideration: Placement of DVR

- Discussion Topic: Potential transfer of DVR from DISID to DOL
- Rationale for current placement under DISID
- Potential benefits of moving to DOL:
 - o Stronger employer network access
 - o Closer alignment with workforce development programs
 - o Streamlined job placement services
- Potential risks:
 - o Loss of disability-centered services focus
 - o Disruption during transition
 - o Legal, administrative, and fiscal implications
 - o Examples from other jurisdictions (if applicable)

VIII. Performance Accountability & Data Transparency

- Key performance indicators tied to employment outcomes
- Data collection on long-term employment (6 months, 1 year)
- Reporting gaps and recommendations for improvement

IX. Public & Stakeholder Testimony

- Employers who have hired DVR clients
- Program participants (successful and unsuccessful placements)
- Advocacy groups

X. Committee Discussion & Policy Direction

- Potential legislative actions:
 - Strengthening employer incentives
 - Expanding post-employment supports
 - Structural reorganization (if warranted)
 - Requests for additional data or reports

XI. Closing Remarks

- Summary of findings
- Next steps and follow-up actions

XII. Adjournment

CALL TO ORDER

Department of Integrated Services for Individuals with Disabilities (DISID)



Division of Vocational Rehabilitation (DVR)

The Role of the Division of Vocational Rehabilitation (DVR)



- Supports individuals with disabilities in achieving competitive, integrated employment;
- Provides individualized services to promote independence, self-sufficiency, and community inclusion;
- Serves individuals with physical, intellectual, developmental, and behavioral health disabilities;
- Supports youth and students transitioning from school to post-secondary education, training, and employment;
- Partners with employers, education systems, and community organizations to expand employment opportunities; and
- Operates under the Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act (WIOA), within Guam's workforce development system.

History of Guam's VR Program

- VR established nationally under the Rehabilitation Act of 1973;
- Guam VR administered under DISID since 1997;
- Rehabilitation Act of 1973, as amended by Title IV Workforce Innovation and Opportunity Act (WIOA) in 2014, to strengthen VR Services and improve transition services for students with disabilities;
- DVR serves as the Designated State Unit; and
- Funded through federal VR grant with a local match requirement of 21.3%, as well as a waiver of \$200K under the Omnibus Territories Act.



DIVISION OF VOCATIONAL REHABILITATION

DVR Administrator

CONSUMER SERVICES

VR Counselor III

VR Counselor II

VR Counselor I

VR Counselor I

Secretary Typist II

VR Worker

VR Worker

FISCAL / ADMINISTRATIVE OFFICE

Administrative Services Officer

Accounting Technician III

Secretary Typist I



Active FTEs as of February 2, 2022

DIRECTOR'S OFFICE

Director
Deputy Director
Secretary*

DIVISION OF VOCATIONAL REHABILITATION

DVR Administrator
Assistant DVR Administrator*
Chief Planner*

CONSUMER SERVICES

VRC Supervisor*
VR Counselor III
VR Counselor II*
VR Counselor I
VR Counselor I
VR Counselor I*
Secretary Typist II
Management Analyst I*
Program Coordinator II
VR Worker
VR Worker I*
Administrative Assistant
Community Program Aide II

PRE-ETS UNIT

Program Coordinator IV
Program Coordinator I
VR Counselor I
VR Counselor I
VR Counselor I
VR Counselor I
VR Worker
VR Counselor I*
VR Counselor I*
Customer Service Representative

BUSINESS ENGAGEMENT UNIT

Special Projects Coordinator
Program Coordinator IV*
Program Coordinator II*
Employment Development Specialist II*
Employment Development Specialist I*

FISCAL / ADMINISTRATIVE OFFICE

Administrative Services Officer
Administrative Officer
Administrative Assistant
Program Coordinator IV*
Program Coordinator I*
Accounting Technician II*
Secretary Typist 1*
Office Aide*
Computer Systems Analyst III*

