

THE 2020 PREVAILING WAGE STUDY
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE
CENTRAL STATISTICS DIVISION

SEPTEMBER 7, 2020



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A MESSAGE FROM THE SECRETARY

Tirow and Hafa Adai!

On behalf of our Honorable Governor Ralph DLG. Torres and Lt. Governor Arnold I. Palacios, I am pleased to release the 2020 Prevailing Wage Study (PWS) Report.

In this 2020 Prevailing Wage Study (PWS) it describes:

- ❖ the methodology of the Survey;
- ❖ presents the hourly wage statistics derived from the survey;
- ❖ and analyzes the hourly wage statistics by
 - employer size,
 - gender,
 - citizenship,
 - employment visa type,
 - employment status,
 - hours worked last week,
 - Major Occupation Group,
 - and Major Industry Group.

Additionally, there are four appendices to the report:

- ❖ Appendix A contains the Standard Occupational Codes (SOC) Detailed Titles Hourly Wage Statistics for the 484 Detailed Titles captured by the Survey in the CNMI economy in 2020;
- ❖ Appendix B shows a sample ETA Form 9165 using the 2020 PWS;
- ❖ Appendix C lists the definitions of the 484 Detailed Titles found in the 2020 PWS, and;
- ❖ Appendix D shows the 2020 PWS online forms.

This report could not have been possible without the diligent work and months of collaborations between our CNMI Department of Commerce's Central Statistics Division, the US Department of Labor's National Prevailing Wage Center, and DataTalks – I want to thank everyone involved in completing this important report.

Most importantly, I also want to thank the CNMI businesses and the public sector agencies who contributed their data that made this report possible.

Lastly I hope that you find this report useful for the purpose that you need.

Olomwaay,

A handwritten signature in blue ink, appearing to read "Mark O. Rabauliman", with a stylized flourish at the end.

MARK O. RABAULIMAN

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INTRODUCTION

This report documents the results of the 2020 Prevailing Wage Study (PWS) in the Commonwealth of the Northern Mariana Islands. It describes the methodology of the Survey; presents the hourly wage statistics derived from the study; and analyzes the hourly wage statistics by employer size, sector, gender, citizenship, employment visa type, employment status, hours worked last week, Major Occupation Group, and Major Industry Group. If you are primarily looking for the hourly wage and related statistics for visa application purposes, you can go directly to Appendix A. The body of the report describes the methodology, summarizes the results of the PWS, and discusses limitations of the 2020 survey. There are four appendices to this report: Appendix A contains the SOC Detailed Titles Hourly Wage Statistics for the 484 Detailed Titles captured by the Survey in the CNMI economy in 2020; Appendix B shows a sample ETA Form 9165 using the 2020 PWS; Appendix C lists the definitions of the 484 Detailed Titles found in the 2020 PWS; and Appendix D shows the 2020 PWS Online data collection forms.

BACKGROUND AND PURPOSE

The 2020 PWS is the fifth round of the Prevailing Wage Study in the CNMI. Like the 2019 round, the 2020 PWS was conducted primarily to meet the requirements of the [Northern Mariana Islands U.S. Workforce Act of 2018](#). In addition, the 2020 results may be used when applying for other visas, like H2s and others. The funding for the 2020 PWS was provided for by the CNMI Government.

The main purpose of this Survey remains the same as in prior surveys: to determine the types of occupations that exist and measure occupation-specific hourly wage rate for each of the identified occupations in the CNMI's economy.

THE TARGET POPULATION

As in the prior studies, the target population of the 2020 PWS was all employees in the CNMI—Saipan, Tinian, and Rota, including employees in both the private and the public sectors.

THE REFERENCE PERIOD

The data collection reference period for the 2020 PWS was the month of January 2020. In addition to collecting payroll data for January 2020, the Survey also asked for employment status of each of the reported employees at the time the employer completed the survey, which was from June 11 to July 10, 2020.

THE METHODOLOGY

CENSUS OF EMPLOYERS

Like the 2019 PWS, all CNMI employers in the private and the public sectors were targeted in the 2020 Survey to ensure that a maximum number of occupations, at the SOC Detailed Titles, meet the statistical requirement that the hourly wage rate for each Detailed Title is derived from at least 3 employers and at least 30 employees.

DATA COLLECTION, PROCESSING, AND TABULATION

The 2020 PWS was carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of a consultant, Wil Maui dba DataTalks. The 2020 PWS deployed an online portal, for the first time, as the primary mode of collecting survey data from the CNMI employers. The initial work to

develop and deploy an online portal for the PWS began in January 2020 with the aim of going live and begin data collection in April or May. The online portal was developed and maintained by GuamWEBZ – a web design and development company based in Guam. When the Commonwealth went into a lockdown in March due to COVID-19, the portal development, testing, and deployment duration were pushed back and subsequently April/May target date to launch was also pushed back. The portal was completed in June and the data collection began on June 11th and ended on July 10th, 2020.

Two office clerks were hired and trained to assist the CSD staff and the consultant in tracking the survey progress, reviewing employer data submissions, calling back employers for clarifications, and obtaining missing or incomplete data. The data captured online were downloaded multiple times throughout the day and run through error checking routines using Microsoft Excel's Data Model, Power Query, and Power Pivot. After the online portal was closed for data submission, the clerks continued data cleaning by calling employers and correcting errors that were not completed online. Measures were written in Data Analysis Expressions (DAX) to produce counts and averages (means) and Power Pivot was used to produce the tabular reports on wage statistics. Excel was used to create charts to convey findings.

The PWS Online Portal

Unlike the prior rounds of the PWS where a list of employers was obtained from the Department of Finance, cleaned, and then used as a guide to visit employers and collect data by hired and trained survey takers, the CSD asked and relied on individual employers to login to [2020 PWS Online Portal](#) and submit their survey data online. To promote awareness and to direct individual employers within the commonwealth to participate in the survey, the Central Statistics Division did the following:

1. collaborated with business organizations like the Saipan Chamber of Commerce to promote awareness and participation
2. collaborated with the CNMI Department of Labor to promote awareness and participation
3. posted notifications on its webpage and on its social media platform
4. collaborated with the Municipal governments of Rota and Tinian to promote awareness and participation from their respective business communities
5. collaborated with the Governor's press secretary and published awareness and promotional materials for the PWS
6. Bought and ran print and online newspaper awareness and promotional ads
7. Emailed employers directly for awareness and participation in the 2020 PWS

Occupational and wage data from the CNMI government employees were obtained from the CNMI Department of Finance. Data from the autonomous public agencies were obtained from the respective agencies with the assistance of the office clerks and CSD staff.

CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA

The data collection process for the 2020 PWS adhered to the confidentiality and data protection clauses in the CNMI Statistical Act and procedures and practices implemented by CNMI Department of Commerce's Central Statistics Division. The CNMI Code, Public Law 7-35, also known as the CNMI Statistical Act authorizes, and requires Commerce CSD to establish procedures and practices to ensure maximum confidentiality and protection of all data it collects under the Act. As standard procedure, the PWS clerks were trained on data confidentiality and protection practices and were sworn-in, with "The Oath of Office", as temporary government employees under Commerce CSD, to uphold data confidentiality and protection.

The survey data are kept in a secured room that is accessed only by sworn-in CSD only employees and are also secured online. The rooms used for the review, coding, and data entry processes are also secured. Only authorized and sworn employees are allowed entry into these rooms.

Individual data items on the questionnaire are used to derive aggregated statistical information only. No one can obtain individual business forms or records from Commerce CSD; CSD is not authorized to release any individual form and/or record to anyone, including the “owner” of the form/record and CSD is liable for any breach of confidentiality.

