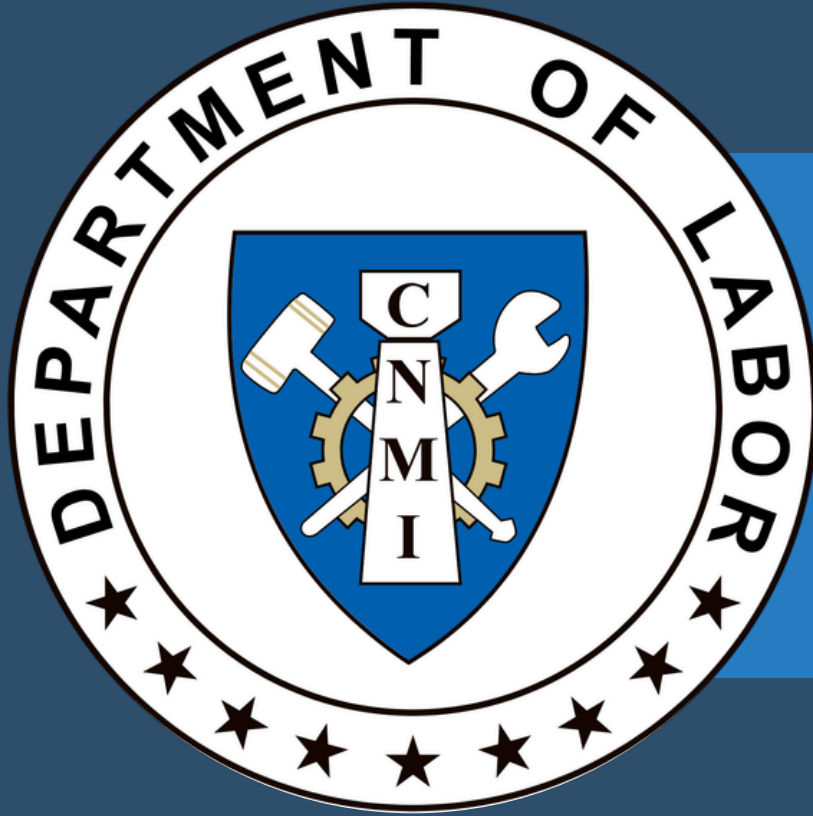


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2025

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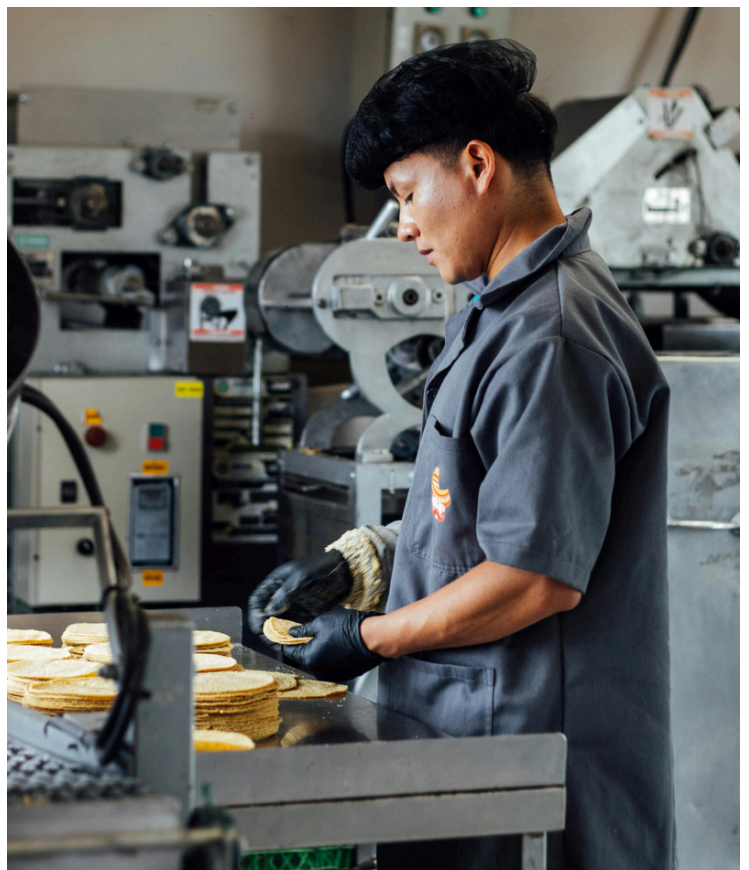
EMPLOYMENT SERVICES

JVA Postings by Occupations Data

In the third quarter of FY 2025, Job Vacancy Announcements (JVAs) totaled 1,105, reflecting a significant 111.7% increase from 522 in the second quarter. This surge suggests a robust renewal of recruitment efforts heading into the second half of the fiscal year, likely driven by new project starts and mid-year budget resets.



