



# DEPARTMENT OF LABOR

## CITIZEN CENTRIC REPORT

# 2023

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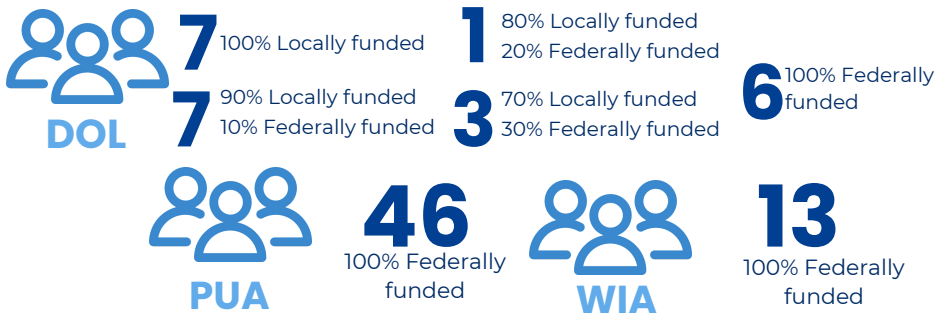
### MISSION

To enforce CNMI Labor Laws and ensure that all employees and employers are provided equal and fair treatment. To provide assistance to qualified US Citizens and CNMI Permanent Residents to be given preference with employment opportunities. To collaborate with education and training institutes to further develop the workforce of the Commonwealth of the Northern Mariana Islands.

### DOL LEADERSHIP

Department Secretary	<b>Leila F. Staffler</b>
Employment Services Director	<b>Eugene Tebuteb</b>
Labor Enforcement Director	<b>Jeffrey Camacho</b>
WIOA Director	<b>Frances Torres</b>
Chief Administrative Hearing Officer	<b>Jacqueline Nicolas</b>
OSHA Project Manager	<b>Timothy Asaivao</b>
PUA Program Manager	<b>Zachary Taitano</b>

### Employees



### STRATEGIC GOALS

- **Workforce Empowerment:** Provide employment training and apprenticeship opportunities to eligible individuals, forging strategic partnerships for enhanced opportunities.
- **Job Seeker and Employer Support:** Improve services for job seekers, including specialized support for Veterans, Individuals with disabilities, and those with criminal records. Enhance employer services through staffing plans, candidate referrals, and recruitment events.
- **Employee-Employer Collaboration:** Facilitate connections through impactful job fairs, fostering collaboration for mutual growth.
- **Compliance and Accessibility:** Strengthen employer compliance via comprehensive information and training for a skilled and informed workforce. Conduct training for hearing officers and staff, making the hearing process more accessible.
- **Optimized Community Benefits:** Optimize processes, maximizing federal funds for efficient community benefits, especially in unemployment assistance programs.

The Department of Labor (DOL) oversees workforce services in the Commonwealth, promoting job opportunities, supporting worker welfare, and ensuring fair treatment. It educates employers on labor laws, enforces federal and CNMI labor laws, and develops workforce programs. The Department achieves its goals through the hard work of each of its divisions: Administrative Services, Employment Services, Statistics Unit, Workforce Investment Agency, Enforcement and Compliance, Administrative Hearing Office, and CNMI-OSHA Consultation Program.



(L-R) Frances Torres, Leila Staffler, Eugene Tebuteb, Tim Asaivao, Jeffrey Camacho, Zachary Taitano, Jacqueline Nicolas

**“ In the CNMI, we prioritize worker success,** diligently crafting a supportive environment that empowers growth and resilience amidst continually evolving labor and economic conditions.

*Sec. Leila F. Staffler*



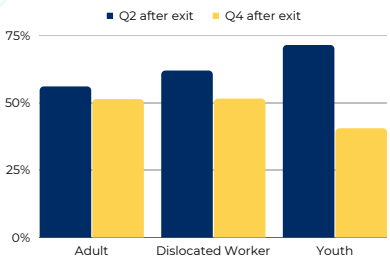
# DEPARTMENT OF LABOR

## FY 2023

### WORKFORCE DEVELOPMENT

Performance results for Program Year 2022 covering the period of June 01, 2022 to July 31, 2023.