THE 2020 PWS QUESTIONS (OR DATA ITEMS)

As the data collection has evolved from paper-based to digital form, the questions (or data items) for the 2020 PWS were formatted via online forms, rather than the traditional questionnaire paper format. The [PWS Online Portal](#) has three related forms that each employer (company or organization) is required to complete for the 2020 PWS: 1) the Company form, 2) the DBA form, and the 3) the Employee form. The Company form collects directory-related information which includes company name, phone number, email, etc. The DBA form collects data specific to each business activity that an employer/company is engaged in. And the Employee form contains the data items needed from each employee to derive the appropriate prevailing wage statistics required for CW1 and other visas, and, also, allow for basic demographic and economic profile. Appendix E shows the three online forms for the 2020 PWS. Each data field (or item) in each form contained a bubble info icon that when mouse-over shows information and instructions on how to complete the field. In addition, the information and instruction on how to complete each data field was included as a hyperlinked pdf within the company dashboard.

The migration to the internet to collect the survey data allows CSD to also change how employer data is captured and used in subsequent surveys to make it easier and for a quicker processing. Hereon, the CSD will utilize the PWS online portal to maintain the list of active employers in the CNMI’s economy and to utilize the list for the wage and business-related surveys in the future.

A copy of the instruction and rational document on each of the items in the PWS may be obtained from Commerce CSD. This brief document was included in the email sent out to each of the potential employers in the CNM.

The Questionnaire was designed to collect data at the level of an individual employee position. Individual employee names and other characteristics were not included.

THE RESULTS OF THE 2020 PWS

TOTAL COMPANIES AND ORGANIZATION REGISTERED IN THE PORTAL

During the Survey period, June 11 through July 10, 2020, 711 companies and organizations registered in the 2020 PWS Online Portal.

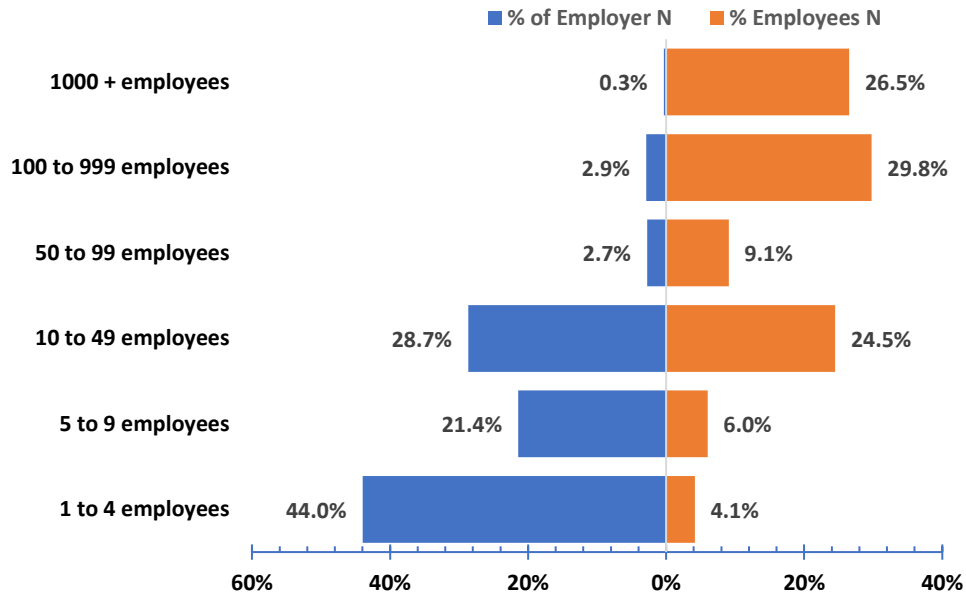
NUMBER OF EMPLOYERS AND EMPLOYEES USED IN PRODUCING HOURLY WAGE STATISTICS

Of 711 companies and organizations that registered in the portal, 631, hereon referred to as employers, reported on 14,534 employees. However, not all the employers and employees were used in deriving the prevailing wage statistics. Some employers provided incomplete data which were filtered and excluded from the eventual dataset used in the production of the 2020 wage statistics. The clean dataset contains 621 total employers and 14,342 total employees used in producing the hourly wage statistics prevailing at the time. The CNMI’s overall mean hourly wage was \$12.87 while the median was \$9.25.

HOURLY WAGE STATISTICS BY EMPLOYER SIZE

The majority the CNMI employers in the 2020 PWS were small employers. About 44% of total employers had less than 5 employees and employed only about 4% of total employees in the CNMI in 2020; cumulatively, 65% had less than 10 employees with about 10% of total employees; and 94% had less than 50 employees with about 35% of total employees. Only about 6% of all employers had 50 or more employees but employed about 65% of total employees. See Chart 1 for detail.

**Chart 1. % of Employers N vs % of Employees:
2020 PWS, CNMI**



The mean hourly wage was highest in the employer's group with 1,000 + employees (\$15.02) and was lowest in the 50 to 99 employees' group (\$10.13) See Table 1 for detail.

Table 1. Hourly Wage Statistics by Employer Size: 2020 PWS, CNMI

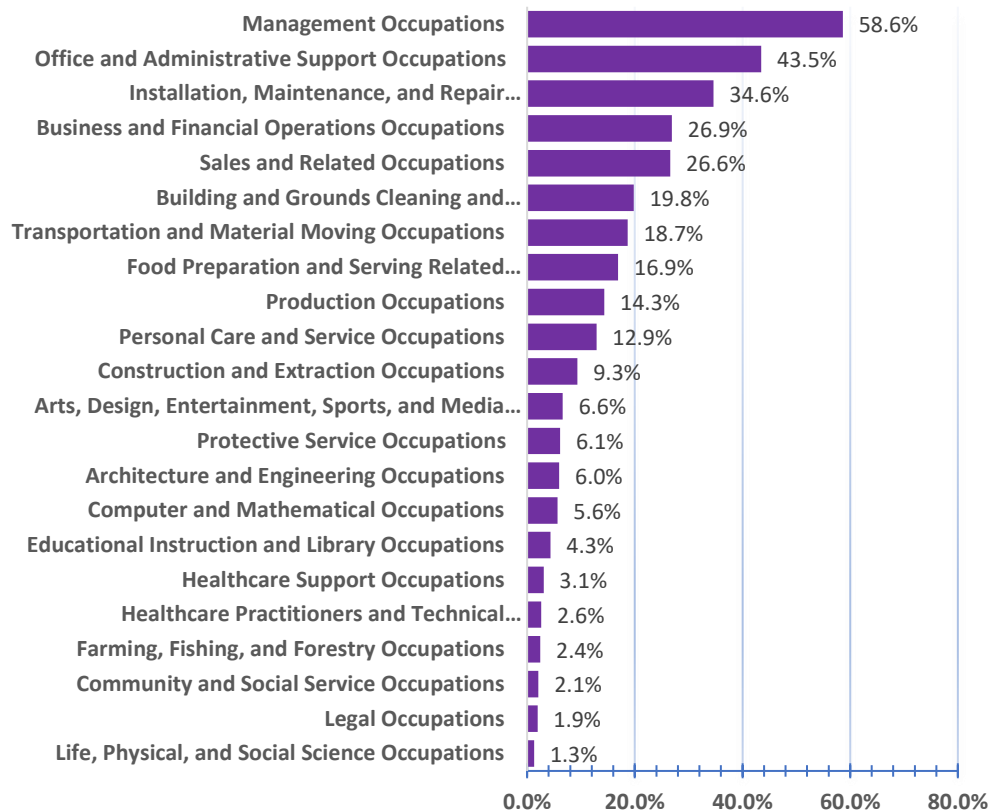
Employer size	Employer N	% of Employer N	Cumulative % Employer N	Employees N	% Employees N	Cumulative % Employees N	Hourly Wage Mean	Hourly Wage Median
1 to 4 employees	273	44.0%	44.0%	595	4.1%	4.1%	\$12.89	\$9.87
5 to 9 employees	133	21.4%	65.4%	862	6.0%	10.2%	\$11.65	\$8.55
10 to 49 employees	178	28.7%	94.0%	3,512	24.5%	34.6%	\$10.90	\$8.33
50 to 99 employees	17	2.7%	96.8%	1,300	9.1%	43.7%	\$10.13	\$8.07
100 to 999 employees	18	2.9%	99.7%	4,270	29.8%	73.5%	\$13.65	\$8.91
1000 + employees	2	0.3%	100.0%	3,803	26.5%	100.0%	\$15.02	\$12.60
Grand Total	621	100.0%		14,342	100.0%		\$12.87	\$9.25

HOURLY WAGE STATISTICS BY MAJOR OCCUPATION

Employers by Occupation Major Group

About 59% of all employers in the 2020 PWS had Management Occupations; about 44% had Office and Administrative Support Occupations, about 35% had Installation, Maintenance, and Repair Occupations. See Chart 2.a for detail.