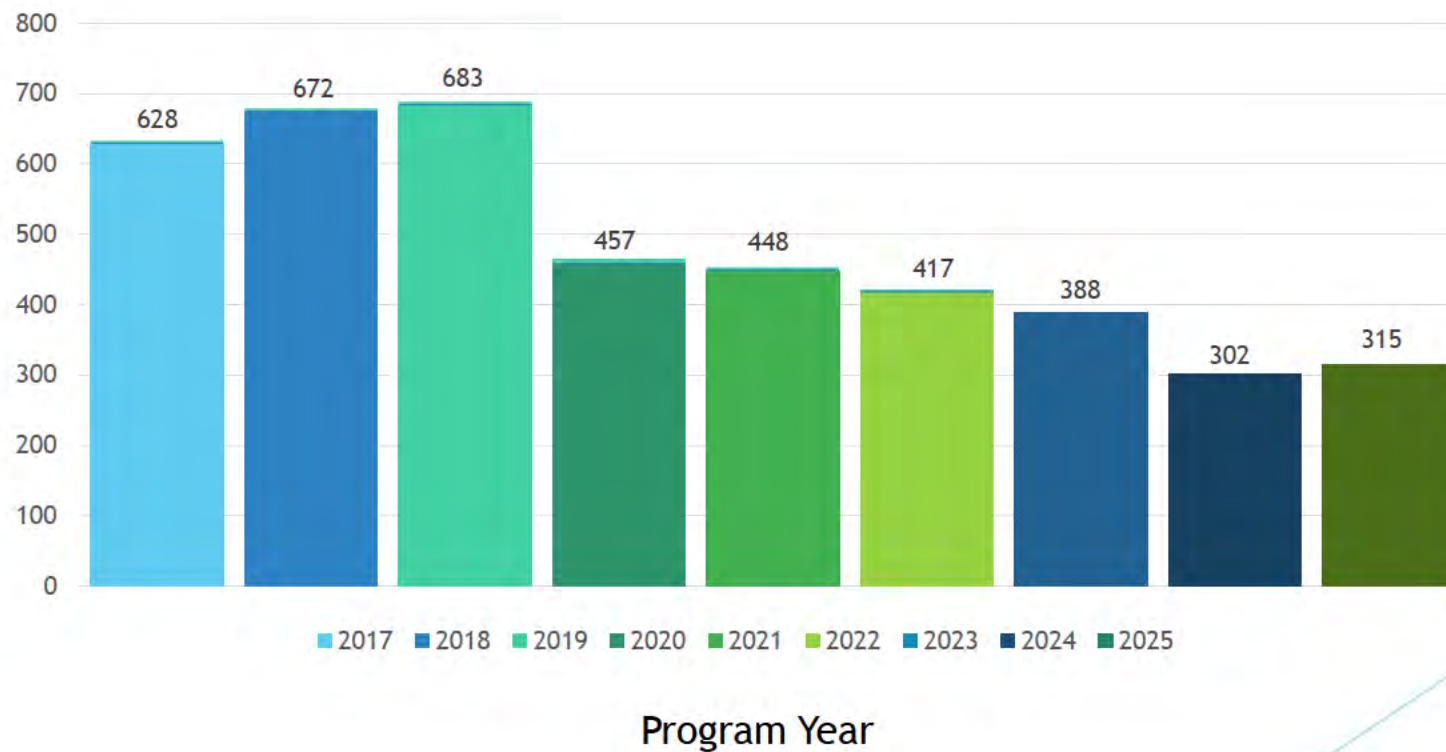


Current staffing pattern for FY2026. Highlighted are active FTEs.

VR Consumer Unit

Presented by Joseph Cameron & William Kando

VR Consumer Case Load



DVR Consumer Pipeline (Program Flow) (Fiscal Year 2026)



Applicants	Eligible	In-Training	Placed with an Employer	Exceeded 90-day Employment Requirement
68	68	22	11	11

Note: Data reflects current reporting and is being refined through improved data validation, dashboard tracking, and implementation of the RSA Corrective Action Plan requirements.

Enlisted Employers by Sector

Private	15
Government of Guam	5
Federal Government	0
Non-Profit	3



Challenges Experienced by Guam DVR

- Implementation of the Pre-Employment Transition Services;
- Limited availability of specialized service providers on-island;
- Staff shortages, exacerbated by difficulties in recruiting and retaining qualified personnel;
- Outdated policies, procedures and systems;
- Procurement challenges impacting timely support for consumers with urgent needs;
- COVID-19 related service disruptions; and
- Impacts from and responses to Typhoons Mawar and Sinlaku.



DVR's Rehabilitation Services Administration (RSA) Corrective Action Plan (CAP) Progress Improvements



- Completed 6 of 9 RSA CAP findings, with the remaining findings near completion, resulting in an overall CAP completion rate of approximately 85%.
- RSA-approved Policies and Procedures include:
 - Updated VR Application Handbook;
 - Referral, Application, and Eligibility Determination;
 - WIOA Data Validation;
 - Prior Approval;
 - Authorization for Services;
 - Internal 5 GCA Procurement Policy – Procurement; and
 - VR Services and Pre-ETS Rate-Setting.
- Initiated implementation of RSA-approved Policies and Procedures across DVR operations
- Ongoing review and development of:
 - Financial Management and Accountability Policies and Procedures; and
 - Pre-ETS Policy and Procedures.
- Continued technical assistance guiding policy review and development.

Progress Improvements / Successes

- Strengthened leadership structure and oversight;
- Expanded staffing through targeted recruitment;
- Established operational performance dashboards;
- Improvement responses to RSA Corrective Action Plan (CAP);
- Completed the Comprehensive Statewide Needs Assessment (CSNA) in February 2023 through San Diego State University (SDSU) contract, with the next CSNA scheduled for completion by the University of Guam – Center for Excellence in Development Disabilities Education Research, and Service; and
- Expanded delivery of Pre-Employment Transition Services (Pre-ETS) through strengthened collaboration between the DVR Pre-ETS Unit, contracted providers, and the GDOE Sped Team.



Success Stories

- Successful collaboration with the Technical Assistance Center and RSA in addressing the Correction Action Plan (CAP);
- Meet-and-greet with a Helen Keller National Center (HKNC) representative to further expand understanding of their services and explore partnership opportunities;
- Ongoing collaboration with the Guam Department of Education (GDOE) Special Education (SPED) Program through a formal Interagency Collaborative Agreement;
- Reestablishment of the State Rehabilitation Council (SRC) with recognition and support from RSA;
- Active participation in community outreach initiatives such as Passport to Services;
- Participation in Career Days to promote vocational rehabilitation services and youth engagement;



Success Stories

- Community Outreach and participation in Special Olympics Guam;
- Establishment of qualified Vendors to deliver Pre-Employment Transition Services (Pre-ETS) to eligible or potentially eligible Students ages 14 – 21;
- Ongoing formal Request for Proposals (RFP) procurement process to expand and enhance Pre-ETS service delivery;
- Business Engagement Unit (BEU) initiative launched March 2, 2026 to strengthen employer partnerships;
- Active engagement with local senators to increase awareness and support for DVR initiatives;
- First-ever DISID Open House hosted to increase public awareness of services; and
- NTACTION Pre-ETS Conference on-island as an effort to strengthen collaboration and bridge DVR and GDOE SPED programs and associated services.





Pre-Employment Transition Services (Pre-ETS) Unit

Presented by Michael Poblete

What is Pre-ETS?

- Pre-Employment Transition Services (Pre-ETS) provide early career-focused support to students with disabilities;
- Pre-ETS is required under the Workforce Innovation and Opportunity Act (WIOA);
- Services are available to students who are eligible or potentially eligible for VR; and
- Focus is on developing foundational skills for postsecondary education and employment.



5 Required Pre-ETS Activities



JOB EXPLORATION
COUNSELING



WORK-BASED
LEARNING
EXPERIENCES



COUNSELING ON
POST-SECONDARY
EDUCATION



WORKPLACE
READINESS
TRAINING



INSTRUCTION IN
SELF-ADVOCACY

Serving Students with Disabilities ages 14-21

2025 Pre-ETS Data

Students Served	188
Total Services Provided	323
Schools Engaged	12



Slide 18

MP1 Where are the stats from 2019 to present
Michelle Perez, 2026-03-24T23:24:05.473



Participating Schools

Active Student Cases

George Washington High School	23
Southern High School	29
Career Tech High Academy Charter School	7
Business and Technology Academy Charter School	1
Asmuyao Community School	1
Simon Sanchez High School	33
Academy of Our Lady of Guam	1
Tiyan High School	32
Guahan Academy Charter School	4
John F. Kennedy High School	15
Okkodo High School	36
Department of Youth Affairs	6

Pre-ETS Expenditures



Fiscal Year	Award Amount	15% Pre-ETS Reserve	Amount Expended	Pct Expended
2026	\$2,085,461	\$312,819	\$65,373.23 (YTD)	21% (YTD)
2025	\$2,085,461	\$312,819	\$136,313.95	44%

Notes:

- (1) DVR projects increase in Pre-ETS expenditures upon award of multi-term contract for Pre-ETS and other planned program events and initiatives; and
- (2) the goal is for Pre-ETS students to transition to VR consumers eligible to receive VR Services guided by their respective needs and informed choice.



