


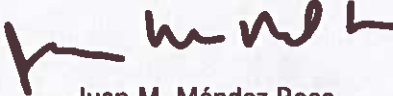
CERTIFICACIÓN

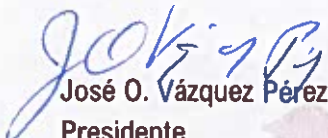
La Región de Desarrollo Económico Sureste, compuesta la Alianza Municipal de Servicios Integrados, Inc. (AMSI), Sur Central y Sureste, desarrolló el Plan Regional AP 2024-2027 de la Ley de Oportunidades y de Innovación de la Fuerza Laboral (WIOA, por sus siglas en inglés).

Certificamos que los presidentes de las Juntas de Alcaldes y Juntas Locales que componen la región, fueron consultados para el desarrollo de este Plan Regional. Estos, dieron la dirección estratégica para identificar las necesidades de empleo, hacia donde debemos dirigir las prioridades del plan estratégico y qué áreas de mejoramiento se pueden optimizar respecto a los servicios que ofrecen las ALDL. Además, de las áreas para fortalecer la relación con los patronos de la región y cómo podemos colaborar para simplificar y agilizar los procesos de manera que se puedan beneficiar de los servicios que ofrecemos.

Y para que así conste, firmamos la presente certificación a los 16 días del mes de diciembre del año 2024.


Vicky Cintrón de Azize
Presidenta
Junta Local AMSI, Inc.


Juan M. Méndez Rosa
Presidente
Junta Local Sureste


José O. Vázquez Pérez
Presidente
Junta Local Sur Central

STRATEGIC PLAN

ALDL SOUTHEAST REGION 2024-2027



Aguas Buenas, Aibonito,
Arroyo, Caguas, Cayey,
Guayama, Gurabo y
Trujillo Alto



Humacao, Juncos, Las
Piedras, Maunabo, Patillas,
San Lorenzo y Yabucoa

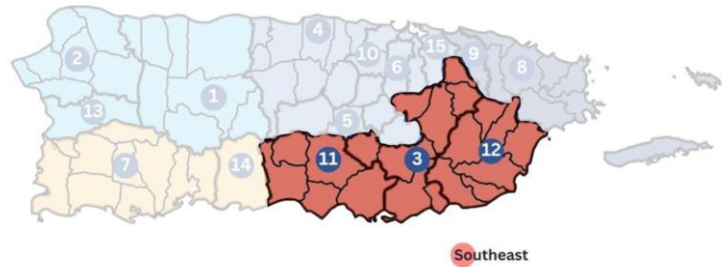


Coamo, Juana Díaz, Salinas,
Santa Isabel y Villalba

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SECTION I-A: INTRODUCTION AND REGION IDENTIFICATION



The **Southeast Region** is served by AMSI-Inc, Conexión Laboral Sureste, and Conexión Laboral Surcentral.

The municipalities under the Southeast Region umbrella are:



**Aguas Buenas, Aibonito,
Arroyo, Caguas, Cayey,
Guayama, Gurabo y
Trujillo Alto**



**Humacao, Juncos, Las
Piedras, Maunabo, Patillas,
San Lorenzo y Yabucoa**



**Coamo, Juana Díaz, Salinas,
Santa Isabel y Villalba**

Mission

Integrate strategies and create partnerships that generate strengths in the region for the development of its workforce and its economic growth.

Vision

Be recognized as a leader in implementing innovative and integrated initiatives to promote synergy and continuous improvement, and accelerate and transform the workforce development system, and accelerate the region's economic development.

Strategic Plan Horizon

The Strategic Plan's horizon is: 2024 to 2027.

Strategic Planning Integrated Team

We configured and commissioned a Strategic Planning Integrated Team to prepare this plan. Below, please find the team members:

	AMSI, Inc.	Conexión Laboral Sureste	Conexión Laboral Surcentral
Executives	Joaquín Santiago Santos, Executive Administrator	Leslie Hernández Morales, Executive Director	Rosa La Torre Santiago, Executive Director
Team Members	Carol A. Díaz Márquez, Ana G. Arias Villasuso	Jéssica Ortiz Cruz, Leslie Santana Ortiz	Mariannette Cruz Rentas, Lourdes Cintrón Cruz
Technical Support from OPEVE		René Caldero Pérez	
Consultants and Strategic Planning Facilitators		Ulises Pabón (QBS, LLC) José Pagán (QBS, LLC) Iván Sánchez (QBS, LLC) Joaquín Villamil y Leslie Adames (Estudios Técnicos)	

Timetable of Activities and Meetings

The following table presents the key activities we engaged in to prepare this strategic plan.

Preparation and Launch

Activity – What	When	Who
Discussion of the Work Plan with the Integrated Strategic Planning Team, including OPEVE's technical support resource, Mr. René O. Caldero Pérez	July 16	QBS/ALDL OPEVE

Strategic Analysis Phase

Activity – What	When	Who
1. Interviews with Entrepreneurs/Employers – Emerging Needs, Occupational Demand		
1.1 Delivery of lists of entrepreneurs and employers Format: Company, Contact, Position held, Tel., Email	On or before July 19	ALDL
1.2 Conducting interviews	July 22 to August 2	QBS
1.3 Incorporate Input into the SWOT	August 9	QBS
2. Service Provider Interviews - SWOT		
2.1 Delivery of Service Provider Listings Format: Company, Contact, Position held, Tel., Email	On or before July 19	ALDL
2.2 Conducting interviews	July 22 to August 2	QBS
2.3 Incorporate input into the SWOT	August 9	QBS
3. Visit to ALDLs and Focus Group with Employees - SWOT Four Focus Groups by ALDL 1. Employees 2. Partners 3. Participants – Youth In and Out 4. Participants – Adults and Displaced Persons		
3.1 Visit ALDL Sureste	August 2	QBS/ALDL
3.2 Visit ALDL Surcentral	August 9	QBS/ALDL
3.3 Visit AMSI, Inc.	August 5	QBS/ALDL
3.4 Incorporate input into the SWOT	August 21	QBS
4. Receive input from Presidents of Local Boards and Municipal Boards	August 17	ALDL
5. Socioeconomic Data Collection and Analysis and the Labor Market		
5.1 Socioeconomic variables of the region - socioeconomic and labor force statistics of the region	July 22 to August 16	QBS-ET
5.2 Labour market, employment and unemployment	July 22 to August 16	QBS-ET
5.3 Development of the workforce, its education and training activities	July 22 to August 16	QBS-ET/ ALDL
5.4 Synthesis of findings	August 21	QBS-ET
6. Complete Strategic Analysis Phase		
6.1 Draft SWOT and Information Collection Process	August 26	QBS
6.2 Strategic Analysis Session with the Integrated Strategic Planning Team	August 27	QBS/ALDL
6.3 Review of the Strategic Analysis with OPEVE Technical Support	September 6	QBS/ALDL OPEVE
6.4 Draft of the Strategic Analysis of the Plan SECTION	September 16	QBS-ET

Strategic Objectives Formulation Phase

Activity – What	When	Who
7. Complete Strategic Objectives Formulation Phase		
7.1 Working session to start developing the Strategic Priorities in the light of the Strategic Analysis	September 12	QBS/ALDL
7.2 Working Session to ratify or update the Vision Mission of the Region and continue the development of the Strategic Objectives and Initiatives of the Region and the responses to the sections detailed in Annex A	September 17	QBS/ALDL
7.3 Work Session to complete the lines of Annex A and Update the Structure of Strategic Objectives	September 24	QBS/ALDL
7.4 Publish draft of the Strategic Plan	September 27	QBS/ALDL
7.5 Review of the draft Strategic Plan with the Executive Directors of the Region	From September 30 to October 30	QBS/ALDL
7.6 Working Session to finalize Strategic Objectives, Initiatives/Projects by Objectives and the Strategic Alignment with Unified State Plan	October 7	QBS/ALDL
7.7 Receipt of plan publication input	September 30 to October 31	ALDL
7.8 Working Session to Incorporate Recommendations and Inputs	October 28	QBS/ALDL

SECTION I-B: STRATEGIC ANALYSIS

A. Highlights of the Socioeconomic and Labor Market Analysis of the Region

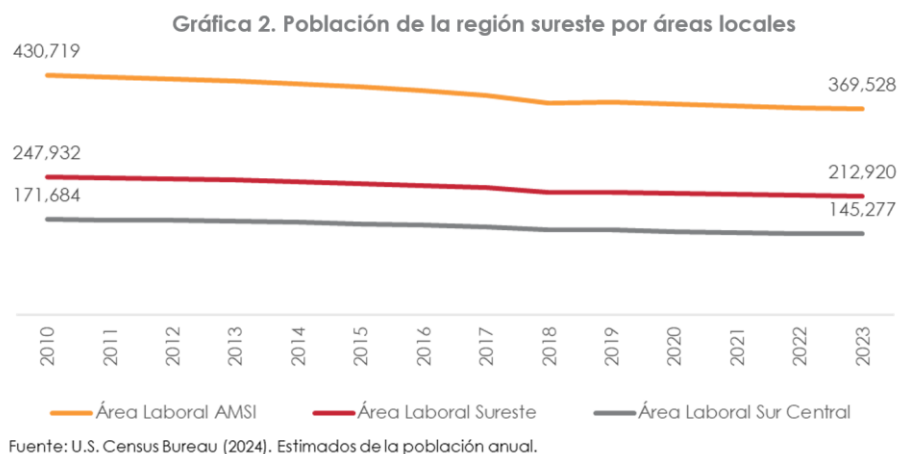
SECTION III contains the report prepared by Estudios Técnicos for the evaluation of the socioeconomic context of the Southeast region as constituted by the definitions established by the Labor Law Administration of Puerto Rico.

For the purposes of the analysis, the Region was made up of twenty municipalities distributed in three labor areas: the AMSI area, the Southeast labor area and the South-Central labor area. The evaluation of the statistical data was carried out at the regional level, by local area and compared with Puerto Rico.

The primary information used for the development of the analysis was the data available from the *American Community Survey* (ACS) of the U.S. Census Bureau 2018-2022, the *Bureau of Labor Statistics* (BLS) and the *Industrial Composition by Municipality* published by the Department of Labor and Human Resources.

The analysis carried out reveals the following relevant aspects that can be used in the process of identifying the strengths, weaknesses, opportunities, and threats faced by the region. We highlight the following aspects of socioeconomic analysis:

- The Region exhibits a relative aging of the population like the rest of Puerto Rico. This poses significant challenges in terms of the provision of basic, educational and fiscal services.
- In the last decade, there has been a population loss of 122,610 inhabitants. This loss is most pronounced in the AMSI labor area (-61,191), followed by the Southeast (-35,012) and South-Central (-26,407) labor areas.



- 44% of the regional population was concentrated in the municipalities of Caguas, Trujillo Alto, Cayey, Humacao and Juana Díaz with 327,469 inhabitants. On the other hand, the municipalities with the least population were Maunabo, Arroyo and Patillas with 10,589, 15,078 and 15,347 inhabitants, respectively.
- There are several factors that have contributed to population loss in the region:
 - i. The closure of some manufacturing operations and the rationalization of operations of others that, although they remain on the island, registered job losses.

- ii. The general deterioration of the economy between 2006 and 2019 that reduced its size by 19%, affecting domestic markets and employment.
 - iii. The migratory flow of the population from one municipality to another motivated, among other things, by economic reasons, access to services, availability of housing at affordable prices (i.e., in the case of population displacement from the metropolitan area to municipalities such as, for example, Caguas, Gurabo, and Las Piedras).
 - iv. The dislocation in economic activity and in the provision of services caused by hurricanes Irma and Maria in 2017.
 - v. The process of a mortality rate that exceeds births and makes it impossible to replace the population.
- The agglomeration of commercial and service activity in Caguas, and the advanced manufacturing and biotechnology operations along the PR-30 corridor are elements that have contributed to higher levels of employment and higher income differentials than other municipalities in the Region.
- 41% of people in the Southeast region were below the poverty level compared to 42.2% in Puerto Rico. During this period, 13 of the 20 municipalities that make up the region reported poverty rates at the individual level that fluctuated between 42.7% and 57.7%.
- Closing the skills gap of the population over 25 years of age is an important step to gradually reduce the economic vulnerability of the population of the Southeast region and municipalities that make up the local areas.
- The number of people over 25 years of age residing in the Southeast region with a high school diploma or a lower educational level decreased from 58.9% in 2010 to 49.5% in 2022. On the other hand, people who held a baccalaureate or higher academic degree increased from 20.3% to 27.0% during the same period. Although these figures reflect some progress, it still turns out to be low and requires special attention.
- Economic activity in labor areas is concentrated in three main sectors: AMSI (28% **manufacturing**, 22% **wholesale trade** and 28% **retail trade**), Southeast (71% manufacturing and 18% **retail**) and South-Central (31% manufacturing and 43% **retail**).
- Manufacturing activity has been transformed into a capital-intensive one, with a high technological content, and **specialized knowledge requirements**. In addition, the evolution of jobs by occupational level shows a greater growth in employment in occupations in **service areas that require a higher level of schooling and specific skills** (i.e., "soft skills") obtained through **educational initiatives, mentoring, training and retraining programs, on-the-job training**, among others. This would have the following benefits:
 - i. It will allow an ageing, longer-lived workforce to develop new skills and develop new skills.
 - ii. It will expand the possibilities of employment and better paid wages in the case of a population whose job possibilities are limited by low levels of schooling.
 - iii. It will help the reintegration into the labor market of part of the workforce currently in the informal sector, enhancing opportunities for social mobility.

B. Focus Group Highlights

Four focus groups were held in each local area office according to the following schedule:

Conexión Sureste	AMSI Inc.	Conexión Surcentral
August 2	August 5	August 9

The four focus groups for ALDL consisted of:

- A. Employees
- B. Partners
- C. Youth (IN/OUT)
- D. Adults and Displaced Persons

We grouped the input from these four audiences into the following four categories:

- 1. Participant Needs
- 2. Employers' Needs
- 3. Process Improvement Recommendations (Participant and Employer)
- 4. What Participants Value (Youth and Adults)

The details of the collection by ALDL and by audience are presented in Appendix A. Below, we present the synthesis of the outstanding findings in an integrated way for the Region.

1. Participant Needs

Education and Training: All groups identified the need to improve participants' education and training, including completion of the fourth year, financial literacy, and job readiness.

Technology: Lack of access and knowledge in the use of technology is a common obstacle. Training in basic technology skills, such as handling emails and using computers, is required.

Transportation: The need for transportation to access jobs and training centers is a recurring challenge.

Child Care: There is a constant demand for childcare services to enable participants, especially single mothers, to complete their education or attend jobs.

2. Employer Needs

Technical and Soft Skills: Employers require participants to have technical certifications and soft skills (interaction with the public, money management). The need for them to have experience is also mentioned

Flexibility and Commitment: The need for participants to be more flexible and committed to employers' schedules and requirements was mentioned. Availability of candidates for certain days and times.

3. 3. Process Improvement Recommendations (Participant and Employer)

1. Recommendations to Facilitate the Process for the Employer:

1. **Periodic Meetings:** "Periodic meetings with managers and/or business owners to learn about their needs."
2. **Collaboration between Partners:** "Combining efforts between partners to meet needs (in a complementary way)".
3. **Better Integration and Communication:** "Better integration in services. Better communication to the employer. Support in the search for employees."
4. **Visual Campaigns and Recognition:** "More visual campaigns, recognition of services, positioning - shared effort. 'On-site' service".
5. **Simplifying Processes:** Simplifying administrative and contracting processes, as well as reducing the documentation required, is a shared recommendation to facilitate the participation and commitment of both employers and participants.

1. Recommendations to Facilitate the Process for the Participant:

1. **Do Not Depend Only on the Participant:** "None: all the required tools are provided; and it is up to the participant to do his part."
2. **Early Preparation:** "To create the conditions with 12-year-olds to prepare them for adult life and the labor market."
3. **Incentives and Continuous Improvement:** "Incentive to encourage participation in academies - similar to Title 1 and Title 2. Continuous improvement - abstracts, Education programs including employers' dimension, Interviews".
4. **Placement Strategies:** "Develop a strategy for placing displaced participants. Electronic file. Consideration of support services to offenders - Proposal for construction technicians".

4. 4. What Participants Value (Youth and Adults)

What Young Participants Value

- **Financial Help and Good Service:**
 - The financial aid and the good service provided to them are highlights.
- **Dedication and Availability of Teachers:**
 - The dedication and availability of teachers and coaches, as well as the accessibility of schedules.
- **Employment Opportunities and Flexibility:**
 - Employment opportunities and flexibility in schedules, allowing them to combine work and study.
- **Work Experience and Responsibility:**
 - The work experience and responsibility they gain through programs, such as dengue prevention and summaries.
- **Follow-up and Support:**
 - The constant follow-up and support they receive to ensure they are progressing properly.

What Adults Value

- **Continuous Training and Job Opportunities:**
 - The opportunity to keep themselves in constant training in different branches and the job opportunities offered to them.
- **Attention and Availability of Professionals:**
 - The attention and availability of teachers and coaches, who are available to clarify doubts and answer questions.
- **Follow-up and Communication:**
 - The follow-up to the cases and the effective communication between the coaches and the participants, which makes them feel valued.
- **Work Team and Respect:**
 - Respect and communication within the work team, as well as the availability of the ALDL to ensure that everything is up to date.
- **Employment and Development Alternatives:**
 - The employment alternatives offered to them and the opportunity for development in different areas, which allows them to grow professionally.

