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2025

4TH

QUARTER
REPORT

EMPLOYMENT SERVICES

JVA Postings by Occupations Data

In the fourth quarter of FY 2025, Job Vacancy Announcements (JVAs) totaled 733. While this is a decrease from the massive Q3 surge of 1,105, it remains significantly higher than the first two quarters of the year. This volume indicates that recruitment remained steady as the fiscal year closed, with a total of 2,986 JVAs posted throughout FY 2025.



The leading sectors for recruitment in Q4 were Installation, Maintenance, and Repair (182 JVAs) and Construction and Extraction (84 JVAs). This trend reinforces the year-long narrative of a labor market heavily driven by infrastructure development and technical service needs.



JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS	TOTAL JVAS
Installation, Maintenance, and Repair	182
Construction and Extraction	84
Food Preparation and Serving Related	81
Building and Grounds Cleaning and Maintenance	65
Office and Administrative Support	56
Personal Care and Service	41
Transportation and Material Moving	36
Production	35

2025 Q4

JOB VACANCY ANNOUNCEMENTS

OCCUPATIONAL GROUPS	TOTAL JVAS
Sales and related	34
Business and Financial Operations	27
Architecture and Engineering	26
Healthcare Practitioners and Technical	21
Healthcare Support	16
Management	6
Arts, Design, Entertainment, Sports, and Media	5
Protective Service	4