Business Engagement Unit

(Launched March 2, 2026)

Presented by Stacy McDonald Flores

Business Engagement Unit

PURPOSE

The purpose of the Business Engagement Unit (BEU) is to build, develop, and sustain employer partnerships between Vocational Rehabilitation Counselors and businesses throughout Guam.



Slide 22

VM1 Additional information by Mr. Cameron -- should this be bulletpoint?
Virjulynn Manibusan, 2026-03-24T23:32:09.401

GOALS

- To drive successful employment outcomes through partnerships that support:
 - Job Placement;
 - Work-Based Learning Opportunities; and
- Advance inclusive hiring practices across Guam for individuals with disabilities.



THE PATHWAY TO PLACEMENT

- Candidate Matching
 - VR Counselors match candidates with businesses.
- Interview & Hiring Support
 - VR Counselors provide support to candidates to prepare for interviews, and to be aware of job duties and responsibilities.
- Onboarding & Retention
 - VR Counselors address accommodation needs or performance concerns, and support advancement and retention strategies.
 - Data Management & Tracking, and Quality Assurance are observed and reported monthly.



MAJOR ACCOMPLISHMENTS IN THE FIRST 30 DAYS

(today marks 44 days since the BEU was created)

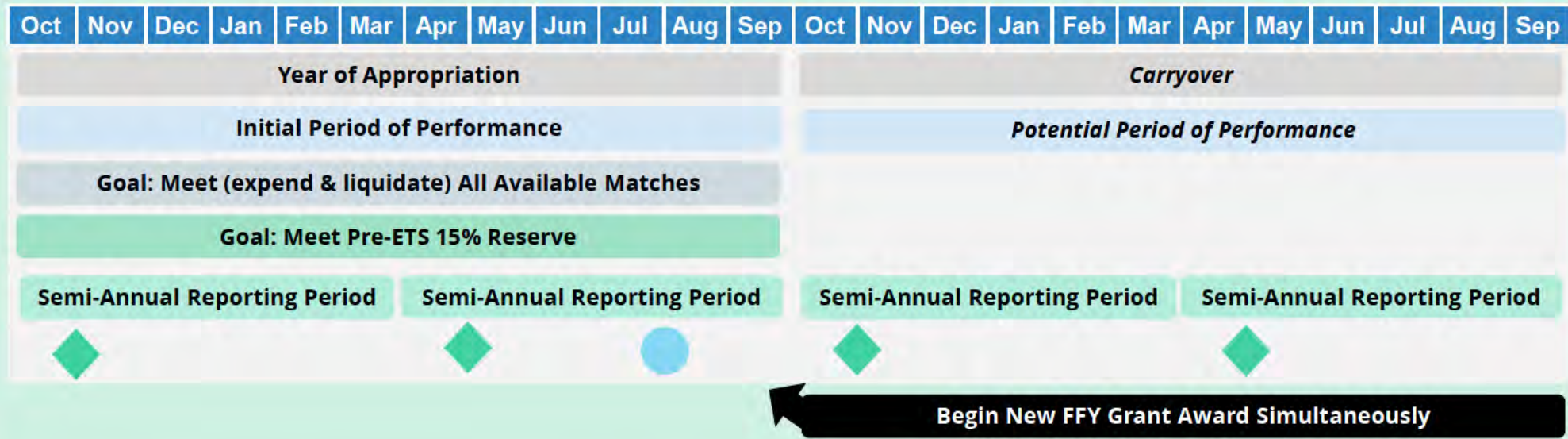


- Employer engagement successfully initiated with positive feedback from all stakeholders;
- Connected with 16 partners ready for job placements;
- Established a strong network of contacts and relationships with numerous businesses and Government of Guam Agencies;
- Conducted targeted outreach aligned with specific career interests of students who may potentially become eligible for VR services.
- Data Management & Tracking System in place;
- Quality Assurance Plan of Action in place;
- Staffing structure in place;
- Ongoing outreach efforts with candidates, consumers, and businesses; and
- Began the process of securing a training center for partners and consumers to utilize.

Fiscal / Administrative Unit

Presented by Rita Sotomayor

Federal Schedule of Appropriation Requirement



◆ = RSA-17 Semi-Annual Report (DVR and DOA Federal Grants Branch)

● = Reallotment (August)

Understanding Federal Funds Reallocation

Reasons funds were historically reallocated (not "returned"):

- Staffing shortages exacerbated by recruitment and retention issues;
- Limited local VR service providers
- GovGuam procurement delays; and
- COVID-19 Pandemic and other impacts (e.g., typhoons).