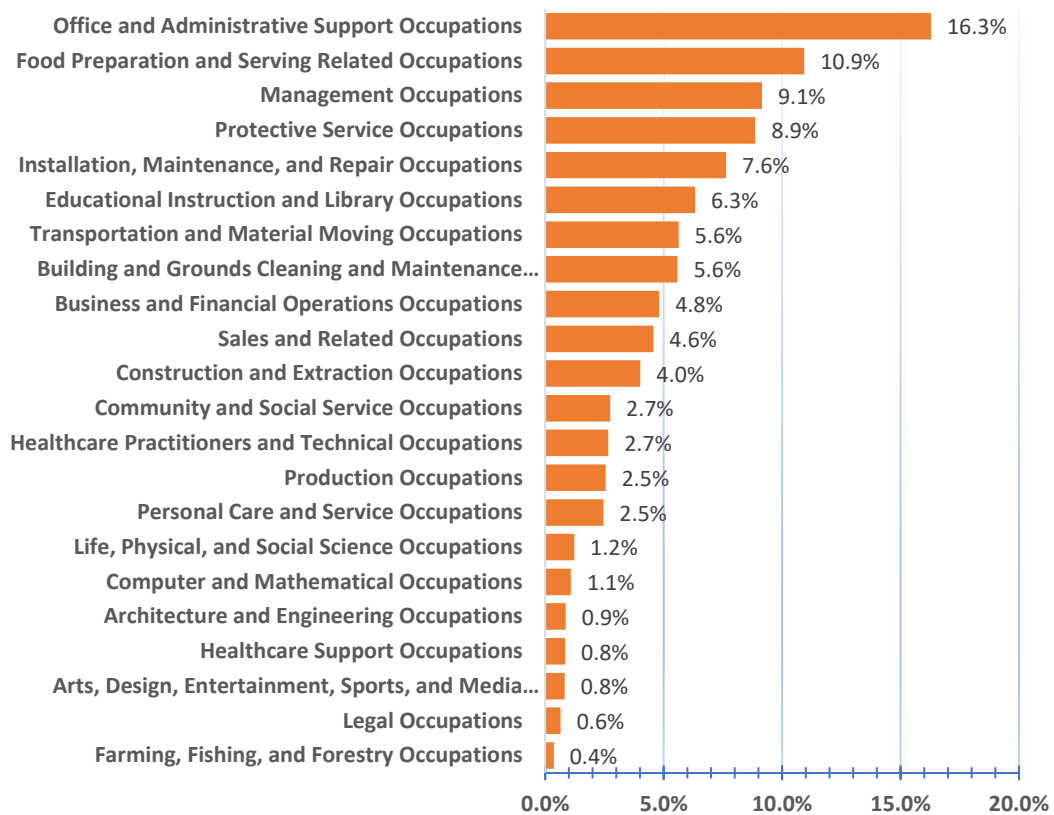
**Chart 2.a Percentage of Total Employers by SOC Major Group:
2020 PWS, CNMI**



Employees by Occupation Major Group

Office and Administrative Support Occupations had the largest share (about 16%) of total employees reported in the PWS; followed by Food Preparation and Serving Related Occupation (about 11%), and Management Occupations and Protective Service Occupation, both about 9%. See Chart 2.b for detail.

Chart 2.b Percentage of Total Employees by SOC Major Group: 2020
PWS, CNMI



Mean Hourly Wage by Occupation Major Group

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$34.06), followed by Legal Occupations (\$28.80), Managerial Occupations (\$22.99) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.19). See Chart 2.c for detail.

Chart 2.c Mean Hourly Wage by SOC Major Group: 2020 PWS, CNMI

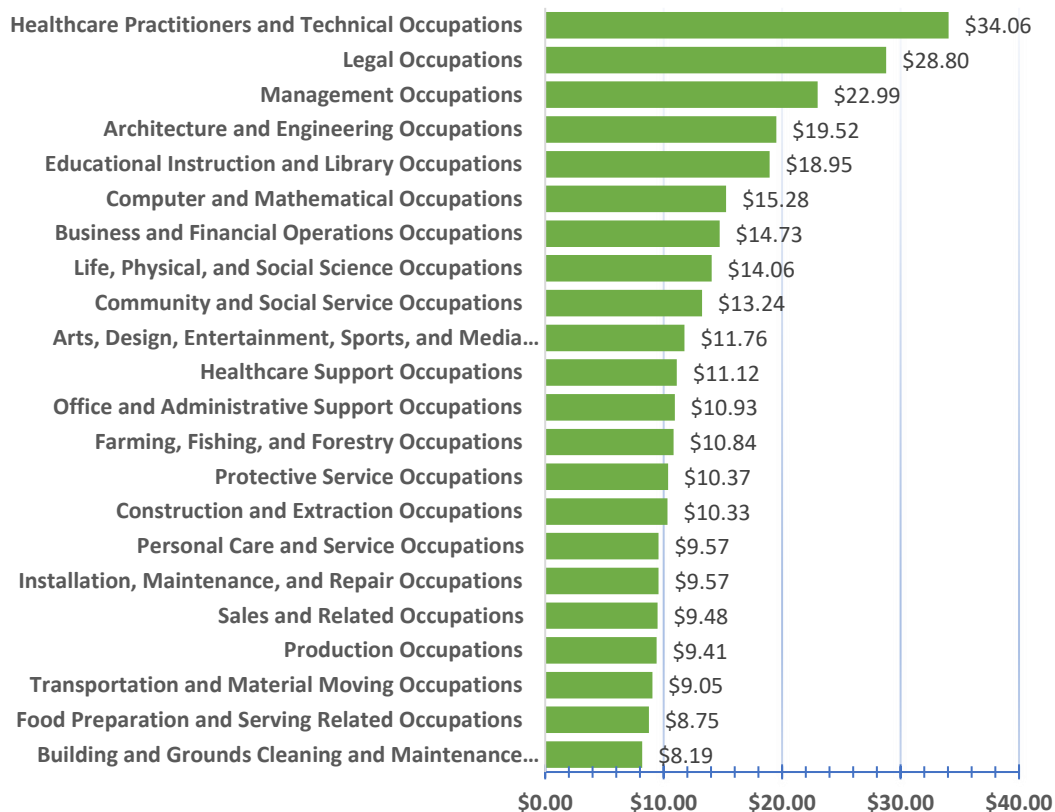


Table 2 below shows the number of employers, number of employees, mean and median hourly wage by Major Occupation Group.

