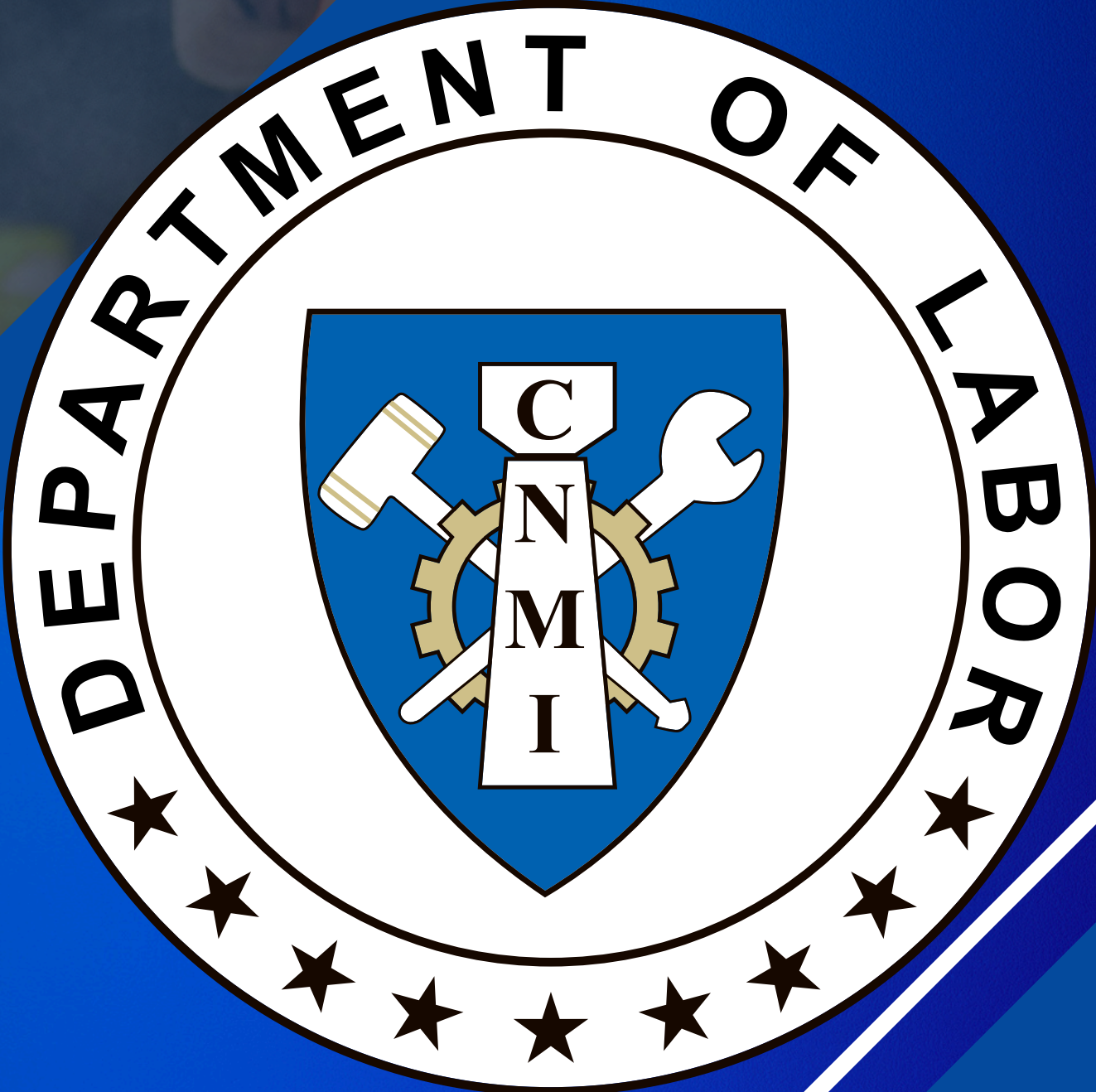


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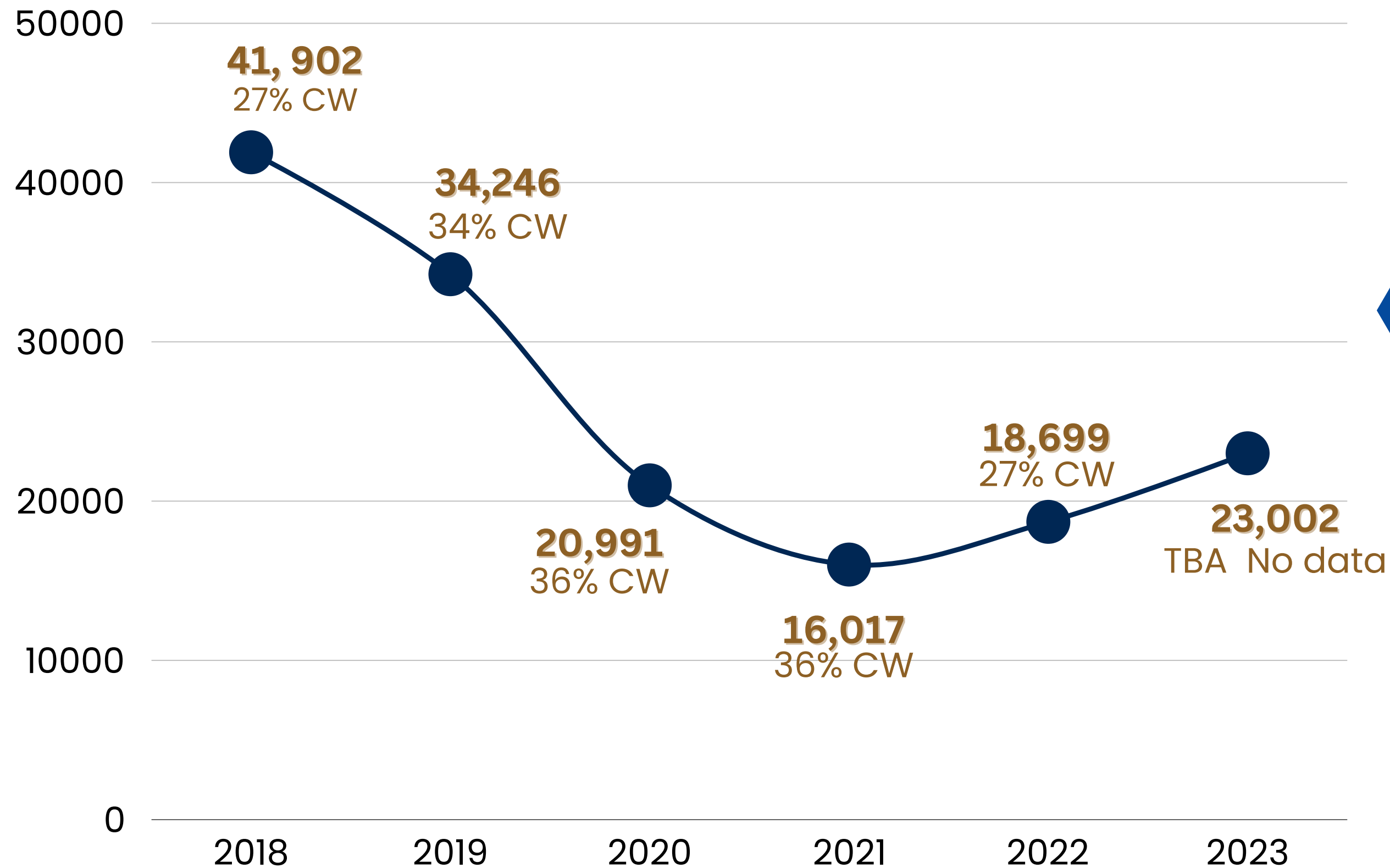