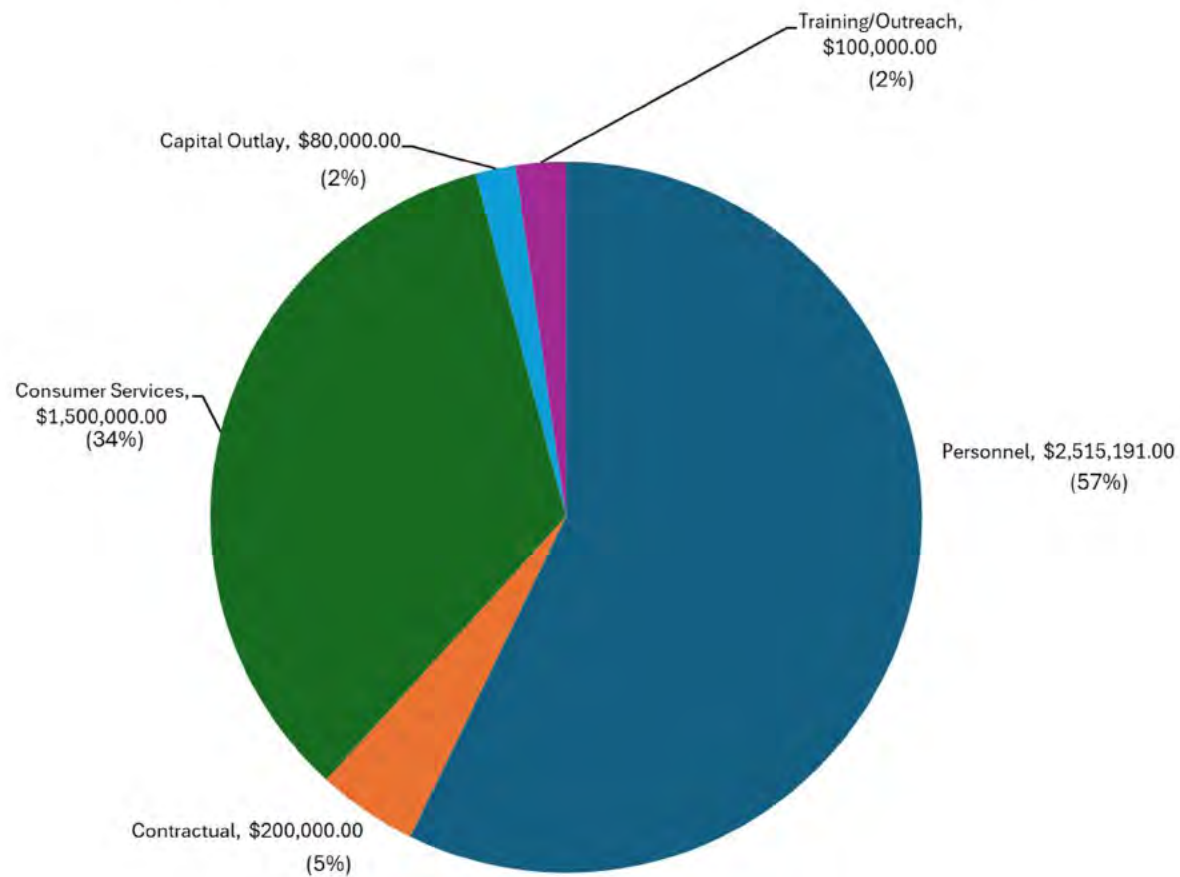


VR Program Funding

Year	Award Amount	Budget Amount	Local Match (21.3%)	Realloted
2025	3,774,206	2,085,461	364,426	1,688,745
2024	3,408,757	1,847,417	300,000	1,561,340
2023	3,252,427	2,085,461	364,426	1,166,966
2022	3,113,920	1,613,920	236,804	1,500,000



Projected Spending for FY2026



DVR Going Forward

- Continue to collaborate with national TA Center and RSA to complete CAP;
- Increase participation of Government of Guam Agencies in DVR's program, services and activities;
- Continue to collaborate with DOL's Guam One-Stop System;
- Overall DVR Outreach (DVR Summit, In-School events, BEU); and
- Increase VR and Pre-ETS (both services and expenditures).



Strategic Initiatives for Guam DVR

Pre-Employment Transition Services (Pre-ETS)

Employer and Community Partnerships with our Business Engagement Unit

Inter-agency Collaborative Agreement with GDOE-SPED

Data Reporting and Performance Monitoring for Targeted Service Improvements

Supported Employment

Enhanced Staffing Pattern in alignment with Combined State Plan Implementation

Slide 32

VM1 Last line added per Mr. Cameron
Virjulynn Manibusan, 2026-03-24T23:32:35.543

Si Yu'us Ma'åse!





Office of Senator Shelly Calvo
<officeofsenatorshellycalvo@guamlegislature.gov>

WRITTEN TESTIMONY Submitted by: David Lubofsky, Ed.D For: Oversight Hearing on the Department of Vocational Rehabilitation

D L [REDACTED]
To: "officeofsenatorshellycalvo@guamlegislature.gov"
<officeofsenatorshellycalvo@guamlegislature.gov>

Sun, Apr 26, 2026 at 5:02 AM

WRITTEN TESTIMONY

Submitted by:

David Lubofsky, Ed.D

For: Oversight Hearing on the Department of Vocational Rehabilitation Before: Senator Shelly V Calvo, Chairperson

Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts, Culture, Historic Preservation, and Hagatna Restoration

Date: April 30, 2026

Honorable Chairperson Calvo and Members of the Committee, and Senators,

Thank you for the opportunity to provide written testimony on the performance of the Department of Vocational Rehabilitation. My perspective is grounded in direct professional experience. I was the first and only nationally certified rehabilitation counselor on Guam. I completed Certified Advanced Graduate Studies in Rehabilitation from Boston University. I served as the Director of Rehabilitation Services at Goodwill Industries of Guam. I was the first Director of Guma Mami. I served as a Veterans Chapter 31 Rehabilitation Counselor on Guam. I worked for the Client Assistance Program in Hawaii and regularly consulted with the local program while employed at Goodwill to advocate for people with disabilities. My doctoral research examined burnout among rehabilitation counselors. I understand what a functioning rehabilitation system looks like, and I recognize immediately when a system has collapsed.

The agenda for this hearing asks basic questions about partnerships, client interviews, referrals, staffing, and federal funds. These questions expose a deeper truth. Guam DVR is among the lowest performing vocational rehabilitation programs per capita in the United States and its territories. No other jurisdiction serves fewer clients per capita, produces fewer employment outcomes per capita, generates lower earnings per capita, or has returned a larger share of federal funds relative to its size.

To understand the scale of this failure, it is important to compare Guam today to the first year that reliable, standardized DVR data existed under federal law. In 2016, the first year WIOA performance indicators were collected, Guam served significantly more clients per capita and produced more employment outcomes per capita than it does today. Median quarterly earnings for DVR clients were also substantially higher in 2016 than they are now.

fewer clients. Guam produces fewer job placements. Guam generates lower earnings. Guam returns more federal funds. Guam has allowed political appointments to take precedence over professional leadership, and the disability community has been left to navigate barriers alone.

The disability community is not asking for special treatment. They are asking for competence. They are asking for a program that uses the funds it receives. They are asking for leadership that understands that disability issues are employment issues, education issues, healthcare issues, and civil rights issues. The questions raised in this hearing are overdue. The failures that prompted them are unacceptable.

Thank you for the opportunity to provide written testimony.

Respectfully submitted,
David Lubofsky, Ed.D

In 2016 Guam used nearly all of its federal vocational rehabilitation funds. Recently, Guam returned approximately 1.5 million dollars, close to half of its allocation. This is one of the largest shares returned by any jurisdiction in the country. The decline from 2016 to today is not a minor drop. It is a collapse.

