



DEPARTMENT OF LABOR 2024 CITIZEN CENTRIC REPORT

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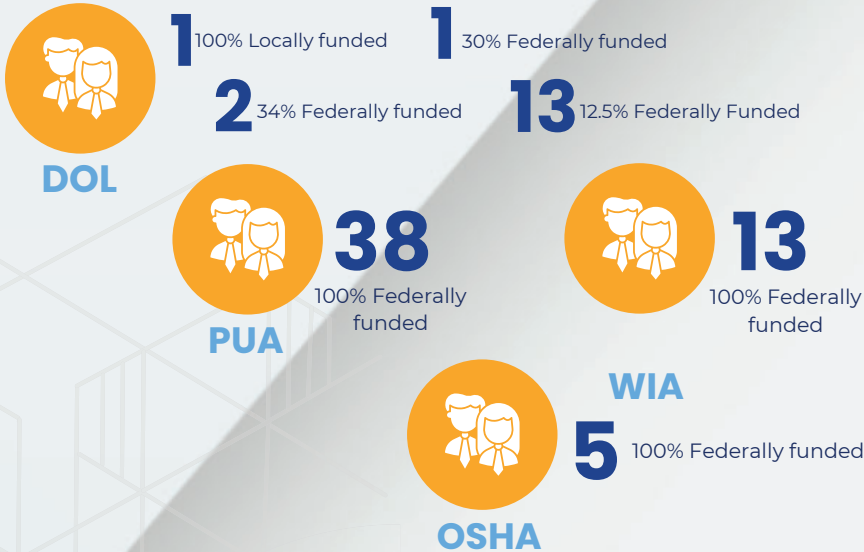
MISSION

“To foster, sustain and protect the CNMI workforce by advancing profitable employment opportunities, improving workplace conditions, regulating workplace activities and administering employment and labor related programs and services in accordance with applicable law.”

STRATEGIC GOALS

- **Workforce Empowerment:** Provide employment training and apprenticeship opportunities to eligible individuals, forging strategic partnerships for enhanced opportunities.
- **Job Seeker and Employer Support:** Improve services for job seekers, including specialized support for Veterans, Individuals with disabilities, and those with criminal records. Enhance employer services through staffing plans, candidate referrals, and recruitment events.
- **Employee-Employer Collaboration:** Facilitate connections through impactful job fairs, fostering collaboration for mutual growth.
- **Compliance and Accessibility:** Strengthen employer compliance via comprehensive information and training for a skilled and informed workforce. Conduct training for hearing officers and staff, making the hearing process more accessible.
- **Optimized Community Benefits:** Optimize processes, maximizing federal funds for efficient community benefits, especially in unemployment assistance programs.

Employees



The Department of Labor (DOL) oversees workforce services in the Commonwealth, promoting job opportunities, supporting worker welfare, and ensuring fair treatment. It educates employers on labor laws, enforces federal and CNMI labor laws, and develops workforce programs. The Department achieves its goals through the hard work of each of its divisions: Administrative Services, Employment Services, Statistics Unit, Workforce Investment Agency, Enforcement and Compliance, Administrative Hearing Office, and CNMI-OSHA Consultation Program.

DOL LEADERSHIP

Department Secretary	Leila F. Staffler
Employment Services Director	Eugene Tebuteb
Enforcement Director	Norman Rasiang
WIOA Director	Frances Torres
Chief Administrative Hearing Officer	Jacqueline Nicolas
OSHA Project Manager	Timothy Asaivao
PUA Program Manager	Zachary Taitano

CONTACT INFORMATION

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GUIDING PRINCIPLES

**Collaboration
Accountability**

**Professionalism
Effective Service**



ABOUT US

DEPARTMENT OF LABOR

"The Department of Labor remains steadfast

in carrying forward our commitment to the priorities we set in 2023. This report reflects our ongoing dedication to serving the CNMI workforce and businesses." *See Leila F. Staffler*

WORKFORCE DEVELOPMENT



511
Participants Served
(10/01/2023-09/30/2024)

361	85	65
WIOA Adults	WIOA Dislocated Workers	WIOA Youth

Program Activities

66	Pre-Apprenticeship
32	Registered Apprenticeship Program 3.23% increase
256	Work Experience or Internship 333.90% increase
5	On-the-Job Training 83.87% decrease