2024 CNMI ECONOMIC FORUM LABOR OUTLOOK



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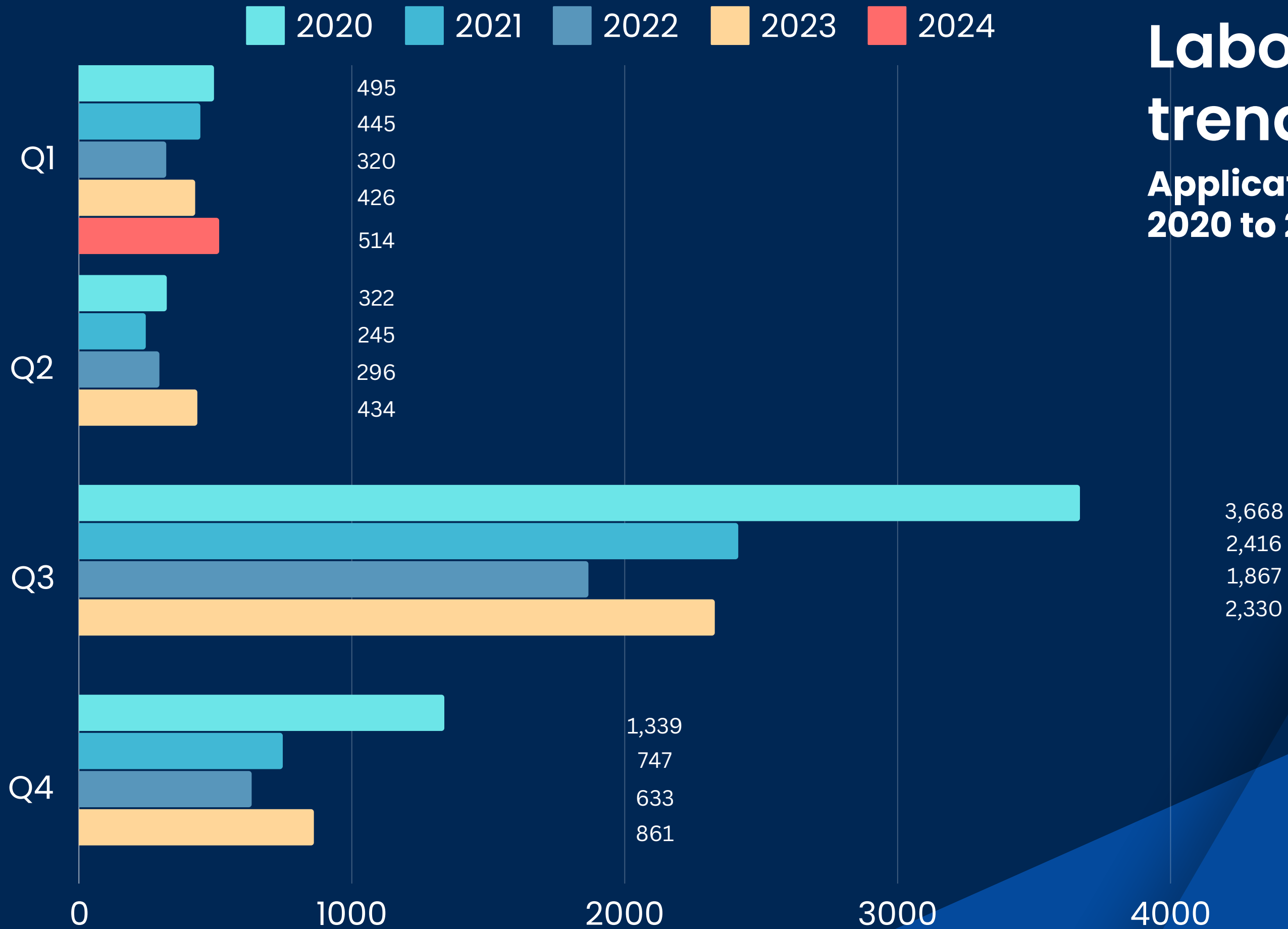
JVA Data – Yearly Comparison