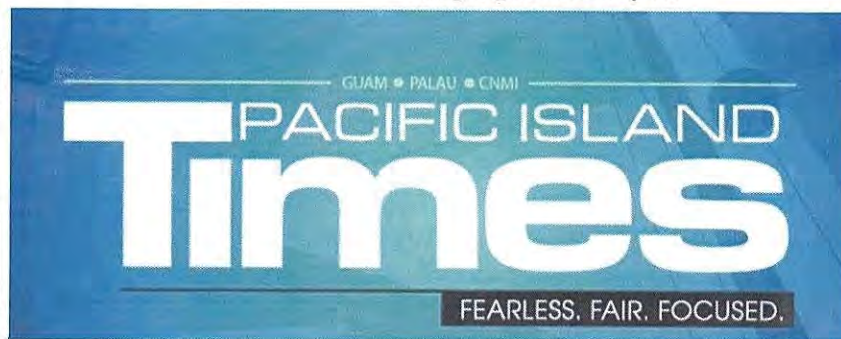
This collapse did not happen in a vacuum. For years, political appointments have been treated as the priority, while services for persons with disabilities have been treated as optional. Leadership positions have been filled based on political alignment rather than professional competence. It is my opinion that apathy at the very top has been a major driver of the retreat in providing services to persons with disabilities. In my opinion, many senators remember this population only when cameras are present at events such as the Special Olympics, but the real measure of commitment is not photo opportunities. It is programs. It is services. It is outcomes. And those have been missing for years.

According to the Pacific Island Times, March 2024, Guam returned approximately forty five percent of its federal vocational rehabilitation funds in 2024, one of the largest shares among any jurisdiction in the country. This occurred even as DVR Director Joseph Cameron publicly stated, "we were given more than we needed," despite Guam posting the lowest performance statistics in the nation and falling far below its own past performance. This apathy at the top has enabled DVR and service providers to operate without urgency, without accountability, and without meaningful oversight. That is why we are here today. This hearing is happening not because the system is working, but because the system has been allowed to deteriorate in plain sight.

When leadership stops caring, the system stops functioning. When leaders do not understand the federal law they are responsible for implementing, the program collapses around them. When leaders do not demand accountability, accountability disappears. When leaders do not insist on timely services, families wait for months. When leaders do not value communication access, deaf and hard of hearing residents are denied basic civil rights. When leaders do not prioritize client outcomes, outcomes fall to the bottom of the nation. And when leaders do not believe in the mission of vocational rehabilitation, one point five million dollars in federal funds is returned while families are begging for help. These are not administrative oversights. These are leadership failures.

What makes this decline even more unacceptable is that Guam once had stronger, more engaged, more functional services than it has today. Thirty years ago, yes 30, DVR and the Guam Department of Education operated a school to work program that connected students with disabilities to real employment pathways. Functioning on-the-job training programs were set up with employers who understood the value of inclusive hiring. Technology was beginning to be used to support communication and access. Advocates for persons with disabilities were active and present in program development. Sheltered employment options existed for individuals who needed structured environments. And Guam had leadership that cared deeply about the disability community, including individuals such as Albert San Agustin, RIP, whose commitment to service is still remembered by many. The system was not perfect, but it was engaged, it was active, and it was connected to the community it served.

Today the system has retreated. The comparisons to national and territorial performance show that Guam is not struggling. Guam is failing. Guam is last in the nation per capita in every category that defines a functioning vocational rehabilitation program. Guam serves



Admin · Apr 1 · 4 min read

Navigating the DISID labyrinth



By Tim
Rohr

“Dad, when am I going to get my new job?” “I need my job, Dad. I have to get my own house.” Those are words I’ve been hearing nearly every morning, and sometimes several times a day, for more than two years.

William, my now 21-year-old son who lives with autism and ADHD, has been excited about getting “my own job” and “making my future” (his words) since August 2023, when I filed an application with the Division of Vocational Rehabilitation after he came to live with me in Guam.

Things did not start well. At the initial orientation session, counselors were randomly assigned. Upon seeing the name of the counselor assigned to my son, the DVR staff member conducting the session paused, then carefully advised me that I would have to “stay on top of him,” meaning the counselor.

I wasn’t familiar with DVR or its parent department, the Department of Integrated Services for Individuals with Disabilities, so I just did everything I was told to do.

Let's Chat!

Months went by, and it was always: the counselor was waiting for this or waiting for that. After one year of no action, I used my own connections to set up what DVR calls “job exposure” at a Support Us grocery store. Even after I set up the connection for the counselor, still many weeks went by with no action. I finally met with the store personnel myself and William was able to get started as a bagger in November 2024.

Assisted by a job coach supplied by DVR, William worked at the store until the end of February 2025, when his “job exposure” was terminated by the counselor. Aside from a couple of calls from the job coach regarding challenges with William, I was under the impression that, after four months, he had learned how to bag groceries.

However, at a follow-up meeting with the counselor and the job coach, I was effectively advised that William was not fit for employment and was in need of occupational therapy. I told the counselor that it would have been helpful for him to advise me of any issues with William’s progress during those four months so I could help address them. My concern was brushed off, and I was told that further training for William would be explored.

Five months later, and after a pile of emails—most of which went unanswered—I decided to go to the top and requested a meeting with DISID director, Michelle Perez. I met with Ms. Perez and DVR Director Joseph Cameron on July 31, 2025. I presented the pile of emails and expressed my disgust at the absolute negligence by DVR, and the wasting of two precious years of my son’s life.

I demanded a new counselor for William, and one was assigned. However, the new counselor required that William first be assessed by an occupational therapist. It took another two months to secure the appointment. William was assessed and determined to be “capable of learning how to perform a job.”

The next hurdle was getting William’s health certificate renewed. While William is very “capable of learning how to perform a job,” the health exam is written and administered after an oral classroom-like presentation, neither of which William responds well to. However, we struggled through it and got the health certificate.

At the appointment, the occupational therapist noted that she knew of another DVR client who had received vocational training at a local theater. I forwarded the information to William’s counselor, who then set up a meeting with the theater management.

In December 2025, William, the counselor and I met with theater personnel and toured the facility. The counselor asked William if he would like to work there. William responded positively. It was clear that he was very excited, as evidenced by his constant inquiries in the days that followed about when he would start his new job.

The vocational training was to begin mid-January. Mid-January came and went. Toward the end of January, the counselor advised me that the theater was not willing to accommodate William. Once again, I was told that I would be informed “of any updates as they become available.” Since this was what I had been hearing since August 2023, I decided not to wait for “any updates” and pressed for more information. I also urged the counselor to provide William with other options from other employers.