Table 2. Hourly Wage Statistics by Major Group of Occupation: 2020 PWS, CNMI

Note: N means count

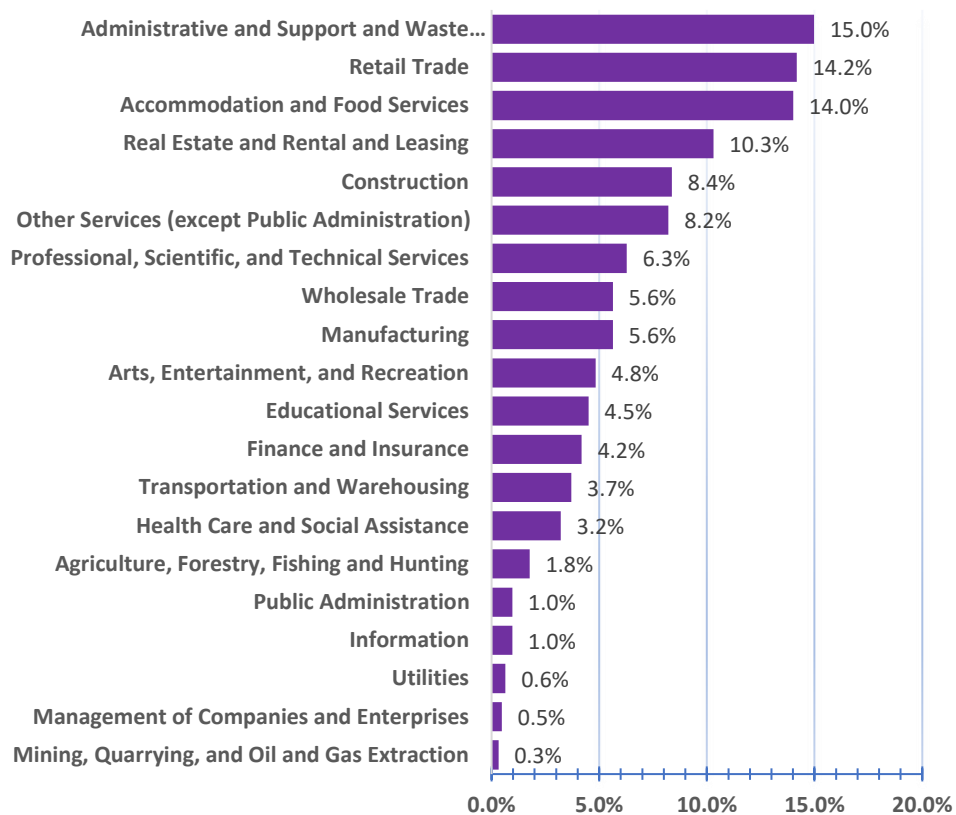
SOC Major Group	Emplo yers N	% of Emplo yers Total	Emplo yees N	% of Emplo yees Total	Hourly Wage Mean	Hourly Wage Median
11-0000 - Management Occupations	364	58.6%	1,312	9.1%	\$22.99	\$19.50
13-0000 - Business and Financial Operations Occupations	167	26.9%	690	4.8%	\$14.73	\$13.00
15-0000 - Computer and Mathematical Occupations	35	5.6%	155	1.1%	\$15.28	\$14.23
17-0000 - Architecture and Engineering Occupations	37	6.0%	124	0.9%	\$19.52	\$17.88
19-0000 - Life, Physical, and Social Science Occupations	8	1.3%	175	1.2%	\$14.06	\$11.81
21-0000 - Community and Social Service Occupations	13	2.1%	392	2.7%	\$13.24	\$11.80
23-0000 - Legal Occupations	12	1.9%	93	0.6%	\$28.80	\$25.24
25-0000 - Educational Instruction and Library Occupations	27	4.3%	906	6.3%	\$18.95	\$16.97
27-0000 - Arts, Design, Entertainment, Sports, and Media Occupations	41	6.6%	117	0.8%	\$11.76	\$9.14
29-0000 - Healthcare Practitioners and Technical Occupations	16	2.6%	381	2.7%	\$34.06	\$21.29
31-0000 - Healthcare Support Occupations	19	3.1%	120	0.8%	\$11.12	\$10.15
33-0000 - Protective Service Occupations	38	6.1%	1,272	8.9%	\$10.37	\$9.85
35-0000 - Food Preparation and Serving Related Occupations	105	16.9%	1,568	10.9%	\$8.75	\$7.93
37-0000 - Building and Grounds Cleaning and Maintenance Occupations	123	19.8%	801	5.6%	\$8.19	\$7.56
39-0000 - Personal Care and Service Occupations	80	12.9%	352	2.5%	\$9.57	\$7.79
41-0000 - Sales and Related Occupations	165	26.6%	654	4.6%	\$9.48	\$8.25
43-0000 - Office and Administrative Support Occupations	270	43.5%	2,335	16.3%	\$10.93	\$9.17
45-0000 - Farming, Fishing, and Forestry Occupations	15	2.4%	51	0.4%	\$10.84	\$9.73
47-0000 - Construction and Extraction Occupations	58	9.3%	576	4.0%	\$10.33	\$9.18
49-0000 - Installation, Maintenance, and Repair Occupations	215	34.6%	1,095	7.6%	\$9.57	\$8.33
51-0000 - Production Occupations	89	14.3%	365	2.5%	\$9.41	\$7.79
53-0000 - Transportation and Material Moving Occupations	116	18.7%	808	5.6%	\$9.05	\$7.90
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

Employers by Major Industry

About 15% of all employers in the 2020 PWS were in the Administrative and Support and Waste Management and Remedial Services industry; about 14% were in both the Retail Trade and Accommodation and Food Services industry; and about 10% were in the Real Estate and Rental and Leasing industry. See Chart 3.a for detail.

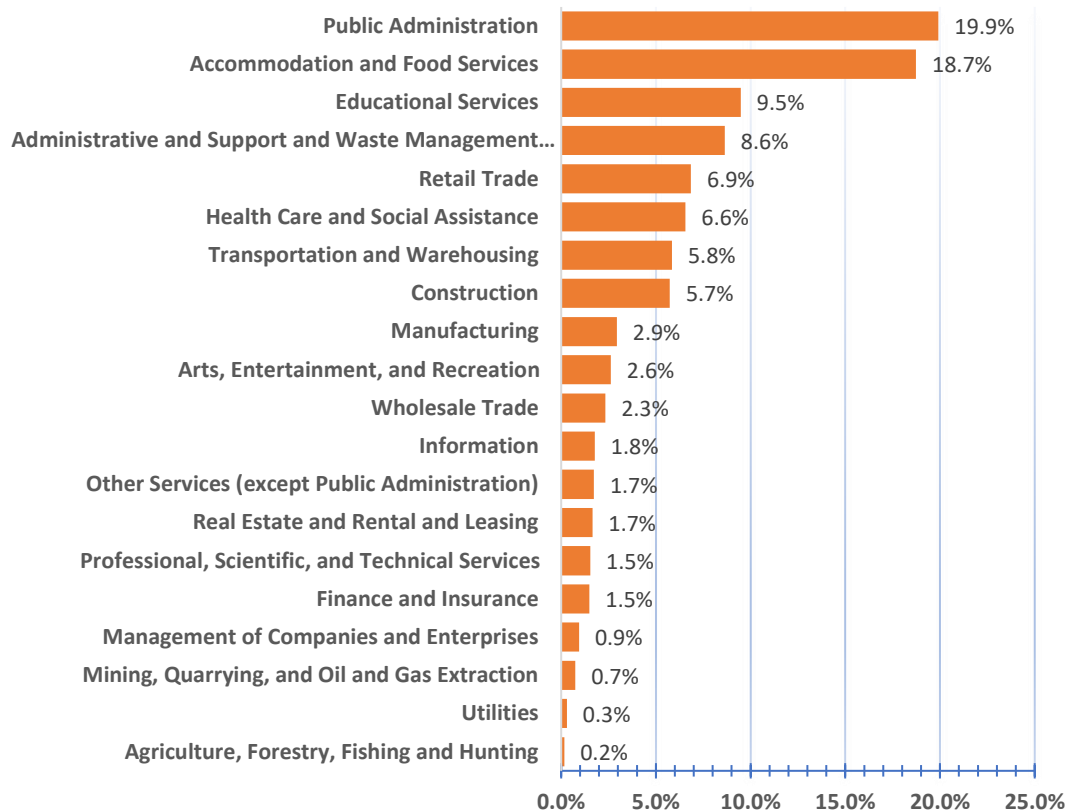
**Chart 3.a Percentage of Total Employers by Major Industry:
2020 PWS, CNMI**



Employees by Major Industry

The Public Administration had the largest share (about 20%) of total employees reported in the Survey; followed by Accommodation and Food Services industry (about 19%), Education Services (about 10%) and Administrative and Support and Waste Management and Remediation Services (about 9%). See Chart 3.b for detail.