Total Number of Job Openings 2018–2023



CNMI CW Foreign Labor Certification trends

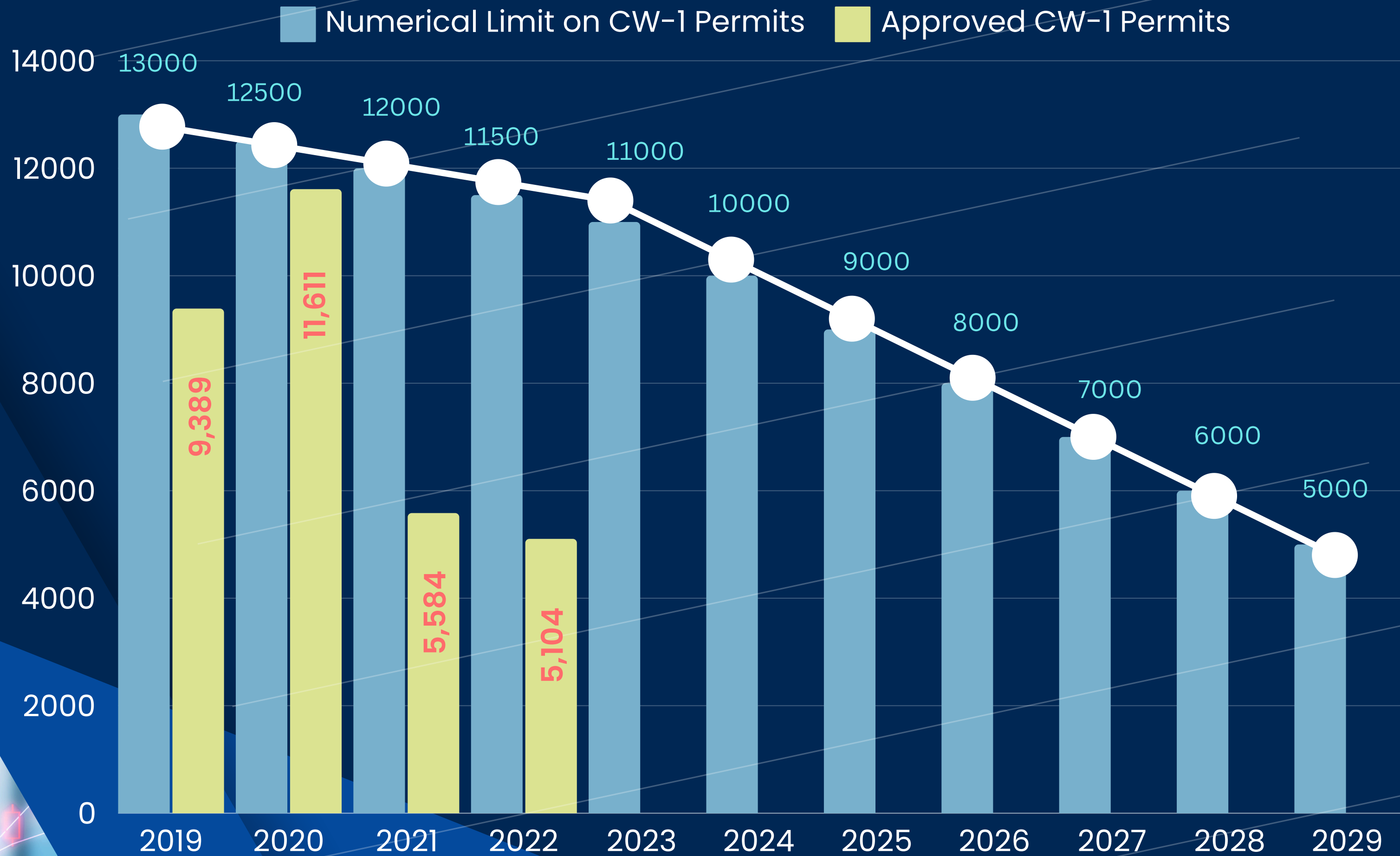
Applications received per Quarter from 2020 to 2024