C. SWOT Analysis

Strengths of the Southeast Region:

- **Presence of a Diversified Economic Structure:** The region has a diverse economic base, with a presence in sectors such as manufacturing, wholesale and retail trade, services, biotechnology, agriculture, agrobiotechnology, gastronomy and tourism. The region has contributed to job creation and greater economic stability compared to other regions.
- **Experience and Quality in Fund Management:** The ALDL offices in the region are recognized for their expertise in administering funds – both WIOA funds and other funds, allowing greater flexibility and resources for their programs.
- **Quality of Service:** The region stands out for its capacity for innovation and the quality of the service offered to participants and patrons.
- **Commitment to Technological Innovation:** ALDL offices stand out for their focus on technological innovation to optimize and make their services accessible.
- **Resilience and Adaptability:** ALDL offices have demonstrated resilience in the face of challenging events by seeking creative solutions and adapting their services to continue to provide support to the community.
- **Collaboration between AMDL Offices and Local Partners:** There is a collaboration agreement between AMDL offices, service providers and employers in the region. This synergy facilitates the identification of labor market needs and the creation of training programs that respond to the demands of companies. All three entities have established strong partnerships with various stakeholders, including educational institutions, employers, and community-based organizations. These partnerships are crucial to expanding the reach of services, accessing resources, and ensuring program relevance.
- **Diversity of Programs and Services:** ALDL offices offer a wide range of programs and services, from job training and job search assistance to entrepreneurship support and financial literacy. Each organization offers a variety of services, including educational programs, job placement support, and partnerships with employers. This comprehensive approach allows them to address diverse needs within their respective communities.
- **Competent Human Resources:** Staff are well-trained and receive continuous education, which contributes to effective service. The participants attest to the quality of the staff and the service they provide. All three organizations benefit from a team of experienced professionals who possess a strong understanding of labor laws and a commitment to supporting participants.
- **Organizational Structure and Work Systems:** High quality in the organization with effective shift systems and workflow.
- **Adequate Physical Infrastructure:** Infrastructure of well-organized Management Centers.

Weaknesses of the Southeast Region:

- **Bureaucracy and Lack of Process Agility:** The administrative processes in ALDL offices, although well organized, are perceived as bureaucratic, which can delay the delivery of services to participants and the implementation of new programs. There are delays in processes that affect the agility of the service.
- **Insufficient Communication and Lack of Uniformity in Processes:** Communication and uniformity issues are identified between the state, partners, and ALDLs, which can lead to confusion and delays in service delivery.
- **Perception of lack of communication on the part of participants and employers:**
- **All three organizations face difficulties in effectively reaching certain target populations**
- **Need to Expand the Use of Technology:** All three organizations can benefit from greater integration of technology to streamline operations, improve service delivery, and improve communication. This includes exploring AI solutions (AMSI), implementing electronic file management (Southeast), and adopting easy-to-use online platforms for sharing information and accessing services (Southcentral).
- **Need to Strengthen Marketing Processes:** Many participants and employers are unaware of or have a misinterpretation of services. Lack of updating and robustness in the use of marketing and advertising technologies.

Southeast Region Opportunities:

- **Enhance the Local Economy through Entrepreneurship:** Promote the development of small and medium-sized enterprises through training, financing and technical support programs to promote job creation and boost the regional economy.
- **Strengthen Technical and Vocational Training:** Expand the offer of technical and vocational training programs in areas of high labor demand, such as technology, advanced manufacturing, and specialized services, to meet the needs of the business sector and improve the employability of the population.
- **Bridging the Digital Divide and Promoting Digital Inclusion:** Implement training programs in basic and advanced digital skills, facilitate access to technology in marginalized communities, and promote the use of digital tools in education and job search.
- **Strengthen Collaboration:** Strengthen ties between ALDL offices, businesses, educational institutions, and community-based organizations to create synergies, develop more effective training programs, and attract investments that drive economic growth. Collaboration between partners supports the integration of efforts and improving services.
- **Boost Tourism and Creative Industries:** Harness the region's tourism potential by developing infrastructure, promoting cultural and historical attractions, and boosting the entertainment industry and creative arts as sources of employment and income.
- **Growth in the Construction Industry:** The injection of federal funds for the reconstruction of the country presents an opportunity to develop programs that assist in the training of skilled construction employees.
- **Program Expansion:** There are opportunities to expand programs to other areas of Puerto Rico and the Virgin Islands, which could increase the impact of the region. Promotion of mass events.
- **Presentation of proposals at the Regional level.**
- **Use of Technology:** Implementing technological tools and evaluating the functionality of artificial intelligence can improve operational efficiency.
- **Marketing and Advertising:** Increasing the promotion of services through events and media can attract more participants. Capture new entrants through more dynamic and targeted marketing strategies.
- **Learning Technologies:** Development of learning programs (OJT and OJL) and other entrepreneurship tools.

Southeast Region Threats:

- **Deteriorating Economic Situation:** The persistence of a difficult economic situation at the national level, with high unemployment and a slow economic recovery, could negatively affect the ability of ALDL offices to obtain funds and provide services to the community.
- **Reduction in Federal Funds:** What Could Affect the Financial Sustainability of Programs
- **Natural Disasters and Climate Change:** The region is vulnerable to extreme weather events, such as hurricanes and droughts, which can cause damage to infrastructure, disrupt economic activity, and affect the well-being of the population.
- **Competition from Other Regions and Jurisdictions:** Competition for funds, investments, and human talent with other regions of Puerto Rico and with the continental United States represents a challenge to the economic and social development of the SE region.
- **Emigration of Professionals and Brain Drain:** The emigration of young professionals and people with a high level of education to other jurisdictions in search of better job opportunities and quality of life represents a significant loss of human capital for the region.
- **Lack of Citizen Engagement and Participation:** Apathy, lack of citizen participation in development initiatives, and distrust in government institutions can hinder the implementation of projects and programs that benefit the community.
- **Increasing Social Inequality:** The growing gap between rich and poor, the lack of opportunities for marginalized communities, and the persistence of poverty can generate social tensions and affect social cohesion in the region.
- **Population Aging and Population Loss:** The region faces a significant demographic challenge with a rapidly aging population and a steady decline in the number of inhabitants. This situation negatively impacts the workforce, the capacity for innovation and long-term economic growth.
- **High Levels of Poverty and Low Schooling:** The region has persistently high levels of poverty, which exceed the national average. Added to this is a low level of schooling in a considerable segment of the adult population, which limits employment opportunities and perpetuates the cycle of poverty.
- **Digital Divide and Limited Access to Technology:** The lack of access to technology and the digital divide in some sectors of the population represent an obstacle to the development of essential technological skills in today's labor market.
- **Eligibility Requirements:** Eligibility requirements for programs, which limit the participation of certain population groups.
- **Difficulties in Employee Retention:** There is a high rate of labor turnover in some sectors, which generates economic losses for companies and limits the professional growth of workers.

SECTION II: VISION AND GOALS AIMED AT THE LABOR AND ECONOMIC DEVELOPMENT OF THE REGION.

Mission and Vision of the Southeast Region

Mission

Integrate strategies and create alliances that generate strengths in the region for the development of the workforce and its economic growth.

Vision

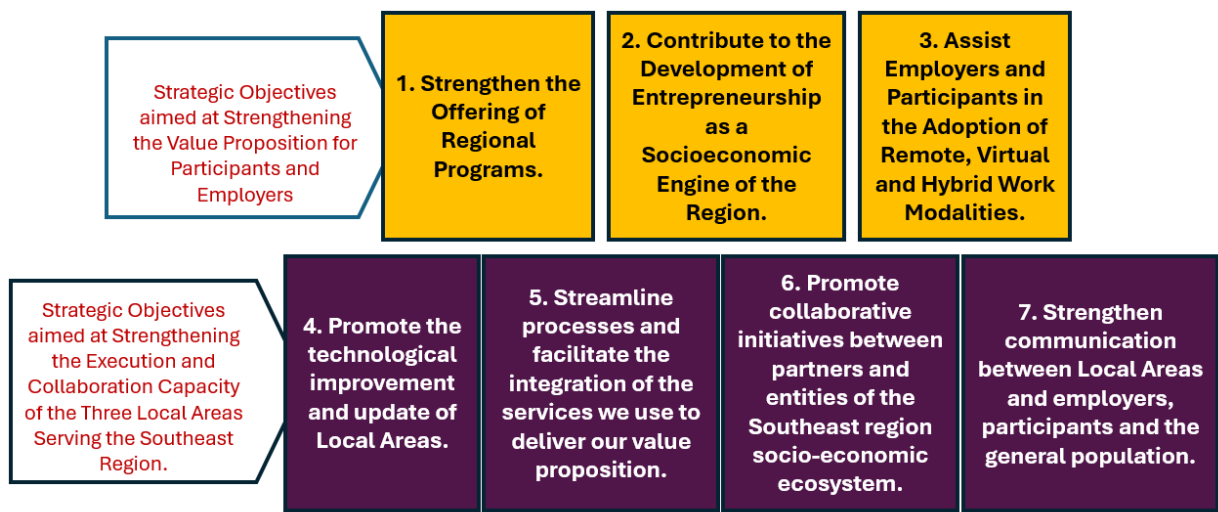
To be recognized as a leader in the implementation of innovative and inclusive initiatives, to promote continuous improvement and synergy, in order to accelerate and transform the workforce development system and accelerate the economic development of the region.

Strategic Objectives

The Integrated Strategic Planning Team has identified seven strategic objectives to advance the region's future agenda and contribute to labor and socioeconomic development.

Three of these objectives are aimed at strengthening the value proposition for participants and employers in the region. Four of the objectives are aimed at strengthening the implementation and collaboration capacities of the three local areas that serve the region.

The diagram below illustrates the seven strategic objectives.



As Local Areas collaborate and strengthen their capacity to execute by promoting Goals 4 to 7, they will increase their ability to provide a strong value proposition for participants and employers in the region, thus contributing to the labor and economic development of the region.

Below, we present the details of each strategic objective.

Strategic Objective 1: Strengthen the offer of regional programs with an emphasis on occupations in demand in the region.

Initiative 1.1 Identify occupations that can be promoted and worked on regionally.

Some data that inform this initiative are presented below:

Employment by industry sector for the Southeast region, 2014 & 2023

Sector industrial	2014	2023	Cambio	Crec. anual compuesto
Comercio al Detall	21,703	21,978	275	0.10%
Servicios de Salud y Asistencia Social	17,639	17,595	-44	0.00%
Administración Pública	14,342	15,748	1406	1.00%
Servicios Educativos	12,370	13,430	1060	0.90%
Servicios Administrativos y Desperdicios Sólidos	9,784	10,877	1093	1.20%
Alojamiento y Servicios de Alimentos	9,379	10,439	1060	1.20%
Manufactura	17,353	8,014	-9339	-8.20%
Construcción	4,521	4,553	32	0.10%
Comercio al por Mayor	3,015	4,020	1005	3.20%
Servicios Profesionales y Técnicos	2,764	3,753	989	3.50%
Otros Servicios Excepto Administración Pública	1,714	2,084	370	2.20%
Finanzas y Seguros	2,191	1,896	-295	-1.60%
Bienes Raíces, Renta o Arrendamiento	1,981	1,850	-131	-0.80%
Electricidad, Agua y Gas	1,575	1,321	-254	-1.90%
Agricultura, Bosque, Pesca y Caza	739	871	132	1.80%
Transportación y Almacenamiento	1,053	736	-317	-3.90%
Información	1,783	736	-1047	-9.40%
Gerencia de Compañías y Empresas	ND	619		
Arte, Entretenimiento y Recreación	355	420	65	1.90%
Total	135,025	135,773	748	0.10%

Fuente: U.S. BLS (2024). QCEW. *La suma de los sectores no suma el total debido a datos no divulgables (ND).

The occupations with the greatest increase in new jobs for the region are illustrated in the following three tables from the Puerto Rico Department of Labor and Human Resources.

ÁREA LOCAL DE DESARROLLO LABORAL CAGUAS-GUAYAMA - PROYECCIONES A LARGO PLAZO POR OCUPACIÓN
LAS 10 OCUPACIONES CON MAYOR AUMENTO EN EMPLEOS NUEVOS*

2020-2030																
Ocupación*			Puestos Vacantes Anuales							Educación comúnmente requerida para emplearse	Experiencia de trabajo en ocupaciones similares	Adiestramiento comúnmente ofrecido en el trabajo para capacitación	Salario por Hora (\$)			
Rango	Código SOC	Título SOC	Empleo 2020	Empleo Proyectado 2030	Cambio Empleo	Porcentual	Salidas de la Fuerza Laboral	Transferencias Ocupacionales	Crecimiento	Total				Promedio 2022	Básico	Experiencia
1	41-2031	Vendedores Minoristas	4,209	5,226	1,017	24.16	264	390	102	756	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.83	\$8.91	\$11.79
2	33-9032	Guardias de Seguridad	3,410	4,131	721	21.14	200	292	72	564	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.15	\$8.50	\$9.47
3	53-7065	Repositores y Preparadores de Órdenes de Pedido	2,344	2,940	596	25.43	150	258	60	468	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a corto plazo en el trabajo	\$11.22	\$8.74	\$12.47
4	35-3023	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	1,938	2,518	580	29.93	216	236	58	510	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.12	\$8.61	\$9.37
5	31-1120	Auxiliares de Atención en el Hogar y de Cuidado Personal	2,910	3,457	547	18.80	204	180	55	439	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.81	\$9.30	\$10.06
6	35-2014	Cocineros de Restaurante	638	1,075	437	68.50	50	73	44	167	No requiere credencial de educación formal	Menos de 5 años	Adiestramiento a tiempo moderado en el trabajo	\$10.25	\$8.90	\$10.93
7	28-1141	Enfermeros Graduados	2,673	3,027	354	13.24	76	72	35	183	Grado de Bachillerato	Ninguna	Ninguna	\$17.48	\$13.90	\$19.27
8	41-2011	Cajeros	3,625	3,877	252	6.95	319	359	25	703	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.32	\$8.74	\$11.12
9	35-3031	Camareros y Camareras	610	818	208	34.10	52	85	21	158	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$11.23	\$9.02	\$12.34
10	47-2061	Obreros de la Construcción	943	1,148	205	21.74	31	71	20	122	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.23	\$8.76	\$10.97

*Ocupaciones con mayor aumento en empleos nuevos = crecimiento número en empleos proyectados, una medida de cuantos nuevos empleos se espera que se añadan en cada ocupación. Estas 10 ocupaciones son proyectadas que ganen el mayor número de empleos nuevos durante el periodo de 2020 al 2030.

ÁREA LOCAL DE DESARROLLO LABORAL SURESTE - PROYECCIONES A LARGO PLAZO POR OCUPACIÓN
LAS 10 OCUPACIONES CON MAYOR AUMENTO EN EMPLEOS NUEVOS*
2020-2030

Rango	Código SOC	Ocupación* Título SOC	Empleo 2020	Empleo Proyectado 2030	Cambio Empleo	Porcentaje	Puestos Vacantes Anuales				Educación comúnmente requerida para emplearse	Experiencia de trabajo en ocupaciones similares	Adiestramiento comúnmente ofrecido en el trabajo para capacitación	Salario por Hora (\$) 2022		
							Salidas de la Fuerza Laboral	Transferencias Ocupacionales	Crecimiento	Total				Promedio	Básico	Experiencia
1	41-2031	Vendedores Minoristas	1,860	2,293	433	23.28	116	172	43	331	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.75	\$8.93	\$11.65
2	53-3058	Conductores de Vehículos de Pasajeros, excepto Conductores de Autobús, Tránsito e Interurbano	722	1,078	356	49.31	59	45	36	140	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	ND	ND	ND
3	35-3023	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	454	614	160	35.24	52	56	16	124	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.21	\$8.66	\$9.48
4	53-7065	Repositores y Preparadores de Órdenes de Pedido	651	800	149	22.89	41	71	15	127	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a corto plazo en el trabajo	\$11.12	\$8.74	\$12.30
5	41-2011	Cajeros	1,487	1,629	142	9.55	132	149	14	295	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.08	\$8.85	\$10.70
6	29-1141	Enfermeros Graduados	881	1,017	136	15.44	25	24	14	63	Grado de Bachillerato o su equivalente	Ninguna	Ninguna	\$16.52	\$12.93	\$18.32
7	17-2112	Ingenieros Industriales	590	718	128	21.69	14	26	13	53	Bachillerato	Ninguna	Ninguna	\$40.19	\$27.94	\$46.32
8	47-2061	Obreros de la Construcción	368	494	126	34.24	13	30	10	53	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.08	\$8.66	\$10.79
9	43-6013	Secretarios de Médicos y Asistentes Administrativos	378	461	83	21.96	21	23	8	52	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a tiempo moderado en el trabajo	\$10.15	\$8.82	\$10.82
10	51-0111	Operadores y Encargados de Máquinas de Empaque y Envasado	773	854	81	10.48	34	54	8	96	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a tiempo moderado en el trabajo	ND	ND	ND

ND = No Disponible

*Ocupaciones con mayor aumento en empleos nuevos = crecimiento numérico en empleos proyectados, una medida de cuantos nuevos empleos se espera que se añadan en cada ocupación. Estas 10 ocupaciones son proyectadas que ganen el mayor número de empleos nuevos durante el periodo de 2020 al 2030.

