



CNMI STATE WORKFORCE DEVELOPMENT BOARD

670.488.2319 | cnmiswdb@dol.gov.mp
www.cnmiwioa.gov.mp



FISCAL YEAR 2025 CITIZEN CENTRIC REPORT

Operational Structure

The CNMI State Workforce Development Board (SWDB) operates as a single state workforce board under the Workforce Innovation and Opportunity Act (WIOA). The SWDB provides strategic oversight and policy guidance for WIOA Title I Adult, Dislocated Worker and Youth Programs administered through the CNMI Department of Labor Workforce Investment Agency Division.

The SWDB is composed of representatives from business, labor, education, economic development, government, and community-based organizations. The governor of the CNMI serves as the chief elected official and appoints all members in accordance with WIOA Sec. 101 (b).

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.

Strategic Goals:

Officers

Velma Ann Palacios Chairperson
Nicole Babauta Vice Chairperson
Vacant, Treasurer/Secretary

Committee Chairs

Planning, Assessment, Evaluation, and Research Chairperson:
Dr. Vicente S. Aldan

Policy Committee Chairperson:
Denise Montenegro

Program Committee Chairperson:
Dina Tenorio

Government Representatives

Leila S. Staffler, Secretary of Labor
Senator Corina Magofna
Representative Vincent S. Aldan

Workforce/Labor Representative

Stan K. Benavente

WIOA Core Program Representatives

Frances A. Torres, WIOA Title I
Lorraine C. Maui, WIOA Title II
Vacant, WIOA Title IV

(1) Education & Training Access

Increase access to high-quality education and training programs that lead to self-sufficiency for all CNMI residents.

(2) Employer Partnerships

Partner with employers to align training programs with industry needs and bridge the skills gap.

(3) System Improvement & DEIA

Continuously improve the workforce system's effectiveness and efficiency while championing diversity, equity, inclusion, and accessibility (DEIA) for all residents.

(4) Career Pathways

Develop accessible career pathways aligned with industry needs that lead to measurable economic advancement.

(5) Apprenticeship Programs

Expand and enhance apprenticeship programs to provide diverse pathways for skills development and career advancement.

(6) Priority Populations

Elevate services for individuals with disabilities and other priority populations to ensure equitable access to education, training, and employment.

(7) Supportive Services

Enhance supportive services so all individuals, especially those facing significant challenges, can access job opportunities and training programs.

(8) Professional Development

Foster continuous professional development to equip workforce system staff with skills needed to deliver high-quality, innovative services.





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Financial Snapshot

All workforce development programs and activities administered by the CNMI Department of Labor – Workforce Investment Agency (WIA) Division, under the oversight of the State Workforce Development Board (SWDB), are fully funded with federal workforce dollars provided by the U.S. Department of Labor – Employment and Training Administration through the Workforce Innovation and Opportunity Act (WIOA). These funds support training and employment services for adults, dislocated workers, and youth, as well as statewide workforce coordination, planning, and performance oversight activities, with no local appropriations or matching funds required.

PROGRAM YEAR 2022 ALLOTMENT

(04/01/2022 to 06/30/2025)
TOTAL AWARD \$1,562,734

Personnel & Operations
Program Activities

BUDGET

\$390,683.50
\$1,172,050.50

EXPENSE

\$349,926.73
\$991,745.29

PROGRAM YEAR 2023 ALLOTMENT

(04/01/2023 to 06/30/2026)
TOTAL AWARD \$1,440,009

Personnel & Operations
Program Activities

BUDGET

\$360,002.25
\$1,080,006.75

EXPENSE

\$118,706.21
\$689,632.68

PROGRAM YEAR 2024 ALLOTMENT

(04/01/2022 to 06/30/2027)
TOTAL AWARD \$1,481,998

Personnel & Operations
Program Activities

BUDGET

\$370,497
\$1,111,491.00

EXPENSE

\$5,032.14
\$321,186.30

PROGRAM YEAR 2022 ALLOTMENT

(04/01/2022 to 06/30/2025)
TOTAL AWARD \$7,508,990

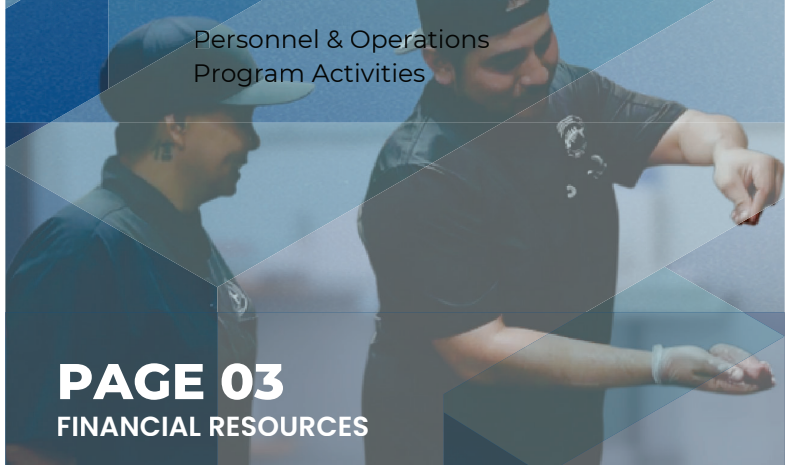
Personnel & Operations
Program Activities