I knew there were no other options because, at an earlier meeting with the counselor and Mr. Cameron, I had point-blank asked which employers they were working with to place them. Functionally, the answer was none, which is why I had to find and arrange my son's first job experience at the grocery store.

Meanwhile, according to DISID's Fiscal Year 2025 Annual Report, the Department of Vocational Rehabilitation reported that it had "served" 315 "participants." Given my experience, I have to ask: served the participants how? Certainly not with actual vocation training, since, as already stated, the DVR director could not name a single employer the department was placing "participants" with. Moreover, according to the same report, DVR received \$2,085,641 in federal funds to help people like my son.

After expressing my disappointment to William's counselor, I was told the real reason the theater had declined to accommodate William: the theater was "still waiting to receive payment for a current DVR client." In other words, despite millions in federal funds, DVR hadn't paid its bill for just one client.

This information reminded me of an April 2025 story in the Pacific Island Times titled "We are given more money than we need: Guam forfeits \$1.5M in DVR funds in 2024." According to DISID's 2024 report, DVR received \$3,115,000 in federal funds to assist 262 participants. How many of them received vocational training?

In April, as with every April, we will see autism awareness banners, the Marine Corps Drive waves, government proclamations and all the usual lip service about our compassion for people living with disabilities.

Meanwhile, like many other parents, I wake up each day with children and family members in my home who are desperately in need of the services our government and its agencies claim to provide. It is not only tragic; it is government abuse of our disabled children.

As of this writing, William's counselor has secured an opportunity for vocation training with a local business. William is doing janitorial work, and he has a job coach he seems to like. He is very proud of himself and excited about making "real money," as he calls it. I appreciate his counselor's efforts. I just regret, for William's sake, that it has taken three years.

Tim Rohr is a realtor by trade and creator of the "Jungle Watch" blog.



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Insights

Pacific Island Times

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Office of Senator Shelly Calvo <officeofsenatorshellycalvo@guamlegislature.gov>

Written Testimony re Oversight Hearing of Department of Vocational Rehabilitation, April 30, 2026

Tim Rohr [REDACTED]
To: officeofsenatorshellycalvo@guamlegislature.gov

Thu, Apr 30, 2026 at 6:58 AM

Timothy J. Rohr
[REDACTED]

April 30, 2026

Senator Shelly V. Calvo
Chairperson, Committee on Child Welfare, Youth Affairs, Senior Citizens, Women's Affairs, Disability Services, the Arts,
Culture, Historic Preservation, and Hagåtña Restoration
officeofsenatorshellycalvo@guamlegislature.gov

**RE: Oversight hearing for Department of Vocational Rehabilitation, April 30, 2026, 2:pm, Public Hearing Room,
Guam Congress Building**

The attached is an article I wrote for the Pacific Island Times. It was published in the Pacific Island Times on April 1, 2026,
under the title "Navigating the DISID labyrinth." I am presenting it as written testimony for the Department of Vocational
Rehabilitation's oversight hearing.

Respectfully,

Tim Rohr
Timothy J. Rohr
[REDACTED]

 Email tracked with Mailsuite > Opt out

 Navigating the DISID labyrinth.pdf
1979K

Testimony for the Guam Public Legislative Hearing on Division of Vocational Rehabilitation (DVR) Services

By: Jenny Barcinas, Parent of an Adult with a Disability

Håfa Adai Senators and members of the committee,

My name is Jenny Barcinas, and I am the mother of a young man with Autism Spectrum Disorder who graduated in 2019 from Southern High School. My son was a client of the Division of Vocational Rehabilitation from 2019 to 2022. During that time, DVR helped him find a job, created an Individual Plan for Employment (IPE) with my son's employer, and provided job training. Unfortunately, the services provided by DVR ended before the goals in his IPE were achieved, meaning that he was not truly ready to be independent in the workplace.

His employer saw the potential in him and requested an extension of DVR services in order to achieve the goals that were set in place by DVR and the employer. This request was made so that my son could continue to receive job coaching and training. Despite this professional recommendation and my son's clear need for more time due to his disability, DVR refused to extend his services. Once DVR closed his case, there was no follow-up or guidance on what steps he could take next to continue building his skills or maintain employment.

As a parent, it was heartbreaking to watch my son lose the progress he had made simply because support from DVR ended too soon. Individuals with disabilities often need a little extra time and continued guidance to succeed not because they are unable, but because they learn differently.

I ask our lawmakers to review DVR's policies and ensure that individuals with disabilities who show determination and progress are given the flexibility of extended training and follow-up support when needed. Every person deserves a fair chance to succeed in the workforce, including those who need just a little more time.

Si Yu'os Ma'åse' for the opportunity to share my story.

Good Afternoon everyone,

My name is Frances Q. Camacho, and I'm speaking on behalf of my husband, Rodney N. Camacho, who is currently a dialysis patient and has been battling vascular disease for over a year in a half prior to undergoing a double amputation of both legs. Since losing both of his legs, his daily life has completely changed. He cannot bathe, dress, or move from bed to chair without assistance. This has placed significant physical and emotional strain on our family since his first amputation.

The first amputation took place at the Metropolitan Methodist Hospital in San Antonio, Texas and his second amputation was performed here at GRMC by Dr. Savio.

We had been visiting Agility in Agana, thinking they would approve him for prosthetic legs, but they informed us that they do not accept Medicare. They stated they only accept Medicaid and Veterans. Because they do not accept Medicare, they estimated a cost of \$22,000 for prosthetic legs. We then tried to apply for Medicaid and other programs such as Ghura for home rehabilitation to assist with wheelchair accessibility, but we were denied. As a result, we had to take matters into our own hands and complete projects around the house, such as building ramps and

making other accessibility modifications to accommodate my husband's needs.

The programs he is eligible for are the DISID and the GSAT program. DISID provides some financial assistance, but it is still a struggle since our income is limited. GSAT assisted by providing equipment to help with getting him in and out of the car, however, it was only available for a limited time. Due to the weight of the equipment, it was difficult for me to manage on my own, and we eventually had to return it. As a result, I am now lifting him in and out of the vehicle myself.

He received a referral from his vascular doctor, Rachel, in San Antonio, Texas to Solutions Tarps to receive prosthetic legs that would include physical therapy. He had to be referred to an off-island clinic because they accepted his insurance, Medicare.

We have been referred to receive prosthetic legs to help him regain his independence and walk again. Prosthetic legs are not just equipment, they are essential for his ability to walk, return to a daily routine, and reduce his dependence on myself and others.