2025 Q4

JOB VACANCY ANNOUNCEMENTS

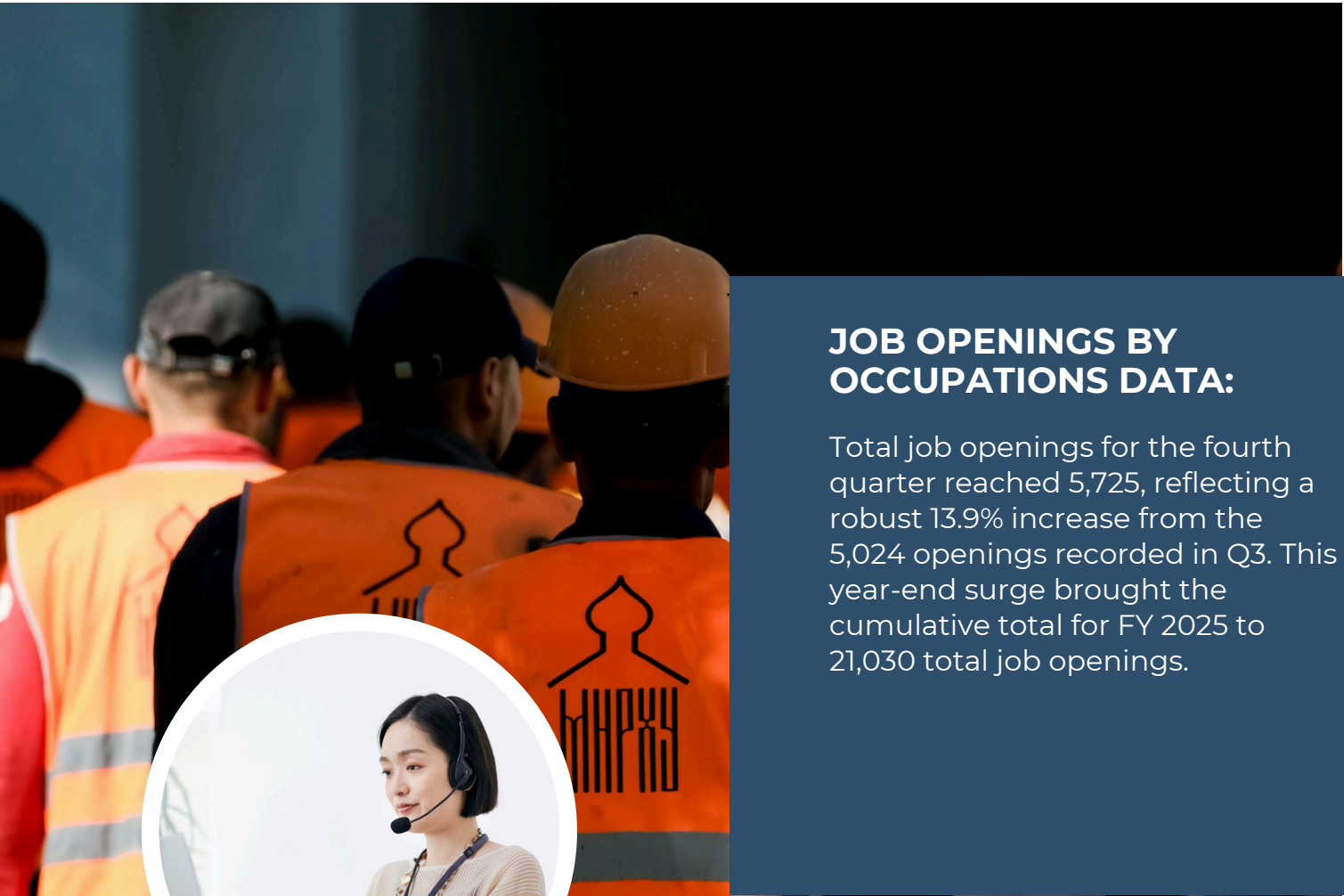
OCCUPATIONAL GROUPS

TOTAL JVAS

Computer and Mathematical	3
Education, Training, and Library	3
Farming, Fishing, and Forestry	3
Life, Physical, and Social Science	3
Community and Social Services	2
Legal	0

2025 Q4

JOB OPENINGS



JOB OPENINGS BY OCCUPATIONS DATA:

Total job openings for the fourth quarter reached 5,725, reflecting a robust 13.9% increase from the 5,024 openings recorded in Q3. This year-end surge brought the cumulative total for FY 2025 to 21,030 total job openings.



The data reveals a dramatic surge in Construction and Extraction, which dominated the quarter with 2,699 openings—nearly half of all available positions in the CNMI. This was followed by Installation, Maintenance, and Repair (1,212 openings) and Building and Grounds Cleaning and Maintenance (497 openings). This distribution underscores a heavy reliance on blue-collar and technical trades to support the Commonwealth’s infrastructure and hospitality sectors as the fiscal year concludes.

JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Construction and Extraction	2699
Installation, Maintenance, and Repair	1212
Building and Grounds Cleaning and Maintenance	497
Food Preparation and Serving Related	367
Personal Care and Service	169
Transportation and Material Moving	136
Office and Administrative Support	133
Production	97
Healthcare Practitioners and Technical	94
Architecture and Engineering	91
Sales and Related	70
Business and Financial Operations	41

JOB OPENINGS

BY ONET CODE: OCCUPATIONS

Healthcare Support	40
Community and Social Services	19
Protective Service	18
Life, Physical, and Social Science	12
Education, Training, and Library	7
Farming, Fishing, and Forestry	7
Management	6
Arts, Design, Entertainment,	6
Computer and Mathematical	3
Legal	1

JOB OPENINGS TREND



The 8-year trend analysis illustrates a resilient recovery in the CNMI labor market. After a significant contraction during the pandemic years, which reached a floor of 16,015 openings in 2021, the market has demonstrated a sustained upward trajectory.

For the third consecutive year, job openings have remained above the 20,000 threshold. While FY 2025 saw a slight leveling off at 21,030 total openings compared to the previous year’s peak, the quarterly data shows that the year ended on its strongest note. The surge to 5,725 openings in Q4 represents the highest quarterly volume of the year, driven largely by intensified demand in the construction and technical maintenance sectors. This consistent performance over the last three years suggests that the CNMI has established a new, stable baseline for labor demand.

8 Year Calendar Year (CY) 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	1274	1411	3040				15988

VISA CATEGORIES

JVA POSTINGS & JOB OPENINGS BY VISA TYPE DATA

In the fourth quarter of FY 2025, the relationship between Job Vacancy Announcements (JVAs) and actual Job Openings reveals a high-intensity recruitment environment, particularly in the H-2B and CW-1 categories. While CW-1 filings were the most frequent with 568 JVAs, they represented 2,570 total openings.

In contrast, the H-2B category demonstrated the highest per-filing volume; with only 98 JVAs, it accounted for a massive 3,049 job openings. This indicates that H-2B employers are recruiting for large-scale projects requiring significant manpower. Additionally, the department saw continued activity in the PERM (Permanent Labor Certification) category, which recorded 18 JVAs for 25 openings, signaling a strategic effort by employers to secure long-term, permanent status for specialized staff as the fiscal year concludes.

VISA TYPE	TOTAL JVA	TOTAL OPENINGS	VISA TYPE	TOTAL JVA	TOTAL OPENINGS
CW1	568	2570	EAD	0	0
H-1A	0	0	PERM	18	25
H-1B	8	11	PERM EB1	0	0
H-2B	98	3049	PERM EB2	0	0
N/A	41	70	PERM EB3	0	0
			E-3	0	0

Online Registrant Activity Data

In the fourth quarter of FY 2025, digital engagement reached its highest level for the fiscal year with a total of 1,979 new registrations. This represents a significant 163% increase from the 750 registrations recorded in Q3. This surge was primarily driven by a massive influx of Job Applicants during the July–September period.