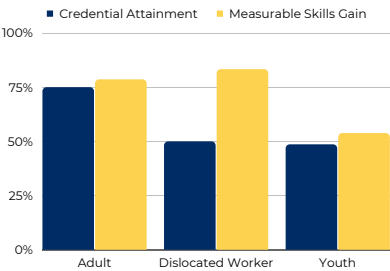
#### Entered Employment



#### Median Earnings Q2 after exit

**\$4,834** Adult    **\$5,203** Dislocated Worker    **\$5,304** Youth

#### Credential Attainment and Measurable Skills Gain



#### Program Activities

**31** Apprentices    **14** ETP Interns    **45** WEX Trainees  
**41** ETP Trainees    **225** SkillUp Attendees

### ADMIN HEARING OFFICE

**85** New/reopened cases    **91** Resolved cases    **184** Hearings scheduled    **382** Orders issued

### OSHA CONSULTATION

**95** Total Visits    **34** Construction    **59** General Industry    **10** Compliance Assistance/Training

### ADMINISTRATIVE SERVICES

**126** Approved Certificate of Good Standing    **11** Denied Requests for COGS    **3** Open Government Act Requests

### EMPLOYMENT SERVICES

**22,822** Job Openings **40% increase**    **4,204** JVA Posted **30% increase**    **732** JVA certifications **21% increase**  
**111** Job Hires (referred/walk-ins) **35% decrease**    **4,670** Job Referrals **185% increase**    **584** Public Assistance **36% increase**  
**96** Registered online employers **220% increase**    **700** Registered online applicants **289% increase**

### ENFORCEMENT

**11** Labor cases investigations    **13** Compliance Agency Cases filed    **80** Request for Production of Documents to companies  
**23** Notice of Warnings issued    **64** Business inspections

### COMMUNITY ENGAGEMENT

1. Hosted largest Job Fair ever with over 758 attendees and 42 businesses.
2. Hosted Compliance Training for Workforce List & W2 .
3. Interagency collaboration to provide support to community members affected by layoffs due to lack of ARPA funding.
4. Participated in events to promote DOL mission such as Da'ok Job fair, Women's Affairs, Compliance Training with SBDC. .
5. Collaboration with OVR on job referrals.
6. Participated at several invites by NGOs and private sectors to address potential setbacks of the "Touchback Rule".
7. Improved AHO filing process to provide scaffolding support to potential filers.
8. Improved PUA response & outreach process.
9. Re-established MOUs with US DOL Wage & Hour Division, NMTI, NMC, SBDC, Latte Training Inc, Department of Commerce, Women's Affairs, DCCA and NAP.

### PUA

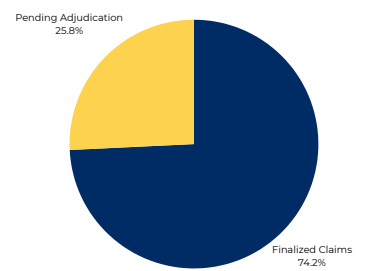
**Call Center**  
**4,419** Calls Received    **744** Emails Transacted    **2,033** Personal Assistance

