



# DEPARTMENT OF LABOR 2025 CITIZEN CENTRIC REPORT

Bldg. 1356 Medhilla Avenue, Capitol Hill P.O. Box 10007, Saipan MP 96950  
670-664-3196 | info@dol.gov.mp | www.labor.cnmi.gov



## OVERVIEW

The Department of Labor (DOL) works to connect people in the Commonwealth with good jobs, protect workers' rights, and ensure everyone is treated fairly at work. The Department helps employers understand their responsibilities under labor laws, enforces both federal and CNMI workplace standards, and creates programs to strengthen our workforce. Through its dedicated divisions—Administrative Services, Employment Services, Statistics Unit, Workforce Investment Agency, Enforcement and Compliance, Administrative Hearing Office, and CNMI-OSHA Consultation Program—the Department delivers services that support both workers and businesses throughout the Commonwealth.

## 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.”

## DOL LEADERSHIP

Department Secretary	Leila F. Staffler
Employment Services Director	Eugene Tebuteb
Enforcement Director	Jose Kiyoshi
WIOA Director	Frances Torres
OSHA Project Manager	Timothy Asaivao
PUA Program Manager	Zachary Taitano
Admin Hearing Officer	Vacant

## GUIDING PRINCIPLES

1. PROFESSIONALISM
2. ACCOUNTABILITY
3. COLLABORATION
4. EFFECTIVE SERVICE



## EMPLOYEES

As the Pandemic Unemployment Assistance (PUA) program concludes, DOL maintains a dedicated workforce of 67 employees across six divisions, committed to serving the CNMI's workers and businesses.

Division	Employees	Funding
DOL (Admin Services, AHO, ES, ENF)	17	1100% local, 16 with varying federal contribution percentages: (12.5%, 30%, 34%)
PUA	32	100 % Federally Funded
WIA	13	100 % Federally Funded
OSHA	5	100 % Federally Funded

## STRATEGIC GOALS

- 1. Workforce Empowerment:**  
Provide employment training and apprenticeship opportunities to eligible individuals, forging strategic business partnerships for enhanced opportunities.
- 2. Job Seeker and Employer Support:**  
Improve services for job seekers, including specialized support for Veterans, Individuals with disabilities, and those with criminal records.
- 3. Compliance and Accessibility:**  
Strengthen employer compliance via comprehensive information and outreach. Continue to transit DOL forms and processes to be accessible digitally.