The most significant growth was observed in Installation, Maintenance, and Repair, which jumped to 286 postings (up from 114 in Q2). Other high-activity sectors included Food Preparation and Serving Related (140 JVAs) and Personal Care and Service (122 JVAs). While most sectors saw double or triple-digit growth, Computer and Mathematical roles saw a slight decrease, indicating that the hiring spike was primarily focused on operational and service-oriented roles.



JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS TOTAL JVAS

Installation, Maintenance, and Repair	286
Food Preparation and Serving Related	140
Personal Care and Service	122
Office and Administrative Support	92
Building and Grounds Cleaning and Maintenance	76
Construction and Extraction	72
Transportation and Material Moving	62
Production	57

2025 Q3

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS	TOTAL JVAS
Sales and Related	48
Management	28
Business and Financial Operations	27
Farming, Fishing, and Forestry	18
Healthcare Support	18
Architecture and Engineering	16
Education, Training, and Library	11
Arts, Design, Entertainment, Sports, and Media	10

2025 Q3

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS TOTAL JVAS

Protective Service	7
Healthcare Practitioners and Technical	6
Computer and Mathematical	4
Life, Physical, and Social Science	3
Community and Social Services	1
Legal	1
TOTAL	1,105

2025 Q3

JOB OPENINGS



JOB OPENINGS BY OCCUPATIONS DATA:

In the third quarter of FY 2025, total job openings reached 5,024, down slightly from 5,239 in the second quarter—a modest 4.1% decrease. Despite the high volume of new announcements (JVAs), the total pool of available positions remained relatively stable, suggesting a high rate of successful placements and workforce turnover during the April–June period.



Construction and Extraction continued to be the dominant sector, accounting for a significant portion of the total openings. However, the data indicates a slight shift in hiring priorities toward technical and labor-intensive occupations. The stabilization of total openings alongside the surge in recruitment volume typically points to a competitive hiring environment where companies are actively filling roles to meet immediate operational needs.

JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Installation, Maintenance, and Repair	1639
Construction and Extraction	829
Food Preparation and Serving Related	586
Personal Care and Service	451
Building and Grounds Cleaning and Maintenance	420
Office and Administrative Support	224
Transportation and Material Moving	190
Production	189
Sales and Related	93
Healthcare Support	88
Business and Financial Operations	59
Farming, Fishing, and Forestry	53

JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Healthcare Practitioners and Technical	38
Protective Service	37
Management	36
Architecture and Engineering	31
Arts, Design, Entertainment, Sports, and Media	30
Education, Training, and Library	16
Computer and Mathematical	9
Life, Physical, and Social Science	4
Community and Social Services	1
Legal	1
TOTAL	5024

JOB OPENINGS TREND



The eight-year trend in job openings highlights a period of significant stabilization following the volatility of the early 2020s. After the pandemic-era lows (reaching a floor of 16,015 in 2021), the CNMI labor market has leveled out, maintaining a consistent volume between 20,000 and 23,000 openings annually over the last three fiscal years.

In FY 2025, the market exhibited a strong start with 3,133 openings in January, followed by a steady performance through the third and fourth quarters. While the current totals remain below the pre-2019 peak of 41,902, the data suggests a move away from erratic fluctuations toward a more predictable hiring cycle. The concentration of openings in the latter half of the year indicates sustained demand for labor in infrastructure and specialized maintenance sectors.

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	730	2516	1778							10263

VISA CATEGORIES

JVA POSTINGS & JOB OPENINGS BY VISA TYPE DATA

In the third quarter of FY 2025, the distribution of Job Vacancy Announcements (JVAs) across visa categories indicates a continued reliance on transitional and temporary labor to meet island-wide staffing needs. CW1 visa-related positions remain the most active category with 914 JVAs, representing the primary vehicle for general business recruitment in the CNMI.

H-2B positions followed with 100 JVAs, supporting the ongoing demand for temporary labor in large-scale construction and infrastructure projects. Notably, professional and permanent pathways showed consistent activity; H-1B (Specialty Occupations) and H-1A (Nursing) accounted for a combined 61 JVAs, while PERM (Permanent Labor Certification) postings totaled 14. This variety in visa types suggests that while the market is still dominated by transitional workers, there is a steady effort by employers to secure specialized professionals and long-term employment status for key staff.