DOL OFLC Approved Permits from 2020 to 2024



CW Limits VS CW #s Verified by GAO



JVA Trends Analysis

- The top jobs in demand have relatively remained the same for more than a decade
- These jobs are in:
 - Construction & Extraction
 - Installation, Maintenance & Repair
 - Building, Grounds Cleaning & Maintenance
- The overall decrease in job openings began in 2019.
- Starting in 2021, there is an increase in job openings but the upward progression is slow

Projection

The number of job openings will continue to increase as the economy recovers.

No. of Job Openings: CY 2018, 2019, 2020, 2021, 2022, 2023 & 2024 as 3/31/2024						
By ONET Code: Occupations	2018 No. of Job Openings	2019 No. of Job Openings	2020 No. of Job Openings	2021 No. of Job Openings	2022 No. of Job Openings	2023 No. of Job Openings
Construction and Extraction	11831	4549	6331	4993	8093	8831
Installation, Maintenance, and Repair	5197	6454	3428	3340	3399	4902
Building and Grounds Cleaning and Maintenance	286	4429	2268	1996	1866	2246
Food Preparation and Serving Related	4124	3859	2018	1396	1643	1989
Personal Care and Service	3467	3231	1544	842	897	939



Business Compliance Data

Submission Rate

- Q1- 81%
- Q2 - 87%
- Q3 - 87%
- Q4 - 89%

QUARTER	COMPANIES	SUBMISSION
Q1	994	801
Q2	993	868
Q3	993	866
Q4	993	882



Business Compliance Data

Non-compliance Rate

- Q1- 543 (54%)
- Q2- 514 (52%)
- Q3- 491 (50%)
- Q4- 460 (46%)

QUARTER	COMPLIED TIMELY	LATE SUBMISSION	NO SUBMISSION
Q1	451	350	193
Q2	479	389	125
Q3	502	364	127
Q4	533	349	111



Business CLOSURES

2023	2024	
2	1	Businesses informed DOL
36	14	Confirmed by Compliance outreach



Workforce Census FY2023 Summary

US WORKERS

US workers, consistently show the same top 10 occupations from previous year to present.

Except for minor movement between Business and Financial Operations Occupations, Personal Care Services Occupations and Production Occupations.

US Wokers FY 2023		Q1	Q2	Q3	Q4
43	Office and Administrative Support	783	839	864	926
11	Management Occupations	750	805	787	819
35	Food Preparation and Serving Related	738	764	737	811
41	Sales and Related Occupations	695	737	685	769
53	Transportation and Material Moving	593	538	499	591
49	Installation, Maintenance, and Repair	308	336	359	327
37	Building and Grounds cleaning and	301	275	289	319
33	Protective Service Occupations	283	265	276	296
13	Business and Financial Operations	179	184	198	203
39	Personal care and Service Occupations	160	165	193	190

US WORKERS

Workforce Census FY2023 Summary

In the previous years, foreign workers showed the highest representation in the occupations of Construction.

In FY 23, this trend shifted from Construction to Installation, Maintenance and Repair; while the other occupations on the list maintain their standing.