Due to the high cost of prosthetic legs here on Guam, we are unable to afford them given our current financial situation. This is why we have had to seek care off island at a facility that will accept his insurance and cover his medical needs.

We are asking the committee for assistance in providing funding, approving travel authorization, and arranging medical support so he can travel to San Antonio, Texas for his prosthetic fitting. This is not just a medical procedure, it is the difference between being confined to a bed or chair and being able to live a productive life.

I appreciate your time and consideration in hearing our request. We hope you will consider my husband's urgent need for mobility. We look forward to hearing from the committee soon.

Thank you!

REFERRAL

OP Solutions, solutions

Podiatry

Rodney N Camacho

Tel: Fax:

Date: 04/29/2026

Patient Information:

Patient Name: Rodney N Camacho

Patient DOB:

Patient Insurance: MEDICARE TX PART B

Patient Subscriber No: SMF0Q87HH30

Patient Address:

Patient Phone:

Patient Work Phone:

Patient Cell Phone:

Patient SSN:

Insurance Information

Insurance Name: MEDICARE TX PART B

Subscriber Name: Camacho, Rodney N

Subscriber DOB:

Subscriber No: SMF0Q87HH30

Subscriber Group No:

Subscriber Address:

Subscriber Phone:

Secondary Insurance Information

Insurance Name: UHC MEDICARE SUPP/1878

Subscriber Name: Camacho, Rodney N

Subscriber DOB:

Subscriber No: 0227183751

Subscriber Group No:

Subscriber Address:

Subscriber Phone:

Referral From Information:

Provider Name: OP Solutions, solutions

Provider ID Number:

Provider UPIN:

Provider NPI: 1538408323

Provider Facility:

Provider Speciality: Podiatry

Address1:

Address2:

City, State, Zip:

Phone:

Fax:

Referral To Information:

Provider Name: GRINNAN, RACHEL, A

Provider ID Number:

Provider UPIN: OTH000

Provider NPI: 1215383815

Provider Facility: 499111 VST2 MCP VASCULAR SURGERY TEXSAN

Provider Speciality: Surgery

Address1: 1200 BROOKLYN AVE

Address2: STE 250

City, State, Zip: SAN ANTONIO, TX, 782124828

Grantee Name	State	Agency Type*	VR Grant Award Number	VR Amount Relinquished
Puerto Rico Vocational Rehabilitation Administration	PR	C	H126A220080	24,521,788
Tennessee Division of Rehabilitation Services	TN	C	H126A220063	28,239,739
Texas Workforce Commission	TX	C	H126A220092	57,394,040
Washington State Division of Vocational Rehabilitation	WA	G	H126A220071	10,000,000
Wyoming Division of Vocational Rehabilitation	WY	C	H126A220075	1,200,000
Total				337,344,982

*B = Blind, C = Combined, G = General

After adding the maintenance of effort (MOE) penalties applied to the FFY 2022 awards (\$13,153,740), the total reallocation pool was \$350,498,722.

Of State VR agencies, fifteen requested a total of \$87,101,383 in FFY 2022 VR reallocation funds. The amount of funds available for reallocation exceeded the amount of funds requested by \$263,397,339 (the difference between the total amount available for reallocation (\$350,498,722) and the amount requested in reallocation (\$87,101,383)). Therefore, each agency requesting reallocation funds received the amount of funds requested.

Table 2 shows the grantees that requested FFY 2022 VR reallocation funds and the amount of funds awarded.

Table 2

Grantee Name	State	Agency Type*	VR Grant Award Number	VR Additional Amount Requested
Arkansas Division of Services for the Blind	AR	B	H126A220098	1,547,965
California Department of Rehabilitation	CA	C	H126A220005	48,000,000

Grantee Name	State	Agency Type*	VR Grant Award Number	VR Additional Amount Requested
Bureau of Rehabilitation Services	CT	G	H126A220007	4,000,000
Services for the Blind, Vocational Rehabilitation Program	CT	B	H126A220008	250,000
Massachusetts Commission for the Blind	MA	B	H126A220029	693,235
Maine Division of Vocational Rehabilitation	ME	G	H126A220026	1,400,000
Minnesota Vocational Rehabilitation Services	MN	G	H126A220032	8,158,000
Montana Disability Employment and Transitions Division	MT	C	H126A220038	5,080,773
Nebraska Commission for the Blind and Visually Impaired	NE	B	H126A220040	1,500,000
New Jersey Commission for the Blind and Visually Impaired	NJ	B	H126A220044	1,500,000
Virginia Department for Aging and Rehabilitative Services	VA	G	H126A220069	2,046,410
Virginia Department for the Blind and Vision Impaired	VA	B	H126A220070	500,000
Vermont Vocational Rehabilitation Division	VT	G	H126A220067	4,500,000
Washington Department of Services for the Blind	WA	B	H126A220072	925,000

Grantee Name	State	Agency Type*	VR Grant Award Number	VR Additional Amount Requested
West Virginia Division of Rehabilitation Services	WV	C	H126A220095	7,000,000
Total				87,101,383

*B = Blind, C = Combined, G = General

Other Rehabilitation Act Programs

No grantees relinquished funds in the Protection and Advocacy of Individual Rights, Client Assistance Program, or Independent Living Services for Older Individuals Who Are Blind Programs; therefore, no funds were available to reallocate. RSA is still processing the State Supported Employment Services program reallocation and will send a separate notification of the results as soon as the process is complete.

If you have any questions, please do not hesitate to contact the [Financial Management Specialist](#) for your State.

David

David Steele, MSW, MA
 Chief, Fiscal Unit, Rehabilitation Services Administration
 Office of Special Education and Rehabilitative Services | United States Department of Education
 400 Maryland Avenue SW | Washington, D.C.
 Phone: (202) 245-6520
 Email: david.steele@ed.gov

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Office of Senator
SHELLY V. CALVO
MAJORITY WHIP



I Mina'trentai Ocho Na Liheslaturan Guåhan
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Rules

I. OVERVIEW

The Committee convened an oversight hearing on April 30, 2026, to evaluate the performance and effectiveness of the Division of Vocational Rehabilitation (DVR) under the Department of Integrated Services for Individuals with Disabilities (DISID).

The hearing focused on:

- Workforce preparation and training pathways for individuals with disabilities
- Job placement and employer engagement efforts
- Long-term employment retention and outcomes
- Program capacity, including staffing, funding utilization, and system coordination

PUBLIC NOTICE REQUIREMENTS

Public notice requirements were satisfied in accordance with the Open Government Law, with notices disseminated on April 24, 2026 and April 27, 2026.

