

2025

ANNUAL REPORT

EMPLOYMENT SERVICES



Annual Report Year 2025

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JVA POSTINGS BY OCCUPATIONS DATA

Fiscal Year 2025 recorded a total of 2,986 Job Vacancy Announcements (JVAs). The year was marked by a massive mid-year surge in recruitment activity, peaking in the third quarter before stabilizing as the fiscal year closed.

Leading Sector: Installation, Maintenance, and Repair was the primary driver of job postings, accounting for the highest volume in three out of four quarters.

Supporting Sectors: Food Preparation and Serving and Construction and Extraction consistently rounded out the top three, reflecting the CNMI's core reliance on the hospitality and infrastructure industries.



01 Installation, Maintenance and Repair

752 JVAs



02 Food Preparation

332 JVAs



03 Construction and Extraction

320 JVAs



JVA POSTINGS BY OCCUPATIONS DATA

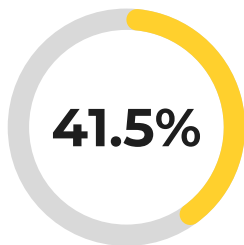
Installation, Maintenance, and Repair	752
Food Preparation and Serving Related	332
Construction and Extraction	320
Building and Grounds Cleaning and Maintenance	249
Personal Care and Service	232
Office and Administrative Support	219
Transportation and Material Moving	145
Production	134
Sales and Related	108
Business and Financial Operations	90
Healthcare Practitioners and Technical	77
Architecture and Engineering	74
Management	55
Healthcare Support	52
Education, Training, and Library	43
Arts, Design, Entertainment, Sports, and Media	26
Farming, Fishing, and Forestry	25
Computer and Mathematical	18
Protective Service	18
Life, Physical, and Social Science	10
Community and Social Services	4
Legal	3

JOB OPENINGS BY OCCUPATIONS DATA

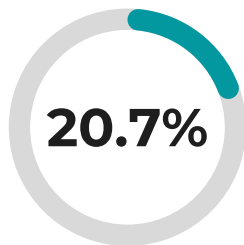


The total number of job openings available across all JVs in FY 2025 reached 21,030. This figure represents the total "manpower demand" for the Commonwealth.

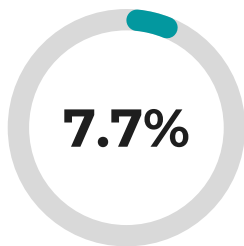
While the number of individual JVs fluctuated, the actual volume of openings remained remarkably stable above 5,000 per quarter. The Construction and Extraction sector dominated the volume of openings, particularly in Q4, where it accounted for nearly 50% of all available positions.



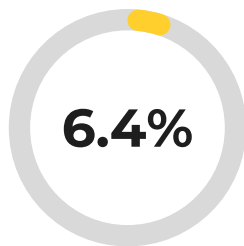
Construction and Extraction



Installation, Maintenance, and Repair



Building and Grounds Cleaning and Maintenance



Food Preparation and Serving Related

CONSTRUCTION AND EXTRACTION
9,299 Job Openings

INSTALLATION, MAINTENANCE, AND REPAIR
4,639 Job Openings

BUILDING AND GROUNDS CLEANING AND MAINTENANCE
1,735 Job Openings

FOOD PREPARATION AND SERVING RELATED
1,425 Job Openings



JOB OPENINGS BY OCCUPATIONS DATA

Construction and Extraction	9299
Installation, Maintenance, and Repair	4639
Building and Grounds Cleaning and Maintenance	1735
Food Preparation and Serving Related	1425
Personal Care and Service	902
Production	547
Office and Administrative Support	531
Transportation and Material Moving	486
Healthcare Practitioners and Technical	369
Education, Training, and Library	343
Architecture and Engineering	223
Sales and Related	211
Healthcare Support	190
Business and Financial Operations	158
Protective Service	90
Farming, Fishing, and Forestry	71
Management	63
Arts, Design, Entertainment, Sports, and Media	56
Computer and Mathematical	49
Life, Physical, and Social Science	23
Community and Social Services	22
Legal	4



JOB OPENINGS TREND

The FY 2025 data confirms that the CNMI labor market has ceased its post-pandemic climb and has instead entered a protracted plateau. While the total volume remains above the 20,000 threshold, the lack of upward momentum since 2023 suggests the market has hit a structural ceiling.