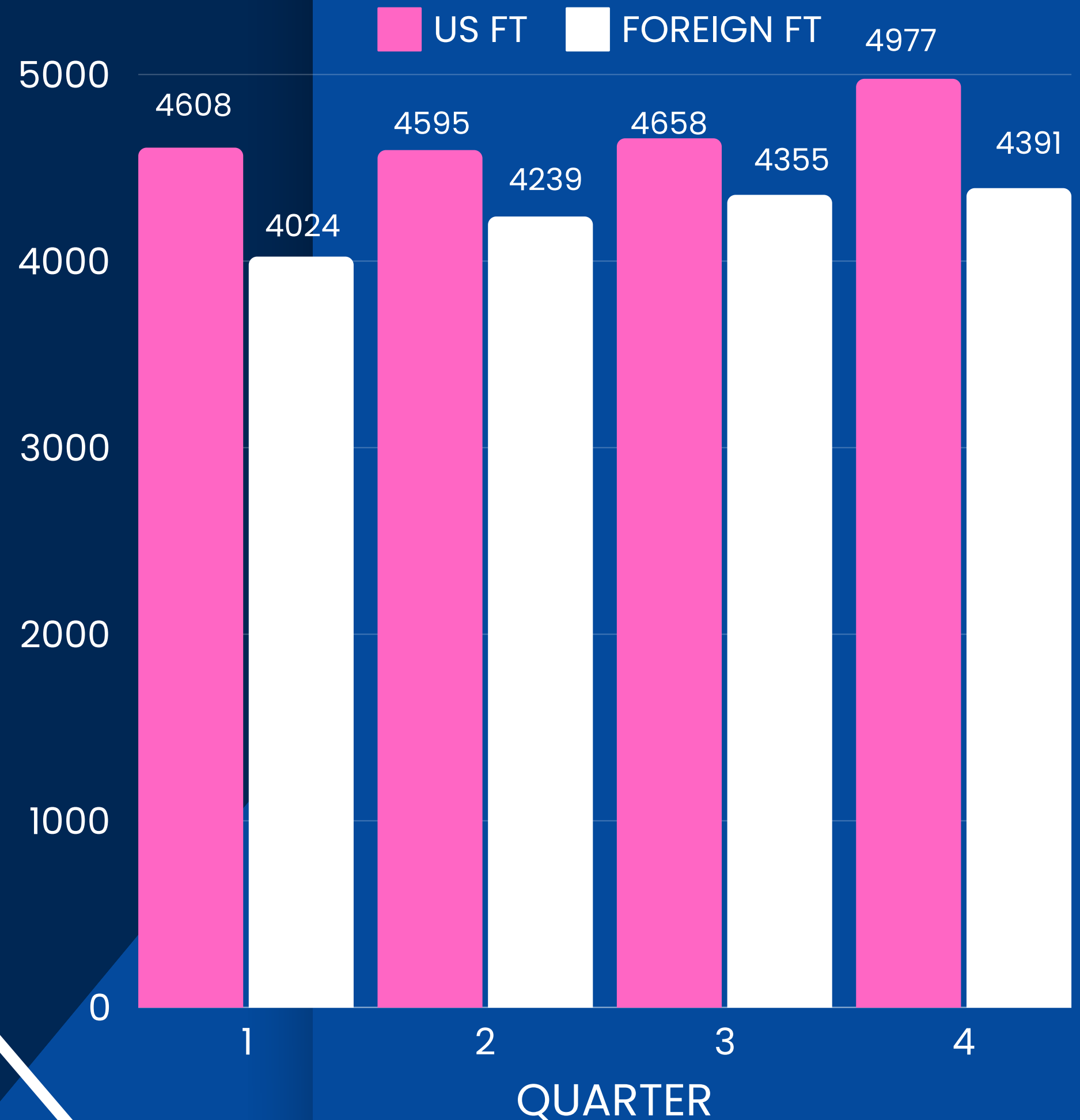
FOREIGN WORKERS

Foreign Wokers FY 2023		Q1	Q2	Q3	Q4
49	Installation, Maintenance, and Repair	1177	1242	1281	1289
35	Food Preparation and Serving Related	616	673	677	672
37	Building and Grounds cleaning and	508	536	554	575
43	Office and Administrative Support	285	336	336	321
53	Transportation and Material Moving	279	278	261	261
11	Management Occupations	259	292	273	258
41	Sales and Related Occupations	251	254	258	250
47	Construction and Extraction	204	183	182	181
51	Production Occupations	194	201	220	216
39	Personal care and Service Occupations	192	188	209	211