VISA TYPE TOTAL JVA TOTAL OPENINGS

VISA TYPE	TOTAL JVA	TOTAL OPENINGS
CW1	976	4133
H-1A	1	5
H-1B	5	5
H-2B	65	745
N/A	35	83

VISA TYPE TOTAL JVA TOTAL OPENINGS

VISA TYPE	TOTAL JVA	TOTAL OPENINGS
EAD	0	0
PERM	23	53
PERM EB1	0	0
PERM EB2	0	0
PERM EB3	0	0
E-3	0	0

Online Registrant Activity Data

In the third quarter of FY 2025, online registration activity totaled 750, marking a 12.4% increase from the second quarter (667). This growth was primarily driven by a surge in Employer registrations, which rose to 211—a significant jump from 128 in Q2 and 113 in Q1. This trend indicates a strengthening of employer engagement with the Division of Employment Services (DES) platforms as the fiscal year progresses.

Applicant registrations remained perfectly stable compared to the previous quarter, holding steady at 539. Monthly data shows that activity was most concentrated in the latter half of the quarter, with May and June recording 284 and 287 total registrations respectively, compared to just 179 in April. Overall, the data reflects a healthy labor market where employer participation is expanding while the candidate pool remains consistent.



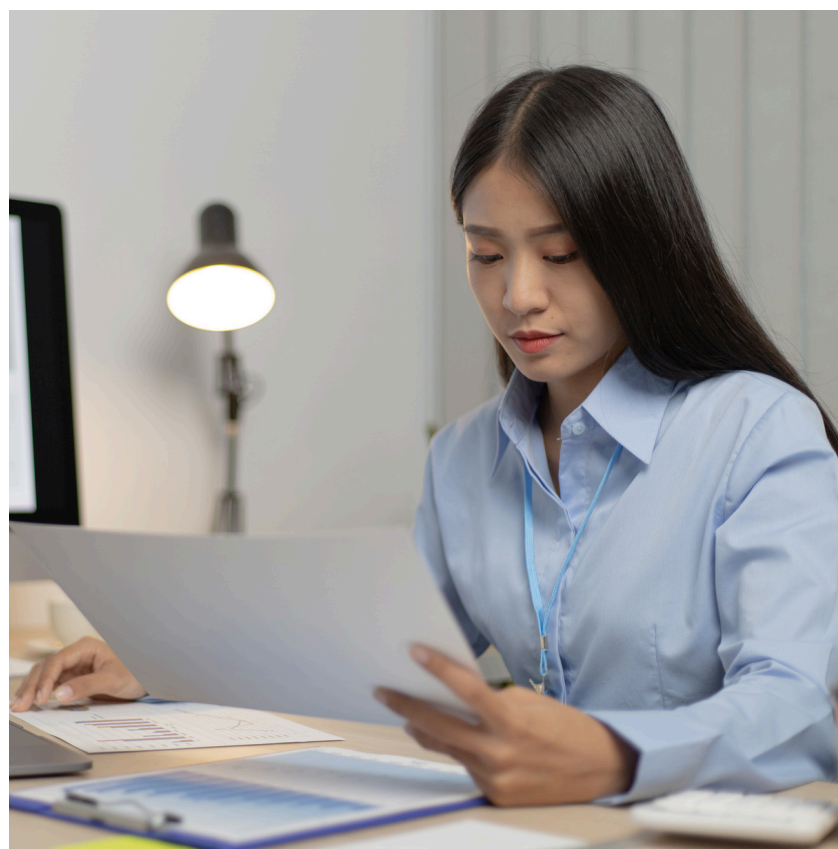
Registrants:	3rd Qtr. Total:
Employers	211
Applicants	539
Total	750

Public Assistance Data:

In the third quarter of FY 2025, public assistance activity was exclusively reported under the Nutrition Assistance Program (NAP), which recorded a total of 812 cases. This figure represents a slight decrease compared to the 910 cases reported in the second quarter and 886 in the first quarter, suggesting a stabilizing trend in assistance requirements.

Monthly activity remained remarkably consistent throughout the period, with April and June each recording 270 cases, and May seeing a negligible increase to 272 cases. Notably, there was no activity recorded for other public assistance programs, including the Court, Probation Office, OVR, or WIA, across all three quarters of the fiscal year to date. This data reinforces that NAP continues to be the primary and most consistent source of public support engagement handled by the department.