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## PROGRESS

DELIVERING ON OUR COMMITMENTS: FROM PRIORITIES TO RESULTS

### EMPLOYMENT SERVICES

**21,436**

Job Openings  
**+1.4% (from 21,131 to 21,436)**

**5,782**

Job Referrals  
**+6.90% (from 5,409 to 5,782)**

**771**

Job hires/referred  
**Resumed in 2025 (from 0 to 771)**

**3,660**

Registered Job Seekers  
**+57.76% (from 2,320 to 3,660)**

### ADMIN SERVICE OFFICE

**85**

Approved Certificate of Good Standing  
**-3.41% (from 88 to 85)**

**16**

Open Government Act Requests  
**-71.43% (from 56 to 16)**

**29**

Reduction in force/Business Closure Notices  
**+16% (from 25 to 29)**

**5**

Exemptions from Workforce Participation  
**-64.29% (from 14 to 5)**

### OSHA

**115**

Total Visits  
**+116.98% (from 53 to 115)**

**79**

General Industry  
**+125.71% (from 35 to 79)**

**29**

Construction  
**+61.11% (from 18 to 29)**

**14**

Compliance training and assistance  
**No change (from 14 to 14)**

### ENFORCEMENT

**67**

Compliance Agency Cases  
**+644.44% (from 9 to 67)**

**67**

Notice of Violations  
**+1575.00% (from 4 to 67)**

**432**

Business Site Visits  
**New in 2025 (from 0 to 432)**

**22**

Business Inspections  
**+46.67% (from 15 to 22)**

### WORKFORCE INVESTMENT AGENCY

**329**

Work Experience or Internship  
**+28.52% (from 256 to 329)**

**276**

WIOA Dislocated Workers  
**+224.71% (from 85 to 276)**

**269**

WIOA Adults:  
**-25.48% (from 361 to 269)**

**175**

Occupational Skills Training-  
**New in 2025**

### PANDEMIC UNEMPLOYMENT ASSISTANCE

**9,932**

Total finalized claims  
**+34.27% (from 7,397 to 9,932)**

**0**

Total pending claims  
**-100% (from 2 to 0)**

**1,766**

Pending Audit Cases  
**-30.11% (from 2,527 to 1,766)**

### STATISTICS

**1,035** (967 are compliant)  
Companies Reporting the COE  
**-0.86% (from 1,044 to 1,035)**

**24**

Public Sector:  
**+60.00% (from 15 to 24)**

**1,011**

Private Sector:  
**-1.94% (from 1,031 to 1,011)**

### ADMIN HEARING OFFICE

**87**

New/reopened Cases  
**+64.15% (from 53 to 87)**

**81**

Hearings scheduled  
**+26.15% (from 65 to 82)**

**82**

Resolved Cases  
**+30.65% (from 62 to 81)**

**200**

Orders Issued  
**-14.40% (from 257 to 220)**

**\$348,889.05**

Collection  
**+45.11% from \$240,433.23 in 2024 to \$348,889.05**

Overpayment Collections

- PUA: \$197,006.47 (+44.17%)
- FPUC: \$140,911.74 (+40.80%)
- LWA: \$10,970.84 (+196.11%)





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## FINANCE

### ENSURING STABILITY AND FUELING FUTURE GROWTH

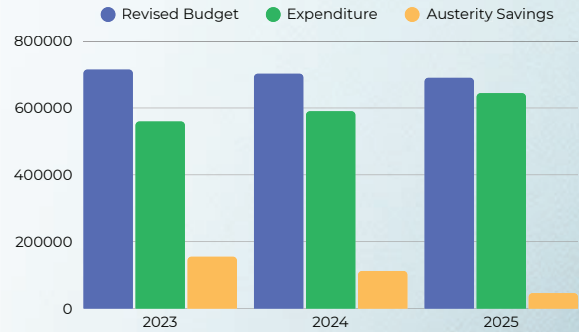
#### A. LOCAL ACCOUNTS EXPENDITURE

##### Finances

Total Approved Budget	\$690,454
Total Transfers /Adjustments	\$0
Revised Budget	\$690,454

##### Expenditures

Personnel & Fringe Benefits	\$636,340
Operations	\$7,966
Austerity Savings	\$46,147



Local Accounts: 3-Year Financial Trend

#### B. FEDERAL GRANTS EXPENDITURE

##### Finances

Foreign Labor Certification FY 2023	\$67,192
Foreign Labor Certification FY 2024	\$46,367
MSHA Administration 2024	\$18,571
Total Award/Budget	\$132,130

##### Expenditures

Personnel & Fringe Benefits	\$46,731
Operations	\$39,032
Remaining Allocation	\$46,367

#### C. PUA / FPUC BENEFITS

##### Finances

PUA Benefits	\$371,447,680
FPUC Benefits	\$325,670,693
Total Benefits	\$697,118,374

##### Benefits Disbursed during FY 2025

Total PUA Benefits	\$837,563
Total FPUC Benefits	\$820,325
Joint Benefits	\$1,657,888

#### D. PUA /BPC ADMIN

##### Finances

Total PUA and BPC Admin	\$14,488,253.41
FPUC Admin	\$536,625
Total Admin	\$15,024,878.41

##### Expenditures

Personnel	\$8,665,329.96
Operations	\$4,121,808.44
Remaining Allocation	\$2,237,740.01

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

#### E. WIOA PROGRAMS

PY 2022 (04/01/22 - 06/30/25)

Award: \$1,562,734  
Expenses: \$1,341,672  
Remaining: \$221,062

PY 2023 (04/01/23 - 06/30/26)