#### PUA Claims (In totality)

**9,905** Total Claims    **7,347** Total Finalized Claims    **2,558** Total Pending Claims

#### PUA Claims (Adjudicated FY 2023)

**1,706** Total Adjudicated    **592** Approved Claims    **1,114** Denied Claims

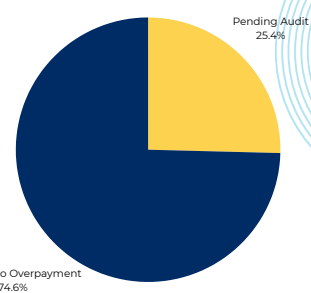


#### Benefit Payment Control

**6,337** Overpayment Cases    **2,158** Pending Cases    **1,156** Completed Cases

#### Waiver Amounts

**\$226,470.25** PUA    **\$258,630** FPUC    **\$13,920** LWA



#### Collection Amounts

**\$130,580.85** PUA    **\$145,624.25** FPUC    **\$3,120** LWA



# DEPARTMENT OF LABOR

## FY 2023

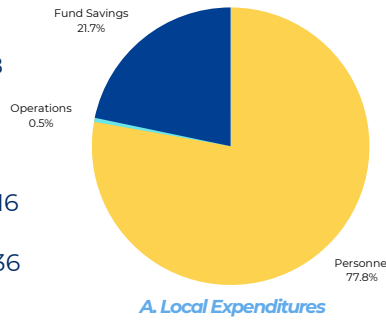
### A. LOCAL ACCOUNTS EXPENDITURE

#### Finances

Total Approved Budget	\$676, 268
Total Transfers/Adjustments	\$38, 762
Revised Budget	\$715, 030

#### Expenditures

Personnel & Fringe Benefits	\$556, 419.16
Operations	\$3, 348
Savings (Austerity)	\$155, 262.36



A. Local Expenditures

### B. FEDERAL GRANTS EXPENDITURE

#### Finances

Foreign Labor Certification FY 2022	\$68, 464
Foreign Labor Certification FY 2023	\$67, 192
Mine Safety and Health Administration FY 2022	\$14, 144
Total Award/Budget	\$150, 100

#### Expenditures

Personnel & Fringe Benefits	\$0
Operations	\$17, 003.70
<b>Remaining Allocation</b>	<b>\$133, 096.30</b>

for Agricultural Survey, trainings and travel

### C. PUA / FPUC BENEFITS

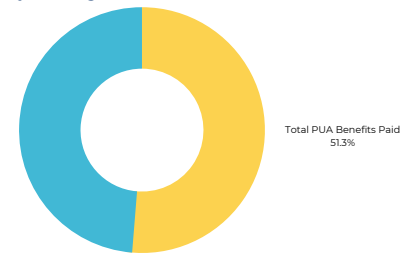
Pandemic Unemployment Assistance (PUA) and Federal Pandemic Unemployment Compensation (FPUC)

#### Finances

PUA Benefits	\$328, 974, 600
FPUC Benefits	\$377, 455, 000
Total Benefits	\$706, 429, 600

#### Benefits Disbursed during FY 2023

Total PUA Benefits	\$2, 158, 849	Total FPUC Benefits Paid	48.7%
Total FPUC Benefits	\$2, 051, 010	Total PUA Benefits Paid	51.3%
<b>Joint Benefits</b>	<b>\$4, 209, 859</b>		
<b>Remaining Allocation</b>	<b>\$425, 849, 010.06</b>		



B. PUA/FPUC Distribution

### D. PUA /BPC ADMIN

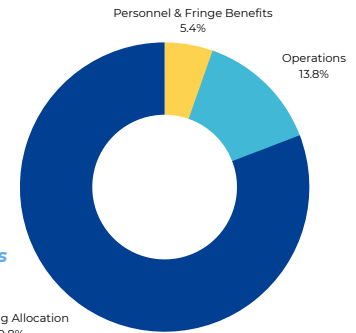
#### Finances

Total PUA Admin	\$13, 188, 725.41
FPUC Admin	\$348, 030
BPC Admin	\$828, 030
Total Admin	\$14, 364, 785.41

#### Expenditures

Personnel & Fringe Benefits	\$3, 489, 462.59 *
Operations	\$8, 941, 535.49
<b>Remaining Allocation</b>	<b>\$5, 423, 249.92</b>

\*4.5% supplements austerity (\$155,786.97)



C. PUA/BPC Admin Expenditures

### E. WIOA PROGRAMS

This report offers a detailed account of the Funding Award received under the Workforce Innovation and Opportunity Act (WIOA), spanning the years 2021 to 2023, outlining fund allocation and associated expenses for the first two years period.