Public Assistance Report:	FY 2025 3rd Quarter Total:
Court	0
Probation Office	0
NAP	812
OVR	0
WIA	0
Total:	810



Job Referral Data:

In the third quarter of FY 2025, the Division of Employment Services (DES) saw a significant increase in job seeker activity, with total referrals rising to 6,199. This represents a 25.6% increase from the 4,937 referrals recorded in the second quarter. Notably, 100% of these referrals were self-referrals, continuing a trend seen throughout the fiscal year where no system or staff-driven referrals were recorded. Monthly activity peaked sharply in May with 3,025 self-referrals, accounting for nearly half of the entire quarter's activity. This upward trend reflects high applicant engagement and a growing reliance on self-directed job searches within the department's online portal.

JVA applicants' response self-referral / staff-referral	FY 2025 3rd Qtr.Total:
Self-Referral:	6199
System-Referral:	0
Staff-Referral:	0
Total:	6199

Hires Data:

In the third quarter of FY 2025, the number of hired applicants saw a substantial increase, reaching a total of 160 hires. This represents a dramatic recovery compared to the 53 hires in the first quarter and the 20 hires recorded in the second quarter. This growth was almost entirely driven by Self-referred hires, which surged from just 9 in the second quarter to 156 in the third quarter. In contrast, Walk-in hires remained a minimal component of the total, with only 4 recorded for the period. The data indicates a strong rebound in successful job placements, specifically through self-initiated applications, signaling a highly active and effective period for job seekers engaging with the DES system.

Hired applicants:	FY 2025 3rd Qtr. Total:
(Hires) Referred:	156
(Hires) Walk-in:	4
Total:	160

JVA Certification Data

In the third quarter of FY 2025, the number of JVA Certifications issued rose significantly, totaling 421. This represents more than double the 192 certifications issued in the second quarter and is well above the 273 recorded in the first quarter.

A "Certified" status is granted only after a rigorous review confirms that (1) no U.S. Status-Qualified citizens were willing and able to perform the job, and (2) the employer is fully compliant with Quarterly Compliance requirements, including the submission of a Census of Employment and Workforce Plan. The surge in activity was most prominent in May 2025, which recorded 300 certifications—the highest monthly figure of the fiscal year to date. This peak indicates a period of high administrative processing to meet increased employer demand during the third quarter.

No. of JVA Certification Issued:	Apr 2025	May 2025	June 2025	FY 2025 3rd Quarter Total	FY 2025 2nd Quarter Total
Total:	85	300	36	421	192



Client Visitations Data:

In the third quarter of FY 2025, total client visitations reached 831, showing a slight decrease from 927 in the second quarter and 900 in the first. This trend is primarily driven by a decline in NAP Work Register visits, which totaled 812 for the quarter compared to 910 in Q2.

In contrast, DES Walk-in/Others engagement saw a steady improvement, increasing to 19 visits from 17 in the second quarter and 14 in the first. Monthly activity remained highly consistent throughout the quarter, with total visits ranging from 272 to 282 each month. While overall program-mandated participation has dipped slightly, the rise in walk-in traffic indicates an increase in spontaneous, self-initiated engagement with Employment Services.

No. of Client Visitations	Apr 2025	May 2025	Jun 2025	FY 2025 4th Qtr. Total:	FY 2025 3rd Qtr. Total:	FY 2025 2nd Qtr. Total:	FY 2025 1st Qtr. Total:
NAP Work Register:	270	272	270		812	910	886
DES Walk-in/Others	2	5	12		19	17	14
Total:	272	277	282		831	927	900

DES Inquiry Data

In the third quarter of FY 2025, the Division of Employment Services (DES) experienced a steady rise in engagement, receiving a total of 1,385 inquiries from employers and job applicants. This marks a period of significant growth in communication volume, with inquiries nearly doubling from April (287) to June (567). Email continues to be the primary method of communication for stakeholders, accounting for 854 inquiries (approximately 62% of the total). While digital correspondence remained the dominant trend, phone inquiries also saw a notable increase, peaking at 214 in May. This consistent upward trajectory in both phone and email contacts reflects a growing reliance on DES services and a highly active recruitment environment as the fiscal year moves toward the final quarter.

FY 2025 3rd Quarter DES Inquiry Data				
DES no. of inquiries from employers/job applicants:	April 2025	May 2025	Jun 2025	Total:
Phone Call Inquiries:	132	214	185	531
Email Inquiries:	155	317	382	854
Total:	287	531	567	1385

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