Award: \$1,440,009  
Expenses: \$808,339  
Remaining: \$631,670

PY 2024 (04/01/24 - 06/30/27)

Award: \$1,481,998  
Expenses: \$326,218  
Remaining: \$1,155,780

QUEST Grant (09/26/22 - 09/30/25)

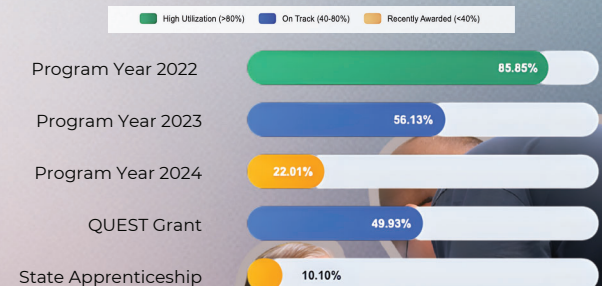
Award: \$7,508,990  
Expenses: \$3,749,568  
Remaining: \$3,759,422

State Apprenticeship (07/01/25 - 06/30/28)

Award: \$75,000  
Expenses: \$7,575  
Remaining: \$67,425

##### WIOA Programs Utilization Rate

Percentage of awarded funds expended as of 2025





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## OUTLOOK

### FORGING AHEAD: PRIORITIES FOR THE COMING YEAR

#### ✓ 2024 PRIORITIES: PROGRESS MADE

##### 1. Organizational Structure Enhancement

Proposed Reenabling Legislation to realign Labor regulations and established law. Completed review process for 39 of 64 Policies & SOPs streamlining certifications, investigations, and operations.

##### 2. Business Engagement

First-ever Registered Apprenticeship graduation in CNMI. Record job fair participation (39 employers, 663 attendees). Multi-island compliance training. Facilitated OFLC seminars on prevailing wage, CW guidelines, and application FAQs. Provided data to US GAO on the CW Program. Conducted digital outreach via newsletters and social media.

##### 3. Community Network & Collaboration

Interagency partnerships: collaborated with SLDS on CNMI's first statewide longitudinal data warehouse; with Dept of Finance Business License Office to increase compliance; with Scholarship Office to realign career opportunities ahead of 2029 CW program changes. Initiated Disability Tax Credit program with OVR and Developmental Disability Council. Enhanced MOUs with Commerce, OVR, PSS-SLDS, and educational/training institutions.



#### CHALLENGES

##### Economic Outlook

Economic challenges extend beyond CNMI's control, with government austerity measures and reduced tax collections affecting the broader region. These conditions impact workforce stability and DOL's capacity to deliver services.

##### CW Program Transition & US Workforce Development

As the CW program approaches its 2029 expiration, a critical challenge remains: transitioning high-demand industries to employ US workers. DOL must intensify efforts to prepare the local workforce while supporting businesses through this fundamental shift in labor supply.

##### PUA Program Closure

The Pandemic Unemployment Assistance program closes in December 2025 with \$8.4 million in uncollected overpayments that will eventually have to be paid out of the general fund.

#### 2026 PRIORITIES

##### Priority 1: Increase Business Compliance & Data Integrity

Improve Census of Employment participation to capture real-time workforce data. Currently reaching 1,000 employers of 3,000 licensed businesses. Enhanced compliance will provide accurate, timely data for workforce planning compared to delayed Ratio Reports.

##### Priority 2: Workforce Development & CW Transition Planning

Address labor shortages through multi-pronged approach: strengthen outreach to CW-dependent employers, expand partnerships with educational and training institutions, enhance job seeker services (resume writing, interview skills), and develop pathways for US workforce to fill labor demand gaps ahead of 2029 CW program changes.

##### Priority 3: Organizational Structure & Policy Enhancement

Complete DOL Staff Handbook consolidating all approved policies and SOPs. Work with CNMI Legislature to advance Title 80 amendments and regulatory updates for modernized, efficient operations.

