



**Commonwealth of the  
Northern Mariana Islands - CNMI  
Department of Labor  
Workforce Investment Agency**

# **PY 2018**

## **WORKFORCE INNOVATION AND OPPORTUNITY ACT Annual Report Narrative**

**Caller Box 10007  
Building 1353 Mednilla Avenue, Capitol Hill  
Saipan, MP 96950  
Phone: (670) 664-1758 | Fax: (670) 664-1710  
Email: [cnmidolwia@gmail.com](mailto:cnmidolwia@gmail.com)**

## **EXECUTIVE SUMMARY**

The Commonwealth of the Northern Mariana Islands (CNMI) Department of Labor (DOL) Workforce Investment Agency (WIA) is the entity empowered within the CNMI to administer the Title 1 Programs (Adult, Dislocated Worker, and Youth) of the Workforce Innovation and Opportunity Act (WIOA). Program Year 2018 (July 1, 2018 to June 30, 2019) was a challenging year for the CNMI as the islands were hit with a combination of major natural disasters (Typhoon Mangkhut and Super Typhoon Yutu), a shortage of U.S. eligible workers, the effects of U.S. Labor Laws (U.S. PL 110-229 and U.S. PL 115-218) imposed on the CNMI, the impact of the loss of U.S. airline carrier Delta Airlines (May 2018) who has been servicing the islands for 29 years, and related the economic and social effects these incidents have left on businesses, government, and the people of the CNMI. Although these challenges were present, with great assistance from our federal counterparts, CNMI DOL WIA worked hard to continue serving the CNMI community.

CNMI DOL WIA spent a significant amount of time transitioning from the Pacific WIASRD to Geo-Solutions Virtual Online System (VOS) which was created as a virtual one-stop site for all WIOA program. The transition between the two systems took many months as back-data from previous program years were being entered into the VOS. In September and October of 2018, the Commonwealth of the Northern Mariana Islands (CNMI) suffered severe back to back natural disasters, both of which President Trump declared the CNMI to be in a State of Emergency identified as FEMA-3402-EM Typhoon Mangkhut and FEMA-4396-DR Super Typhoon Yutu (Category 5 and the strongest Storm to hit earth in 2018). Due to the infrastructure damages caused by Typhoon Mangkhut and Super Typhoon Yutu (No Power, Water, and functional offices), the transition was further delayed. Quarterly and Annual Performance Report data entered for PY 2018 was the first ever set of data entered and reported on behalf of CNMI DOL WIA into the VOS. The CNMI is now able to access WIOA Title I services through the following website: [www.hiremarianas.com](http://www.hiremarianas.com).

Reorganizations within CNMI DOL were made in the end of PY 2017 and a new Secretary of Labor was appointed to take over the prior administrator. Immediately after the appointment of the new Secretary of Labor, the CNMI State Workforce Development Board was reorganized in the beginning of 2018 and composed of private, public, and WIOA Core Programs representatives. This was the first time since over several years that the CNMI SWDB had enough members to formally establish itself and obtain a quorum. In 2018, CNMI DOL hired a Director to help run the CNMI DOL Workforce Investment Agency. The new Secretary of Labor, the newly appointed SWDB and the new Director of CNMI DOL WIA worked closely together to define a new mission, vision, and goals to pursue for the remaining term of the WIOA funded grant.

## **WAIVERS**

For PY 2018 and PY 2019, the CNMI requested waiver was associated with the requirement that local areas expend 75 percent of all formula WIOA youth funds on out-of-school youth (OSY) and 75 percent of any statewide youth funds on OSY required by WIOA Sec 129(a)(4)(A) and 20 CFR

681.410. This was subsequently approved on June 12, 2018 by USDOL ETA. The CNMI is permitted to lower the OSY expenditure requirement of the Governor's reserve funds and local WIOA youth funds to 50 percent. The CNMI planned to better serve in-school youth through summer programs that help students with work based learning experiences that provide them with exposure to the world of work. Due to the devastating effects of Typhoon Mangkhut and Super Typhoon Yutu, which destroyed the CNMI's infrastructure, collapsed the CNMI's tourism based economy, forced the CNMI government to go into austerity, and provided unsafe environments, and reduced local CNMI funding for youth programs, CNMI DOL WIA decided to delay the summer programs and consider alternative youth work based learning opportunities.