**Chart 3.b Percentage of Total Employees by Major Industry :
2020 PWS, CNMI**



Mean Hourly Wage by Major Industry

The Health Care and Social Assistance industry had the highest mean hourly wage (\$23.17); followed by the Education Services industry (\$18.40); the Professional, Scientific, and Technical Services (\$16.41), the Information (\$16.27), the Finance and Insurance (\$16.11), and the Management of Companies and Enterprises (\$16.04). the Agriculture, Forestry, Fishing and Hunting had the lowest mean hourly wage (\$9.03). See Chart 3.a for detail.

**Chart 3.c Mean Hourly Wage by Major Industry:
2020 PWS, CNMI**

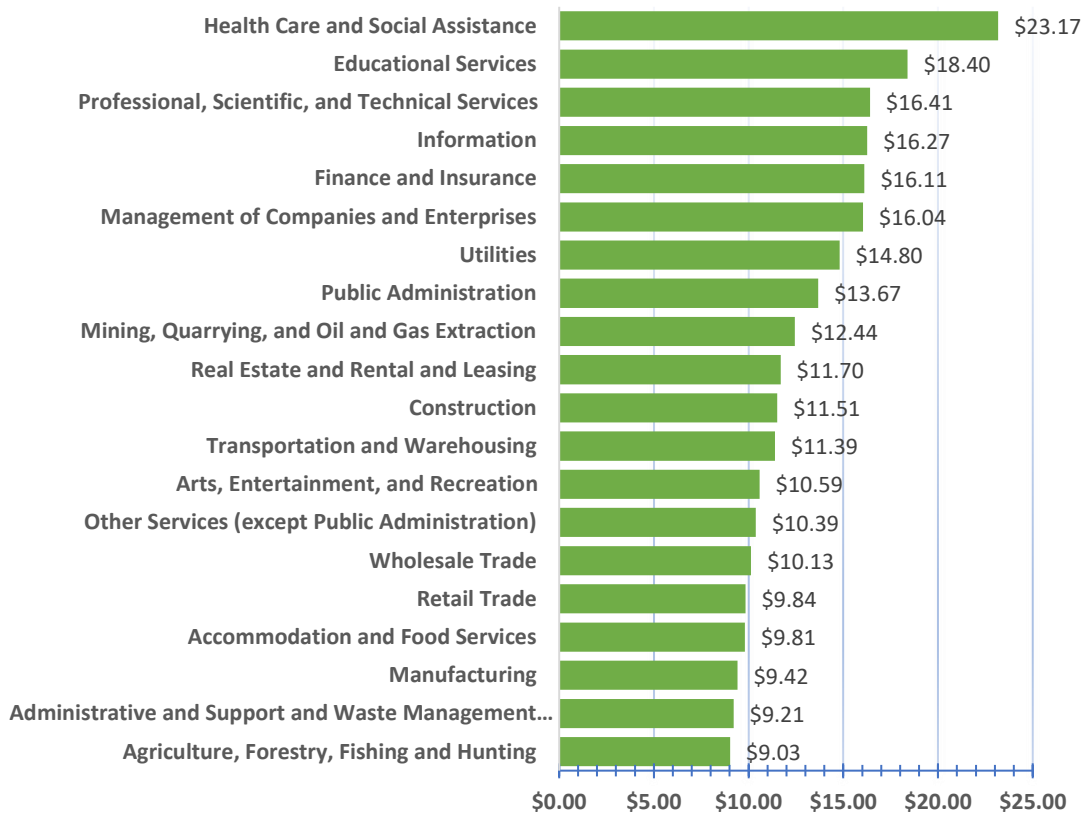


Table 3 below shows the number of employers, number of employees, mean and median hourly wage by Major Industry.

Table 3. Hourly Wage Statistics by Major Industry: 2020 PWS, CNMI

Note: N means count

Major Industry	Employers N	% of Employers Total	Employees N	% of Employees Total	Hourly Wage Mean	Hourly Wage Median
Accommodation and Food Services	87	14.0%	2,687	18.7%	\$9.81	\$8.03
Administrative and Support and Waste Management and Remediation Services	93	15.0%	1,239	8.6%	\$9.21	\$7.69
Agriculture, Forestry, Fishing and Hunting	11	1.8%	24	0.2%	\$9.03	\$8.56
Arts, Entertainment, and Recreation	30	4.8%	376	2.6%	\$10.59	\$7.84
Construction	52	8.4%	823	5.7%	\$11.51	\$8.57
Educational Services	28	4.5%	1,360	9.5%	\$18.40	\$16.70
Finance and Insurance	26	4.2%	214	1.5%	\$16.11	\$11.78
Health Care and Social Assistance	20	3.2%	941	6.6%	\$23.17	\$16.62
Information	6	1.0%	255	1.8%	\$16.27	\$12.91
Management of Companies and Enterprises	3	0.5%	135	0.9%	\$16.04	\$11.90
Manufacturing	35	5.6%	421	2.9%	\$9.42	\$7.75
Mining, Quarrying, and Oil and Gas Extraction	2	0.3%	107	0.7%	\$12.44	\$10.00
Other Services (except Public Administration)	51	8.2%	248	1.7%	\$10.39	\$8.23
Professional, Scientific, and Technical Services	39	6.3%	220	1.5%	\$16.41	\$12.08
Public Administration	6	1.0%	2,856	19.9%	\$13.67	\$11.81
Real Estate and Rental and Leasing	64	10.3%	237	1.7%	\$11.70	\$8.50
Retail Trade	88	14.2%	983	6.9%	\$9.84	\$7.91
Transportation and Warehousing	23	3.7%	839	5.8%	\$11.39	\$9.26
Utilities	4	0.6%	43	0.3%	\$14.80	\$9.00
Wholesale Trade	35	5.6%	334	2.3%	\$10.13	\$8.23
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY SECTOR

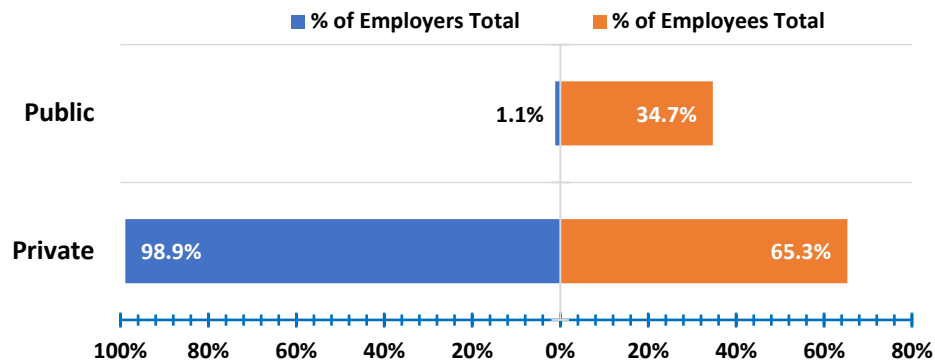
Employers by Sector

About 99% of all employers in the 2020 PWS were in the private sector while about 1% were in the public sector.

Employees by Sector

About 65% of all employees reported in the PWS were in the private sector while 35% were in the public sector.

Chart 4 Percentage of Total Employers and Employees by Sector: 2020 PWS, CNMI



Mean Hourly Wage Sector

The mean hourly wage in the public sector was higher (\$16.79) than in the private sector (\$10.79), see Table 4 below for detail.

Table 4. Hourly Wage Statistics by Sector: 2020 PWS, CNMI

Note: N means count

Sector	Employers N	% of Employers Total	Employees N	% of Employees Total	Hourly Wage Mean	Hourly Wage Median
Private	614	98.9%	9,362	65.3%	\$10.79	\$8.25
Public	7	1.1%	4,980	34.7%	\$16.79	\$13.46
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY CITIZENSHIP

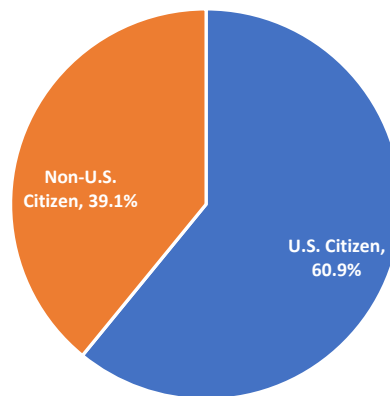
Employers by Citizenship

About 65% of all employers in the 2020 PWS had U.S. citizen employees while 94% had Non-U.S. citizens. see Table 4 below for detail.

