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2025

2ND

QUARTER
REPORT

EMPLOYMENT SERVICES

JVA Postings by Occupations Data

In the second quarter of FY 2025, Job Vacancy Announcements (JVAs) totaled 522, reflecting a 16.6% decline from 626 in the first quarter. This overall drop suggests a slowdown in new hiring initiatives, possibly due to fulfilled staffing needs or seasonal trends.



The most significant decreases were seen in Installation, Maintenance, and Repair (down 33%), Building and Grounds Cleaning (down 44%), and Healthcare Practitioners (down 49%). However, several occupations showed growth, including Food Preparation and Serving (up 9%), Production (up 21%), Education (up 42%), and Computer and Mathematical roles (up 75%), indicating a shift toward specific operational and technical needs.



Healthcare Support roles also more than doubled, suggesting evolving priorities in frontline services. While most sectors reduced postings, the increased demand in select areas highlights targeted recruitment rather than widespread hiring. January marked the busiest hiring month, reinforcing the trend of front-loaded staffing early in the quarter.

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS

TOTAL JVAS

Installation, Maintenance, and Repair	114
Construction and Extraction	82
Food Preparation and Serving Related	58
Building and Grounds Cleaning and Maintenance	39
Office and Administrative Support	34
Personal Care and Service	30
Production	23
Transportation and Material Moving	22

2025 Q2

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS

TOTAL JVAS

Education, Training, and Library	17
Healthcare Practitioners and Technical	17
Business and Financial Operations	16
Architecture and Engineering	16
Healthcare Support	13
Sales and Related	11
Management	10
Computer and Mathematical	7

2025 Q2

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS

TOTAL JVAS

Protective Service	4
Arts, Design, Entertainment, Sports, and Media	3
Farming, Fishing, and Forestry	2
Life, Physical, and Social Science	2
Community and Social Services	1
Legal	1
TOTAL	522

2025 Q2

JOB OPENINGS



JOB OPENINGS BY OCCUPATIONS DATA:

In the second quarter of FY 2025, job openings totaled 5,239—slightly down from 5,448 in the first quarter—reflecting a modest 3.8% decrease, with hiring heavily concentrated in January before tapering off in February and March.



The most significant growth occurred in Construction and Extraction, which rose by over 22%, and Production, which more than doubled compared to Q1, suggesting increased demand in infrastructure and manufacturing sectors. Conversely, occupations like Education, Training, and Library experienced an 81% drop, while Healthcare Practitioners, Building Maintenance, and Installation roles also saw notable declines. Architecture and Engineering, along with Computer and Mathematical roles, showed upward trends, possibly linked to new projects or initiatives. The data indicates a shift in hiring priorities toward technical and labor-intensive occupations, with early-quarter surges likely driven by seasonal work or budget resets. Overall, while total job openings remained relatively stable, occupation-specific changes revealed significant movement in workforce demand.



JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Construction and Extraction	3173
Installation, Maintenance, and Repair	746
Building and Grounds Cleaning and Maintenance	254
Food Preparation and Serving Related	228
Production	176
Business and Financial Operations	28
Personal Care and Service	131
Management	10
Architecture and Engineering	68
Office and Administrative Support	81
Arts, Design, Entertainment, Sports, and Media	8

JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Education, Training, and Library	51
Healthcare Practitioners and Technical	76
Transportation and Material Moving	85
Sales and Related	21
Farming, Fishing, and Forestry	7
Computer and Mathematical	29
Healthcare Support	38
Protective Service	23
Life, Physical, and Social Science	3
Community and Social Services	2
Legal	1
TOTAL	5239

JOB OPENINGS TREND



The seven-year trend in job openings reveals fluctuating patterns. The highest total was recorded in 2018 (41,902), followed by a sharp decline in 2019 (34,246) and a significant drop in 2020 (20,991), likely due to the pandemic. Job openings remained low in 2021 (16,015) but showed recovery in 2022 (18,699). A stronger rebound occurred in 2023 (23,001) and 2024 (22,965), though still below 2018 levels. Seasonal trends suggest peaks in early months and mid-year, with lower openings toward year-end. Despite some recovery, job openings have yet to return to pre-2019 levels, indicating potential market shifts or slow growth.