## **EFFECTIVENESS IN SERVING EMPLOYERS**

CNMI DOL Divisions, including DOL WIA worked closely to improve the engagement with employers and workers to increase the number of entities and individuals utilizing CNMI DOL's services. Outreach strategies were designed to build awareness on programs, services, laws, statistical information, job market information, and wage data.

### **Labor Clinics**

In PY 2018, DOL WIA participated in Labor Clinics held throughout the CNMI. The first was held on Saipan on May 22, 2019, followed by an outreach on the island of Rota on June 20, 2019, and then on the island of Tinian on June 26, 2019. The events were held later in this program year as islands, people, businesses were still struggling to recover from the impact of Super Typhoon Yutu, however CNMI DOL was able to reach over 50 entities through these clinics.

### **Job Fairs:**

CNMI DOL WIA participated in the three Job Fairs sponsored by CNMI DOL in PY 2018. The first was geared towards high school students participating in the Public School System Cooperative Education Program in which over 200 students attended. CNMI DOL hosted a Job Fair at Kagman High School serving the community members who live in the eastern and northern sides of the island of Saipan, over 75 individuals attended. CNMI DOL hosted a Job Fair in Garapan serving over 130 individuals.

### **Expanding Networking and Education Opportunities:**

CNMI DOL WIA expands its networking opportunities by providing services for individuals who were interested in Latte Training Academy Allied Health Programs. CNMI DOL WIA and the SWDB improved its relationship with CNMI educators, students, and policy makers as the Chair of the SWDB and the Director of DOL WIA presented on "*Human Resources Perspective on Occupational and Career Trends and Training for Preparedness*" at the first ever CNMI Education Summit held in September of 2018. Over 200 individuals attended the Education Summit. Efforts to improve opportunities for the CNMI's youth was supported by DOL WIA as the Director provided training to 12 young and upcoming leaders on CNMI Youth Leadership Training on Employment and Resume Writing Tips and the San Antonio Youth Center August of 2018. In addition, DOL WIA

also reached out to educators, policy makers, and teacher of the Public School System Career and Technical Education Career Pathways program to share the resources available for such program through WIOA. In efforts to reduced recidivism and assist individuals re-enter the workforce, DOL WIA conducted a presentation to 17 Probation officers at the CNMI Probation Officers Awareness Week training. Efforts to improve relations with CNMI businesses most especially the members of the Saipan Chamber of Commerce and the CNMI Society of Human Resource Managers, DOL WIA participated in CNMI DOL outreach presentations highlighting the programs, services, and resources available to such entities. In addition, CNMI DOL WIA works closely with the CNMI DOL Employment Services Division to provide referrals of those individuals who are looking for employment without any training, they are also referred to marianaslabor.net to register for services as well.

### **ONGOING EMPLOYERS**

CNMI DOL WIA continued to nurture its partnerships with employers opened their doors to providing Work Experience training opportunities for WIOA participants. The goal continues to be for such entities to train and prepare the participants they interview and select towards to work in their entities or pursue education in their chosen fields. These entities are:

<b>WEP Partner</b>	<b>Core Program</b>	<b>Status</b>
BECQ-DEQ	1 Adult	1/1 Adult entered full time employment after completion of training
Commonwealth Health Care Corporation	5 Adults, 1 ISY	2/5 Adults entered full time employment after completion of training 2/5 Adults are in ongoing training 1/5 Adult Resigned, Terminated or Transferred 1/1 ISY Resigned, Terminated or Transferred
Commonwealth Office of Transition Authority	2 Adults	1/2 Adults entered full time employment after completion of training 1/2 Adults are in ongoing training
Criminal Justice Planning Agency	1 Adult	1/1 Adult entered employment after completion of training
Dept. of Finance & Accounting	1 Adult; 1 DW, & 2 OSY	1/1 Adult is in ongoing training 1 DW is in ongoing training 2/2 OSY are in ongoing training
Dept. of Finance & Accounting - Rota	1 Adult	1/1 Adult is in ongoing training
Dept. of Finance – Custom	1 Adult	1/1 Adult is in ongoing training
Dept. of Finance Treasury	2 Adult; & 1 OSY	2/2 Adults are in ongoing training 1/1 OSY Resigned, Terminated or Transferred