ÁREA LOCAL DE DESARROLLO LABORAL SUR CENTRAL-SALINAS - PROYECCIONES A LARGO PLAZO POR OCUPACIÓN
LAS 10 OCUPACIONES CON MAYOR AUMENTO EN EMPLEOS NUEVOS*
2020-2030

Rango	Código SOC	Ocupación* Título SOC	Empleo 2020	Empleo Proyectado 2030	Cambio Empleo	Porcentaje	Puestos Vacantes Anuales				Educación comúnmente requerida para emplearse	Experiencia de trabajo en ocupaciones similares	Adiestramiento comúnmente ofrecido en el trabajo para capacitación	Salario por Hora (\$) 2022		
							Salidas de la Fuerza Laboral	Transferencias Ocupacionales	Crecimiento	Total				Promedio	Básico	Experiencia
1	35-3023	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	838	1,001	163	19.45	94	102	25	221	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.22	\$8.52	\$9.57
2	41-2031	Vendedores Minoristas	552	696	144	26.09	35	52	14	101	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.05	\$8.72	\$10.72
3	53-7065	Repositores y Preparadores de Órdenes de Pedido	478	605	127	26.57	31	53	13	97	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a corto plazo en el trabajo	\$11.05	\$8.85	\$12.16
4	41-2011	Cajeros	1,096	1,189	93	8.49	97	109	9	215	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.86	\$8.72	\$10.43
5	29-2052	Técnicos de Farmacia	147	212	65	44.22	5	8	6	19	Diploma de Escuela Superior o su equivalente	Ninguna	Adiestramiento a tiempo moderado en el trabajo	\$11.90	\$9.08	\$13.32
6	37-2011	Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	574	618	44	7.67	37	42	4	83	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.13	\$8.50	\$10.94
7	47-2061	Obreros de la Construcción	155	198	43	27.74	5	12	4	21	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.82	\$8.53	\$10.47
8	35-3031	Camareros y Camareras	95	137	42	44.21	8	14	4	26	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$10.44	\$8.85	\$11.24
9	45-2092	Trabajadores y Jornaleros Agrícolas, de Cultivos, de Viveros y de Invernaderos	1,253	1,295	42	3.35	54	146	4	204	No requiere credencial de educación formal	Ninguna	Adiestramiento a corto plazo en el trabajo	\$9.75	\$8.55	\$10.35
10	35-2014	Cocineros de Restaurante	54	92	38	70.37	4	6	4	14	No requiere credencial de educación formal	Menos de 5 años	Adiestramiento a tiempo moderado en el trabajo	\$10.12	\$8.89	\$10.74

ND = No Disponible

*Ocupaciones con mayor aumento en empleos nuevos = crecimiento numérico en empleos proyectados, una medida de cuantos nuevos empleos se espera que se añadan en cada ocupación. Estas 10 ocupaciones son proyectadas que ganen el mayor número de empleos nuevos durante el periodo de 2020 al 2030.

Finally, the following table presents the occupations with the most vacancies and those with the highest growth in the region.

Occupations with the Most Vacancies					Fastest Growing Occupations				
AMSI	SURESTE	SURCENTRAL			AMSI	SURESTE	SURCENTRAL		
Vendedores Minoristas	1 Vendedores Minoristas	1 Vendedores Minoristas	4		Vendedores Minoristas	1 Vendedores Minoristas	1 Vendedores Minoristas	2	
Cajeros	2 Cajeros	2 Cajeros	2			Conductores de Vehículos de Pasajeros, excepto Conductores de Autobús, Tránsito e Interurbano		2	
Trabajadores de Comidas Rápidas y Dependientes de Mostrador	4 Dependientes de Mostrador	6 Dependientes de Mostrador	1		Guardias de Seguridad	2			
		Trabajadores y Jornaleros Agrícolas, de Cultivos, de Viveros y de Invernaderos	3		Trabajadores de Comidas Rápidas y Dependientes de Mostrador	4 y Dependientes de Mostrador	3 Dependientes de Mostrador	1	
Guardias de Seguridad	3				Repositorios y Preparadores de Órdenes de Pedido	3	Repositorios y Preparadores de Órdenes de Pedido	3	
	Conductores de Vehículos de Pasajeros, excepto Conductores de Autobús, Tránsito e Interurbano	4				Repositorios y Preparadores de Órdenes de Pedido	4		
Ensambladores y Fabricadores, Misceláneos	9 Ensambladores y Fabricadores, Misceláneos	3			Auxiliares de Atención en el Hogar y de Cuidado Personal	5	Técnicos de Farmacia	5	
Repositorios y Preparadores de Órdenes de Pedido	5 Pedido	5 Pedido	5		Cajeros	8 Cajeros	5 Cajeros	4	
Auxiliares de Atención en el Hogar y de Cuidado Personal	6				Enfermeros Graduados	7 Enfermeros Graduados	6		
Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	7 Personal de Limpieza de Casas Privadas	8 Personal de Limpieza de Casas Privadas	6		Obreros de la Construcción	10 Obreros de la Construcción	8 Obreros de la Construcción	7	
Empleados de Oficina, Tareas Generales	8 Empleados de Oficina, Tareas Generales	10 Empleados de Oficina, Tareas Generales	7		Ingenieros Industriales	7			
	Cocineros de Instituciones y Cafeterías	7 Cocineros de Instituciones y Cafeterías	6		Cocineros de Restaurante	6	Cocineros de Restaurante	10	
		Representantes del Servicio al Cliente	8		Camareros y Camareras	9	Camareros y Camareras	8	
Secretarios y Asistentes Administrativos, Excepto Legales, Médicos y Ejecutivos	10					Secretarios de Médicos y Asistentes Administrativos	9		
		Trabajadores de Jardinería y Áreas Verdes	10			Trabajadores y Jornaleros Agrícolas, de Cultivos, de Viveros y de Invernaderos	9		
						Operadores y Encargados de Máquinas de Empaque y Envasado	10		
Legend									
	Occupations that coincide in the 3 Local Areas								
	Occupations that coincide in 2 of the 3 Local Areas								
	Occupations of a single Local Area								

Initiative 1.2 Design, communicate and deliver programmes in an integrated way so that we can make an impact in the region.

By collaboratively designing, communicating, and promoting programs, we are able to expand the potential impact in the region while achieving economies of scale.

Some potential projects under Initiative 1.2 include:

- Trade-related occupations – e.g., Retailers, Boarders, and other occupations
- Construction-related occupations – e.g., Certified Welders and Project Managers
- Occupations related to Health and Social Care Services – e.g. Home Helpers

Strategic Objective 2: Contribute to the development of entrepreneurship as a socioeconomic engine of the region.

This objective proposes to promote the development of small and medium-sized enterprises in the region through training, financing and technical support programs to promote job creation and boost the regional economy.

Initiative 2.1 Carry out a regional event with the participation of SMEs resulting from the management of the ALDL to promote entrepreneurship-oriented services and provide a forum for exchange and learning among participants.

We propose to use the success stories of the region as evidence and testimony of the ability to prepare people in entrepreneurship. We will invite SME owners who have gone through our programs to participate and mentor potential participants.

Initiative 2.2 Prepare a general communication to expose participants to entrepreneurship opportunities.

We will collaborate to prepare a general communication for the region that emphasizes the entrepreneurship route as a development option.

In addition to these two initiatives, this objective is nourished by our current practice of collaborating with the incubator and business accelerator programs of start-ups such as "Parallel" 18, Grupo Guayacán, regional incubators and innovation and technology development programs.

Strategic Objective 3: Assist employers and participants in the adoption of remote, virtual, and hybrid work modalities.

This goal addresses an important, growing trend in the workplace: remote, virtual, and hybrid work. It works with two important dimensions of this work scheme. On the one hand, it proposes to educate participants on how to work productively and responsibly in the virtual modality. On the other hand, it proposes to assist employers in the adoption of flexible work modalities. Adopting flexible modalities can contribute to employee retention.

The three local areas can collaborate and join forces by advancing the following three strategic initiatives of this objective.

Initiative 3.1 Provide education to participants in skills and good practices for remote work.

Initiative 3.2 Provide guidance to employers on how to set up specific work areas remotely.

Initiative 3.3 Provide internal education and establish the technological structure necessary to reconfigure processes and services so that they can be delivered remotely.

Strategic Objective 4: Promote the technological improvement and update of Local Areas.

The three local areas identified the following initiatives and projects under this objective:

Initiative 4.1 Share best practices and lessons learned in the design and implementation of information systems and in the automation of work processes in each local area.

Initiative 4.2 Collaborate in the design and development of a training program to update participants in Artificial Intelligence tools and incorporate Artificial Intelligence into learning instruments and tools.

Initiative 4.3 Collaborate in the hiring of an expert to assist in the drafting of specifications and request for proposals for Artificial Intelligence solutions that streamline processes in Single Management Centers.

Initiative 4.3 includes studying the feasibility of the following projects:

- Promote the use of virtual assistants ("bots") to guide visitors in requesting services
- Eligibility Determination – developing a solution that assists participants in determining their eligibility
- Provide AI-enabled participant services – e.g., resume generation and service requests, requirement checklists, and other applications that streamline processes in the Single Management Center

Strategic Objective 5: Streamline processes and facilitate the integration of the services we use to deliver our value proposition.

Initiative 5.1 Analyze recurrent situations in common and work on them at the regional level with the relevant state entities in order to improve the integration of services and ensure uniformity and simplification of processes.

Initiative 5.2 Formalize regular meetings between partners to promote inter-agency communication, collaboration and support.

The partners of the Single Management Centers participated in a focus group during the process of gathering information on this plan. They valued the space for dialogue and communication between agencies. To this end, we propose to formalize regular meetings in each Local Area and between Local Areas to promote communication, collaboration and support between agencies.

Strategic Objective 6: Promote collaborative initiatives between partners and entities of the Southeast region socio-economic ecosystem.

Collaboration between partners supports the integration of efforts and improving services.

This objective aims to strengthen the links between AMDLs, companies, educational institutions and community organizations to create synergies, develop more effective training programs and attract investments that boost economic growth.

Initiative 6.1 Collaborating with Head Start and Early Head Start

This collaboration can create developmental and employment opportunities for parents of children who participate in Head Start and Early Head Start while Head Start and Early Head Start services address the need for care so that parents can return to the workforce.

Initiative 6.2 Establish a Technical Assistance Academy using the resources of the region

The three local areas can collaborate to develop the following topics aimed at improving the skills of employees in the local areas, fostering motivation and stimulating employee retention:

- Case Management – needs assessment, service planning and follow-up, eligibility determination of displaced participants and out-of-school youth
- Technical Skills Development – use of case management software and tools and tests to assess participants' skills and competencies
- Knowledge of Resources and Programs – including training and education programs and support services
- Communication Skills – effective communication and conflict resolution techniques
- Regulatory Compliance and Standards – including WIOA regulations and privacy and confidentiality policies
- Continuing Professional Development Topics – including professional certifications and workshops on best service practices and new technologies in the field of career development

Initiative 6.3 Explore additional measures to Initiative 6.2 to improve employee retention in local areas.

- Review and update the Employee Classification Plan

Strategic Objective 7: Strengthen communication between Local Areas and employers, participants and the general population.

Initiative 7.1 Collaborate in regional events.

- Share invitations to regional events
- Plan and Conduct a Regional Event
 - Job Fair – face-to-face or virtual
 - Educational Fair

Initiative 7.2 Create a space on the digital pages of each local area where opportunities from the region can be marketed.

- Explore using "bots" to direct visitors to the relevant local area page
- Create an employer orientation activity (in-person or virtual)

Initiative 7.3 Create a regional activity to orient employers on services and participation requirements.

- Develop an integrated marketing plan for the region
- Collaborate on ad placement, media space, and other forums

SECTION III: COLLECTION AND ANALYSIS OF REGIONAL LABOUR MARKET DATA

Introduction

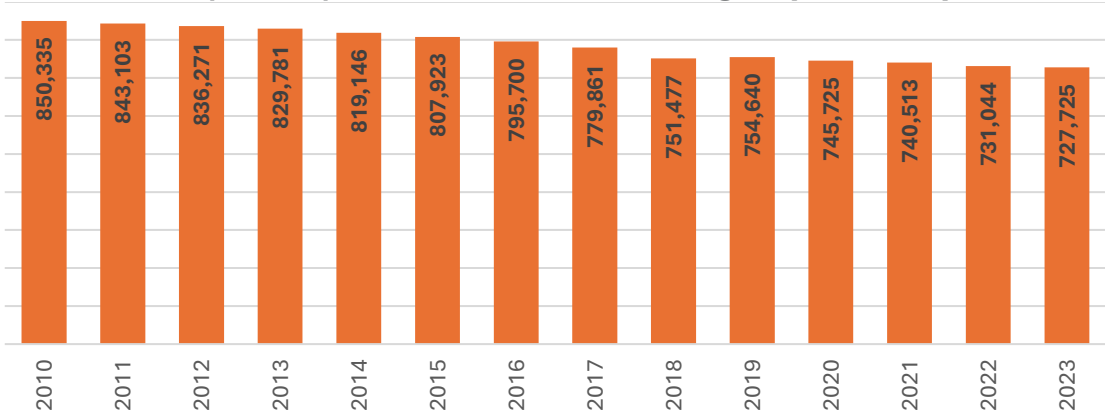
Quality for Business Success, LLC has requested from Estudios Técnicos, Inc. an assessment of the socioeconomic context of the Southeast region as part of the development of the regional strategic plan requested by the Labor Law Administration. For the purposes of the analysis, the Region is made up of twenty municipalities, distributed in three labor areas: the Municipal Alliance of Integrated Services, Inc. (AMSI), Conexión Laboral Sureste (Southeast labor area) and Conexión Laboral Sur Central (South-Central labor area).

For the analysis of the socioeconomic condition of the Southeast Region, the available data from the *American Community Survey* (ACS) of the U.S. Census Bureau 2018-2022, the *Bureau of Labor Statistics* (BLS) and the *Industrial Composition by Municipality* published by the Department of Labor and Human Resources were used to measure the condition of the labor market.

Population of the Southeast region and its municipalities

In the period from 2010 to 2023, the population in the Southeast region (Region) has experienced a marked decline. The population has decreased from 850,335 inhabitants in 2010 to 727,725 inhabitants in 2023. In percentage terms, this represents a decrease of -1.2% annually, compared to -1.1% annually at the Puerto Rico level.

Graph 1. Population of the Southeast Region (2010-2023)



Fuente: U.S. Census Bureau (2024). Annual Estimates of Resident Population.

As shown in Graph 2, the AMSI labor area exhibits the highest population level with 369,528 inhabitants in 2023, followed by the Southeast labor area with 212,920 inhabitants and the South-Central labor area with 145,277 inhabitants. However, the three work areas experienced a population reduction. The AMSI labor area registered a loss of 61,191 people during the period. For their part, the Southeast and South-Central labor areas registered losses of 35,012 and 26,407 during the period.

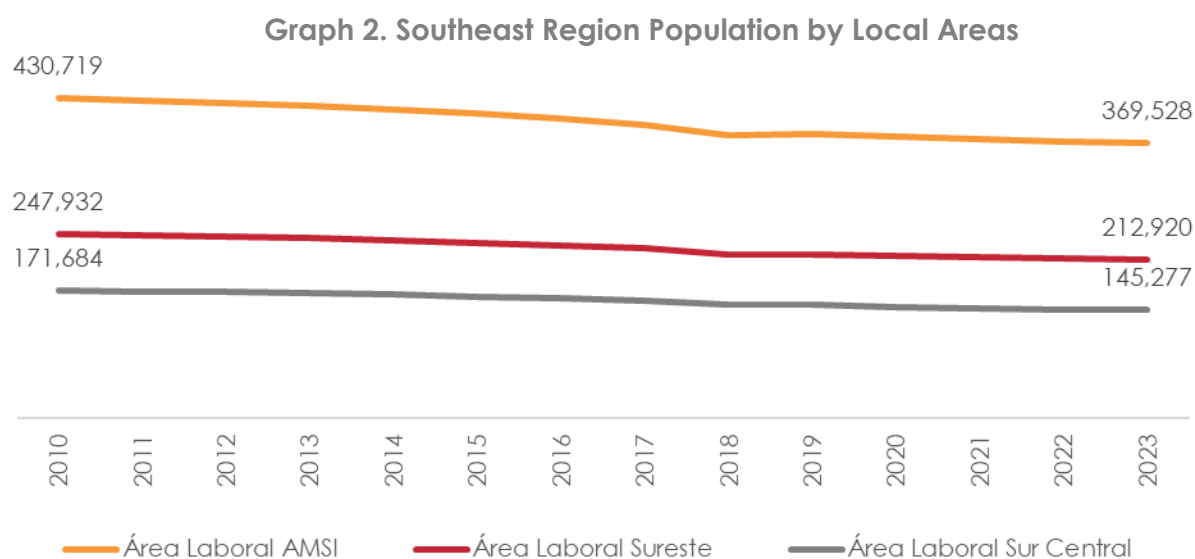


Table 1 presents the segmentation of the population by local area and municipality for the years 2010, 2020 and 2023. During this period, all municipalities in the Region experienced a population decrease consistent with that observed at the island level.

50% of the loss in the Region was concentrated in the AMSI labor area, specifically in the municipalities of Caguas (-18,285), Guayama (-10,597), Trujillo Alto (-8,137) and Cayey (-7,594). The Southeast labor area was responsible for 29% of the population reduction at the regional level, with this loss concentrated in Humacao (-8,754) and Yabucoa (-9,044), representing 50% of the loss of 35,012 inhabitants in the area. In the South-Central labor area, 26,047 inhabitants were lost, 21% of the regional population. In this labor area, the population loss fluctuated between 3,581 inhabitants in Santa Isabel and 6,850 in Coamo.

With regard to population levels, 44% of the regional population was concentrated in the municipalities of Caguas, Trujillo Alto, Humacao, Juana Díaz and Cayey, with 327,469 inhabitants. On the other hand, the municipalities with the least population were Maunabo, Arroyo and Patillas with 10,589, 15,078 and 15,347 inhabitants, respectively.