Employees by Citizenship

About 61% of all employees reported in the PWS were U.S. citizens while 39% were non-U.S. citizens. Note that under the 2018 CNMI Workforce Act FAS (Freely Associated States) citizens are categorized as U.S. citizen, see Table 5 for detail.

Chart 5. Percentage of Total Employees by Citizenship: 2020 PWS, CNMI



Mean Hourly Wage by Citizenship

Generally, U.S. Citizen employees had hourly wage higher than non-U.S. citizen employees, see Table 4 below for detail.

Table 5. Hourly Wage Statistics by Citizenship: 2020 PWS, CNMI

Note: N means count

Citizenship	Employers N	% Employers Total	Employees N	% Employees Total	Hourly Wage Mean	Hourly Wage Median
U.S. Citizen	405	65.2%	8,735	60.9%	\$13.95	\$10.17
U.S. Citizen	398	64.1%	8,210	57.2%	\$14.22	\$10.44
FAS	101	16.3%	525	3.7%	\$9.78	\$7.74
Non-U.S. Citizen	581	93.6%	5,607	39.1%	\$11.19	\$8.39
Philippines	468	75.4%	4,686	32.7%	\$10.47	\$8.33
Korea	124	20.0%	303	2.1%	\$18.52	\$17.14
China	100	16.1%	304	2.1%	\$11.59	\$8.87
Japan	54	8.7%	120	0.8%	\$18.25	\$14.71
Bangladesh	38	6.1%	79	0.6%	\$8.37	\$8.11
Other	59	9.5%	115	0.8%	\$15.03	\$9.00
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

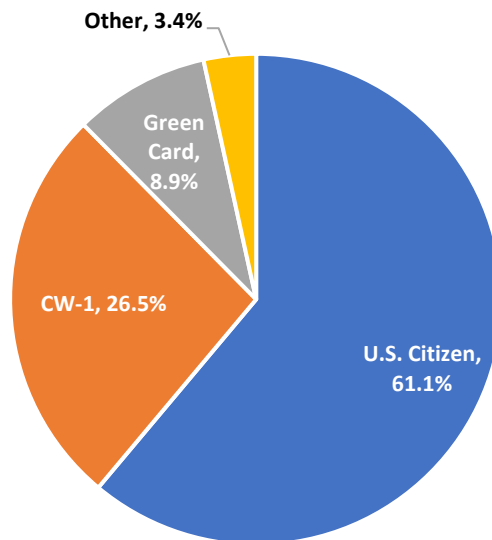
Employers by Visa Type

About 65% of all employers in the 2020 PWS had U.S. citizen employees, 80% had CW-1 employees while 51% had Green Card employees. see Table 6 below for detail.

Employees by Visa Type

About 61% of all employees reported in the PWS were U.S. citizens while 27% were CW-1s, 9% were Green Card holders, see Chart 6 for detail.

Chart 6. Percentage of Total Employees by Visa Type: 2020 PWS, CNMI



Mean Hourly Wage by Visa Type

Generally, U.S. citizen employees had hourly wages higher than employees on foreign workers visa., see Table 6 below for detail.

Table 6. Hourly Wage Statistics by Visa Type: 2020 PWS, CNMI

Note: N means count

Visa Type	Employers N	% Employers Total	Employees N	% Employees Total	Hourly Wage Mean	Hourly Wage Median
U.S. Citizen	405	65.2%	8,762	61.1%	\$13.97	\$10.20
CW 1	497	80.0%	3,803	26.5%	\$10.28	\$8.33
Green Card	321	51.7%	1,283	8.9%	\$11.77	\$8.45
Other	186	30.0%	494	3.4%	\$16.18	\$11.81
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY GENDER

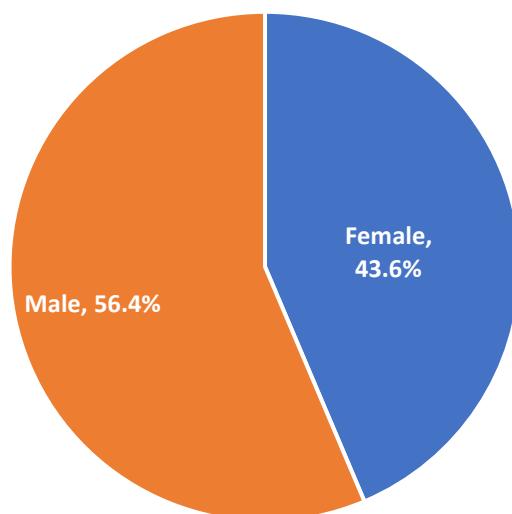
Employers by Gender

About 84% of all employers in the 2020 PWS had female employees, about 87% had male.

Employees by Gender

About 44% of all employees reported in the PWS were females while 56% were males.

Chart 7. Percentage of Total Employees by Gender: 2020 PWS, CNMI



Mean Hourly Wage Gender

Overall, female had a mean hourly wage (\$13.19) higher than male employees (\$12.63)., see Table 6 below for detail.

Table 7. Hourly Wage Statistics by Gender: 2020 PWS, CNMI

Note: N means count

Gender	Employers N	% Employers Total	Employees N	% Employees Total	Hourly Wage Mean	Hourly Wage Median
Female	521	83.9%	6,258	43.6%	\$13.19	\$9.71
Male	542	87.3%	8,084	56.4%	\$12.63	\$9.09
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

IMPACT OF COVID-19 ON EMPLOYMENT CONDITION IN THE CNMI

The COVID-19 pandemic has impacted the general economic condition in the CNMI. To quantify the impact of the pandemic on the employment condition, the 2020 PWS inserted a set of questions (see Appendix B for detail) to measure the extent of the pandemic on layoffs and on employers' utilization of employees. Many employers (about 30%) not only laid off or furloughed employees, but also had reduced employee hours worked per week during the June-July period. In this section of the report employee status is cross tabbed with the other variables in the PWS and the results are presented.

HOURLY WAGE STATISTICS BY EMPLOYMENT STATUS

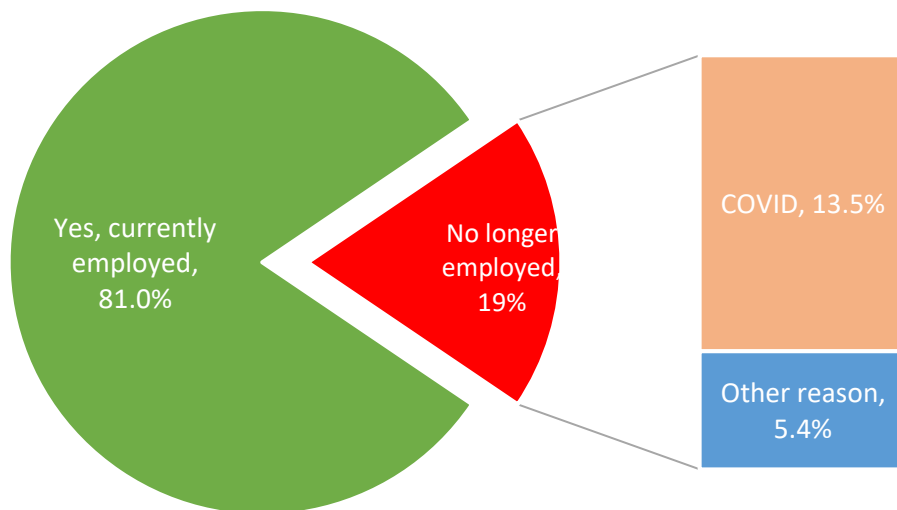
Employers by Employment Status

About 30% of all employers in the 2020 PWS laid off or furloughed some of their employees between January and July 2020. About 14% of employers laid off employees due to COVID-19. See Table 8.1 for details.