Throughout the full fiscal year, the department recorded 4,171 total online registrations, consisting of 3,660 applicants and 511 employers. While employer registrations showed a decline in the final quarter, the overwhelming interest from job seekers indicates a strong and active labor pool heading into the next fiscal year.



Registrants:	4th Qtr. Total:
Employers	59
Applicants	1920
Total	1979

Public Assistance Data:

The 4th quarter saw a significant 23.1% increase in NAP recipients, reaching 1,000 cases—the highest volume of the fiscal year. This rebound follows a dip in the 3rd quarter and indicates a peak in demand as the year concluded. Over the full year, the department supported a total of 3,608 recipients, maintaining a steady average of approximately 902 cases per quarter. This year-end rise may reflect increased household need, successful eligibility outreach, or seasonal factors.

Public Assistance Report:	FY 2025 4th Quarter Total:
Court	0
Probation Office	0
NAP	1000
OVR	0
WIA	0
Total:	1000



Job Referral Data:

For the entire Fiscal Year 2025, the department recorded a total of 22,556 U.S. applicant referrals. Notably, 100% of these were self-referrals, meaning job seekers independently utilized the Job Vacancy Announcement (JVA) platform to apply for positions without requiring system-generated or staff-assisted intervention. The 4th quarter recorded 5,782 self-referrals. While this is a slight 6.7% decrease from the Q3 peak, it remains significantly higher than the volume seen in the second quarter, reflecting steady and autonomous engagement from the local workforce.

JVA applicants' response self-referral / staff-referral	FY 2025 4th Qtr.Total:
Self-Referral:	5782
System-Referral:	0
Staff-Referral:	0
Total:	5782

Hires Data:

The fourth quarter experienced a "sharp rise" in recruitment success, with 717 hires recorded—representing 81% of the entire year's hiring activity. This dramatic increase suggests highly effective job-matching efforts or a seasonal peak in employer onboarding as the fiscal year concluded.

The vast majority of these hires (98%) came from self-referred applicants, while walk-ins played a minimal role in the total workforce acquisition.

Hired applicants:	FY 2025 4th Qtr. Total:
(Hires) Referred:	717
(Hires) Walk-in:	0
Total:	717

JVA Certification Data

In the fourth quarter of FY 2025, the department issued 273 JVA certifications. While activity remained steady in July (115) and August (126), there was a significant sharp decline in September, with only 32 certifications issued.

For the full Fiscal Year 2025, a total of 1,159 JVA certifications were issued. The data shows that certification activity peaked in the 3rd quarter (421) before tapering off toward the end of the year, which may indicate a cooling of hiring demand or a shift in recruitment cycles as the fiscal year closed.

No. of JVA Certification Issued:	Jul 2025	Aug 2025	Sept 2025	FY 2025 4th Quarter Total	FY 2025 3rd Quarter Total
Total:	115	126	32	273	421



Enforcement Referral

In FY 2025, a total of eight referrals were made to the Enforcement Unit for non-compliance issues. All eight cases involved employers who failed to comply with the Employer Declaration requirements. This indicates that non-compliance with declaration obligations remains a key area of concern requiring continued monitoring and enforcement action.

Referral to Enforcement Unit – Non-Compliance	
No. of Referral	Reason
8	Non-compliance with the Employer Declaration
FY 2025 Total Referral: 8	

Client Visitations Data:

The fourth quarter reported the highest level of engagement for the entire fiscal year with 1,036 visits. This represents a 24.7% increase over the third quarter's 831 visits.

The vast majority of visitors (97.6%) were NAP Work Register clients, totaling 3,608 for the year. Meanwhile, DES Walk-ins and other services accounted for a small but consistent portion of office traffic, with 86 total visits. The steady climb in numbers toward the end of the year reflects robust public reliance on departmental services and successful outreach as the fiscal year concluded.

No. of Client Visitations	Jul 2025	Aug 2025	Sep 2025	FY 2025 4th Qtr. Total:	FY 2025 3rd Qtr. Total:	FY 2025 2nd Qtr. Total:	FY 2025 1st Qtr. Total:
NAP Work Register:	309	323	368	1000	812	910	886
DES Walk-in/Other s	13	11	12	36	19	17	14
Total:	322	334	380	1036	831	927	900
FY 2025 Overall Total No. of Client Visitations:				3,694			

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