Table 1. Population and annual growth rate by Municipality and Labor Area, 2010, 2020 & 2023

Municipio	2010	2020	2023	Δ 2023 vs. 2010	Δ 2023 vs. 2020	% crec. anual 2010-2023
Aguas Buenas	28,659	24,223	23,274	-5,385	-949	-1.60%
Aibonito	25,900	24,637	24,602	-1,298	-35	-0.40%
Arroyo	19,575	15,843	15,078	-4,497	-765	-2.00%
Caguas	142,893	127,244	124,608	-18,285	-2,636	-1.00%
Cayey	48,119	41,652	40,525	-7,594	-1,127	-1.30%
Guayama	45,362	36,614	34,765	-10,597	-1,849	-2.00%
Gurabo	45,369	40,622	39,971	-5,398	-651	-1.00%
Trujillo Alto	74,842	67,740	66,705	-8,137	-1,035	-0.90%
Área Laboral AMSI	430,719	378,575	369,528	-61,191	-9,047	-1.20%
Humacao	58,466	50,896	49,712	-8,754	-1,184	-1.20%
Juncos	40,290	37,012	36,684	-3,606	-328	-0.70%
Las Piedras	38,675	35,180	34,750	-3,925	-430	-0.80%
Maunabo	12,225	10,589	10,266	-1,959	-323	-1.30%
Patillas	19,277	15,985	15,347	-3,930	-638	-1.70%
San Lorenzo	41,058	37,693	37,264	-3,794	-429	-0.70%
Yabucoa	37,941	30,426	28,897	-9,044	-1,529	-2.10%
Área Laboral Sureste	247,932	217,781	212,920	-35,012	-35,012	-1.20%
Coamo	40,512	34,668	33,662	-6,850	-1,006	-1.40%
Juana Díaz	50,747	46,538	45,919	-4,828	-619	-0.80%
Salinas	31,078	25,789	24,718	-6,360	-1,071	-1.70%
Santa Isabel	23,274	20,281	19,693	-3,581	-588	-1.30%
Villalba	26,073	22,093	21,285	-4,788	-808	-1.50%
Área Laboral Sur Central	171,684	149,369	145,277	-26,407	-4,092	-1.30%
Region	850,335	745,725	727,725	-122,610	-18,000	-1.20%
Puerto Rico	3,725,789	3,285,874	3,205,691	-520,098	-80,183	-1.10%

Fuente: U.S. Census Bureau (2024). Annual Estimates of Resident Population.

Local area

AMSI

The generalized loss of population in the region is not an idiosyncratic problem, but widespread throughout the island, although with differences in magnitudes. There are several factors that explain this demographic reality.

First, the elimination of SECTION 936 forced the exit of manufacturing companies and a transformation in the pharmaceutical sector that induced the operational rationalization of the companies that remained on the island. This new reality implied fewer jobs and required more advanced skills due to the intensification in the use of capital and the technological transformation of these operations. The reduction in jobs and the deterioration in economic conditions contributed to the migratory flow and population loss. This is relevant for the Southeast region, particularly the AMSI area where an ecosystem of pharmaceutical companies was concentrated along the PR-32 corridor.

It should also be noted that from 2006 to 2019, the economy experienced a period of prolonged economic contraction that reduced the size of the economy by 19%, affecting its domestic markets

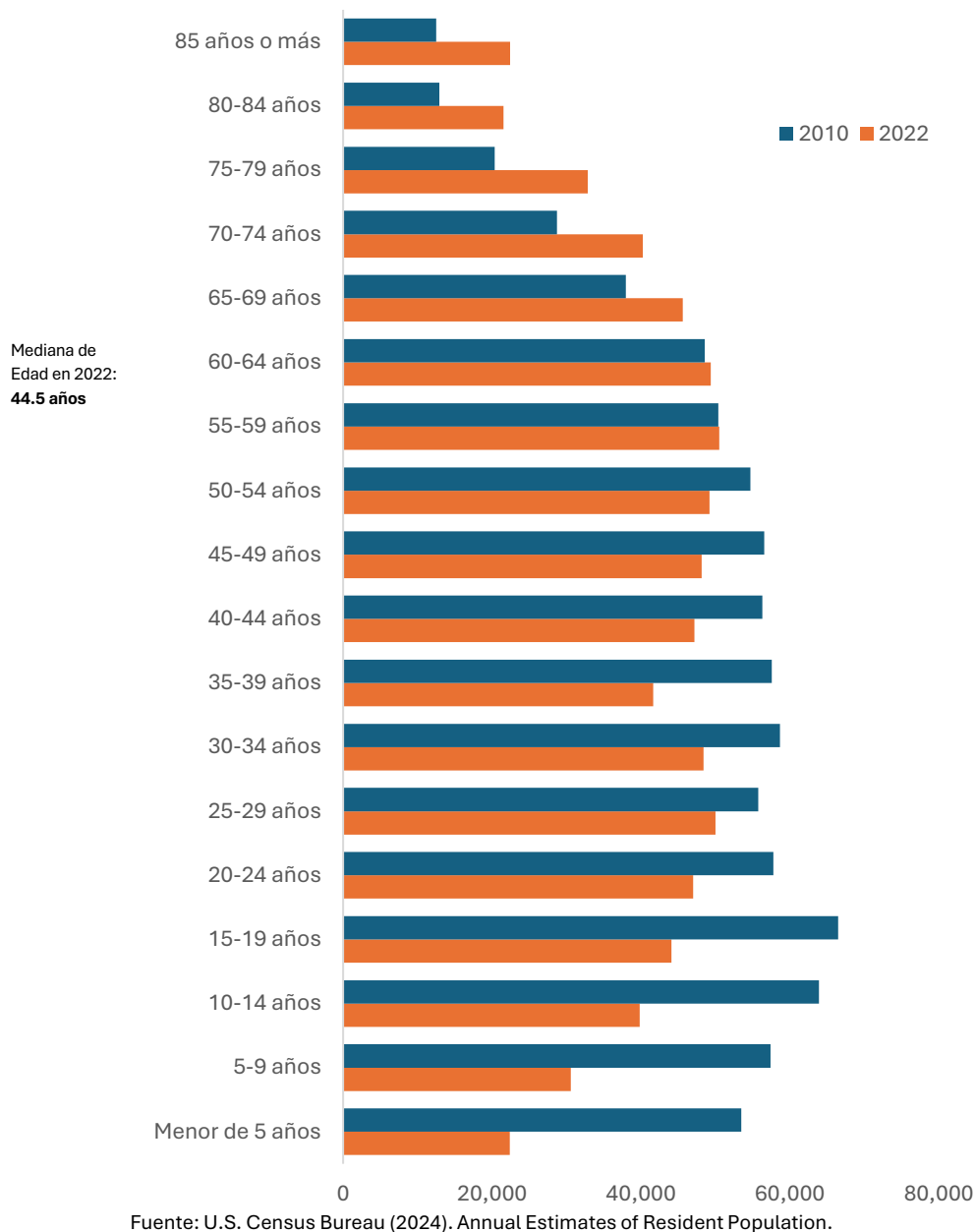
and jobs in sectors such as construction, commerce, and finance. Therefore, municipalities in the Region with a less diversified economic base have been more prone to population loss due to their displacement to other municipalities with better employment possibilities. Hurricanes Irma and Maria created a dislocation in the provision of basic services and in economic activity that encouraged the most vulnerable population to migrate to other jurisdictions in the United States. Finally, a higher increase in deaths than births has been a general trend that has affected the population size of municipalities.

Within this context, it should be noted that in 2023 some 124,608 inhabitants or 33% of the population in the AMSI area were concentrated in the municipality of Caguas. This should not be surprising considering that the municipality is an important pole of regional economic activity in areas of service and commercial activity. Likewise, some municipalities located in the local Southeast area (Juncos, San Lorenzo and Las Piedras) have lost less population as they have benefited from the presence of operations of advanced manufacturing and biotechnology companies that represent an important source of jobs. Finally, the development of residential projects on the periphery of the metropolitan area during the mid-2000s contributed to the displacement of people to these municipalities in search of affordable housing. Access roads such as the PR-30 corridor and its connection with the PR-52 express to the metropolitan area also contributed to its attractiveness, reducing population loss in these municipalities.

Distribution of the population by age

The population over 65 years of age went from being 13.2% of the total population of the Southeast region in 2010 to 22.3% in 2022. The 2022 data reflect that the municipalities with a greater distribution of people aged 65 or over are Humacao, Maunabo and Patillas. As shown in Figure 3, the region's population pyramid has been inverted and this represents a major challenge for the region in the economic and social sphere.

Graph 3. Population distribution by age in the Southeast region



The reduction in the youth population limits the replacement of workers who are retiring. Although this is not a phenomenon exclusive to the Southeast region (it is also seen at the island level), it takes on greater relevance in the region due to the implications for productivity and economic growth in a context where some social indicators reflect a high level of regional vulnerability. For example, in 2022, the median income was lower than the average for all of Puerto Rico, the unemployment rate of 6.2% exceeded the 6.0% seen at the island level, and maintained a poverty level of 41%, being even higher, as will be seen later, in the Southeast and South-Central labor areas.

Median age

The population of the Southeast region exhibits a pattern of population aging similar, on average, to Puerto Rico. For 2022, the median age was 44.5 years compared to 44.9 years in Puerto Rico. However, at the municipal level, aging is greater in Patillas (49.1), Maunabo (49.0), Yabucoa (47.5 years) and Humacao (47.1 years). The municipalities with the lowest median age were Juncos, Guayama and Santa Isabel with 41.1, 41.5 and 41.8 years, respectively.

Table 2. Median age of the Southeast region and its municipalities

Municipio	2010	2022	Cambio
Aguas Buenas	36.0	44.9	8.9
Aibonito	37.7	47.4	9.7
Arroyo	35.1	43.6	8.5
Caguas	37.3	44.4	7.1
Cayey	37.4	45.9	8.5
Guayama	34.7	41.5	6.8
Gurabo	35.6	42.2	6.6
Trujillo Alto	36.2	44.0	7.8
Área Laboral AMSI	36.5	44.2	7.7
Humacao	37.7	47.1	9.4
Juncos	34.4	41.1	6.7
Las Piedras	35.2	43.6	8.4
Maunabo	38.1	49.0	10.9
Patillas	38.4	49.1	10.7
San Lorenzo	36.7	45.1	8.4
Yabucoa	36.7	47.5	10.8
Área Laboral Sureste	36.5	45.4	8.9
Coamo	34.8	46.0	11.2
Juana Díaz	34.4	43.2	8.8
Salinas	34.8	43.7	8.9
Santa Isabel	33.6	41.8	8.2
Villalba	33.4	44.3	10.9
Área Laboral Sur Central	34.3	43.9	9.6
Región Sureste	36.1	44.5	8.4
Puerto Rico	36.9	44.9	8.0

Fuente: U.S. Census Bureau (2024). Annual Estimates of Resident Population.

The South-Central labor area experienced the largest increase in relative aging in the population relative to Puerto Rico. Coamo and Villalba lead the rest of the municipalities that make up the subregion in terms of the increase in age of the population. In the AMSI area, the average age increased from 36.5 to 44.2 between 2010 and 2022.

Although the population is aging throughout the Region, the median age is usually lower in those municipalities that have a more diversified economic structure, or that are part of a pole of regional economic activity (e.g., Caguas and neighboring municipalities), or have access roads that facilitate transit to the metropolitan area. Among the municipalities that have these three

conditions are: Caguas, Juncos, Gurabo, Trujillo Alto, Las Piedras, San Lorenzo, Guayama, Santa Isabel and Juana Díaz. For their part, the last three have an agglomeration of companies in the area of biotechnology and commercial activity that are important sources of jobs and residents of productive age.

Table 3: Median age of workers in the Southeast region and its municipalities, 2010 & 2022

Municipio	2010	2022	Cambio
Aguas Buenas	39.0	41.2	2.2
Aibonito	38.1	40.2	2.1
Arroyo	38.7	38.7	0
Caguas	38.9	40.6	1.7
Cayey	38.4	41.0	2.6
Guayama	38.8	39.1	0.3
Gurabo	39.2	41.3	2.1
Trujillo Alto	39.6	40.8	1.2
Área Laboral AMSI	39.0	40.6	1.6
Humacao	39.0	41.4	2.4
Juncos	37.2	39.1	1.9
Las Piedras	37.3	40.5	3.2
Maunabo	39.1	39.5	0.4
Patillas	38.9	38.9	0
San Lorenzo	37.9	38.6	0.7
Yabucoa	37.0	38.3	1.3
Área Laboral Sureste	38.0	39.7	1.8
Coamo	38.6	41.6	3.0
Juana Díaz	38.7	40.3	1.6
Salinas	38.4	39.9	1.5
Santa Isabel	38.6	39.9	1.3
Villalba	37.5	41.4	3.9
Área Laboral Sur Central	38.4	40.6	2.2
Región Sureste	38.5	40.3	1.8
Puerto Rico	39.0	40.6	1.6

Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

In the case of workers, the median age rose to 40.3 years in 2022, below the level reported in Puerto Rico (see Table 3). The median age of workers in the Southeast region increased by 1.8 years, from 38.5 years in 2010 to 40.3 years in 2022. This increase exceeded the 1.6-year increase seen at the island level. Coamo, Humacao, Aguas Buenas, Villalba and Gurabo registered the highest median age at the level of workers in the Region, fluctuating between 41.2 and 41.6 years, compared to 40.3 years at the level of the Southeast region and 40.6 years in Puerto Rico. On the other hand, in Arroyo and Patillas, the median age remained stable.

The relative ageing of the population is a problem for an economically vulnerable region, which has lost population in recent decades. One area of concern is related to the labor market and the

adequacy of the population's skills to meet the labor demand of the private sector. This is important in those municipalities in the Region where there is a concentration of companies in advanced manufacturing, biotechnology and agrobiotechnology, which require specialized support services.

In addition, a concentration of the aging population with greater longevity will require the development of social programs to meet their needs in the areas of health, housing, social services and extended care, among others. This poses a significant financing challenge at the central and municipal government levels to the extent that there is less young population in the working group to contribute to the treasury to finance these needs.

In this context, it is essential to build bridges between companies, educational institutions and the government to promote vocational, training and retraining programs that align the skills of an aging workforce with the real needs of the market. In addition, it is crucial to transform the economic structure of municipalities to encourage greater economic activity and generate jobs that retain and attract the young population of productive age, which will result in higher revenues for municipal treasuries.

Characteristics of homes

In 2022, in the Southeast region, an estimated 276,722 households were found. According to the Federal Census Bureau, a household is defined as an occupied dwelling. The municipalities with the highest number of households were: Caguas, Trujillo Alto and Humacao (see Table 4). These were also the municipalities with the highest populations.

ACS data from 2010 show that in the Southeast region there were 271,127 households. The number of households increased by 5,595 households or by 2.0% to 276,722 in 2022. The municipalities of Gurabo, Caguas and Juncos registered the highest growth in the number of households in that period. On the other hand, Humacao, Salinas and Santa Isabel suffered the greatest losses.

Table 4. Number of households by municipality and local area of the Southeast region, 2010 & 2022

Municipio	2010	2022	Cambio 2010-2022
Aguas Buenas	9,084	8,861	-223
Aibonito	8,417	8,995	578
Arroyo	6,102	6,246	144
Caguas	48,008	49,645	1,637
Cayey	15,760	16,151	391
Guayama	14,736	14,427	-309
Gurabo	12,818	14,850	2,032
Trujillo Alto	25,108	25,261	153
Área Laboral AMSI	140,033	144,436	4,403
Humacao	18,764	18,206	-558
Juncos	12,141	13,145	1,004
Las Piedras	11,295	12,219	924
Maunabo	3,994	3,942	-52
Patillas	6,499	6,196	-303
San Lorenzo	12,982	13,775	793
Yabucoa	11,908	11,682	-226
Área Laboral Sureste	77,583	79,165	1,582
Coamo	12,692	12,835	143
Juana Díaz	15,466	15,574	108
Salinas	10,161	9,721	-440
Santa Isabel	7,680	7,230	-450
Villalba	7,512	7,761	249
Área Laboral Sur Central	53,511	53,121	-390
Región Sureste	271,127	276,722	5,595
Puerto Rico	1,227,039	1,219,658	-7,381

Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

The average household size in the Southeast region has decreased from 3.1 people in 2010 to 2.7 in 2022. By region, in 2022, the average size per household in the AMSI area was 2.6 people per household, down from 2010. Aguas Buenas, Aibonito and Gurabo were the only three municipalities with averages exceeding that of the area.

**Table 5. Average household size (persons per household)
in the Southeast region, 2010 & 2022**

Municipio	2010	2022	Cambio 2010-2022
Aguas Buenas	3.2	2.7	-0.5
Aibonito	3.1	2.7	-0.4
Arroyo	3.2	2.5	-0.7
Caguas	3.0	2.5	-0.4
Cayey	3.1	2.6	-0.5
Guayama	3.1	2.4	-0.7
Gurabo	3.4	2.7	-0.7
Trujillo Alto	3.0	2.6	-0.3
Área Laboral AMSI	3.1	2.6	-0.5
Humacao	3.1	2.8	-0.4
Juncos	3.3	2.8	-0.5
Las Piedras	3.3	2.9	-0.5
Maunabo	3.1	2.7	-0.4
Patillas	3.0	2.6	-0.4
San Lorenzo	3.2	2.7	-0.5
Yabucoa	3.2	2.6	-0.6
Área Laboral Sureste	3.2	2.7	-0.5
Coamo	3.2	2.7	-0.5
Juana Díaz	3.3	2.9	-0.3
Salinas	3.1	2.6	-0.5
Santa Isabel	3.0	2.8	-0.2
Villalba	3.5	2.8	-0.7
Área Laboral Sur Central	3.2	2.8	-0.4
Región Sureste	3.1	2.7	-0.5
Puerto Rico	3.0	2.7	-0.4

Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

For its part, the Southeast labor area registered an average size of 2.7 at the end of the period, with Humacao, Juncos and Las Piedras standing out with higher averages between 2.8 and 2.9. However, in the South-Central labor area, only Juana Díaz registered a higher average (2.9 people per household) relative to the 2.8 reported by the federal Census.

Revenue

According to data from the *American Community Survey*, per capita income in the Southeast region was \$15,498 in 2022. By local area, per capita income in the AMSI area amounted to \$18,017, surpassing by a wide margin (i.e., a variation of \$2,380 the average for Puerto Rico and \$2,519 for the Southeast Region) the other two local areas and the average for Puerto Rico.

At the municipal level, the presence of a diversified economic structure where there is an agglomeration of companies that generate well-paid jobs (e.g., services, biotechnology, advanced manufacturing) is a differentiating element. This explains, for example, the existence of a notable

differential between the average per capita income of \$15,498 for the Southeast Region and the municipalities of Caguas (\$19,240), Gurabo (\$25,112) and Trujillo Alto (\$19,492).