Employees by Employment Status

About 81% of all employees employed in January 2020 were still employed in June-July 2020 while 19% were not employed. The COVID-19 pandemic was the reason the majority (14%) of the workers that were laid off, see Chart 8.1 and Table 8.1 for details.

Chart 8.1 Employee Employment Status in July VS
January 2020: 2020 PWS, CNMI



Mean Hourly Wage Employment Status

The employees that were laid off had a lower mean hourly wage (\$12.01) than those that remained employed (\$13.07). See Table 8.1 below for detail.

Table 8.1 Hourly Wage Statistics by Employment Status: 2020 PWS, CNMI

Note: N means count

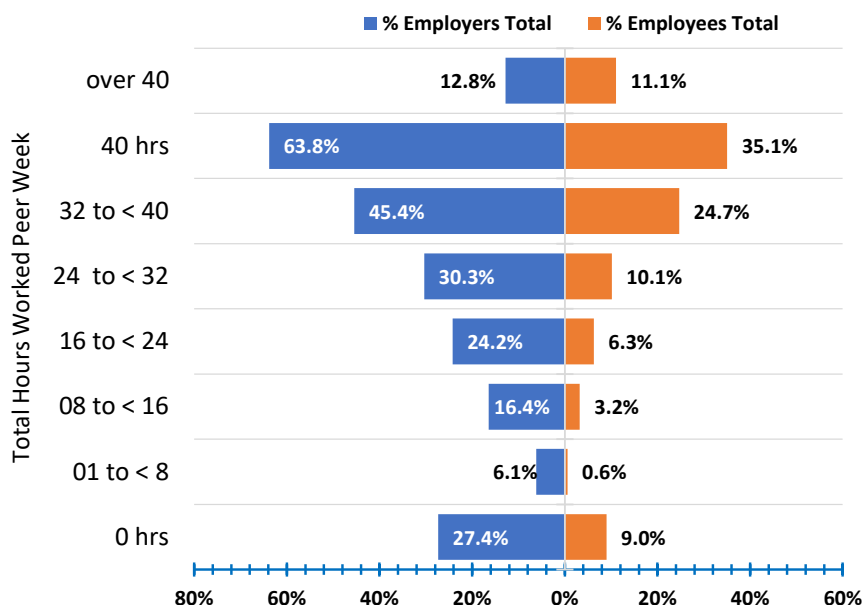
Employment Status	Employers N	% Employers Total	Employees N	% Employees Total	Hourly Wage Mean	Hourly Wage Median
Yes, currently employed	603	97.1%	11,624	81.0%	\$13.07	\$9.33
No longer employed	183	29.5%	2,718	19.0%	\$12.01	\$9.14
Due to COVID-19	90	14.5%	1,943	13.5%	\$12.59	\$9.71
Other reason	126	20.3%	775	5.4%	\$10.56	\$8.19
Grand Total	621	100.0%	14,342	100.0%	\$12.87	\$9.25

HOURLY WAGE STATISTICS BY HOURS WORKED LAST WEEK

Employers by Hours Worked Last Week

Many employers not only laid off or furloughed employees, but also reduced employee hours worked per week. Only 64% of all employers in the 2020 PWS reported 40 hours per week while 45% reported between 32 to < 40 hours per week; 30% reported between 24 to < 32 hours; 24% reported 16 to < 24 hours; 16% reported 8 to < 16 hours; 1% reported less than 8 hours per week; and 27% reported zero hours worked per week for

Chart 8.2 Total Hours Employee Worked Per Week in June-July Period: 2020 PWS, CNMI



some employees. It is important to note that a single employer may be included in each of the categories of hours worked because an employer employs multiple employees. See Chart 8.2 above for more.

Employees by Hours Worked Last Week

Of the 11,624 employees that worked during the June-July period in the PWS, over half (about 54%) of them worked less than 40 hours per week while less than half (46%) worked 40 hours or more. See Chart 8.2 above for more detail.

Mean Hourly Wage Hours Worked Last Week

While those *No longer employed* had a lower mean hourly wage than those still employed, there appeared to be a positive relationship between the number of hours worked per week and the mean hourly wage. See Table 8.2 below for detail.

Table 8.2 Hourly Wage Statistics by Hours Worked Last Week: 2020 PWS, CNMI

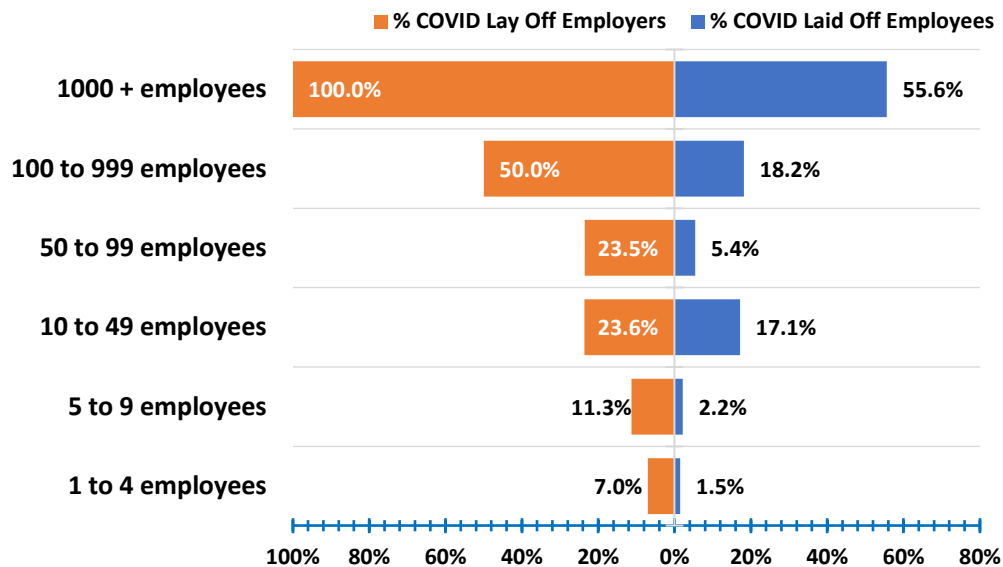
Note: N means count

Hours Worked Last Week	Emplo yers N	% Emplo yers Total	Emplo ytes N	% Emplo ytes Total	Hourly Wage Mean	Hourly Wage Median
0 hours	165	27.4%	1,045	9.0%	\$9.73	\$7.85
1 to <8 hours	37	6.1%	66	0.6%	\$15.91	\$9.02
8 to < 16 hours	99	16.4%	375	3.2%	\$13.35	\$8.25
16 to < 24 hours	146	24.2%	728	6.3%	\$9.64	\$8.11
24 to < 32 hours	183	30.3%	1,179	10.1%	\$10.31	\$8.23
32 to < 40 hours	274	45.4%	2,870	24.7%	\$12.17	\$9.30
40 hours	385	63.8%	4,075	35.1%	\$15.18	\$10.96
Over 40 hours	77	12.8%	1,286	11.1%	\$15.38	\$11.10
Grand Total	603	100.0%	11,624	100.0%	\$13.07	\$9.33

COVID-19 Related Laid Off by Employer Size

As shown in Chart 8.3 below, the percentage of employers that laid off workers increased with employer size: only 7% of employer group 1 to 4 laid off employees while 100% of all employers with a 1,000 or more employees laid off some employees. Similarly, the percentage of total employees laid off also increased with employer size.