FOREIGN WORKERS

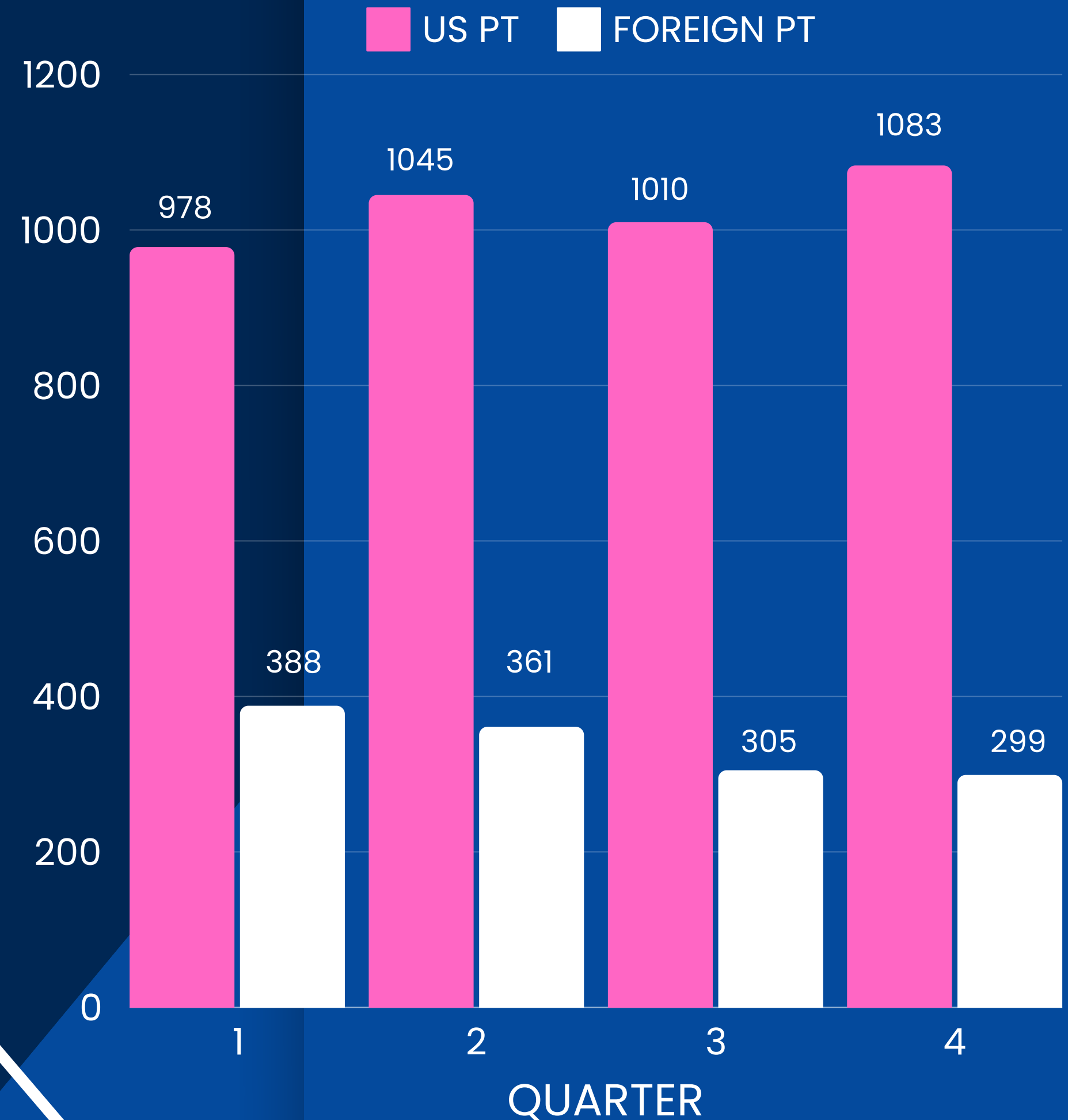
FULL TIME WORKERS US and FOREIGN 2023

- US workers are higher than foreign workers across all quarters.
- Gap remained around 500-600.
- US workers count relatively stable.
- Foreign workers count increased steadily quarter-over-quarter.



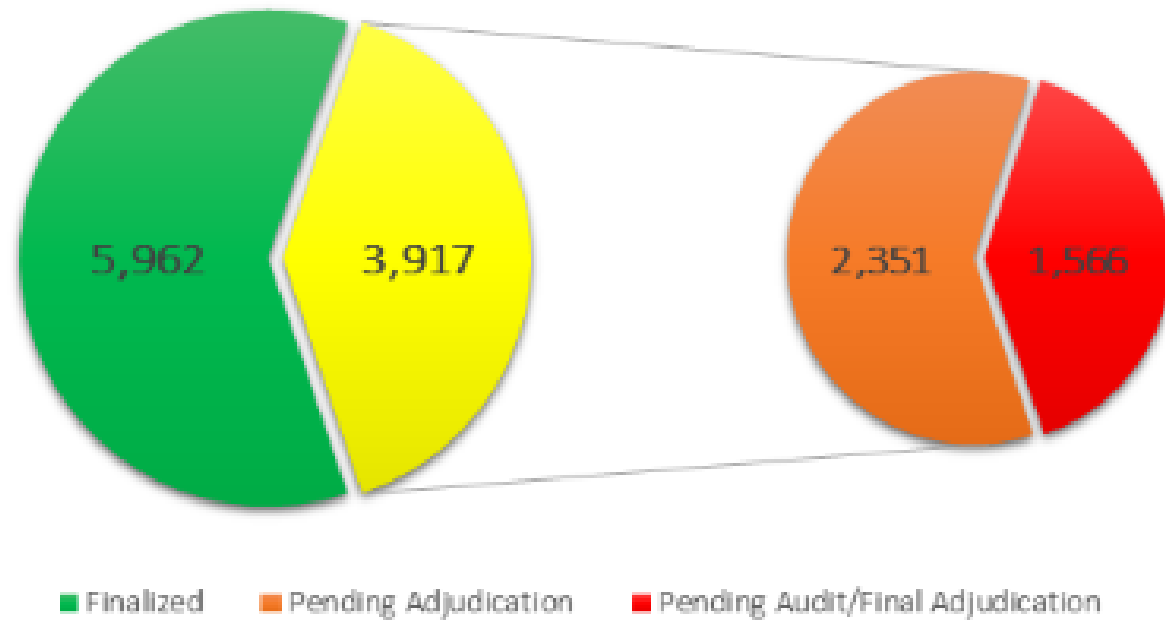
PART TIME WORKERS US and FOREIGN 2023

- US part-time workers increased over the year, peaking in Q4.
- Foreign part-time workers decreased quarter-over-quarter, with the lowest in Q4.
- US part-time count consistently higher than foreign part-time count across all quarters.