Table 6. Per capita and household income in the Southeast region, 2022

Municipio	Ingreso per cápita	Ingreso per cápita relativo a Región	Ingreso promedio por hogar	Ingreso promedio por hogar relativo a Región
Aguas Buenas	\$14,065	0.91	\$36,929	2.38
Aibonito	\$13,395	0.86	\$37,539	2.42
Arroyo	\$12,921	0.83	\$29,862	1.93
Caguas	\$19,240	1.24	\$53,883	3.48
Cayey	\$16,510	1.07	\$45,618	2.94
Guayama	\$12,626	0.81	\$34,431	2.22
Gurabo	\$25,112	1.62	\$71,780	4.63
Trujillo Alto	\$19,492	1.26	\$57,417	3.70
Área Laboral AMSI	\$18,017	1.16	\$50,377	1.15
Humacao	\$15,510	1.00	\$45,686	2.95
Juncos	\$13,924	0.90	\$38,513	2.49
Las Piedras	\$13,909	0.90	\$41,230	2.66
Maunabo	\$10,593	0.68	\$28,015	1.81
Patillas	\$11,832	0.76	\$30,146	1.95
San Lorenzo	\$12,220	0.79	\$34,095	2.20
Yabucoa	\$11,720	0.76	\$31,596	2.04
Área Laboral Sureste	\$13,380	0.86	\$37,615	2.43
Coamo	\$12,371	0.80	\$36,563	2.36
Juana Díaz	\$11,915	0.77	\$35,373	2.28
Salinas	\$11,477	0.74	\$31,252	2.02
Santa Isabel	\$13,541	0.87	\$38,353	2.47
Villalba	\$12,133	0.78	\$36,715	2.37
Área Laboral Sur Central	\$12,198	0.79	\$35,508	0.81
Región Sureste	\$15,498		\$43,899	
Puerto Rico	\$15,637		\$44,020	

Fuente: U.S. Census Bureau (2024). Estimados.

In the Southeast labor area, the reality is very different. The average per capita income was \$13,380 for 2022. Only Humacao, Juncos and Las Piedras registered incomes above the average for the area (see Table 6). In the South-Central labor area, the per capita income was \$12,198. Only Coamo and Santa Isabel have averages moderately higher than the area. The evolution of the average household income exhibits a similar pattern.

Poverty

According to 2022 American Community Survey (ACS) data, 41.0% of residents of the Southeast Region live below the poverty level. The South-Central and Southeast labor areas maintain poverty levels of 46.7% and 42.2%, respectively.

Table 7. Individuals and households below the poverty level in the Southeast region, 2022 (%)

Municipio	Personas bajo el nivel de pobreza	Hogares bajo el nivel de pobreza
Aguas Buenas	42.9%	45.0%
Aibonito	42.5%	45.1%
Arroyo	57.7%	55.1%
Caguas	37.0%	39.1%
Cayey	39.8%	43.2%
Guayama	48.0%	49.5%
Gurabo	31.9%	33.5%
Trujillo Alto	29.2%	31.7%
Área Laboral AMSI	38.0%	40.2%
Humacao	37.1%	39.3%
Juncos	38.1%	40.3%
Las Piedras	39.1%	44.8%
Maunabo	49.9%	47.7%
Patillas	48.5%	51.3%
San Lorenzo	45.3%	51.3%
Yabucoa	49.7%	51.1%
Área Laboral Sureste	42.2%	45.5%
Coamo	49.9%	51.4%
Juana Díaz	44.3%	47.5%
Salinas	50.5%	49.5%
Santa Isabel	46.4%	48.2%
Villalba	42.7%	46.5%
Área Laboral Sur Central	46.7%	48.7%
Región Sureste	41.0%	43.3%
Puerto Rico	42.2%	43.8%

Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

The municipality with the highest proportion of people living below the poverty level is Arroyo where 57.7% of people live under these conditions. It is followed by the municipalities of Maunabo, Yabucoa, Coamo and Salinas with about half of the people below the poverty level. On the contrary, Caguas, Humacao, Gurabo, Trujillo Alto and Juncos have lower poverty thresholds, fluctuating between 38.1% and 29.2% in 2022. In the case of the municipalities of Patillas, San Lorenzo, Yabucoa and Coamo, the level of people below the poverty level considerably exceeds the regional and island-level average.

The level of vulnerability of the population of the Region is also evident when evaluating the level of poverty by household level. The situation is not very different, with a high concentration of households below a poverty level threshold exceeding 50%.

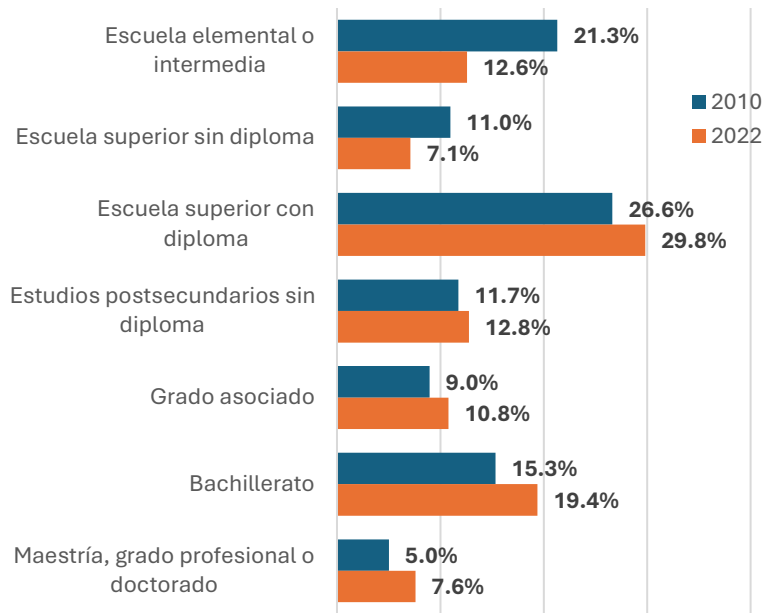
This situation highlights the need to promote initiatives at the regional level aimed at diversifying economic activity and developing programmes that facilitate the reintegration of vulnerable populations into the labour market. Programs focused on vocational education, certifications,

community outreach promoted by universities, entrepreneurship and financing for microenterprises are areas that could help address this problem in the medium and long term.

Level of education of the population aged 25 years or over

The number of people aged 25 and older in the Southeast region with a high school diploma or less decreased from 58.9% in 2010 to 49.5% in 2022. Those who held a bachelor's degree increased from 20.3% to 27.0% during the period.

Graph 4. Schooling of the population aged 25 years or over in the Southeast Region, 2022



Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

Despite the improvement in the level of schooling, the region still maintains a high proportion of the adult population over 25 years of age without higher education than secondary school, which limits the recruitment opportunities of these people in a context in which companies demand employees with specialized skills.

Table 8 shows the level of schooling by municipality for the Southeast Region. Of the three work areas, the AMSI area had 46.0% of the adult population aged 25 years or older with a level of schooling equivalent to high school or less in 2022.

Table 8: Level of schooling of the population aged 25 years or over in the Southeast region by municipality, 2022

Municipio	Población de 25 años o más	Escuela elemental o intermedia	Escuela superior sin diploma	Escuela superior con diploma	Estudios postsecundarios sin diploma	Grado asociado	Bachillerato	Maestría, grado profesional o doctorado
Aguas Buenas	17,285	16.0%	10.2%	33.1%	10.0%	11.1%	16.0%	3.5%
Aibonito	18,353	12.7%	7.5%	36.0%	11.5%	9.7%	14.9%	7.7%
Arroyo	11,341	11.6%	10.3%	29.4%	12.3%	11.5%	19.8%	5.1%
Caguas	93,442	9.3%	6.2%	26.7%	13.1%	10.4%	23.5%	10.9%
Cayey	30,794	15.6%	5.9%	32.2%	11.1%	7.3%	19.9%	7.9%
Guayama	26,104	12.7%	8.8%	36.8%	10.5%	8.9%	15.6%	6.7%
Gurabo	29,397	9.8%	6.5%	24.6%	14.2%	11.1%	23.3%	10.5%
Trujillo Alto	49,610	9.0%	4.8%	21.2%	14.3%	12.2%	27.9%	10.6%
Área Laboral AMSI	276,326	11.1%	6.7%	28.2%	12.6%	10.4%	21.9%	9.1%
Humacao	37,711	11.7%	8.2%	35.2%	10.3%	10.3%	17.0%	7.2%
Juncos	26,306	12.5%	7.9%	29.3%	15.0%	13.6%	16.6%	5.0%
Las Piedras	25,698	14.6%	5.0%	24.2%	16.6%	12.2%	19.2%	8.2%
Maunabo	8,052	17.6%	7.2%	31.2%	16.1%	14.1%	9.2%	4.6%
Patillas	12,024	14.4%	5.9%	29.6%	18.0%	12.1%	13.1%	6.9%
San Lorenzo	27,831	18.3%	9.0%	26.3%	15.0%	11.8%	13.2%	6.5%
Yabucoa	22,497	15.6%	9.6%	25.9%	18.5%	11.9%	14.9%	3.5%
Área Laboral Sureste	160,119	14.5%	7.8%	29.0%	14.9%	12.0%	15.6%	6.2%
Coamo	25,766	12.1%	5.5%	40.1%	10.1%	9.2%	17.7%	5.3%
Juana Díaz	33,053	14.7%	9.1%	28.4%	9.1%	11.9%	19.8%	7.1%
Salinas	18,419	14.0%	8.3%	40.0%	9.4%	8.1%	15.6%	4.6%
Santa Isabel	14,291	11.1%	5.8%	36.9%	10.5%	8.7%	21.0%	6.0%
Villalba	15,531	15.1%	6.0%	34.4%	11.3%	11.6%	17.7%	4.0%
Área Laboral Sur Central	107,060	13.6%	7.2%	35.2%	9.9%	10.1%	18.4%	5.6%
Región Sureste	543,505	12.6%	7.1%	29.8%	12.8%	10.8%	19.4%	7.6%
Puerto Rico	2,400,393	13.3%	7.3%	28.0%	11.9%	11.3%	20.1%	8.2%

Fuente: U.S. Census Bureau (2024). Estimados de 5 años de ACS.

The area compares favorably with the average for Puerto Rico and the Region (i.e., 48.6% and 49.5%, respectively). However, the situation worsens in the Southeast and South-Central areas where there is a higher proportion (i.e., 51.3% and 56.0%) of the population over 25 years of age with low levels of schooling. These figures present a delicate profile for a region with a high level of poverty.

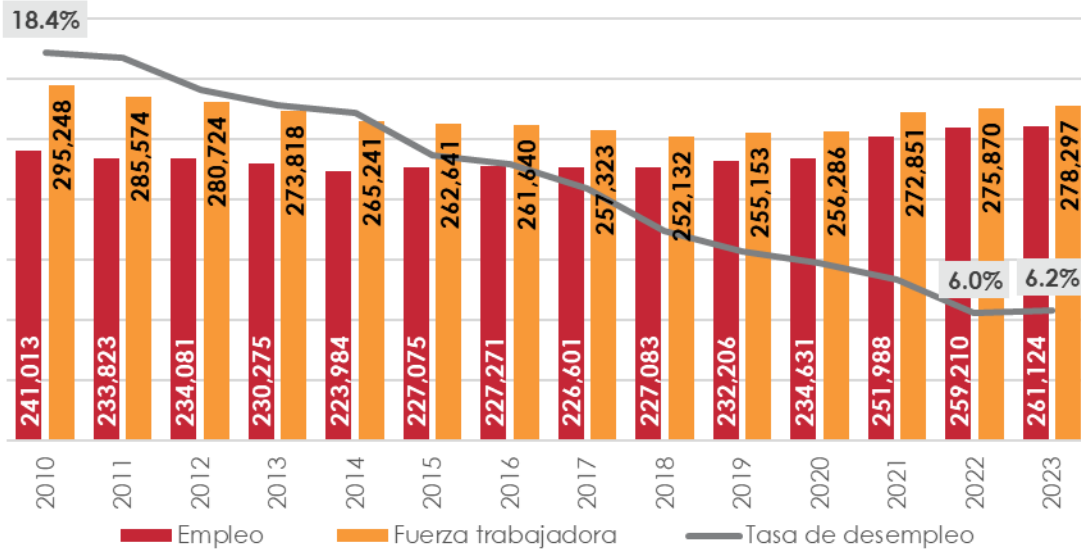
At the municipal level, Trujillo Alto has the highest percentage of people with a level of schooling equal to or greater than a high school diploma with 86.2%, followed by Caguas (84.6%) and Gurabo (83.7%). In all municipalities, 75% or more of the population has at least the fourth year of high school or its equivalent, except for Yabucoa, Aguas Buenas and San Lorenzo, with 74.7%, 73.7% and 72.8%, respectively.

The poor level of schooling in the Region and its work areas highlights the need to implement educational strategies at the regional level that facilitate employability and gradually reduce the level of vulnerability they face. Although the fiscal situation of the central government and that of the municipalities that make up the region may be delicate, the possibility of establishing consortia where municipal resources can be consolidated to complement state funds for the financing of educational initiatives at the regional or intermunicipal level should be auscultated.

Employment status

BLS data indicate that in 2023 the workforce in the Southeast region was 278,297 people, reflecting a decrease from the 295,248 registered in 2010.

Figure 5. Workforce, Employment and Unemployment Rate, 2010-2023



Fuente: U.S.Bureau of Labor Statistics (2024). LAUS.

The decline in the labor force can be attributed to several factors, including population decline due to demographic dynamics, the flow of migration to the United States, population displacement to other municipalities, and the incorporation of people into the informal sector of the economy. However, it can also be observed that the level of employment has increased from 241,013 in 2010 to 261,124 in 2023, reducing the unemployment rate from 18.4% to 6.2% during the period.

According to the BLS industrial composition data, the industrial sectors that generated the most jobs in the Southeast region in 2023 were: retail trade with 21,978 jobs; health and social assistance services with 17,595; public administration with 15,748; and educational services with 13,430. On the other hand, the sectors with the fewest jobs reported in 2023 were information with 736, company and business management with 619 and arts, entertainment and recreation with 420.

In terms of growth in the period from 2014 to 2023, only six sectors reported losses. In particular, the manufacturing and information sectors with reductions of 8.2% and 9.4%, respectively. While wholesale trade (3.2%) and professional and commercial services (3.5%) showed the highest growth.

Table 9: Employment by industrial sector for the Southeast region, 2014 & 2023

Sector industrial	2014	2023	Cambio	Crec. anual compuesto
Comercio al Detal	21,703	21,978	275	0.10%
Servicios de Salud y Asistencia Social	17,639	17,595	-44	0.00%
Administración Pública	14,342	15,748	1406	1.00%
Servicios Educativos	12,370	13,430	1060	0.90%
Servicios Administrativos y Desperdicios Sólidos	9,784	10,877	1093	1.20%
Alojamiento y Servicios de Alimentos	9,379	10,439	1060	1.20%
Manufactura	17,353	8,014	-9339	-8.20%
Construcción	4,521	4,553	32	0.10%
Comercio al por Mayor	3,015	4,020	1005	3.20%
Servicios Profesionales y Técnicos	2,764	3,753	989	3.50%
Otros Servicios Excepto Administración Pública	1,714	2,084	370	2.20%
Finanzas y Seguros	2,191	1,896	-295	-1.60%
Bienes Raíces, Renta o Arrendamiento	1,981	1,850	-131	-0.80%
Electricidad, Agua y Gas	1,575	1,321	-254	-1.90%
Agricultura, Bosque, Pesca y Caza	739	871	132	1.80%
Transportación y Almacenamiento	1,053	736	-317	-3.90%
Información	1,783	736	-1047	-9.40%
Gerencia de Compañías y Empresas	ND	619		
Arte, Entretenimiento y Recreación	355	420	65	1.90%
Total	135,025	135,773	748	0.10%

Fuente: U.S. BLS (2024). QCEW. *La suma de los sectores no suma el total debido a datos no divulgables (ND).

Employment by Occupation in Puerto Rico

Information on employment by occupation is not published by municipality. However, it is necessary to incorporate it into the analysis since it allows us to understand what the labor demand is by occupation, also providing an idea of whether the positions hired are related to areas that require skilled work or not, something that can have an impact on the regional labor demand.

Table 10: Employment by occupational group in Puerto Rico, 2010 & 2023

Código SOCS	Título Grupo Ocupacional SOCS	2010	2023	Cambio	Crec. anual compuesto
45-0000	Ocupaciones Relacionadas con la Agricultura, la Pesca, y la Silvicultura	1,340	2,130	790	3.60%
15-0000	Ocupaciones Relacionadas con las Ciencias Matemáticas y de la Computación	9,360	12,910	3,550	2.50%
27-0000	Ocupaciones Relacionadas con las Artes, Diseño, Entretenimiento, Deportes y Medios de Difusión	6,590	8,780	2,190	2.20%
13-0000	Ocupaciones Relacionadas con Operaciones Comerciales y Financieras	41,980	54,590	12,610	2.00%
53-0000	Ocupaciones Relacionadas con el Transporte y con el Traslado de Materiales	55,050	67,720	12,670	1.60%
31-0000	Ocupaciones de Apoyo Relacionadas con el Cuidado de la Salud	13,980	17,190	3,210	1.60%
29-0000	Ocupaciones Profesionales y Técnicas Relacionadas con el Cuidado de la Salud	45,600	55,370	9,770	1.50%
35-0000	Ocupaciones Relacionadas con la Preparación y Servicio de Comidas	66,730	76,270	9,540	1.00%
23-0000	Ocupaciones Relacionadas con el Derecho	4,640	5,300	660	1.00%
17-0000	Ocupaciones Relacionadas con la Arquitectura y la Ingeniería	12,150	13,670	1,520	0.90%
49-0000	Ocupaciones Relacionadas con la Instalación, Mantenimiento y Reparación	31,120	34,250	3,130	0.70%
11-0000	Ocupaciones Gerenciales	36,110	39,130	3,020	0.60%
41-0000	Ventas y Ocupaciones Relacionadas	101,910	106,400	4,490	0.30%
19-0000	Ocupaciones Relacionadas con las Ciencias Biológicas, Físicas y Sociales	7,160	7,390	230	0.20%
37-0000	Ocupaciones de Limpieza y Mantenimiento de Edificios y Áreas Verdes	44,760	45,730	970	0.20%
51-0000	Ocupaciones Relacionadas con la Producción	68,700	63,830	-4,870	-0.60%
47-0000	Ocupaciones Relacionadas con la Construcción y la Extracción	39,500	35,440	-4,060	-0.80%
33-0000	Ocupaciones Relacionadas con Servicios de Protección	62,320	53,490	-8,830	-1.20%
21-0000	Ocupaciones Relacionadas con Servicios Comunitarios y Sociales	18,730	16,060	-2,670	-1.20%
43-0000	Ocupaciones de Oficina y de Apoyo Administrativo	178,450	146,820	-31,630	-1.50%
39-0000	Ocupaciones Relacionadas con el Cuidado y Servicio Personal	11,840	8,350	-3,490	-2.70%
25-0000	Ocupaciones Relacionadas con la Instrucción Educativa y Bibliotecología	ND	57,420		
00-0000	Todas las Ocupaciones	950,570	928,240	-22,330	-0.20%

Fuente: U.S. BLS (2024). OES.