#### Program Year 2021/ Fiscal Year 2022

Period of Performance 04/01/2021 to 06/30/2024

Total Federal Award: \$1,537, 732	PY 2021	FY 2022
	Base Funds	Adv Funds
Personnel & Operations Budget	\$96, 457.37	\$111, 136.45
Personnel & Operations Expenses	\$35, 987.05	\$53, 410.91
Program Activities Budget	\$618, 041.64	\$712, 096.55
Program Activities Expenses	\$183, 169.85	\$85, 256.45

#### Program Year 2022/ Fiscal Year 2023

Period of Performance 04/01/2022 to 06/30/2025

Total Federal Award: \$1,562, 734	PY 2022	FY 2023
	Base Funds	Adv Funds
Personnel & Operations Budget	\$114, 115.50	\$120, 294.60
Personnel & Operations Expenses	\$2, 203.93	\$ -
Program Activities Budget	\$646, 654.50	\$681, 669.40
Program Activities Expenses	\$5, 919.64	\$3, 336.50

#### QUEST DWG Period of Performance 9/26/22 to 9/30/24

Total Federal Award: \$7, 508, 990	Funds
Personnel & Operations Budget	\$1, 519, 850.00
Personnel & Operations Expenses	\$223, 386.38
Program Activities Budget	\$5, 989, 140.00
Program Activities Expenses	\$59, 930.04

### F. OTHER DOL REVENUE AND COLLECTIONS

(Deposited into the General Fund)

Certificate of Good Standing	\$15, 150
Others*	\$1, 143
AHO Fees	\$701.50
Sanctions	\$8, 500
Labor Violations	\$46, 000
Total Revenue and Collections	\$71, 494.5

\*includes fees for copies







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## CITIZEN CENTRIC REPORT

# 2023



## 2024 PRIORITIES

### Business Engagement and Compliance:

The department's first priority is to enhance business outreach by raising awareness and providing training on compliance. Additionally, efforts will be directed towards increased participation in the Workforce Innovation & Opportunity Act (WIOA) and Registered Apprenticeship Programs. A centralized job vacancy announcement (JVA) posting system will be implemented in the CNMI.

### Organizational Structure Enhancement:

As a third priority, the department aims to enhance its organizational structure by updating enabling legislation and regulations in NMIAC Title 80. This includes the revision and updating of Standard Operating Procedures (SOPs) across divisions for more streamlined operations. Additionally, there will be advocacy efforts towards the inclusion of the CNMI in the Wagner-Pyser program, presented to the U.S. Congress

### Community Network and Collaboration:

Emphasizing community engagement, the department will organize industry-specific job fairs multiple times a year to facilitate connections between job seekers and employers. Furthermore, there will be a focus on strengthening interagency collaboration as a strategic networking approach. The department will actively seek grants to support feasibility studies aimed at expanding DOL services and programs.

## CHALLENGES

### Economic Changes and Austerity Impact

Economic shifts and austerity impact jobs and labor demand. CNMI Labor must adapt with support for workers in declining industries.

### Foreign Worker Programs and Touchback Impact

The impact of the "Touchback" on critical industries like construction and health care, called for focused efforts to provide opportunities to build capacity of those needed skills within our workforce. This is an ongoing challenge.

### Data Management and Technology Challenges

DOL's data management systems were antiquated and required review to increase efficiency of DOL-related processes. This challenge is still in transition and is part of our 2024 priorities.

### Skill Development Focus

Industry changes demand skilled workers. CNMI Labor will focus on programs for acquiring or enhancing skills to meet evolving demands.