FISCAL YEAR	TOTAL JOB OPENINGS	MARKET STATUS	% OF 2018 PEAK
2018	41,902	Pre-Pandemic Baseline	Pre-Pandemic Baseline
2019	34,246	Initial Economic Downturn	82%
2020	20,991	Pandemic Impact	50%
2021	16,015	Pandemic Economic Floor	38%
2022	18,699	Minimal Recovery	45%
2023	23,001	Artificial Peak (Post-Pandemic Bounce)	55%
2024	22,965	Stagnation / Plateau	55%
2025	21,030	Current Stagnated Market	50%



JOB OPENINGS TREND

The 50% Gap: Despite four years of "recovery," the current market volume (21,030) is still roughly 50% lower than the pre-pandemic levels of 2018 (41,902). This indicates that the economy has not "stabilized" at a healthy level, but has settled at a significantly diminished capacity.

Sector Volatility: The current "plateau" is precarious; it is heavily propped up by the Construction and Extraction sector (driven by federal/infrastructure projects) rather than a broad-based recovery of the private service or tourism sectors.

H-2B Dependency: A significant portion of the "total openings" are tied to H-2B visas for large-scale projects. If these specific projects conclude without new ones to replace them, the 20,000-opening threshold likely cannot be maintained, revealing the lack of underlying economic stability.



VISA CATEGORIES

JVA & JOB OPENINGS

The recruitment landscape in FY 2025 shows a clear distinction between high-frequency general business hiring (CW-1) and high-volume project-based hiring (H-2B).

VISA TYPE	ANNUAL TOTAL JVAs	ANNUAL TOTAL OPENINGS
CW-1	2,322	10,446
H-2B	387	13,151
PERM	61	97
H-1B	29	111
H-1A	13	87
Other/NA	165	447
TOTAL	2,977	24,339