Table 10 above shows that, in 2023, 27% (253,220) of the 928,240 jobs by occupation in Puerto Rico were concentrated in Office and Administrative Support Occupations and Sales and Related Occupations. Occupations in the Office and Administrative Support line reflected a loss of 31,630 jobs between 2010 and 2023. In addition, another 23,920 jobs were lost in occupations that are more sensitive to the business cycle and do not necessarily require an advanced level of schooling. Among these occupations are those related to Production (-4,870), Protection Services (-8,830), Construction and Extraction (-4,060), and Community and Social Services (-2,670).

The loss in these jobs was partially offset by the creation of 67,380 jobs, mostly right-handed. Among the occupations with the highest demand are Business and Financial Operations (12,610), Health-Related Professionals and Techniques (9,770), Sales and Related Occupations (4,990), Science, Mathematics and Computer Science (3,550), Architecture and Engineering (1,520).

Conclusion

This report is part of the evaluation of the socioeconomic context of the Southeast region as constituted by the definitions established by the Puerto Rico Labor Law Administration.

For the purposes of the analysis, the Region was made up of twenty municipalities distributed in three labor areas: the AMSI area, the Southeast labor area and the South-Central labor area. The evaluation of the statistical data was carried out at the regional level, by local area and compared with Puerto Rico.

The primary information used for the development of the analysis was the data available from the *American Community Survey (ACS)* of the U.S. Census Bureau 2018-2022, the *Bureau of Labor Statistics (BLS)* and the *Industrial Composition by Municipality* published by the Department of Labor and Human Resources.

The analysis carried out reveals the following relevant aspects that can be used in the process of identifying the strengths, weaknesses, opportunities, and threats faced by the region. We highlight the following aspects of socioeconomic analysis:

- The Region exhibits a relative aging of the population like the rest of Puerto Rico. This poses significant challenges in terms of the provision of basic, educational and fiscal services.
- In the last decade, there has been a population loss of 122,610 inhabitants. This loss is most pronounced in the AMSI labor area (-61,191), followed by the Southeast (-35,012) and South-Central (-26,407) labor areas.
- 44% of the regional population was concentrated in the municipalities of Caguas, Trujillo Alto, Cayey, Humacao and Juana Díaz with 327,469 inhabitants. On the other hand, the municipalities with the least population were Maunabo, Arroyo and Patillas with 10,589, 15,078 and 15,347 inhabitants, respectively.
- There are several factors that have contributed to the population loss in the region:
 - i. The closure of some manufacturing operations and the rationalization of operations of others that, although they remain on the island, registered job losses.

- ii. The general deterioration of the economy between 2006 and 2019 that reduced its size by 19%, affecting domestic markets and employment.
 - iii. The migratory flow of the population from one municipality to another motivated, among other things, by economic reasons, access to services, availability of housing at affordable prices (i.e., in the case of population displacement from the metropolitan area to municipalities such as, for example, Caguas, Gurabo, and Las Piedras).
 - iv. The dislocation in economic activity and in the provision of services caused by hurricanes Irma and Maria in 2017.
 - v. The process of a mortality rate that exceeds births and makes it impossible to replace the population.
- The agglomeration of commercial and service activity in Caguas, and the advanced manufacturing and biotechnology operations along the PR-30 corridor are elements that have contributed to higher levels of employment and higher income differentials than other municipalities in the Region.
 - 41% of people in the Southeast region were below the poverty level compared to 42.2% in Puerto Rico. During this period, 13 of the 20 municipalities that make up the region reported poverty rates at the individual level that fluctuated between 42.7% and 57.7%.
 - Closing the skills gap of the population over 25 years of age is an important step to gradually reduce the economic vulnerability of the population of the Southeast region and municipalities that make up the local areas.
 - The number of people over 25 years of age residing in the Southeast region with a high school diploma or a lower educational level decreased from 58.9% in 2010 to 49.5% in 2022. On the other hand, people who held a baccalaureate or higher academic degree increased from 20.3% to 27.0% during the same period. Although these figures reflect some progress, it still turns out to be low and requires special attention.
1. Economic activity in labor areas is concentrated in three main sectors: AMSI (28% manufacturing, 22% wholesale trade and 28% retail trade), Southeast (71% manufacturing and 18% retail) and South-Central (31% manufacturing and 43% retail).
 - Manufacturing activity has been transformed into a capital-intensive one, with a high technological content, and specialized knowledge requirements. In addition, the evolution of jobs by occupational level shows a greater growth in employment in occupations in service areas that require a higher level of schooling and specific skills (i.e., "soft skills") obtained through educational initiatives, mentoring, training and retraining programs, on-the-job training, among others. This would have the following benefits:

- i. It will allow an ageing, longer-lived workforce to develop new skills and develop new skills.
- ii. It will expand the possibilities of employment and better paid wages in the case of a population whose job possibilities are limited by low levels of education.
- iii. It will help the reintegration into the labor market of part of the workforce currently in the informal sector, enhancing opportunities for social mobility.

Appendix 1 – Sales by Industry Sector in Local Areas

NAICS	Ventas por sector industrial - 2012 (\$000's)	Área Laboral AMSI	Área Laboral Sureste	Área Laboral Sur Central
23	Construcción	\$30,902	\$13,331	\$1,070
31	Manufactura	\$3,126,800	\$4,959,903	\$334,452
42	Comercio al por Mayor	\$2,457,517	\$81,106	\$9,959
44	Comercio al Detal	\$3,050,166	\$1,250,918	\$464,920
48	Transportación y Almacenamiento	\$65,340	\$12,360	\$1,012
51	Información	\$150,190	\$6,022	
52	Finanzas y Seguros	\$406,246	\$126,186	\$69,259
53	Bienes Raíces, Renta o Arrendamiento	\$58,398	\$22,307	\$29,244
54	Servicios Profesionales y Técnicos	\$198,208	\$28,687	\$38,941
55	Gerencia de Compañías y Empresas	\$16,299		
56	Servicios Administrativos y Desperdicios Sólidos	\$216,676	\$31,751	\$10,384
61	Servicios Educativos	\$74,792	\$12,761	
62	Servicios de Salud y Asistencia Social	\$759,189	\$295,873	\$57,372
71	Arte, Entretenimiento y Recreación	\$15,891	\$8,210	
72	Alojamiento y Servicios de Alimentos	\$391,239	\$122,995	\$55,678
81	Otros Servicios Excepto Administración Pública	\$69,842	\$19,162	\$5,260
Subtotal		\$11,087,695	\$6,991,572	\$1,077,551
Total				

Fuente: U.S. BLS (2024). OES. La suma de los sectores es menor que el total por los datos no divulgables.

El subtotal es la suma de los sectores para los cuales la información está disponible. Ya que el Censo Económico de 2012 no publicó los totales por municipio.

NAICS	Ventas por sector industrial - 2017 (\$000's)	Área Laboral AMSI	Área Laboral Sureste	Área Laboral Sur Central
23	Construcción	\$277,881	\$104,039	\$16,578
31	Manufactura	\$3,027,759	\$1,627,526	\$549,714
42	Comercio al por Mayor	\$1,721,230	\$50,182	\$30,705
44	Comercio al Detal	\$3,221,903	\$973,720	\$577,291
48	Transportación y Almacenamiento	\$68,201	\$23,522	\$5,817
51	Información	\$227,990	\$37,531	ND
52	Finanzas y Seguros	\$408,398	\$150,614	\$52,996
53	Bienes Raíces, Renta o Arrendamiento	\$91,945	\$52,030	\$12,164
54	Servicios Profesionales y Técnicos	\$295,136	\$84,816	\$21,399
55	Gerencia de Compañías y Empresas	\$40,274	ND	ND
56	Servicios Administrativos y Desperdicios Sólidos	\$334,465	\$111,038	\$14,615
61	Servicios Educativos	\$79,109	\$15,899	ND
62	Servicios de Salud y Asistencia Social	\$1,082,318	\$340,596	\$99,013
71	Arte, Entretenimiento y Recreación	\$30,406	\$7,883	ND
72	Alojamiento y Servicios de Alimentos	\$373,080	\$116,876	\$75,803
81	Otros Servicios Excepto Administración Pública	\$125,178	\$23,568	\$5,688
Total		\$13,274,763	\$15,395,417	\$2,286,285

Fuente: U.S. BLS (2024). OES. La suma de los sectores es menor que el total por los datos no divulgables.

El subtotal es la suma de los sectores para los cuales la información está disponible. Ya que el Censo Económico de 2012 no publicó los totales por municipio.

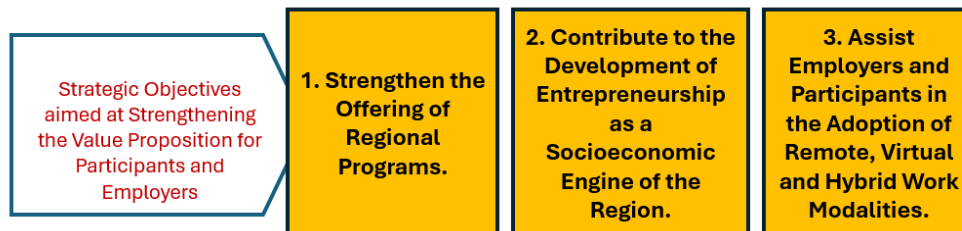
NAICS	Variación en ventas 2017 vs. 2012 (\$000's)	Área Laboral AMSI	Área Laboral Sureste	Área Laboral Sur Central
23 Construcción		\$246,979	\$90,708	\$15,508
31 Manufactura		(\$99,041)	(\$3,332,377)	\$215,262
42 Comercio al por Mayor		(\$736,287)	(\$30,924)	\$20,746
44 Comercio al Detal		\$171,737	(\$277,198)	\$112,371
48 Transportación y Almacenamiento		\$2,861	\$11,162	\$4,805
51 Información		\$77,800	\$31,509	
52 Finanzas y Seguros		\$2,152	\$24,428	(\$16,263)
53 Bienes Raíces, Renta o Arrendamiento		\$33,547	\$29,723	(\$17,080)
54 Servicios Profesionales y Técnicos		\$96,928	\$56,129	(\$17,542)
55 Gerencia de Compañías y Empresas		\$23,975		
56 Servicios Administrativos y Desperdicios Sólidos		\$117,789	\$79,287	\$4,231
61 Servicios Educativos		\$4,317	\$3,138	
62 Servicios de Salud y Asistencia Social		\$323,129	\$44,723	\$41,641
71 Arte, Entretenimiento y Recreación		\$14,515	(\$327)	
72 Alojamiento y Servicios de Alimentos		(\$18,159)	(\$6,119)	\$20,125
81 Otros Servicios Excepto Administración Pública		\$55,336	\$4,406	\$428
Total		\$2,187,068	\$8,403,845	\$1,208,734

Fuente: U.S. BLS (2024). OES. La suma de los sectores es menor que el total por los datos no divulrables.

El subtotal es la suma de los sectores para los cuales la información está disponible. Ya que el Censo Económico de 2012 no publicó los totales por municipio.

SECTION IV: REGIONAL SERVICE STRATEGIES AIMED AT ACHIEVING THE VISION AND GOALS SET FOR THE REGION

The first three Strategic Objectives are aimed at strengthening service to Participants and Patrons.



Strategic service-oriented initiatives include:

Strategic Objective 1: Strengthen the Offer of Regional Programs with Emphasis on Occupations in Demand in the Region.	<ul style="list-style-type: none"> Initiative 1.1 Identify occupations that can be promoted and worked on regionally. Initiative 1.2 Design, communicate and deliver programs in an integrated way so that we can make an impact in the region.
Strategic Objective 2: Contribute to the Development of Entrepreneurship as a Socioeconomic Engine of the Region.	<ul style="list-style-type: none"> Initiative 2.1 Conduct a regional event with the participation of SMEs resulting from the management of the ALDL to promote entrepreneurship-oriented services and provide a forum for exchange and learning among participants. Initiative 2.2 Prepare a general communication to expose participants to entrepreneurship opportunities.
Strategic Objective 3: Assist Employers and Participants in the Adoption of Remote, Virtual and Hybrid Work Modalities.	<ul style="list-style-type: none"> Initiative 3.1 Provide education to participants on skills and good practices for remote work. Initiative 3.2 Provide education to employers on how to set up specific work areas remotely.

As a complement to these three service objectives, the region proposes to maintain several operational practices that feed into the strategic agenda. These include:

- Sharing among Local Areas periodic research on trends in the labour market
- Update programs and services to include the skills and abilities required by growing occupations
- Compare best practices between the three Local Areas to identify and implement measures aimed at the region's workforce development

SECTION V: DEVELOPMENT AND IMPLEMENTATION OF SECTORAL INITIATIVES FOR INDUSTRIAL SECTORS OR OCCUPATIONS IN DEMAND FOR THE REGION.

The following table presents employment by industrial sector for the Southeast region, 2014 & 2023

Sector industrial	2014	2023	Cambio	Crec. anual compuesto
Comercio al Detal	21,703	21,978	275	0.10%
Servicios de Salud y Asistencia Social	17,639	17,595	-44	0.00%
Administración Pública	14,342	15,748	1406	1.00%
Servicios Educativos	12,370	13,430	1060	0.90%
Servicios Administrativos y Desperdicios Sólidos	9,784	10,877	1093	1.20%
Alojamiento y Servicios de Alimentos	9,379	10,439	1060	1.20%
Manufactura	17,353	8,014	-9339	-8.20%
Construcción	4,521	4,553	32	0.10%
Comercio al por Mayor	3,015	4,020	1005	3.20%
Servicios Profesionales y Técnicos	2,764	3,753	989	3.50%
Otros Servicios Excepto Administración Pública	1,714	2,084	370	2.20%
Finanzas y Seguros	2,191	1,896	-295	-1.60%
Bienes Raíces, Renta o Arrendamiento	1,981	1,850	-131	-0.80%
Electricidad, Agua y Gas	1,575	1,321	-254	-1.90%
Agricultura, Bosque, Pesca y Caza	739	871	132	1.80%
Transportación y Almacenamiento	1,053	736	-317	-3.90%
Información	1,783	736	-1047	-9.40%
Gerencia de Compañías y Empresas	ND	619		
Arte, Entretenimiento y Recreación	355	420	65	1.90%
Total	135,025	135,773	748	0.10%

Fuente: U.S. BLS (2024). QCEW. *La suma de los sectores no suma el total debido a datos no divulrables (ND).

On the other hand, the occupations in demand for the region are summarized in the following table.

Occupations with the Most Vacancies				Fastest Growing Occupations			
AMSI	SURESTE	SURCENTRAL		AMSI	SURESTE	SURCENTRAL	
Vendedores Minoristas	1 Vendedores Minoristas	1 Vendedores Minoristas	4	Vendedores Minoristas	1 Vendedores Minoristas	1 Vendedores Minoristas	2
Cajeros	2 Cajeros	2 Cajeros	2		Conductores de Vehículos de Pasajeros, excepto Conductores de Autobús, Tránsito e Interurbano		2
Trabajadores de Comidas Rápidas y Dependientes de Mostrador	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	1	Guardias de Seguridad	2		
		Trabajadores y Jornaleros Agrícolas, de Cultivos, de Viveros y de Invernaderos	3	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	Trabajadores de Comidas Rápidas y Dependientes de Mostrador	1
Guardias de Seguridad	3			Repositorios y Preparadores de Órdenes de Pedido	3	Repositorios y Preparadores de Órdenes de Pedido	3
	Conductores de Vehículos de Pasajeros, excepto Conductores de Autobús, Tránsito e Interurbano	4			Repositorios y Preparadores de Órdenes de Pedido	4	
Ensambladores y Fabricadores, Misceláneos	Ensambladores y Fabricadores, Misceláneos	3		Auxiliares de Atención en el Hogar y de Cuidado Personal	5	Técnicos de Farmacia	5
Repositorios y Preparadores de Órdenes de Pedido	Repositorios y Preparadores de Órdenes de Pedido	Repositorios y Preparadores de Órdenes de Pedido	5	Cajeros	8 Cajeros	5 Cajeros	4
Auxiliares de Atención en el Hogar y de Cuidado Personal	6					Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	6
Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	Conserjes y Empleados de Limpieza, Excepto Empleados Domésticos y Personal de Limpieza de Casas Privadas	6	Enfermeros Graduados	7 Enfermeros Graduados	6	
Empleados de Oficina, Tareas Generales	Empleados de Oficina, Tareas Generales	Empleados de Oficina, Tareas Generales	7	Obreros de la Construcción	10 Obreros de la Construcción	8 Obreros de la Construcción	7
	Cocineros de Instituciones y Cafeterías	7 Cocineros de Instituciones y Cafeterías	6		Ingenieros Industriales	7	
		Representantes del Servicio al Cliente	8	Cocineros de Restaurante	6	Cocineros de Restaurante	10
Secretarios y Asistentes Administrativos, Excepto Legales, Médicos y Ejecutivos	10			Camareros y Camareras	9	Camareros y Camareras	8
		Trabajadores de Jardinería y Areas Verdes	10		Secretarios de Médicos y Asistentes Administrativos	9	
						Trabajadores y Jornaleros Agrícolas, de Cultivos, de Viveros y de Invernaderos	9
					Operadores y Encargados de Máquinas de Empaque y Envasado	10	

We propose to use this information to inform two service strategies, as detailed in Strategic Objective 1. These are:

1. Identify occupations related to industrial sectors and occupations of high demand at the regional level (Initiative 1.1).
2. Design, communicate and deliver programmes in an integrated way so that we achieve an impact in the region (Initiative 1.2).