84
Business Service Activities
(10/01/2023-09/30/2024)

ADMIN HEARING OFFICE

85	91	184	382
New/reopened cases	Resolved cases	Hearings scheduled	Orders issued

ENFORCEMENT

1	9	4	
Labor case investigation 90.9% decrease	Compliance Agency Cases filed 30.8% decrease	Request for Production of Documents to companies 95% decrease	
544	4	15	15
Notice of Warnings 2525.2% increase	Notice of Violations	Workforce Participation Objective Initiative 76.7% decrease	Business Inspections

OSHA CONSULTATION

53	18	35	14
Total Visits 44.2% decrease	Construction 47.1% decrease	General Industry 40.7% decrease	Compliance Assistance/Training 40% increase



PUA

PUA Claims (In totality)

9,926	7,397	2
Total Claims .21% increase	Total Finalized Claims .68% increase	Total Pending Claims 99.92% decrease

PUA Claims (Adjudicated FY 2023)

1,762	345	1,351
Total Adjudicated 3.28% increase	Approved Claims 41.72% decrease	Denied Claims 21.27% increase

Benefit Payment Control

7,941	2,527	1,128
Overpayment Cases 25.31% increase	Pending Cases 17.10% increase	Completed Cases 2.42% decrease

Waiver Amounts

\$961,656.08	\$976,190	\$66,060
PUA	FPUC	LWA

Collection Amounts

\$136,650.23	\$100,078	\$3,705
PUA	FPUC	LWA

ADMINISTRATIVE SERVICES

88	1	56	11	14
Approved requests of Certificate of Good Standing 30.2% decrease	Denied requests of Certificate of Good Standing 90.9% decrease	Open Government Act Requests 1766.7% increase	Reduction in Force of Closure Notices	Exemptions from Workforce Participation

EMPLOYMENT SERVICES

21,131	3,729	1,100	5,409	3,209
Job Openings 21% decrease	JVA Posted 11% decrease	JVA certifications 50% increase	Job Referrals 16% increase	Public Assistance 450% increase
653	2,320	1,033	715	
Registered online employers 32% decrease	Registered online applicants 231% increase	Quarterly Compliance Submissions 5.1% increase	Companies Compliant with 30% Workforce Participation 5.1% increase	

COMMUNITY ENGAGEMENT

1. Hosted largest Job Fair ever with over 758 attendees and 42 businesses.
2. Hosted Compliance Training for Workforce List & W2.
3. Interagency collaboration to provide support to community members affected by layoffs due to lack of ARPA funding.
4. Participated in events to promote DOL mission such as Da'ok Job fair, Women's Affairs, Compliance Training with SBDC.
5. Collaboration with OVR on job referrals.
6. Participated at several invites by NGOs and private sectors to address potential set backs of the "Touchback Rule".
7. Improved AHO filing process to provide scaffolding support to potential filers.
8. Improved PUA response & outreach process.
9. Re-established MOUs with US DOL Wage & Hour Division, NMTI, NMC, SBDC, Latte Training Inc, Department of Commerce, Women's Affairs, DCCA and NAP.

PROGRESS 2

DEPARTMENT OF LABOR

A. LOCAL ACCOUNTS EXPENDITURE

Finances

Total Approved Budget	842,159.00
Total Transfers/Adjustments	139,502.00
Revised Budget	702,657.00

Expenditures

Personnel & Fringe Benefits	582,033.00	*4.5% supplements austerity (\$155,786.97)
Operations	8,241.00	
Austerity Savings	112,383.00	

B. FEDERAL GRANTS EXPENDITURE

Finances

Foreign Labor Certification FY 2022 to 2024	68,464.00
Foreign Labor Certification FY 2022 to 2024	67,192.00
Mine Safety and Health Administration FY 2022	14,144.00
MSHA Administration 2024	18,571.00

Expenditures

Personnel & Fringe Benefits	36,627.00
Operations	43,987.00
Remaining Allocation	87,757.00

C. PUA / FPUC BENEFITS

Pandemic Unemployment Assistance (PUA) and Federal Pandemic Unemployment Compensation (FPUC)

Finances

PUA Benefits	371,447,680.73
FPUC Benefits	325,670,693.51
Total Benefits	697,118,374.24

Benefits Disbursed during FY 2023

Total PUA Benefits	139,629,323.04
Total FPUC Benefits	141,664,734.20
Remaining Allocation	415,824,317.00

D. PUA /BPC ADMIN

Finances

Total PUA Admin	13,188,725.41
FPUC Admin	348,030.00
BPC Admin	828,030.00
Total Admin	14,364,785.41

Expenditures

Personnel & Fringe Benefits	
Operations	11,125,282.29
Remaining Allocation	3,239,503.12

E. WIOA PROGRAMS

This report offers a detailed account of the Funding Award received under the Workforce Innovation and Opportunity Act (WIOA), spanning the years 2021 to 2023, outlining fund allocation and associated expenses for the first two years period.