Department of Fire & Emergency Medical Services	5 Adults, 1 DW, & 2 OSY	2/5 Adults entered employment after completion of training; 3/5 Adults are in ongoing training; 1/1 DW Resigned, Terminated or Transferred to pursue education 1/2 OSY entered employment after completion of training 1/2 OSY is in ongoing training
Dept. of Lands and Natural Resources – CNMI Forestry	2 Adult	1/2 Adult entered full time employment after completion of training 1/2 Adult in ongoing training
Dept. of Lands and Natural Resources – Lands Registration & Survey	1 Adult	1/1 Adult is in ongoing training
Dept. of Lands and Natural Resources – Parks & Recreation	2 Adult & 1 DW	1/2 Adult is in ongoing training 1/2 Adult Resigned, Terminated or Transferred 1/1 DW is in ongoing training
Dept. of Lands and Natural Resources – Quarantine	7 Adult & 1 OSY	4/7 Adult entered full time employment after completion of training 2/7 Adult gained employment outside of training site 1/7 Adult Completed WEP 1/1 OSY entered full time employment after completion of training
Dept. of Labor – Employment Services	2 Adult	2/2 Adults entered full time employment completion of Training
Dept. of Labor – Office of the Secretary	1 Adult	1/1 Adult Resigned, Terminated or Transferred to continue education in a college/university
Dept. of Labor – Workforce Investment Agency	4 Adult	3/4 Adult entered full time employment completion of Training 1/4 Adult is in ongoing training
Department of Public Lands	2 Adults & 1 OSY	1/2 Adult entered full time employment after completion of Training 1/2 Adult Resigned, Terminated or Transferred 1/1 OSY entered full time employment after completion of Training
Department of Public Works	1 Adult & 1 OSY	1/1 Adult Completed WEP 1/1 OSY in ongoing training

Joeten Kiyu Public Library	1 Adult & 1 OSY	1/1 Adult in ongoing training 1/1 OSY Resigned, Terminated or Transferred
Office of the Governor – SSA Office	1 Adult	1/1 Adult in ongoing training
Office of the Governor – Zoning Office	2 Adult	2/2 Adults entered full time employment after completion of Training
Public School System - Coop	7 ISY	1/7 ISY gained employment outside of training site 3/7 ISY – Secondary Level 3/7 ISY – Post Secondary Level
Northern Marianas Housing Corporation	1 Adult	1/1 Adult entered full time employment after completion of Training
Commonwealth Cancer Association	1 DW	1/1 DW entered full time employment after completion of Training
Latte Built Fitness & Nutrition	5 Adult and 1 OSY	1/5 Adult gained employment outside of training site 2/5 Adult Completed WEP 1/5 Adult in ongoing training 1/5 Adult Resigned, Terminated or Transferred 1/1 OSY entered full time employment after completion of Training
The Shack/Airstream Café	2 Adults	1/2 Adult entered full time employment after completion of Training 1/2 Adults is in ongoing training
Saipan Cares for Animals	1 DW	1/1 DW Resigned, Terminated or Transferred to relocate to U.S. mainland
Saipan Health Clinic	1 Adult	1/1 Adult entered full time employment after completion of Training
<b>Total: 28 Partners</b>	<b>54 Adults; 5 DW; 8 ISY; 10 OSY</b>	24/54 Adults entered full time employment after completion of training; 3/54 gained employment outside of training site; 18/54 Adults are in ongoing training; 4/54 Adults completed WEP Training; 5/54 Adults Resigned, Terminated or Transferred 1/5 DW entered full time employment after completion of training; 2/5 DW are in ongoing training;