8 Year Trends - Job Openings													
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	4481	12061	4419	546	3612	1455	4281	2664	1142	491	2947	3803	41902
2019	1606	5127	7606	379	524	2012	2441	6335	2839	2050	2566	761	34246
2020	1128	1036	1137	2243	3383	4326	1555	1631	1455	1061	792	1036	20991
2021	1188	664	469	2603	2169	3277	1448	1272	671	826	560	868	16015
2022	3616	502	745	715	3386	2037	904	2019	1380	1715	466	1214	18699
2023	1943	1560	593	2566	3635	1908	1837	3259	2126	1383	859	1332	23001
2024	2046	1376	995	1628	2901	2546	1512	3318	1235	1978	1191	2239	22965
2025	3133	1125	981										5239

VISA CATEGORIES

JVA POSTINGS & JOB OPENINGS BY VISA TYPE DATA

In the second quarter of FY 2025, total Job Vacancy Announcements (JVAs) dropped from 626 to 522, while job openings declined slightly from 5,448 to 5,239, indicating a modest slowdown in hiring. CW1 visa-related positions—traditionally the largest category—saw significant reductions, with JVAs falling from 487 to 353 and job openings from 2,218 to 1,525. In contrast, H-2B visa usage increased slightly in JVAs and significantly in job openings (from 3,127 to 3,476), reflecting strong demand for temporary, seasonal labor. H-1A and H-1B visas, although low in total numbers, grew in both JVAs and openings, signaling a greater interest in skilled professionals. Notably, PERM-related postings, absent in Q1, emerged in Q2 with 27 JVAs and 31 openings, suggesting a new focus on long-term employment sponsorship. Overall, the data highlights a shift from short-term reliance on CW1 workers to a more balanced approach, incorporating both temporary and long-term hiring strategies. (Important note: Generally, H-2B job openings are related to the Guam military base realignment contractor recruitment). See graph below.

VISA TYPE	TOTAL JVA	TOTAL OPENINGS
CW1	353	1525
H-1A	7	73
H-1B	12	48
H-2B	94	3476
N/A	29	86
EAD	0	0
PERM	0	0
PERM EB1	0	0

VISA TYPE	TOTAL JVA	TOTAL OPENINGS
PERM EB2	0	0
PERM EB3	0	0
E-3	0	0
Total:	626	5448

Online Registrant Activity Data

In FY 2025 Q2, online registrations showed a shift in labor market dynamics. Employer registrations rose by 13.3% (from 113 in Q1 to 128), steadily increasing each month and peaking in March. In contrast, applicant registrations declined by 18.6%, falling from 662 in Q1 to 539 in Q2. This led to a 13.9% overall decrease in total registrations. The applicant-to-employer ratio dropped from approximately 5.9:1 to 4.2:1, suggesting reduced job-seeker activity or improved hiring conditions. These trends may reflect seasonal patterns or a tightening labor market as employers prepare for Q3 recruitment.



Registrants:	2nd Qtr. Total:
Employers	128
Applicants	539
Total	667

Public Assistance Data:

During the second quarter of FY 2025, public assistance cases totaled 910, showing a slight increase from 886 in the first quarter. All reported assistance came exclusively from the Nutrition Assistance Program (NAP), with monthly distributions of 309 in January, 289 in February, and 312 in March. No cases were recorded under Court, Probation Office, Office of Vocational Rehabilitation (OVR), or Workforce Investment Agency (WIA), indicating consistent but narrowly focused public assistance activity concentrated solely on food security needs through NAP.