SENATORS PRESENT

Senator Shelly V. Calvo (*Chairperson*)
Senator Shaun Gumataotao
Senator Therese Terlaje
Senator Sabrina Salas Matanane
Senator Sabina Perez
Vice Speaker V. Anthony Ada

ATTENDEES

Michelle Perez, Director, DISID
Joseph Cameron, Administrator, DVR
Willie Kando, Program Specialist
Michael Poblete, Pre-ETS Coordinator
Stacy McDonald Flores, Business Engagement Unit Lead
Rita Sotomayor, Administrative Services Officer
Additional staff, stakeholders, and members of the public



II. TESTIMONY & DISCUSSION

A. Opening Statement – Senator Shelly V. Calvo

Chairperson Calvo framed the hearing as an evaluation of whether DVR is producing real, sustained outcomes for individuals with disabilities, not just program activity.

She emphasized:

- The full employment pipeline: training → placement → retention
- The importance of long-term stability beyond the 90-day benchmark
- The need for stronger employer partnerships and system coordination

Key framing:

- Success is not placement alone, but sustained employment and independence
- Oversight must focus on outcomes, not just compliance or program existence

A. Testimony of Michelle Perez (Director, DISID)

Director Perez outlined DVR's structure and progress:

Key Points:

- DISID provides oversight; DVR handles direct service delivery and case management
- Program has improved in recent years, including:
 - Strengthened internal processes
 - Increased operational stability
 - Improved compliance efforts

Ongoing Challenges:

- Staffing shortages
- Limited service providers
- System inefficiencies

Key Position:

- DVR is improving but remains capacity-constrained, particularly in workforce and service delivery.

B. Testimony of Joseph Cameron (DVR Administrator)

Mr. Cameron provided program data and operational insights.

Program Scope:

- Serves individuals with physical, developmental, and behavioral disabilities
 - Supports transition from school to employment
 - Operates under the Rehabilitation Act and WIOA framework

Key Data:

- 315 consumers in 2025
- 68 applicants in FY2026:
- 22 in training

- 11 placed in jobs
- 11 retained beyond 90 days

System Challenges:

- Limited staffing (approximately 5 counselors island-wide)
- Salary disparities affecting recruitment
- Outdated systems and policies
- Procurement delays impacting timely service delivery

Key Insight:

- The issue is not funding alone – it is capacity to deliver services effectively.

C. Program Updates & Operational Progress (Kando, Poblete, Flores, Sotomayor)

Corrective Action Plan (CAP) – Willie Kando

85% completion (6 of 9 findings resolved)

Focus areas:

- Policy development
- Financial management
- Data tracking and accountability
- Pre-Employment Transition Services (Pre-ETS) – Michael Poblete
- Serves students ages 14–21
- 1,888 students served in 2025

Core services include:

- Job exploration
- Work-based learning
- Postsecondary counseling
- Workplace readiness
- Self-advocacy

Key Role:

- Functions as a pipeline into DVR services and employment
- Business Engagement Unit (BEU) – Stacy McDonald Flores
- Newly established (March 2026)

Focus:

- Employer partnerships
- Job placement opportunities
- Inclusive hiring practices

Early Progress:

- 16 employer partnerships established

- Development of training center and outreach systems
- Funding & Reallotment – Rita Sotomayor
- DVR operates on federal grants with local match requirements

Funds are sometimes relinquished due to underutilization, caused by:

- Staffing shortages
- Procurement delays
- Limited service providers

III. KEY ISSUES RAISED BY SENATORS

1. Capacity Constraints vs. Funding Availability

- DVR has access to funding but lacks:
 - Qualified personnel
 - Service providers
 - Efficient procurement systems
- Conclusion:
 - The core issue is system capacity, not funding levels

2. Procurement Delays Impacting Service Delivery

- Essential items (e.g., assistive devices) can take months to over a year
- Challenges include:
 - Vendor availability
 - Government procurement requirements
 - Off-island sourcing delays
- Policy Consideration:
 - Potential need for procurement reform or exemptions for disability services

3. Workforce and Staffing Challenges

- Severe shortage of VR counselors
- Salary disparity with comparable positions
- Difficulty recruiting qualified applicants
- Impact:
 - Limits service delivery, case management, and program expansion

4. Job Placement vs. Long-Term Success

- Placement rates estimated at 17-32%
- Misalignment between:
 - Training programs
 - Available job opportunities
- Key Concern:
 - Programs may not be adequately aligned with labor market demand

5. Employer Engagement Gaps

- Limited number of employers participating
 - Need for:
 - Stronger outreach
 - Incentives
 - Education on hiring individuals with disabilities
 - Solution Direction:
 - Expansion of the Business Engagement Unit
6. Definition of “Success” in DVR Programs
- Federal benchmark: 90 days of employment
 - Concerns raised that:
 - Cases may close before true independence is achieved
 - Limited long-term follow-up
7. Federal Fund Utilization
- Annual reallocation of unused funds
 - Causes:
 - Staffing shortages
 - Procurement inefficiencies
 - Limited program capacity
 - Key Tension:
 - Available funding vs. inability to fully utilize it
8. Policy and Structural Considerations
- Discussion of:
 - Potential procurement law amendments
 - Salary adjustments for VR staff
 - Possible restructuring of DVR within government
 - Strengthening inter-agency coordination

IV. OVERALL THEMES & POLICY TENSIONS

The hearing revealed several overarching tensions:

- Funding vs. Capacity
 - Resources exist, but systems cannot fully deploy them
- Training vs. Employment Outcomes
 - Programs do not always align with real job opportunities
- Placement vs. Retention
 - Short-term success metrics may not reflect long-term stability
- Process vs. Responsiveness
 - Procurement and administrative processes hinder timely support
- System Commitment vs. System Design
 - Dedicated personnel are present, but structural limitations persist

V. CONCLUSION

The oversight hearing highlighted that while DVR has made meaningful progress in rebuilding its foundation, significant structural challenges remain.

The most critical findings are:

- The primary limitation is capacity – not funding
- Staffing shortages and procurement inefficiencies directly impact outcomes
- Employer engagement is essential to improving placement rates
- Policy-level changes may be required to align the system with real-world needs

The Committee emphasized the need to move beyond program review toward targeted policy solutions that strengthen service delivery, improve employment outcomes, and ensure long-term success for individuals with disabilities in Guam.