		2/5 DW Resigned, Terminated or Transferred 4/10 OSY entered full time employment after completion of training; 4/10 OSY are in ongoing training; 2/10 OSY Resigned, Terminated or Transferred; 1/8 ISY gained employment outside of training site 3/8 ISY – In Secondary Level Education 3/8 ISY – In Post-Secondary Level Education 1/8 ISY Resigned, Terminated or Transferred
--	--	---

### NEW EMPLOYERS

CNMI DOL WIA worked hard through outreach and network contacts to recruit new entities to participate in CNMI DOL WIA programs and services. Due to the effects of Super Typhoon Yutu and the first and second quarter shut-down of the CNMI's economy, not many entities were willing to take chances on the participants of the program, however a few were willing to do so. CNMI DOL WIA partnered with five new employers for the program year. The new employers from the Public Sector were the Commonwealth Utilities Corporation-Rota; Department of Commerce/Department of Public Safety, Department of Commerce Tinian, Department of Public Safety Tinian, Department of Public Safety Rota, and the Marianas Visitors Authority Rota; and the new employers from the Private Sector were Rufina Tropicals, LLC and Latte Marine Construction.

WEP Partner	Core Program	Status
Commonwealth Utilities Corporation - Rota	8 DW	8/8 DW are in ongoing training
Department of Commerce/Department of Public Safety	4 Adult & 1 OSY	4/4 Adults entered full time employment after completion of training 1/1 OSY entered full time employment after completion of training
Department of Commerce – Tinian	1 Adult	1/1 is in ongoing training
Department of Public Safety - Tinian	8 Adults & 1 OSY	8/8 Adults entered full time employment after completion of training 1/1 OSY entered full time employment after completion of training
Department of Public Safety – Rota	3 Adults & 1 DW	3/3 Adults entered full time employment after completion of training 1/1 DW entered full time employment after completion of training

Marianas Visitors Authority - Rota	5 Adults	5/5 Adults are in ongoing training
Rufina Tropicals, LLC	7 Adults & 1 DW	7/7 Adults Resigned, Terminated or Transferred 1/1 Adults Resigned, Terminated or Transferred
Latte Marine Construction, LLC	2 Adults	2/2 Adults are ongoing
<b>Totals: 8 Partners</b>	<b>30 Adults, 10 DW, 2 OSY</b>	15/30 Adults entered full time employment after completion of training; 8/30 Adults are in ongoing training; 7/30 Adults Resigned, Terminated or Transferred 1/10 DW entered full time employment after completion of training; 8/10 DW are in ongoing training; 1/10 DW Resigned, Terminated or Transferred 2/2 OSY entered full time employment after completion of training

**TRANSITION TO HIREMARIANAS.COM**

FOR PY 2018, CNMI DOL WIA transitioned from the Pacific WIASRD to the Geo-Solutions Virtual Online System (VOS). The website/portal [www.hiremarianas.com](http://www.hiremarianas.com) was used to upload back-data and new data to help CNMI DOL WIA track participants, partners, services, and other data needed to ensure consistency with national data collection systems and protocols. The website/portal was closed to the general public so that CNMI DOL WIA could be trained and populate the back-data needed. The results of such data follows:

**HIREMARIANAS DATA FOR PY2018: JULY 1, 2018 TO JUNE 30, 2019**

Category	Total
Active Cases	290
Closed Cases	80
Exited Cases	81
Self Service/Registered Individual Only <sup>1</sup>	0
Staff Entered Registration	372
Employers Served	34

- <sup>1</sup>HireMarianas closed to the public for Backdata



## **EVALUATION AND RESEARCH**

The CNMI as a whole has limited capabilities, expertise, and resources to provide structured evaluation and related research projects. External off island entities may need to be approached to help with creating quality projects. CNMI DOL WIA is seeking technical assistance with designing, implementing, and studying the effects of future Evaluation and Research projects.