Public Assistance Report:	FY 2025 1st Quarter Total:
Court	0
Probation Office	0
NAP	910
OVR	0
WIA	0
Total:	910



Job Referral Data:

In FY 2025 2nd Quarter, self-referral was the sole method for JVA applicants, with 4,937 self-referrals (down from 5,638 in Q1). There were no system or staff referrals recorded. Monthly self-referrals fluctuated, with a slight dip in February (1,515) and a rebound in March (1,793). Overall, the absence of system and staff referrals indicates applicants are primarily self-initiating their job applications, with a small decline in engagement from Q1 to Q2, followed by recovery in March.

JVA applicants' response self-referral / staff-referral	FY 2025 2nd Qtr.Total:
Self-Referral:	4937
System-Referral:	0
Staff-Referral:	0
Total:	4937

Hires Data:

The second quarter of FY 2025 saw a 62% decrease in total hires, dropping from 53 to 20. Referred hires fell sharply by 82% (from 51 to 9), suggesting reduced recruitment outreach or fewer referral opportunities. Meanwhile, walk-in hires increased from 2 to 11, indicating a potential shift back to more informal or on-demand hiring methods. There were no reported individuals hired in the FY 2024 4th, 3rd, and 2nd quarters furnished by the Jboard.

Hired applicants:	FY 2025 2nd Qtr. Total:
(Hires) Referred:	9
(Hires) Walk-in:	11
Total:	20

JVA Certification Data

During the FY 2025 2nd quarter, a total of 192 JVA certifications were issued by the department. Monthly totals were 78 in January, 49 in February, and 64 in March. Compared to the 1st quarter total of 273 certifications, the 2nd quarter saw a noticeable decline. February recorded the fewest certifications, while January had the highest within the quarter. The overall trend suggests a reduced demand or slower processing of JVA certifications compared to the previous quarter.

**JVAs are certified based on a review that (1) no US Status-Qualified citizens were willing and able to perform the job employers posted on the Department's website, and (2) employers are compliant with the Department's Quarterly Compliance requirement (via submission of Census of Employment and Workforce Plan).*

No. of JVA Certification Issued:	Jan 2025	Feb 2025	Mar 2025	FY 2025 2 ND Quarter Total	FY 2025 1 ST Quarter Total
Total:	78	49	64	192	273



Client Visitations Data:

In the second quarter of FY 2025, total client visitations reached 927, showing a slight increase from 900 in the first quarter. The vast majority of visits—910—were through the NAP Work Register, up from 886, indicating consistent and growing engagement in work registration services. DES Walk-in/Others accounted for 17 visits, a small rise from 14 in the previous quarter. Monthly visit trends remained steady, with January at 314, February at 293, and March peaking slightly at 320. Overall, the data reflects a stable pattern of client interaction with a marginal upward trend, largely driven by the sustained use of NAP Work Register services.

No. of Client Visitations	Jan 2025	Feb 2025	Mar 2025	FY 2025 2nd Qtr. Total:	FY 2025 1st Qtr. Total:
NAP Work Register:	309	289	312	910	886
DES Walk-in/Others	5	4	8	17	14
Total:	314	293	320	927	900

DES Inquiry Data

In the second quarter of FY 2025, the Department of Employment Services (DES) received a total of 949 inquiries from employers and job applicants. Of these, 406 were phone call inquiries and 543 were email inquiries, showing a stronger preference for email communication. January saw 259 inquiries, February had the highest at 386, and March recorded 304 inquiries. February’s spike suggests increased activity or need for support during that month. Overall, email remained the most common method of inquiry throughout the quarter, highlighting a trend toward digital communication over traditional phone calls for DES services.

FY 2025 2nd Quarter DES Inquiry Data				
DES no. of inquiries from employers/job applicants:	Jan 2025	Feb 2025	Mar 2025	Total:
Phone Call Inquiries:	127	158	121	406
Email Inquiries:	132	228	183	543
Total:	259	386	304	949

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