Program Year 2022 (04/01/2022 to 06/30/2025)

Total Federal Award: \$1,562,734

Personnel & Operations Budget	390,683.50
Personnel & Operations Expenses	142,837.72
Program Activities Budget	1,172,050.50
Program Activities Expenses	\$524,966

Dislocated Worker Grant (QUEST) (09/26/2022 to 09/30/2025)

Total Federal Award: \$7,508,990

Personnel & Operations Budget	1,929,006.32
Personnel & Operations Expenses	657,227.91
Program Activities Budget	5,579,983.68
Program Activities Expenses	712,259.15

Program Year 2023 (04/01/2023 to 06/30/2026)

Total Federal Award: \$1,440,009

Personnel & Operations Budget	360,002.25
Personnel & Operations Expenses	2,763.21
Program Activities Budget	1,080,006.75
Program Activities Expenses	177,323.24

F. OSHA CONSULTATION PROGRAM

21d Co-Operative Agreement

Reward Amount	\$250,500
Expenditure Amount	\$250,500
Program	\$189,998.98
Administrative	\$60,401.02
Indirect Costs	\$4,022.00 (7.5%)

G. OTHER DOL REVENUE AND COLLECTIONS

(Deposited into the General Fund)

Certificate of Good Standing	\$13,800
Others*	\$257
AHO Fees	\$122.50
Sanctions	\$122.50

Total Revenue and Collections

*includes fees for copies, OGA, Umbrella Permits



DEPARTMENT OF LABOR

PRIORITIES

Organizational Structure Enhancement:

The Department of Labor is still focused on updating its organizational structure by updating both its enabling legislation and the regulations outlined in NMIAC Title 80. This process includes ongoing collaborative efforts with the CNMI Legislature and across all DOL divisions to achieve more streamlined and efficient operations. Additionally, DOL will continue to advocate for the CNMI's inclusion in the Wagner-Peyser program, an essential federal workforce initiative, through legislative action in U.S. Congress.

Business Engagement:

The Department of Labor is dedicated to supporting businesses through outreach on programs offered by the Workforce Investment Agency, including those under the Workforce Innovation & Opportunity Act (WIOA) and Registered Apprenticeship Programs. Additionally, the CNMI DOL is committed to maintaining strong communication with our federal partners on the CW program, ensuring that businesses are well-prepared for the upcoming changes expected in 2029.

Community Network and Collaboration

The Department will continue to prioritize community engagement by organizing biannual job fairs to connect job seekers with employers. Efforts to strengthen interagency collaboration will focus on training and implementing new initiatives to enhance business engagement. Additionally, the Department will actively pursue grants to support feasibility studies for expanding services and programs, including the establishment of an American Job Center One-Stop.



CHALLENGES

Austerity Continues

Ongoing government austerity in FY25 will continue to affect the broader CNMI economy, requiring CNMI Labor to support workers in shrinking industries. Additionally, the Pandemic Unemployment Assistance Program, which heavily subsidized DOL operations, ends in June 2025. Without a dedicated local operations budget, DOL services may face significant impacts.

Federal Immigration and what happens after 2029

Federal immigration policies and processing delays continue to impact businesses across the Marianas. The Department of Labor remains focused on building local workforce capacity in critical industries. As the CW program approaches its 2029 expiration, DOL will prioritize outreach to federal partners, offering input and feedback on their decisions, whether they extend the program or implement significant changes.

Data Management and Technology Challenges

Last year, DOL updated its data management systems to improve efficiency in its processes. While we are making progress, much work remains. A key challenge is the lack of funding to maintain these systems, which ties directly to our broader economic difficulties. Ongoing training for both DOL staff and the community is essential, but the sustainability of these improvements depends on securing the necessary financial support.



OUTLOOK 4