## **CUSTOMER SATISFACTION**

In program year 2018, the CNMI DOL WIA Division was transitioning its data management system into the new Virtual Online System (VOS) and the Customer Satisfaction module was not made available to the public to collect customer satisfaction surveys. However, CNMI DOL WIA manually collected monthly employer and participant assessment forms. The forms collect the following information from employers as the rate WIOA participants: Punctuality of Trainees, Attendance, Appearance, Attitude, Interpersonal Relationships, and Work-Related Tasks. The WIOA participants/trainees assess the following: their interest in training they are receiving at the training site, work related tasks in line with training plans, attendance, barriers to attendance, communication, WIOA Case Management services, Supervision and Supervisor Roles, Interpersonal Relationships, Time to complete trainings, tasks, and duties, and safety. Due to the impact of Typhoon Mangkhut and Super Typhoon Yutu, the compilation of data is pending.

## **ACHIEVING STATE'S STRATEGIC GOALS**

The CNMI's Unified State Plan includes Strategic Goals designed to help improve the CNMI's overall workforce development using the limited resources to provide U.S. eligible persons and entities opportunities to access, train, work, and/or be educated in the field of their interest while fulfilling the CNMI's workforce shortage needs. The Goals and actions taken are listed below:

Goal 1: Support pathways that lead to livable wage employment and upward mobility of participants. Which seeks to increase support of workforce learning, education, and training so that participants can access, develop, attain and/or demonstrate marketable skills at early stages in their lives to ensure economic security, etc.

## **WORK EXPERIENCE PROGRAM**

CNMI DOL WIA focused much of its efforts to achieve this goal by providing qualified individuals with the opportunity to gain employment and upward mobility skills needed to be successful in the fields or careers of their interest. Through such efforts CNMI DOL WIA was able to continue serving 28 existing/ongoing partner employers who provided opportunities to 77 participants in the Adult, Dislocated, and Youth Programs. Of these 77 participants, 30 were able to enter full time employment after the completion of their training in their chosen field, and 24 are ongoing. In addition, CNMI DOL WIA was able to partner with 8 new employers who aimed to improve the lives of 42 participants. Of the 42 participants, 18 were able to enter full time employment after the completion of their training, and 16 are ongoing. Bringing the total participants served in

WIOA Title 1 Programs to 119, with 48 able to enter full time employment after completing their training in their chosen field and 40 receiving ongoing training.

Goal 2: Promote and support participants' efforts to obtain workforce credentials, skill development and training, and/or career or college readiness. Increase the number of participants who pursue and complete technical/trades programs and/or post-secondary education and specific skills necessary to compete in the CNMI's critical economic sectors. Work closely with education, training, and sponsor providers to align and maximize the investments made.

### **OUTREACH ACTIVITIES**

CNMI DOL WIA participated in CNMI DOL Outreach Activities such as three CNMI Labor Clinics which reached over 50 entities on the islands of Saipan, Tinian, and Rota. Included in the Labor Clinics were representatives from the Northern Marianas College, Northern Marianas Trades Institute, Latte Training Academy, Public School System, and some private education/training providers. These education and training providers were able to promote their programs and services to those in attendance. As mentioned earlier, CNMI DOL WIA participated in the three Job Fairs sponsored by CNMI DOL in PY 2018. The first was geared towards high school students participating in the Public School System Cooperative Education Program in which over 200 students attended. CNMI DOL hosted a Job Fair at Kagman High School serving the community members who live in the eastern and northern sides of the island of Saipan, over 75 individuals attended. CNMI DOL hosted a Job Fair in Garapan serving over 130 individuals.

Goal 3: Align, coordinate, and integrate the workforce development system to provide a quality and consistent experience to for all participants. Map out and economize limited resources so that participants are receiving the right services, their potential and unique needs are identified and addressed.

### **Expanding Networking and Education Opportunities:**

This Goal is still under development as the 2018 Education Summit was to serve as one of the key activities to help organize and align the CNMI's education and workforce development system and link such to resources needed to achieve success. CNMI DOL WIA and the SWDB improved its relationship with CNMI educators, students, and policy makers as the Chair of the SWDB and the Director of DOL WIA presented on "*Human Resources Perspective on Occupational and Career Trends and Training for Preparedness*" at the first ever CNMI Education Summit held in September of 2018. Over 200 individuals attended the Education Summit. DOL WIA also reached out to educators, policy makers, and teacher of the Public School System Career and Technical Education Career Pathways program to share the resources available for such program through WIOA. Efforts to improve relations with CNMI businesses on Rota, Tinian, and Saipan, most especially the members of the Saipan Chamber of Commerce, and the CNMI Society of Human Resource Managers, Hotel Association of the Northern Mariana Islands

(HANMI) as DOL WIA participated in CNMI DOL outreach presentations highlighting the programs, services, and resources available to such entities.