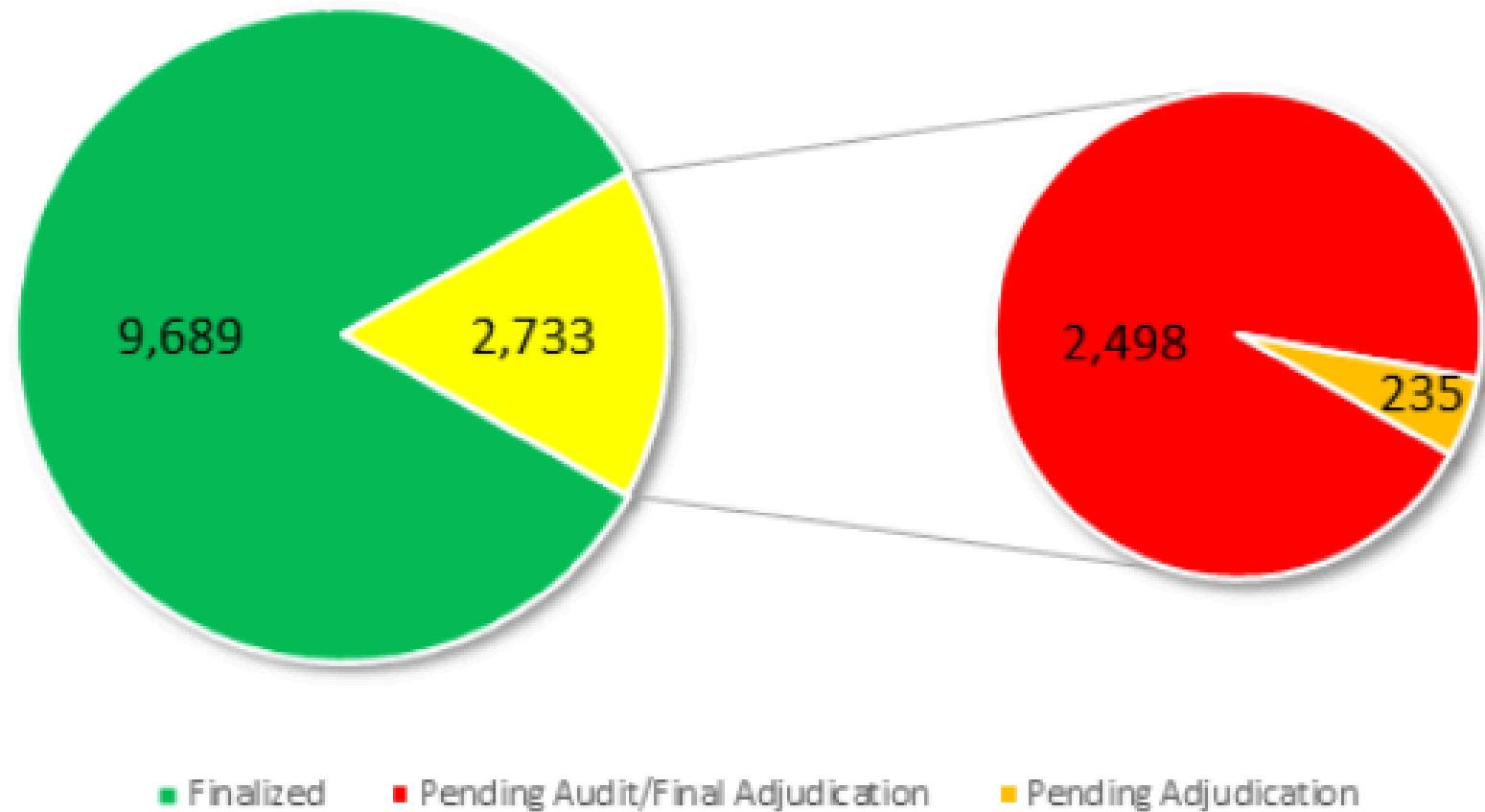
PUA Where are we now

PUA Claims 2023



- To date, PUA has received a total of 12,422 claims.
- 9,689 claims have been finalized, with 2,733 claims still pending.
- Of those pending claims, 235 are pending adjudication, while 2,498 claims are pending BPC Audit/Final Adjudication.

PUA Claims 2024



CNMI Unemployment Data (Current and past 5 years)



2017 Labor Force Survey

From the CNMI Department of Commerce

- Saipan 10.8%
- Rota 9.0%
- Tinian 6.8%

CNMI Average
Unemployment rate in
2017: 10.5%



2020 US Census

Decennial Census of Islands Areas

- CNMI Unemployment 14.1%

National Average Unemployment rate in US today: 3.8%



What about now?

