



FISCAL YEAR 2023
CITIZEN CENTRIC REPORT



Commonwealth of the Northern Mariana Islands

STATE WORKFORCE DEVELOPMENT BOARD

BOARD MEMBERS

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VELMA ANN PALACIOS
Chairperson

NICOLE BABAUTA
Vice Chairperson

JACKIE MANGLONA
Secretary/Treasurer

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Planning, Assessment,
Evaluation, Planning, &
Research Committee

DENISE MONTENEGRO
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Policy Committee

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Chairperson
Program Committee

State Representatives

LEILA F. STAFFLER
Governor's Designee

SENATE PRESIDENT EDITH
DELEON GUERRERO

REPRESENTATIVE JULIE M.
OGO

Workforce/Labor

STAN BENAVENTE

Core Programs

FRANCES A. TORRES
WIOA Title I

LORRAINE C. MAUI
WIOA Title II

JAMES RAYPHAND
WIOA Title IV



ABOUT US

The State Workforce Development Board (SWDB) operates under the authority of the Workforce Innovation & Opportunity Act (WIOA), recognized as U.S. Public Law 113-128. We serve a critical role in supporting the workforce development initiatives in the Commonwealth of the Northern Mariana Islands (CNMI), in close collaboration with Governor Arnold I. Palacios and Lt. Governor David M. Apatang. The SWDB is entrusted with the oversight and coordination of a wide range of workforce development activities, programs, and services. Our core responsibilities include strategic planning, monitoring the Career Center operated by the Workforce Investment Agency Division of the Department of Labor, policy development, system alignment, and performance reporting for the WIOA Title I Adult, Dislocated Worker, and Youth programs.

Our board is composed of volunteer professionals that make up the ecosystem of the CNMI's workforce. Members bring their expertise to inform policies and strategies that make a real difference in the lives of our residents. We are advocates for workforce development, dedicated to providing a path for individuals to achieve economic independence and for businesses to access a well-prepared workforce.

OUR MISSION

Empowering, integrating, implementing, and innovating the workforce needs of the CNMI.

OUR VISION

To integrate a seamless workforce development system that meets the needs of employers, job-seekers, workers, and youths in order to supply quality employees for the dynamic economy of the CNMI.

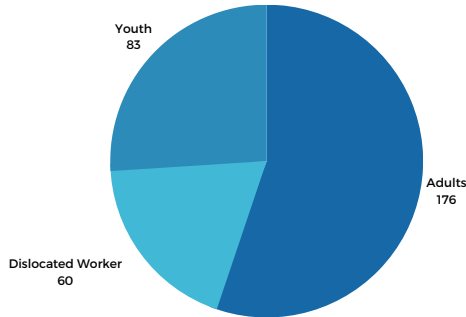
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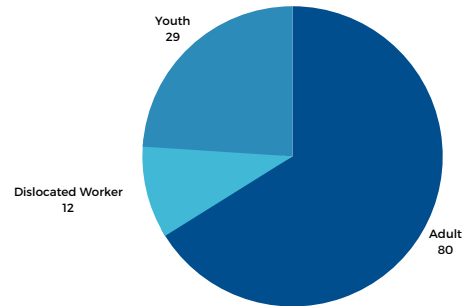
PERFORMANCE ACCOUNTABILITY

The key mission of the WIOA Title I programs for adults, dislocated workers and youths is to support workforce development by providing comprehensive employment and training services to eligible individuals, with a focus on improving their employability, job prospects, and economic self sufficiency.

PARTICIPANTS SERVED (319)



TRAINING SERVICES (121)



WIOA PERFORMANCE INDICATORS AND MEASURES

The effectiveness of the programs and services of the WIOA Title I Programs for adults, dislocated workers, and youths are measured through six primary indicators of performance that follows a Program Year calendar covering the period of July 01, 2022 to June 30, 2023. Primary indicators of performance are (1) Employment Rate 2nd Quarter After Exit, (2) Employment Rate 4th Quarter After Exit, (3) Median Earnings, (4) Credential Attainment, (5) Measurable Skill Gains, and (6) Effectiveness in Serving Employers.

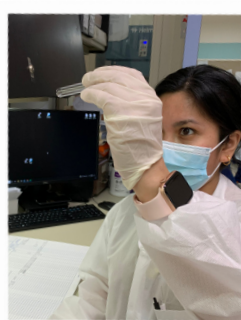
ADULT	NEGOTIATED TARGET	ACTUAL RESULTS
Entered Employment 2nd Quarter After Exit	52.6%	56.0%
Entered Employment 4th Quarter After Exit	50.0%	51.3%
Median Earnings	\$4,200	\$4,834
Credential Attainment	80.0%	75.0%
Measurable Skill Gains	75.9%	78.6%

YOUTH	NEGOTIATED TARGET	ACTUAL RESULTS
Entered Employment 2nd Quarter After Exit	57.8%	71.4%
Entered Employment 4th Quarter After Exit	50.0%	40.5%
Median Earnings	\$4,000	\$5,304
Credential Attainment	66.6%	48.6%
Measurable Skill Gains	70.0%	53.8%