Goal 4: Create a data driven workforce environment supported by market forecasts, surveys, evaluations, analysis, and assessment results, etc. Improve the availability of and access to workforce and economic data.

**Creation of DOL Statistics Unit and Transition to Hiremarianas.Com**

CNMI DOL created the DOL Statistics Unit designed to gather workforce data, workforce plans, and other information to make workforce market forecasts. For PY 2018, CNMI DOL WIA transitioned from the Pacific WIASRD to the Geo-Solutions Virtual Online System (VOS). The website/portal [www.hiremarianas.com](http://www.hiremarianas.com) was used to upload back-data and new data to help CNMI DOL WIA track participants, partners, services, and other data needed to ensure consistency with national data collection systems and protocols. The website/portal was closed to the general public so that CNMI DOL WIA could be trained and populate the back-data needed.

Goal 5: Inventory and align the workforce skills needs of private sector employers and businesses with the education, service, and training provider offerings, so that participants are able to access the marketable skills to be matched to the private sector employers and businesses. Conduct Inventory and Assessments

**External Funding/Support/Technical Assistance to be Requested**

This goal is pending as a technical assistance grant proposal to the U.S. Department of Interior’s TAP Program or other related resources will be developed in hopes funding the activities to achieve this goal.

**NEGOTIATED PERFORMANCE LEVELS/TARGETS for PROGRAM YEARS 2018 and 2019**

Title I Negotiated Performance Targets	PY2018	PY2019
<b>WIOA ADULT</b>		
Employment 2nd quarter after exit	30.0%	33.0%
Employment 4th quarter after exit	30.0%	33.0%
Median Earnings 2nd quarter after exit	\$2,700	\$2,900
Credential Attainment Rate	63.0%	66.0%
<b>WIOA DISCOLATED WORKER</b>		
Employment 2nd quarter after exit	30.0%	33.0%
Employment 4th quarter after exit	30.0%	33.0%
Median Earnings 2nd quarter after exit	\$2,700	\$2,900

Credential Attainment Rate	63.0%	66.0%
<b>WIOA YOUTH</b>		
Education, training, or employment 2nd quarter after exit	35.0%	38.0%
Education, training, or employment 4th quarter after exit	35.0%	38.0%
Credential attainment rate	72.0%	75.0%

*SOURCE: June 08, 2018 Letter from USDOL ETA Region 6 Acting Regional Administrator*

### **COLLECTION OF DATA FROM VOS**

Program Year 2018 is the first year that the CNMI DOL WIA was able to upload back-data and capture information to populate information in order for performance information to be measured. Follow ups on participants/trainees were being conducted so that the information would yield data to establish a set of information that may be used as a benchmark, however such information may be skewed due to the impact of Typhoon Mangkhut and Super Typhoon Yutu on the CNMI's economy and workforce.

### **ACTIVITIES PROVIDED BY STATE FUNDS:**

CNMI DOL WIA used its limited State Funds to implement WIOA services on the islands of Rota, Tinian, and Saipan. As mentioned earlier, WIOA funds were focused on the following activities:

#### **WORK EXPERIENCE PROGRAM**

CNMI DOL WIA focused much of its efforts to achieve this goal by providing qualified individuals with the opportunity to gain employment and upward mobility skills needed to be successful in the fields or careers of their interest. Through such efforts CNMI DOL WIA was able to continue serving 28 existing/ongoing partner employers who provided opportunities to 77 participants in the Adult, Dislocated, and Youth Programs. Of these 77 participants, 30 were able to enter full time employment after the completion of their training in their chosen field, and 24 are ongoing. In addition, CNMI DOL WIA was able to partner with 8 new employers who aimed to improve the lives of 42 participants. Of the 42 participants, 18 were able to enter full time employment after the completion of their training, and 16 are ongoing. Bringing the total participants served in WIOA Title 1 Programs to 119, with 48 able to enter full time employment after completing their training in their chosen field and 40 receiving ongoing training.