By collaboratively designing, communicating, and promoting programs, we are able to expand the potential impact in the region while achieving economies of scale.

We have identified several potential projects under Initiative 1.2:

- a. Education and development for trade-related occupations – e.g., Retailers, Boarders and other occupations
- b. Education and development for Construction-related occupations – e.g., Certified Welders and Project Managers
- c. Education and development for occupations related to **Health Services** and **Social Assistance** – e.g. Home Helpers

SECTION VI: HOW THE REGION WILL CONNECT EMPLOYERS' JOB REQUIREMENTS AND OCCUPATIONAL DEMANDS TO THE REGION'S WORKFORCE, INCLUDING PEOPLE WITH BARRIERS TO EMPLOYMENT

We propose to connect employers' labor requirements and occupational demands with the region's workforce through the following measures.

1. Identification of occupational needs and demand
 - Use the socioeconomic study of the region of Technical Studies (see SECTION III), the studies and projections of the Puerto Rico Department of Labor and Human Resources, the Puerto Rico Institute of Statistics, and other sources of information to keep the inventory of occupational needs of the region up to date.
 - Listen to the feelings of the employers on a regular basis to ensure that we keep their needs and requirements up to date.
 - Maintain dialogue with the country's commercial, industrial and professional associations. Use them as information resources to keep the inventory of occupational needs in the region up to date.
2. Education of participants on areas of need and growing occupations in the region using the information compiled from the identification of needs and area of labor demand (see point 1)
3. Employer Education
 - Education about the benefits and incentives of recruiting individuals with barriers to employment
 - Education on the importance of participating in exercises aimed at auscultating the needs of employers
 - Education on how to set up specific work areas so that they can be carried out remotely (Initiative 3.2).
 - Adopting this way of working can contribute to employee attraction and retention and offers an attractive alternative to people with flexible schedule requirements and people with barriers to employment.
4. Maintain dialogue with education and development entities so that they can update their offerings according to the inventory of occupational needs in the region.
5. To commission studies or research on best practices to address the various barriers to employment.
6. Develop a public policy in conjunction with the region's Local Boards aimed at integrating youth and individuals with barriers to employment into the workforce.

SECTION VII: COORDINATION OF TRANSPORTATION AND OTHER SUPPORT SERVICES FOR THE REGION

Transportation Coordination

The three local areas work in coordination with the municipalities assigned to each local area to leverage the public transportation services that they offer at the service of the participants.

In the AMSI Local Area, for example, the Municipality of Caguas, offers the PARATRANSITO Special Transportation Program. This program offers transportation in appropriate accessible vehicles and transportation of people with equipment assisted in educational, recreational, social and health management.

The program serves the special needs population in the area covered by regular route service. It also includes the areas covered by the routes outside of Caguas, urban and rural areas and the areas of the "trolleys" of the Autonomous Municipality of Caguas.

In the southeastern area, the Municipality of Humacao offers the "Pon Pal' Pueblo" service and the Municipality of Yabucoa offers the Integrated Collective Transportation System service. Also, in this southeastern area, the Municipalities of Patillas, Juncos and Las Piedras offer the Esmeralda del Sur public transport system.

In the south-central area, the municipalities of Juana Díaz, Coamo and Salinas offer public collective transport.

Finally, local areas work in coordination with municipalities to encourage municipalities to include the needs of ALDL participants in the design and implementation of public transport systems.

Coordination of Other Support Services

We propose to share best practices and lessons learned from each local area's memorandums of understanding with their partners.

SECTION VIII: REGION STRATEGY TO INCREASE PARTICIPATION IN THE STATEWIDE ROSTER OF ELIGIBLE PROVIDERS AND TRAINING PROGRAMS

The region will seek to increase participation in the list of eligible providers and training programs in two ways.

1. The region intends to establish ties with educational institutions in the region, share information with providers on eligible training, and solicit their participation through a request for proposals.
2. The region proposes to establish a dialogue with the PCL of the DDEC to explore the possibility of relaxing the requirements for institutions.

SECTION IX: HOW THE REGION ESTABLISHED ADMINISTRATIVE COST AGREEMENTS, INCLUDING THE COMBINATION OF FUNDS FOR ADMINISTRATIVE COSTS, AS APPROPRIATE, FOR THE REGION.

- In accordance with Public Policy No. WIOA-PP-01-2024: Guide for the preparation of Local and Regional Plans and Modifications under the WIOA law- the Southeast Region requested the DDEC to disburse the funds for the preparation of these.
- The Department of Economic Development and Commerce (DDEC) delegated the amount of \$225,000 for the development of both the Local Plans and the Regional Plan.
- Southeast Labor Connection- as a sub-recipient of the funds granted for the preparation of the Regional Plan 2024 – 2027 and as stipulated in the Delegation of Funds Agreement 2024-001013, will comply with the following:
 - Preparation, preservation, and maintenance of records with the reporting requirements set forth in the WIOA Act and its Regulations in order to demonstrate the legality, provenance, and reasonableness of expenditures of delegated funds.
 - Submit to the DDEC the required fiscal reports, requests for funds, accounting system compliance (MIP) reports, including annual closing reports and quarterly expense reports.
 - Reports and/or data that the DDEC requires for the purpose of monitoring, analyzing and overseeing the proper use of funds.
 - The DDEC may require reports on the operational, administrative, and financial activities carried out with the delegated funds.

SECTION X: AGREEMENT AMONG LOCAL BOARDS DESCRIBING HOW THE PLANNING REGION WILL COLLECTIVELY BARGAIN AND REACH AGREEMENT WITH PDL ON LOCAL LEVELS OF IMPLEMENTATION AND REPORT ON THE MEASURES OF ACCOUNTABILITY FOR IMPLEMENTATION DESCRIBED IN SECTION 116(C), FOR EACH OF THE LOCAL AREAS WITHIN THE PLANNING REGION

Each Local Area will negotiate individually with the state.

APPENDIX A ALIGNMENT BETWEEN REGIONAL PLAN AND UNIFIED STATE PLAN

The table below presents the alignment of the seven objectives of the Regional Strategic Plan with the strategic priorities of the Unified State Plan. The black dots (●) present the first-order thematic alignment and the white dots (○) present the second-order thematic alignment.

Alignment of the Southeast Region Strategic Plan 2024-2027 with the Goals of the Unified State Plan

	Objetivo Estratégico	Unified State Plan Goals			
		Human Capital and Workforce	Interagency Collaboration	Agile and Competitive Labor Market	Multi-sector Strategic Alliances
Strategic Objectives aimed at Strengthening the Value Proposition for Participants and Employers	Strategic Objective 1: Strengthen the offer of regional programs with an emphasis on occupations in demand in the region.	●	○	●	○
	Strategic Objective 2: Contribute to the development of entrepreneurship as a socioeconomic engine of the region.	●	○	●	●
	Strategic Objective 3: Assist employers and participants in the adoption of remote, virtual, and hybrid work modalities.	●	○	●	○
Strategic Objectives aimed at Strengthening the Execution and Collaboration Capacity of the Three Local Areas Serving the Southeast Region.	Strategic Objective 4: Promote the technological improvement and update of Local Areas.	○		●	
	Strategic Objective 5: Streamline processes and facilitate the integration of the services we use to deliver our value proposition.	○	●	●	○
	Strategic Objective 6: Promote collaborative initiatives between partners and entities of the Southeast region socio-economic ecosystem.	○	●	○	●
	Strategic Objective 7: Strengthen communication between Local Areas and employers, participants and the general population.	○	●	○	●

APPENDIX B METRICS EXERCISE WITH INTEGRATED STRATEGIC PLANNING TEAM FOR YEARLY PROGRESS REVIEW SESSIONS

The following table includes a first pass of potential metrics to be used during the yearly progress review of the plan.

Strategic Objectives	Potential Metric
Strategic Objective 1: Strengthen the offer of regional programs with an emphasis on occupations in demand in the region.	Number of regional programs
Strategic Objective 2: Contribute to the development of entrepreneurship as a socioeconomic engine of the region.	Number of participants enrolled in the program
	Number of participants completing the program and launching an entrepreneurial business
Strategic Objective 3: Assist employers and participants in the adoption of remote, virtual, and hybrid work modalities.	Number of employers oriented
	Number of participants educated
	Number of participants placed in remote work opportunities
	Number of Local Area employees educated in remote work skills
	Number of Local Area employees in remote positions
Strategic Objective 4: Promote the technological improvement and update of Local Areas.	Number of processes and administrative services assisted by Artificial Intelligence platforms or applications
Strategic Objective 5: Streamline processes and facilitate the integration of the services we use to deliver our value proposition.	Satisfaction level of partners – with respect to integration
	Satisfaction level of employers and participants
Strategic Objective 6: Promote collaborative initiatives between partners and entities of the Southeast region socio-economic ecosystem.	Number of Local Area employees participating in the Academy
	Increase in eligible participants under the displaced program and out-of-school youth
Strategic Objective 7: Strengthen communication between Local Areas and employers, participants and the general population.	Incremento en número de patronos solicitando servicios
	Aumento en número de patronos recibiendo servicios
	Aumento en participantes recibiendo servicios

APPENDIX C FOCUS GROUPS BY ALDL

ALDL	Focus Group	Question	Answers
AMSI	Partners	Participants' Needs	<ul style="list-style-type: none"> • Knowledge of their personal skills to work in the market, economic needs -<i>complete loans related to social security</i>-, They do not have the academic preparation required by the job -many do not have 4th year-, transportation to get to jobs, soft skills (<i>interaction, vocabulary</i>) and emotional intelligence skills, treatment follow-up needs to maintain the ability to keep us functioning in the work context. • Lack of guidance direction (social role, household) • Need to use technology (log on to the Internet, they don't have computers, there are some who don't know how to read and write) • Barrier such as (I don't have food, I owe rent) that prevents them from concentrating on their training/study/preparation) • Money handling (<i>transactions e.g., ATMs</i>) • Driver's license • Lack of childcare centers
AMSI	Partners	Employers' Needs	<ul style="list-style-type: none"> • Soft skills (public interaction skills), skills for the type of job they need (cash handling at the cashier in supermarkets) • Employers require experience from candidates (e.g. welding of 3 to 5 years of experience) • Availability of candidates for certain days and times (single mothers, lack of care, not working nights or x days due to conditions) • Basic knowledge of technology (e.g. having email)
AMSI	Partners	Participant Related Recommendations	<ul style="list-style-type: none"> • None: "all the required tools are provided; and it is up to the participant to do his part." • To create the conditions with 12-year-olds to prepare them for adult life and the labor market.
AMSI	Partners	Employer Related Recommendations	<ul style="list-style-type: none"> • Regular meetings with managers and/or business owners to learn about their needs • Combining efforts between partners to meet needs (in a complementary way)
AMSI	Partners	Additional Topics	<ul style="list-style-type: none"> • More disclosure of the services offered by each partner • Opportunity for collaboration between partners (to integrate efforts) • Seek benefits to train in more advanced degrees • AMSI for Advanced Studies • As I have a job, I do not have the benefits of the aid.
AMSI	Local Area Employees	Strengths	<ul style="list-style-type: none"> • Spearhead for other organizations -quality of service (achievement of goals and results), innovation -in technology, achieving efficiency using technology, administrative and planning capabilities -12 additional funds beyond WIOAs -diversity of funds-, human resources -competent and trained resources, receiving continuing education), benefits to marginal employees for employees (competitive salaries, 401k, medical plan, etc.). I have had the experience of other local areas. • Resilience (search for options – e.g. in the pandemic, reinventing ourselves) • Ability to work with diversity.
AMSI	Local Area Employees	Weaknesses	<ul style="list-style-type: none"> • Processes could be more agile: purchasing processes – materials and equipment – process of payments to participants (purchase order, missing document, non-compliance with laws and regulations), evaluation of proposals – the process of evaluation of proposals (meetings of the proposal evaluation committee is delayed), human resources processes (appointment – many documents are filled out). Minimize the number of documents requested from participants and employers. Evaluate the needs of each center, and be able to meet them. Distribution of tasks or employees. Salary is not commensurate with the tasks that are performed.

AMSI	Local Area Employees	Opportunities	<ul style="list-style-type: none"> • Evaluate AI functionality to capitalize on AMSI. • Expansion at the level of Puerto Rico through the additional programs that we manage. We have impacted the Virgin Islands (Ticket to Work). • Marketing at large events that reach the masses (e.g. basketball games). • Seek to promote ourselves in different channels/media related to the populations of interest/customers of different ages).
AMSI	Local Area Employees	Threats	<ul style="list-style-type: none"> • Nature events beyond our control (Pandemics, hurricanes...) • Decrease in federal funds and revenues (e.g., high school training, employment agency, ticket to work, etc.) • External competence in the following programmes (e.g. Employment Agency, • Maintaining our credibility (AMSI brand)
AMSI	Local Area Employees	Additional Topics	<ul style="list-style-type: none"> • Make more dynamics like these. Having the opinion of others.
AMSI	Participants - Youth In y Out	Services Received	<ul style="list-style-type: none"> • Courses such as sign language, financial literacy and tutoring (math and science), counseling, college talks, and jobs • Worked with AMSI (taking vocational courses in engineering) • Employment (offering talks on dengue prevention) • Sign Language and Financial Literacy • Sign language and cold hors d'oeuvres • "Flyers" for the community, dengue prevention. • Dengue Flyer • Sign Language and How to Make a Resume • Barista and Sign Language
AMSI	Participants - Youth In y Out	What do you value	<ul style="list-style-type: none"> • The financial help and the good service they give • The dedication of the teachers and their availability (tutoring) and AMSI schedules were accessible • The good service and how attentive they are to you, and the follow-up to see how you were doing. • The service (be aware of one) • Interviews on vocations to identify jobs. • The service (transportation and supplies of materials - flyers) • Good service and schedule. • The opportunity for employment and flexibility in schedules. • Experience (on how to run a job – responsibility, schedules) • The economic one, which I can study at university and the monitoring of how one is doing. • The help they give me, the people who give the workshops, who make it fun so that you don't get bored.
AMSI	Participants - Youth In y Out	Additional or Future Services	<ul style="list-style-type: none"> • Help me start studying • Talks to take online and gain experience of work and digital design. • Help to be able to continue with studies • Help me achieve my goals • Implement aid for low-income people, so that they can get a job much easier and that they can move forward. • Help to continue studying. (computer systems) • Help to continue studying (Biology) • Help with studies and employment opportunities (plumbing). • Open up jobs and be a professional (nursing and army-army). • Being able to study something else additional (diesel) • Help to continue studying (pharmacy technician)

AMSI	Participants - Youth In y Out	Additional Comments	<ul style="list-style-type: none"> • Dialogue more with the public (employers, employees, customers) to identify needs and be able to help. • That several days are available so that course participants can go to look for the certificates.
AMSI	Participants - Adults and Displaced	Services Received	<ul style="list-style-type: none"> • Education (entrepreneurship, finance) and employment opportunities • Education (entrepreneurship, finance) and the 3 levels of English, and job offers (Pizza Hut) • Training: Entrepreneurship, baking, finance, and English, • Training in finance, entrepreneurship, English, and current employment • Preparing resumes, handing out flyers about dengue, and employment in the story house (Historia Cayeyana) • Employment Opportunities • Financial education, e-commerce and dengue prevention • Training in finance, English, and e-commerce. • Certification in Bakery and Pastry • Employment collaboration in the prevention of dengue in the municipality of Guayama, and accounting course. • Use of AMSI (Dengue prevention in Guayama, Flyers and orientation) • Work for AMSI, and courses on international cuisine
AMSI	Participants - Adults and Displaced	What do you value	<ul style="list-style-type: none"> • The opportunity to keep ourselves in constant training in different branches. The dynamics of the officers, understanding the needs of each one, and employment opportunities. Academic and labor expansion. • The attention of the teachers and my coach. They are available when you need them, to clarify doubts. • The availability and help of coaches and teachers (answering questions and returning calls among others) • The coach I have is excellent. We make proposals; there is openness and communication. Align participants' knowledge to the jobs being assigned. • Follow-up on the cases you interview. You feel that they value what you do. (There is chat of the meetings) • The opportunity of the work, the work team we have (we understand each other well), the respect, communication and availability of AMSI to ensure that everything is up to date and is being done. • An excellent job. Alternative employment that you are trained and paid for. • The coach is excellent as well as the teachers of the workshops, they are always willing to help me. • The follow-up they give, Opportunity for development in other areas, They look for alternatives to help you. • Coach, group leader, confidence. • The opportunity to work with them. I have learned to socialize in a group. The coach and supervisor have been hand in hand with us. • The opportunity, the inclusion, to accommodate each one in the positions and different professions so that they continue to grow. Motivation to be developing. Be included.
AMSI	Participants - Adults and Displaced	Additional or Future Services	<ul style="list-style-type: none"> • I understand that AMSI has what it takes. I feel satisfied personally. • Have someone from the psychology/counseling area to help in the emotional process -psychosocial area- ("depression, burnout, crisis attend"); and management of situations that occur in employment. • Offer trainings for caregivers. • Uniformity in the information received. • Other training in finance (intermediate and advanced) • Permanent work in the Cayey area. • Learn about all of AMSI's offerings. • What is being offered is working (they are extensive in the administrative part and job offers) • Help for burn out syndrome. • I am satisfied