DISLOCATED WORKER	NEGOTIATED TARGET	ACTUAL RESULTS
Entered Employment 2nd Quarter After Exit	50.0%	61.9%
Entered Employment 4th Quarter After Exit	50.0%	51.5%
Median Earnings	\$4,200	\$5,203
Credential Attainment	66.5%	50.0%
Measurable Skill Gains	71.4%	83.3%

EFFECTIVENESS IN SERVING (ESE) EMPLOYERS

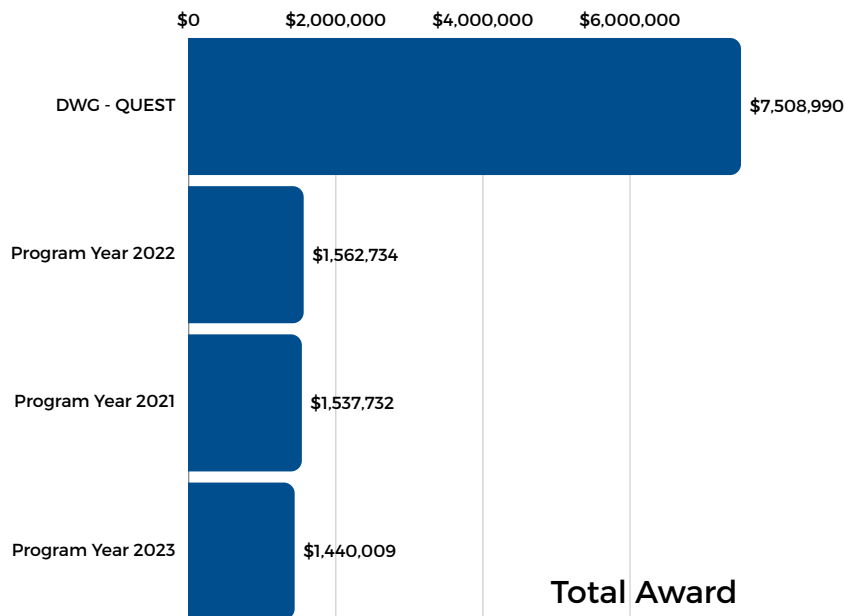
In Program Year 2022, the CNMI Core Programs (ABE, OVR, and WIA), participated in the ESE pilot to measure Employer Penetration and Repeat Business Rates. Together CNMI's WIOA Core Program penetrated 28% of the 615 establishments validated with data from DOF - Revenue & Taxation and 65.9% are repeat business customers.



RESOURCES

Annually, the CNMI receives a federal formula grant from the U.S. Department of Labor Employment and Training Administration (U.S. DOL ETA) authorized under U.S. Public Law 113-128 Workforce Innovation and Opportunity Act (WIOA) to fund workforce investment activities of the WIOA Title I Adult, Dislocated Worker, and Youth Programs. The statutory period of availability for the expenditure of federal workforce funds is established as the period of performance of three (3) years upon receipt of the Notification of Federal Award.

Discretionary awards through the Dislocated Worker Grant are available to states and territories to respond to disaster. During the COVID-19 global pandemic, the DOL Workforce Investment applied for the Quality Jobs, Equity, Training, and Strategy (DWG - QUEST) grant and was awarded \$7,508,990 in September 2022. Grant activities are ongoing to provide eligible individuals access to employment training programs to learn new, retool, or upgrade their skills for high-quality jobs.



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	

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

Program Year 2023/Fiscal Year 2024*

*Consolidated Funding Award

Period of Performance 04/01/2023 to 06/30/2026

Total Federal Award \$1,440,009	
Personnel & Operations Budget	\$ 194,401.22
(Statewide 5% and Local Adjusted 10%)	
Statewide Activities	\$ 144,000.90
Local Adjusted for Program Activities	\$1,101,606.89

FUTURE CHALLENGES AND ECONOMIC FORECAST

Numerous factors and trends will significantly influence the CNMI's workforce system. These include the changing economic landscape, technological advancements, demographic shifts, and evolving industry demands. The key challenge lies in aligning the workforce system with these influences to meet the needs of both job seekers and employers.



CHALLENGES

- **Technological Revolution:** Preparing the workforce to adapt to new technologies and acquire the necessary skills.
- **Skills Gap:** Addressing the skills gap is an ongoing challenge. The ongoing efforts are focused at bridging the divide between the skills of job seekers and employer demand, especially in sectors with high demand for specialized skills.
- **Workforce Recovery Post-Pandemic:** Address issues related to job loss, reskilling, and helping displaced workers transition to new opportunities.
- **Economic Uncertainties:** Adapt strategies to respond to evolving conditions such as Inflation and changing labor market dynamics.
- **Funding and Resource Allocation:** Securing adequate funding for workforce development programs while ensuring equitable resource allocation to support various initiatives.

ECONOMIC OUTLOOK

- **Emerging Industries:** Aligning training programs with industry standards.
- **Focus on Inclusivity:** Promoting diversity, equity, accessibility, and inclusion in the workforce, focusing on creating opportunities for underrepresented populations.
- **Digital Literacy:** Enhance digital competency and proficiency with technological advancements.
- **Skill Development for Career Growth:** Skill development and education for individuals to be adaptable and competitive in the job market.
- **Public-Private Partnerships:** Expanding partnerships with the private sector employers to facilitate job placement and effective training programs that lead to economic prosperity.