#### **OUTREACH ACTIVITIES**

CNMI DOL WIA participated in CNMI DOL Outreach Activities such as three CNMI Labor Clinics which reached over 50 entities on the islands of Saipan, Tinian, and Rota. Included in the Labor Clinics were representatives from the Northern Marianas College, Northern Marianas Trades Institute, Latte Training Academy, Public School System, and some private education/training providers. These education and training providers were able to promote their programs and

services to those in attendance. As mentioned earlier, CNMI DOL WIA participated in the three Job Fairs sponsored by CNMI DOL in PY 2018. The first was geared towards high school students participating in the Public School System Cooperative Education Program in which over 200 students attended. CNMI DOL hosted a Job Fair at Kagman High School serving the community members who live in the eastern and northern sides of the island of Saipan, over 75 individuals attended. CNMI DOL hosted a Job Fair in Garapan serving over 130 individuals.

### **Expanding Networking and Education Opportunities:**

This Goal is still under development as the 2018 Education Summit was to serve as one of the key activities to help organize and align the CNMI's education and workforce development system and link such to resources needed to achieve success. CNMI DOL WIA and the SWDB improved its relationship with CNMI educators, students, and policy makers as the Chair of the SWDB and the Director of DOL WIA presented on *"Human Resources Perspective on Occupational and Career Trends and Training for Preparedness"* at the first ever CNMI Education Summit held in September of 2018. Over 200 individuals attended the Education Summit. DOL WIA also reached out to educators, policy makers, and teacher of the Public School System Career and Technical Education Career Pathways program to share the resources available for such program through WIOA. Efforts to improve relations with CNMI businesses on Rota, Tinian, and Saipan, most especially the members of the Saipan Chamber of Commerce, and the CNMI Society of Human Resource Managers, Hotel Association of the Northern Mariana Islands (HANMI) as DOL WIA participated in CNMI DOL outreach presentations highlighting the programs, services, and resources available to such entities.

### **COLLECTION OF DATA FROM VOS**

Program Year 2018 is the first year that the CNMI DOL WIA was able to upload back-data and capture information to populate information in order for performance information to be measured. Follow ups on participants/trainees were being conducted so that the information would yield data to establish a set of information that may be used as a benchmark, however such information may be skewed due to the impact of Typhoon Mangkhut and Super Typhoon Yutu on the CNMI's economy and workforce.

### **RAPID RESPONSE ACTIVITIES**

CNMI DOL WIA provided Rapid Response services to four business entities and one public entity in PY 2018. The services were limited to coordinating services and providing aid to provide labor market information to the management and employees of these entities in efforts to assist workers with re-employment. CNMI DOL provided services to Cape Air, an entity that provided flights from Saipan, Tinian, Rota, and Guam for the past 15 years as a United Express carrier; employees of Marianas Resort, closed after 40 years of providing services to the CNMI; employees of Bridge Investment Group Construction, providing services on the Island of Tinian; Pacific Rim Construction, in which workers were laid off due to loss of contracts with an island

vendor; and on Rota, the Commonwealth Utilities Corporation to assist with the effects of Typhoon Mangkhut.

### **National Dislocated Worker Grant (NDWG)**

In September and October of 2018, the Commonwealth of the Northern Mariana Islands (CNMI) suffered severe back to back natural disasters, both of which President Trump declared the CNMI to be in a State of Emergency identified as FEMA-3402-EM Typhoon Mangkhut and FEMA-4396-DR Super Typhoon Yutu (Category 5 and the strongest Storm to hit earth in 2018). The typhoons damaged and/or destroyed many infrastructure and personal properties, leaving the islands with no power and water for several months, and hundreds homeless. The CNMI's main economic driver revolves around tourism and hospitality. The CNMI's air and seaports suffered major damages and the means for tourists to enter/leave the islands were disabled for months. Many hotels and businesses suffered damages to their properties and were not able to contribute to the economy, which subsequently drove other economic conditions into a downfall. The grant was originally written to assist the CNMI for Typhoon Mangkhut, however as the grant was being reviewed, Super Typhoon Yutu hit the islands and activities to help with the recovery from Super Typhoon Yutu was also approved.