BUDGET

\$1,929,006.32
\$5,579,983.68

EXPENSE

\$1,134,903.75
\$2,614,664.46





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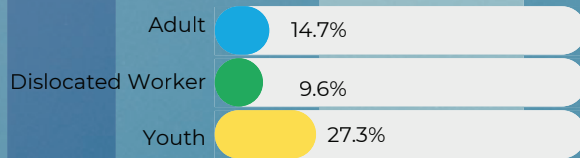


FISCAL YEAR 2025 CITIZEN CENTRIC REPORT

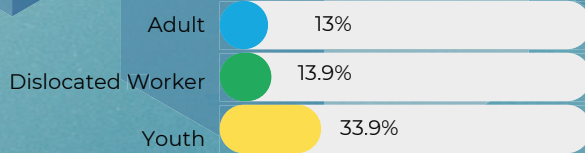
PERFORMANCE INDICATORS AND OUTCOMES PROGRAM YEAR 2024 RESULTS

● Adult ● Dislocated Worker ● Youth

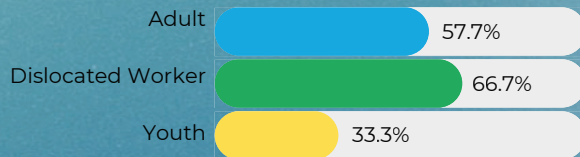
EMPLOYMENT 2ND QUARTER AFTER EXIT



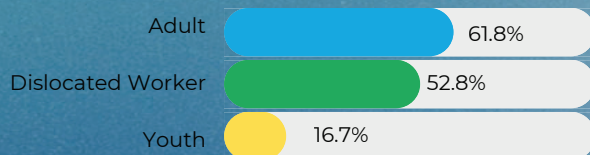
EMPLOYMENT 4TH QUARTER AFTER EXIT



CREDENTIAL ATTAINMENT



MEASURABLE SKILL GAINS



MEDIAN EARNINGS (QUARTERLY)



Accomplishments

- Graduated the inaugural cohort of apprentices, marking a major milestone in building a skilled homegrown workforce.
- Expanded employer participation in Registered Apprenticeship and Work-based Learning, strengthening partnerships with local businesses to build a skilled talent pipelines.
- Expand program offerings adding Automotive Core, Industrial Maintenance Mechanic Level I-IV, Project Management, and Project Supervision
- Awarded the State Apprenticeship Expansion Formula (SAEF3) Grant from the U.S. Department of Labor to expand and modernize Registered Apprenticeship Programs in the CNMI.
- Retained shared facilities for coordinated service delivery, such as the Chalan Kanoa Community Outreach Partnership, with SAAR, San Vicente WIOA Career Services Center with Youth Affairs, and Northern Marianas Technical Institute.
- Collaborated with the Department of Labor to organize and host a community job fair, connecting over 600 job seekers with employers and expanding workforce engagement opportunities.
- Enhanced community outreach and interagency collaboration to expand access to WIOA Career Services, increase public awareness of workforce opportunities, and deliver integrated support that promotes employment and self-sufficiency.





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Future Challenges & Economic Outlook

- Economic recovery remains uneven across industries, with lingering impacts from the pandemic and workforce shortages in key sectors such as construction, healthcare, and hospitality.
- Uncertainty in future federal WIOA and discretionary grant funding may affect the CNMI's capacity to sustain workforce development programs and training initiatives.
- Limited private-sector job growth and employer participation continue to challenge efforts to expand apprenticeship and work-based learning opportunities.
- Rising cost of living and outmigration trends contribute to a shrinking labor pool and increased difficulty in retaining skilled workers.



Looking ahead

The CNMI State Workforce Development Board remains committed to aligning workforce strategies with economic diversification efforts, expanding apprenticeship and pre-apprenticeship pathways, and strengthening collaboration among government, business, and education partners. Through data-driven planning and targeted investment, the SWDB will continue advancing opportunities for residents to gain skills, earn credentials, and contribute to the Commonwealth's economic resilience.