AMSI	Participants - Adults and Displaced	Additional Comments	<ul style="list-style-type: none"> • There may be delays in payments (That it is improved) (that finances are more efficient) • Greater delegation so that there is no overload in employees. • Note: Uniforms required. "Let's go dangerous communities" have Safety (Announce in advance the visit to communities that may be dangerous) • The communication "AMSI did not notify us to use the personal vehicles" • Maintain communication (do not disconnect -Trujillo Alto-) (maintain communication between the coach and participant) • There are staff in shorts to work. (Follow dress codes) • That the goals are in accordance with the needs of the population they serve. • More administrative organization (FINANCE – of the AMSI organization -information is offered that is not uniform -e.g. collection days, information of checkbooks -discounts-, when I start to collect) (structure, organization, plan, knowledge, contact people with payments)
SUR ESTE	Partners	Participants' Needs	<ul style="list-style-type: none"> • Transportation to the Employer and the Center • Develop strategy for placing displaced participants • Electronic file • Consideration of Offender Support Services - Construction Technician Proposal • Education
SUR ESTE	Partners	Employers' Needs	<ul style="list-style-type: none"> • More visual campaigns, service recognition, positioning - shared effort • servicio "on-site"
SUR ESTE	Partners	Participant Related Recommendations	<p>Incentive to motivate participation in academies – similar to Title 1</p> <ul style="list-style-type: none"> • Title 2 • Continuous improvement - summaries, Education programs including employers' dimension, Interviews
SUR ESTE	Partners	Employer Related Recommendations	<ul style="list-style-type: none"> • Better integration into services • Better communication to the employer • Support in finding employees
SUR ESTE	Partners	Additional Topics	<ul style="list-style-type: none"> • Partner Response Agility • Unemployment Office in Fajardo - highlight a day and link with the unemployment office • Transition from completion of education to employment - roadmap and communication between partners • Board of Mayors .. Development of the region • Management of sustained collaboration between partners - collaborative agreements, referral sheets, interconnected system • Network system that allows automatic referral • Development of a model that allows the integration of ex-offenders • Integrated information platform • Enable the concept of a Single Management Center - Simultaneous presence to speed up response and service and Focus on core partners • More direct contact with the community – with community leaders • Incorporation of follow-up management to participants and employers
SUR ESTE	Local Area Employees	Strengths	<ul style="list-style-type: none"> • Administrative experience - of funds, recognized in the management of funds • Technological innovations • Marketing, Publicity and Dissemination of Information - Participants, Patrons • Quality of Service • Organization - Shift System, Workflow

SUR ESTE	Local Area Employees	Weaknesses	<ul style="list-style-type: none"> • Updating with marketing and advertising technology • Strengthen the area of youth services - Review policies to needs • Strengthen process of Service Levels to Participants - Basic, Intensive, Training • Face-to-face services - particularly in areas where the virtual channel is not the appropriate or optimal channel • ITA Account - Study Program, Review Content and Duration of Topics - Technical Dimension and Certifications. look for alternatives in certifications, align with the needs of the OJT employer
SUR ESTE	Local Area Employees	Opportunities	<ul style="list-style-type: none"> • Meeting the set of needs, beyond the topic of job readiness • One site for all services • Thank you for the support with needs for books, equipment, economic incentive • Resume preparation and management • Job search platform • Support from the duty officer • Resource Bank for Employers - registration on the platform • Help against the impact of the increase in the minimum wage • Implementation of the Apprenticeship Program - OJT and OJL • That the employer knows the Portfolio of Solutions
SUR ESTE	Local Area Employees	Threats	<ul style="list-style-type: none"> • The island's economic situation worsens and we cannot cope • Lack of availability of employees for employers
SUR ESTE	Local Area Employees	Additional Topics	<ul style="list-style-type: none"> • Recognition and positioning of the name, brand and portfolio of services • Implementation of the Apprenticeship Program - OJT and OJL • Review of Processes and Policies - Program Eligibility, ET • Career Planning - Identification of Employers in accordance with the need • Reopening local offices in villages
SUR ESTE	Participants - Youth In y Out	Services Received	<ul style="list-style-type: none"> • Professional Career Workshop • Workshop on Own Finance • Leadership Workshop • Post-Secondary Education Workshop - Study Decisions • Career Options Counseling • Advice on applying for a job
SUR ESTE	Participants - Youth In y Out	What do you value	<ul style="list-style-type: none"> • Dynamics in the workshops • Projects - a stimulus to apply the concepts • Presentation Style and Interaction - Exercises and Activities • Incorporation of participants' topics into topics • The workshops are wide - diversity of careers • Diversity allows sharing experiences between participants • Respectful of opinions - dedication to helping young people • Opportunity to take development workshops - subsidized by ALDL or employer

SUR ESTE	Participants - Youth In y Out	Additional or Future Services	<ul style="list-style-type: none"> • Financial Education - Managing Your Money • Connection with professionals and mentors in the participant's area of interest • Pilot or test experiences to expose yourself to the ins and outs of a job • How to Keep a Job - Work Ethic, Handling Situations with Colleagues, Handling Situations with Clients • How to Choose a Good Health Plan • How Social Security Works • Processes for Entrepreneurs - Social Security Management • Workshops for experienced adults • Application Process - Application, Evaluation, Testing, Waiting for Roll, Too Many Times to Sign with an Adult, Long Process from One Step to the Next • Using Digital Documents • Learn how to build my credit
SUR ESTE	Participants - Youth In y Out	Additional Comments	<ul style="list-style-type: none"> • Employees are helpful and willing to help • Collaboration between employees to help the participant • Cordial and good communication • Good projection of employees towards customers • Subcontracted entities... good respect for the participants, flexible in difficulty of connecting • Search for options to accommodate the schedule, use of applications or services
SUR ESTE	Participants - Adults and Displaced	Services Received	<ul style="list-style-type: none"> • Workshops on the topics of: <ul style="list-style-type: none"> • Finance • Technology - My Online Business, Computers, Office 365 • Sign Language • Barbershop • Cosmetology • Job Readiness, Interviews • Success Connection, Resume Preparation, Dress, Work Ethic • Care of the Elderly • Study Support, Scholarship Supplement
SUR ESTE	Participants - Adults and Displaced	What do you value	<ul style="list-style-type: none"> • Good communication with the participant • Programme Implementation Managers • Engagement with participants • Support, taking us by the hand • Evaluation and guidance in career selection • Program, organization and structure
SUR ESTE	Participants - Adults and Displaced	Additional or Future Services	<ul style="list-style-type: none"> • More time to learn skills • Child care that allows the participation of mothers with children • Technical courses - manufacture of doors and windows • Assist in employment placement • Transportation • Classes for older adults - example... handicraft • Possibility to qualify for further studies - example: welding, doors and windows, cosmetology and advanced cosmetology
SUR ESTE	Participants - Adults and Displaced	Additional Comments	<ul style="list-style-type: none"> • Pay on time • Support in the acquisition of materials and utilities • Agility in the request for services • Need to streamline participant placement processes
SUR CENTRAL	Partners	Participants' Needs	<ul style="list-style-type: none"> • Finish the 4th year to be able to work. • Need for the use of technology to take the exam guides for 4th year

			<ul style="list-style-type: none"> • How to Make or Prepare a Resume • Availability of a diversity of jobs for the population (agricultural jobs; confined; population over 55 years of age) • Job Interview Preparation and Tips • Payments on debts for basic services such as water, electricity, housing • Main need is to get jobs • Receive more referrals from the employment connection (Vocational Rehabilitation) and vice versa (referrals from Rehabilitation to employment connection) • Access to more employers where they are more flexible in accessing candidate assessment (employer diversity) • Transportation for participants who want to complete 4th year. • I take care of children for people who want to complete the 4th year. • Financial aid to 18-24 year olds with study payments when the scholarship does not cover enough.
SUR CENTRAL	Partners	Employers' Needs	<ul style="list-style-type: none"> • Participants often do not meet the needs of the employer • 4th year requirement and computer use (e-mail, bank account management or ATH) • They need participants with technical certification (electrician; plumbers) • Employers do not want to accept people with criminal records • Committed and qualified participants • Employers seek incentives • Customer Service Courses • Basic use of Office, Microsoft Windows, Emails. • Dissemination of the places • Need more knowledge or guidance in labor law, discrimination laws, vocational rehabilitation, workplace harassment
SUR CENTRAL	Partners	Participant Related Recommendations	<ul style="list-style-type: none"> • Self-esteem and motivational workshops so that they can complete the programs • Occupational interest tests to have clarity of the participant's profile • Orientation of the Partners towards the staff of the Conexión Laboral office • Communication of referral status received from Members • Monthly update conversations between partners and labor connection • Members are aware of the training offered in labor connection. Encourage the sharing of trainings and workshops between partners and connection • Employers who support Vocational Rehabilitation programs can be identified using the employment connection
SUR CENTRAL	Partners	Employer Related Recommendations	<ul style="list-style-type: none"> • A forum of employers for education and socialization and orientation of services. • Advertise job openings • Simplification with application and hiring processes (less documentation) • Recommend candidates to employers
SUR CENTRAL	Partners	Additional Topics	<ul style="list-style-type: none"> • Better organize the alliance and get more out of the Pathstone partner • There is an opportunity to better understand the participant's need and offer training in new skills. • Employer seeks more productivity. This limits many of the populations that are participating.

SUR CENTRAL	Local Area Employees	Strengths	<ul style="list-style-type: none"> • It has a high number of participants in the South-Central area • Employees with a lot of experience and knowledge of what the law is • Motivating and guiding the participant (especially those who need to finish 4th year) • The variety and type of service offered, such as the educational part • Good coordination of service with mandatory partners and volunteers, which allows for quality of service • The tools we have to help the unemployed and the retraining of the displaced • A good physical facility (the offices and the Single Management Centre) • The process is well organized in the Single Management Center. • Employers interested in the apprenticeship program and OJT
SUR CENTRAL	Local Area Employees	Weaknesses	<ul style="list-style-type: none"> • The participant attendance control system is very complex • The process of certifying funds and payments to employers is not very agile • Payment to service providers is not very agile • Participant file creation schedule is slow • There are no common systems between local areas of the region • Establish a reasonable period of time for the validity of eligibility documents (review the current 45 days) • In promotion and outreach programs (constant name changes have affected) • There is no flexibility to direct participants to areas of need. Due to the availability of current proposals • Funds from Youth-Out and Displaced Persons Programs Returned • The statewide list of service providers is not legible (the format). Also difficult to print. In that list is the offer that will be given to the participant
SUR CENTRAL	Local Area Employees	Opportunities	<ul style="list-style-type: none"> • Regulatory occupation license fees (can be made as a type of supplemental payment) • Develop strategy to capitalize on the two geographic areas that are in the local area (agriculture and coastal) • Promote in a more dynamic and different way • Opportunity to capture more participants. Use the station in the region. • Develop participants in entrepreneurship tools • Changes in strategies to impact displaced workers • We have to go out and look for the Young-Out
SUR CENTRAL	Local Area Employees	Threats	<ul style="list-style-type: none"> • That the funds are lost, because they are not used • Eligibility requirements are very high for the program (Youth-In case) • No occupational counselor (difficult position to recruit), limits service • Funds intended for the payment of employees' salaries. Participants with a salary greater than the WIOA employee • Local Board Member Recruitment and Participation-Decision Assistance
SUR CENTRAL	Local Area Employees	Additional Topics	<ul style="list-style-type: none"> • None mentioned
SUR CENTRAL	Participants - Youth In y Out	Services Received	<ul style="list-style-type: none"> • Housekeeper Training (Caregiver of the Elderly) • Employment Opportunity with Child Care (in the summer) • Finance and credit management workshop • Introductory workshop to university life • Introduction to the labour market workshop • Job opportunity in the municipality with pay • Summer Employment Opportunity • Public Works Employment Experience (Summer Job) • Workshop called: Paint your town (to make a mural in a town); Leadership Workshop.

SUR CENTRAL	Participants - Youth In y Out	What do you value	<ul style="list-style-type: none"> • Support and help to get a job • The connections that are achieved with people linked to the world of work • The experience provided helps with the resume • The workshops have helped to have the skills needed on the job (Housekeeper)
SUR CENTRAL	Participants - Youth In y Out	Additional or Future Services	<ul style="list-style-type: none"> • Employment recommendations to the participant • Access to available spaces • Facilitate the resume submission process on behalf of the participant • Offer the service of having employment options available for what the participant studied • Workshops for the care and management of pets (Grooming) • Childcare workshops. • Help with CDA licensing and/or licensing preparation workshop. • Course or workshop related to the promotion and marketing of a small business • Customer Service Course
SUR CENTRAL	Participants - Youth In y Out	Additional Comments	<ul style="list-style-type: none"> • Continuing Education Opportunity • Keep participants in the database, for job opportunities that come in
SUR CENTRAL	Participants - Adults and Displaced	Services Received	<ul style="list-style-type: none"> • Housekeeper: Payment of wages through the program • Customer Service: Payment of salary through the program • Housekeeper: 30-hour "Auxiliary to the Elderly" Certification • Transportation to San Juan to get Law 300 (background check). Also refund of the money for the management • Documents ready for the participant to manage the job. Example: Information from the municipality went to labor connection
SUR CENTRAL	Participants - Adults and Displaced	What do you value	<ul style="list-style-type: none"> • Kindness and attention. They are always aware of how it is going at work and if they received the payment • Visits are made to the areas to find out how the service is going and if the requirements of the work are met • Ease of moving to other patients when a patient no longer requires service
SUR CENTRAL	Participants - Adults and Displaced	Additional or Future Services	<ul style="list-style-type: none"> • The number of hours within the same position with the employer can be extended. Current can be 4 days per week and hours are consumed in 3 months • Offer other training, to maintain continuing education • Training in the use of computer programs • Training on how to create a new business (small business) • Making a connection with child care
SUR CENTRAL	Participants - Adults and Displaced	Additional Comments	<ul style="list-style-type: none"> • Don't let the funds run out • Socialize among program participants

APPENDIX D PUBLIC ANNOUNCEMENT EVIDENCE

Public Announcement Evidence

avisos y subastas



ÁREA LOCAL SURESTE





ÁREA LOCAL SUR CENTRAL

AVISO PÚBLICO

La Administración de las Juntas Locales de Desarrollo Laboral de las Áreas Locales: Alianza Municipal de Servicios Integrados, Inc. (AMSI), Sur Central y Sureste, conforman la Región de Desarrollo Económico Sureste en cumplimiento con lo establecido en la Ley de Oportunidades y de Innovación de la Fuerza Laboral (WIOA), por sus siglas en inglés. Esta ley requiere tres niveles de planificación: Estatal, Local y Regional.

La planificación Regional está dirigida al establecimiento de estrategias regionales de servicios incluyendo la formalización de acuerdos cooperativos para la prestación de servicios entre las ALDL, así como los Socios Modulares de la Región.

Conforme a ello, se notifica la disponibilidad del borrador del Plan Estratégico de la Región de Desarrollo Económico Sureste para los años programa 2024-2027.

El Plan Estratégico Regional estará disponible para ser revisado por el público en general a partir de la publicación de este Aviso Público, en nuestros portales electrónicos: www.aldsureste.org, www.amsi.org, www.amdepr.org. También estará disponible durante horas laborales de 8:00 a.m. a 4:00 p.m. en nuestras oficinas ubicadas en: Ave. Boulevard del Río – Edificio 1 Piso 3 – en Humacao, P.R. 00791, Ave. Gautier Benítez 201 Consolidated Medical Plaza Suite 501 Caguas, P.R. 00725, Calle Bobby Capo #27 Coamo, P.R. 00769. Para ser revisado, presencialmente, deberán solicitar cita. Estaremos recibiendo comentarios hasta 30 días después de la publicación de este Aviso.

Para información relacionada pueden comunicarse a las tres Áreas Locales: (787) 656-0660, (787) 471-7369, (787) 744-5329.


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Programa con Igualdad de Oportunidades.
Servicios de apoyo y auxiliares disponibles a solicitud de personas con impedimentos.
Aprobado por la Oficina del Contralor Electoral: OCE-SA-2024-04919

AmericanJobCenter



ÁREA LOCAL SURESTE

AVISO PÚBLICO

La Junta Local de Desarrollo Laboral Sureste conforme a la Ley de Oportunidades y de Innovación de la Fuerza Laboral (WIOA), por sus siglas en inglés. Esta ley requiere tres niveles de planificación: Estatal, Local y Regional.

La planificación Local está dirigida al establecimiento de estrategias de servicios incluyendo la formalización de acuerdos cooperativos para la prestación de servicios en el Área Local, así como los Socios Modulares.

Conforme a ello, se notifica la disponibilidad del borrador del Plan Estratégico Local para los años programa 2024-2027.

El Plan Estratégico Local estará disponible para ser revisado por el público en general a partir de la publicación de este Aviso Público, en nuestro portal electrónico: www.aldsureste.org. También estará disponible durante horas laborales de 8:00 AM a 4:00 PM en nuestras oficinas ubicadas en: Ave. Boulevard del Río – Edificio 1 Piso 3 – en Humacao, P.R. 00791. Para ser revisado, presencialmente, deberán solicitar cita. Estaremos recibiendo comentarios hasta 30 días después de la publicación de este Aviso.

Para información relacionada pueden comunicarse con el Sr. Leslie A. Hernández Morales, Director Ejecutivo de Conexión Laboral Sureste al 787-656-0660.


Leslie A. Hernández Morales
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 Conexión Laboral Sureste

Programa con Igualdad de Oportunidades.
Servicios de apoyo y auxiliares disponibles a solicitud de personas con impedimentos.
Aprobado por la Oficina del Contralor Electoral: OCE-SA-2024-04919

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PRIMEIRA HOJA Martes, 1 de octubre de 2024 21

Images of Local Area Web Pages with Link to Strategic Plan