Super Typhoon Yutu knocked down hundreds of utility poles, essentially destroying the electrical distribution grid on both Saipan and Tinian. The Red Cross damage assessment for residential properties identified 1,454 destroyed and 3,730 major damaged homes. The US Army Corps of Engineers originally estimated that over 500,000 cubic yards of debris was generated from the effects of Super Typhoon Yutu on Saipan alone with an estimated time for clean-up to last up to 1.5 years. The estimates for Tinian are still pending.

In response, with the outstanding guidance of Region 6 USDOL ETA team, CNMI DOL WIA was able to apply for a National Dislocated Worker Grant and were subsequently awarded the grant. As word of approval of the grant, recruitment for individuals affected by the storms started. Over 300 people applied and only 114 were deemed qualified for services. At the same time, CNMI DOL WIA entered into agreements with the Saipan Mayor's Office, the Department of Public Works, The Kagman Emergency Shelter Facility, the Northern Marianas Housing Corporation, and the Mayor of Tinian Department of Public Works.

### **TECHNICAL ASSISTANCE REQUESTED**

CNMI DOL WIA is going through a transition phase as a new set of SWDB members, Secretary of Labor, and Director of CNMI DOL WIA/WIOA are all in place to administer the programs and services. Although the CNMI has received significant support from USDOL ETA Region 6 administrators and related federal program officers, the transition from WIA to WIOA and the changes in requirements are still in need of further technical assistance. The following areas are being requested for Technical Assistance: Program Management for existing and new staff to ensure that CNMI DOL WIA is in compliance with WIOA; Financial Management to ensure that

CNMI DOL WIA and the CNMI Department of Finance are properly reporting on its 9130 reports and other areas of need; Research and Evaluation to assist CNMI DOL WIA and other WIOA funded programs with designing, implementing, and studying the effects of future Evaluation and Research projects; Performance Reporting to align financial reporting and performance reporting on annual reports; Customer Satisfaction assistance to ensure that DOL WIA captures the needed components of such; and board training for the CNMI State Workforce Development Board to ensure they meet their fiduciary responsibilities.

## **CONCLUSION**

CNMI DOL WIA continues to be appreciative of the assistance received from USDOL ETA. PY 2018 served as a challenging time for the islands however activities to help transform the lives of participants/trainees and improved the workforce of the islands. CNMI DOL was able to still reach various business entities and serve a few hundred people. This was done with the support of USDOL ETA, the CNMI State Workforce Development Board, the administration, eligible training providers, partner entities, the management and staff of CNMI DOL WIA, and of the participants/trainees dedicated to completing their training towards a better livelihood. For more information contact CNMI DOL WIA at [cnmidolwia@gmail.com](mailto:cnmidolwia@gmail.com) or 670-664-1758.

---

### **Governor/Lt. Governor/Administration:**

Honorable Ralph DLG. Torres, Governor  
Honorable Arnold I. Palacios, Lt. Governor  
Vicky Benavente, Secretary, CNMI Department of Labor

### **STATE WORKFORCE DEVELOPMENT BOARD MEMBERS**

#### **Private Sector:**

Josephine Mesta, Private Sector Representative, Chair of the SWDB  
Annie Hayes, Private Sector Representative, Vice-Chair of the SWDB  
Polly Masga, Private Sector Representative, Secretary/Treasurer of the SWDB  
Bertha Leon Guerrero, Private Sector Representative, Member  
Velma Palacios, Private Sector Representative, Member  
Wayne Sanchez, Private Sector Representative, Member

#### **Public Sector:**

Nicole Babauta, Public Sector, Member  
Esther Muna, Public Sector, Member  
Frankie Eliptico, Higher Education, Member

#### **Core Partners:**

Lorraine Maui, Adult Education  
Maryann Borja-Arriola, Vocational Rehabilitation

#### **Legislative Representative:**

Senator Sixto Igisomar, CNMI Senate  
Vacant, CNMI House of Representatives