CNMI Department of Commerce is scheduled to do the **Labor Force Survey** for 2024!

#comingsoon

ONGOING Challenges within DOL

- The urgent need for Construction Business partnerships to establish Apprenticeships
- Meaningful use of mountains of data to address workforce needs
- Compliance - Closure notice, RIF notice, Workforce Census and the 30% expectation
- Need for Legislation and policy review
- Passing the DOL Re-enabling statute SB# 23-57
- Passing Apprenticeship bill HB #23-48
- Conducting a feasibility study of a CNMI Unemployment Insurance Program
- Updates to Title 80
- Establishing Contractors Licensing to fund Apprenticeships in Construction trades in SB#23-62
- Lack of real time workforce data



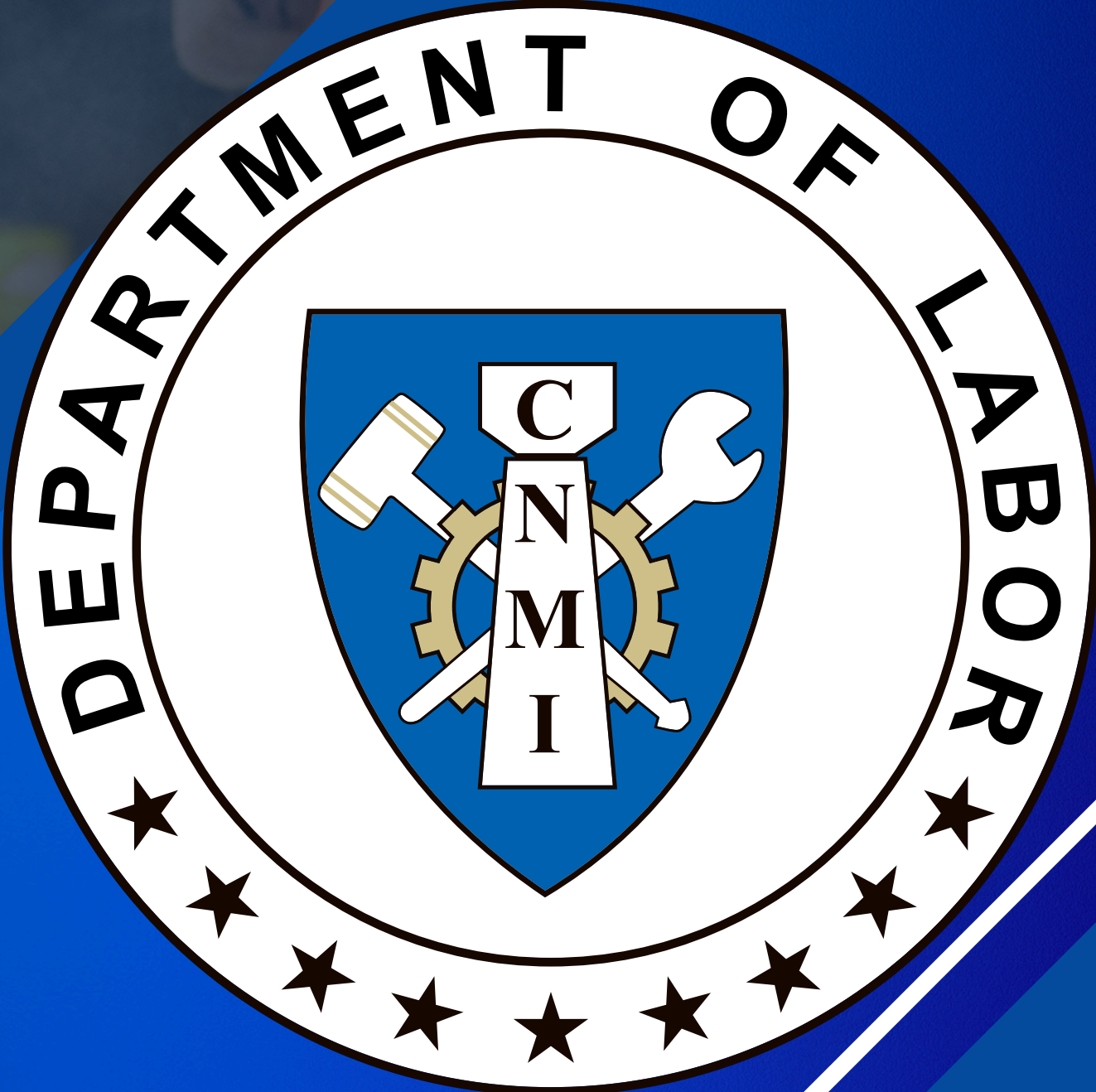


DOL Forecast - 2024

- PUA program extended until June 2025
- Establishing digital forms and processes for many of the requested documents and forms
- Revisit Labor Regulations Title 80 and create a Title 80 Review Taskforce
- Increased Enforcement operations
- Continued collaboration and alignment with other agencies in the CNMI GOV
- Inclusion of the CNMI in Wagner Peyser with the passage of US HR 6655 in the US Senate.

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THANK YOU!



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