



FISCAL YEAR 2024
CITIZEN CENTRIC REPORT
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS
**CNMI STATE WORKFORCE
DEVELOPMENT BOARD**



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Vision:

To integrate a seamless workforce development system that meets the needs of employers, job seekers, workers, and youths in order to supply quality employees for the dynamic economy of the CNMI.

Mission:

Empowering, integrating, implementing, and innovating the workforce needs of the CNMI

Strategic Goals:

- (1) Increase access to high-quality education and training programs that lead to self-sufficiency for all CNMI residents.
- (2) Foster strategic partnerships with employers to align training and education programs with industry needs, effectively bridging the skills gap in the CNMI.
- (3) Consistently improve the public workforce system in the CNMI, prioritizing effectiveness, efficiency, and championing diversity, equity, inclusion, and accessibility (DEIA) to ensure equitable access to opportunities for skill development and career advancement for all residents.
- (4) Develop comprehensive and accessible career pathway opportunities for individuals in the CNMI that align with industry needs, resulting in measurable economic advancements.
- (5) Expand and enhance the availability and quality of apprenticeship programs in the CNMI to provide diverse and accessible pathways for skills development and career advancement.
- (6) Elevate services and opportunities for individuals with disabilities and other priority populations in the CNMI to ensure equitable access to education, training, and meaningful employment.
- (7) Enhance the provision of supportive services in the CNMI to ensure all individuals, including those facing significant challenges, have equal access to job opportunities and the necessary support to participate in training programs leading to meaningful employment.
- (8) Foster a culture of continuous professional development within the public workforce system to equip staff with the skills, knowledge, and capabilities necessary for delivering high quality and innovative services.



ACCOMPLISHMENTS

- Successfully developed and gained full approval for the CNMI's WIOA Unified State Plan for Program Years 2024-2027.
- Conducted a thorough review and approval process for WIOA Eligible Training Providers, ensuring that all programs meet federal standards and align with local workforce demands.
- Led the development and implementation of key policies for the WIOA Title I program, ensuring alignment with federal regulations and local workforce strategies.
- Engaged key stakeholders from business, education, government, and workforce development sectors in a comprehensive forum to gather critical input for the WIOA Unified State Plan.
- Conducted a thorough review and approval process for WIOA Eligible Training Providers, ensuring that all programs meet federal standards, align with local workforce demands, and include the renewal of existing programs of study, the expansion of program offerings in digital certifications, and the addition of maritime industry training programs.
- Collaborate with the CNMI Broadband Policy & Development Office to enhance broadband infrastructure and workforce development, creating new growth opportunities by improving digital access, expanding training programs, and building a skilled workforce equipped for the demands of a digital economy.



PROGRAMS AND SERVICES

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

WIOA Adults	361
WIOA Dislocated Workers	85
WIOA Youth	65

Training Activities (10/01/2023-09/30/2024)

Pre-Apprenticeship	66
Registered Apprenticeship Program	32
Work Experience or Internship	256
On-the-Job Training	5

Business Service Activities provide employers with staff-assisted support for workforce recruitment, training, and business development. Services include workforce recruitment assistance, training for new and existing workers, and partnerships with the public workforce system to help businesses grow and access a skilled talent pool. (10/01/2023-09/30/2024)

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RESOURCES

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

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

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



FUTURE CHALLENGES:

Limited Resources and Funding:

Expanding access to education, training, and supportive services may face constraints due to limited government budgets and external funding sources, potentially hindering the scope of programs.

Industry Alignment and Skill Gaps:

Aligning training programs with employer needs will require continuous collaboration and responsiveness to market changes. Rapid shifts in industry demands or technology could make some programs obsolete without agile updates.

Infrastructure and Accessibility:

Enhancing access to education and career pathways, particularly for rural or underserved communities, will require substantial investment in infrastructure, including digital access and transportation solutions.

Workforce Diversity and Inclusion:

Ensuring DEIA principles are fully integrated into workforce systems may face challenges due to systemic barriers, requiring persistent effort to promote equity, especially for individuals with disabilities and other marginalized populations.

Employer Engagement:

Sustaining employer partnerships, particularly in work-based learning strategies, is becoming increasingly challenging due to ongoing economic hardships. Many businesses are hesitant to engage in work-based learning initiatives or commit to long-term training investments amid an uncertain and fluctuating economy.

ECONOMIC OUTLOOK:

Growth Opportunities:

With effective implementation of training programs and career pathways, there is potential for workforce upskilling that could lead to job creation and economic growth, especially in sectors like tourism, healthcare, and construction.

Global Competition:

The CNMI's reliance on industries like tourism may continue to face economic volatility from global events, requiring diversification of the local economy and workforce to remain competitive.

Aging Population and Workforce Shortages:

The CNMI, like many regions, may encounter workforce shortages due to an aging population, which could increase demand for reskilling and retraining efforts to ensure a sufficient labor pool for future economic growth.

Technology and Automation:

The rise of automation and technology-driven industries may challenge traditional jobs, requiring significant investment in digital skills training to ensure that the workforce is prepared for future opportunities in emerging sectors.