78%

CW-1 has 2,322 JVAs but has 43 % of Job Openings in total

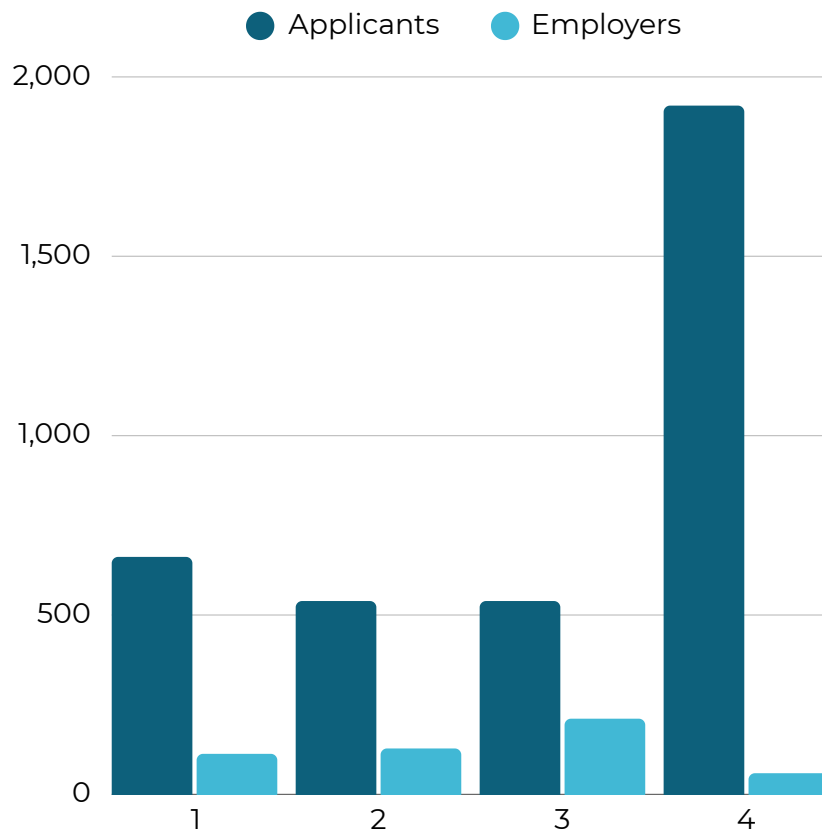
54%

H-2B has 54% in Job Openings but has 13 % in JVAs.



ONLINE REGISTRANT ACTIVITY DATA

FY 2025 saw a massive transition toward digital engagement, with the portal recording 4,171 new registrations.



APPLICANTS

Q4 recorded 1,920 new applicant registrations.



EMPLOYERS

A total of 511 new employer registrations for the year.

Registrants:	1st Qtr. Total:	2nd Qtr. Total:	3rd Qtr. Total:	4th Qtr. Total:
Employers:	113	128	211	59
Applicants:	662	539	539	1920
Total:	775	667	750	1979
FY 2025 Overall Total:				4171



PUBLIC ASSISTANCE DATA

The Nutrition Assistance Program (NAP) remains the primary public assistance interface for the department.

Annual Recipients: 3,608 total cases registered.

Trend: Participation peaked in Q4 with 1,000 active cases, a 23% increase from the Q3 lull, reflecting a strong year-end reliance on the work-register system.

JOB REFERRAL & HIRES DATA

The effectiveness of the JVA platform is evidenced by the high volume of independent job-seeking and successful placements.

Total Referrals: 22,556 (100% Self-Referrals).

Total Hires: 950 Hires.

Placement Efficiency: Q4 was the most successful period for hiring, with 771 individuals starting new roles—accounting for 81% of the total annual hiring activity.

CATEGORY	Q1	Q2	Q3	Q4	FY 2025 TOTAL
Total Referrals	5,638	4,937	6,199	5,782	22,556
<i>Self-Referrals</i>	<i>5,638</i>	<i>4,937</i>	<i>6,199</i>	<i>5,782</i>	<i>22,556</i>
<i>System/Staff Referrals</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
Total Hires	53	20	160	771	950
<i>Self-Referred Hires</i>	<i>51</i>	<i>9</i>	<i>156</i>	<i>717</i>	<i>933</i>
<i>Walk-in Hires</i>	<i>2</i>	<i>11</i>	<i>4</i>	<i>0</i>	<i>17</i>



JVA CERTIFICATION DATA & ENFORCEMENT REFERRALS

QUARTER	JVA CERTIFICATIONS ISSUED	ENFORCEMENT REFERRALS	PRIMARY VIOLATION
Q1	273	2	Non-compliance w/ Declaration
Q2	192	3	Non-compliance w/ Declaration
Q3	421	3	Non-compliance w/ Declaration
Q4	273	0	N/A
FY 2025 TOTAL	1,159	8	Regulatory Non-compliance

The Department of Labor maintains market integrity through a two-step verification process that balances employer needs with U.S. worker protection.

JVA Certification: Issued only after a Labor Specialist confirms an employer's local recruitment was unsuccessful. In FY 2025, 1,159 certifications were issued, proving that nearly 40% of positions lacked qualified local applicants.

Enforcement Referral: A corrective action triggered when a specialist identifies a regulatory breach. In FY 2025, 8 cases were referred for Non-compliance with the Employer Declaration, ensuring the "U.S. Worker First" policy is not bypassed through bad-faith recruitment.





Director of Employment Services:
Eugene Tebuteb

Labor Certification Supervisor:
James Ulloa

Job Placement Officer: Alicia Agulto

Job Placement Officer: Manases Iguel

Labor Certification Tech. II: Elaine Rosario

Labor Certification Worker: Dennis Cabrera

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