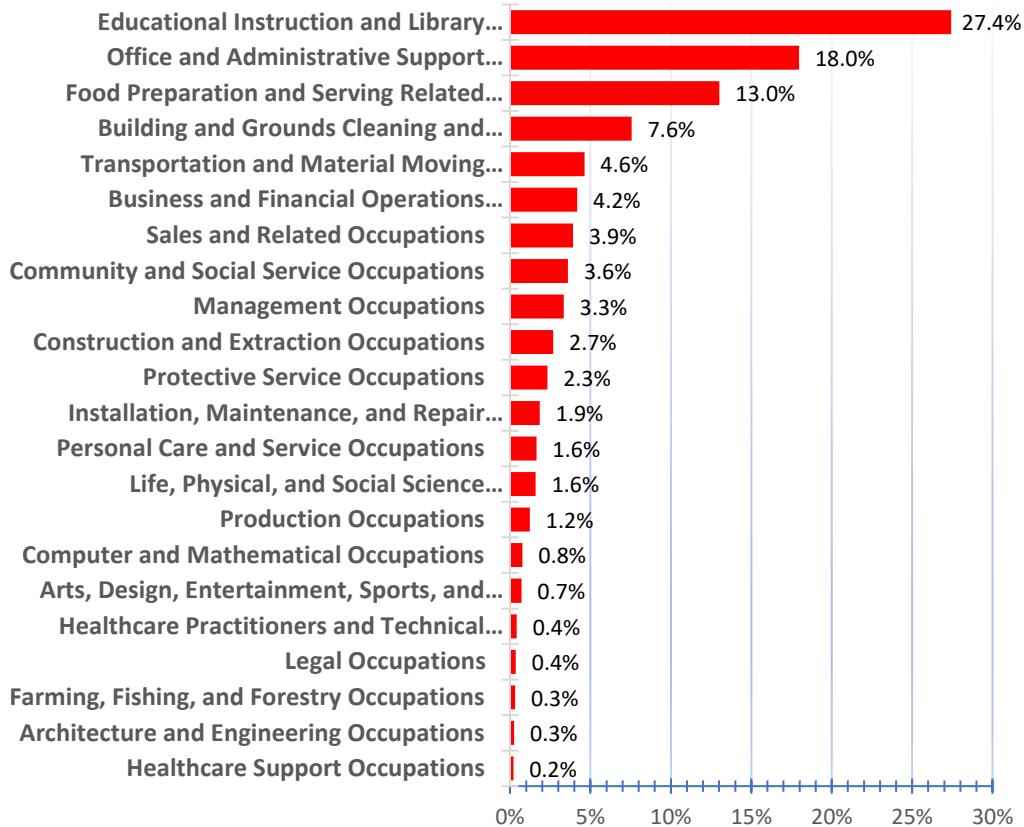
**Chart 8.3 Percentage of Total COVID-19 Related Lay Off
by Employer Size: 2020 PWS, CNMI**



COVID-19 Related Laid Off Employees by Major Occupational Group

The Education Instruction and Library Occupations comprised the largest share (27%) of total employees laid off, followed by Office and Administrative Support Occupations (18%), Food Preparation and Serving Related Occupations (13%), Building and Grounds Cleaning and Maintenance Occupations (8%), etc., see Chart 8.4 below for more detail.

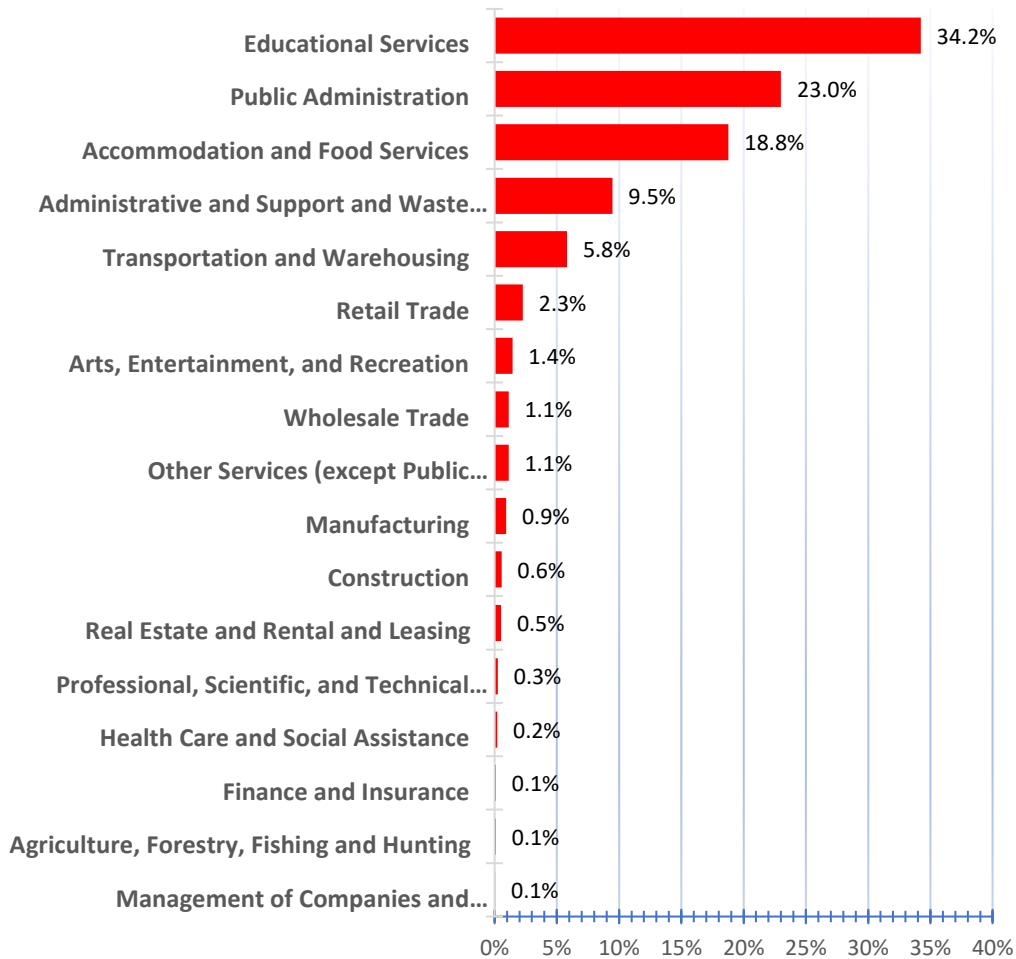
**Chart 8.4 Percentage of Total Employees Laid Off Due to COVID-19
by SOC Major Group: 2020 PWS, CNMI**



COVID-19 Related Laid off Employees by Industry Major

The Education Services industry laid off the largest share (34%) of total COVID related laid off employees, followed the Public Administration (23%), Accommodation and Food Services (19%), etc., see Chart 8.5 below for more detail.

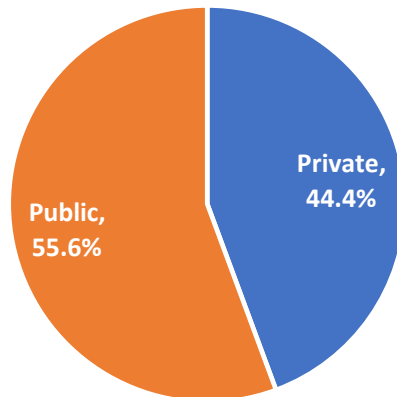
Chart 8.5 Percentage of Total Employees Laid Off Due to COVID-19 by Major Industry: 2020 PWS, CNMI



COVID-19 Related Laid off Employees by Sector

Fifty-six (56%) of all employees laid off due to COVID-19 were U.S. citizens while 45% were non-U.S. citizens.

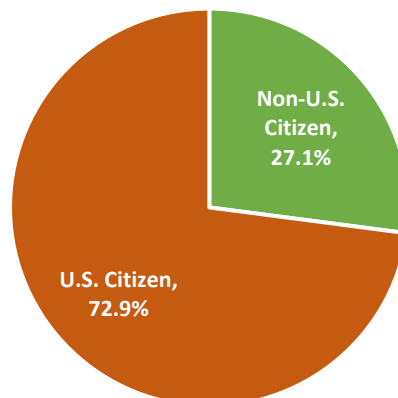
Chart 8.6 Percentage of Total Employees Laid Off Due to COVID-19 by Sector: 2020 PWS, CNMI



COVID-19 Related Laid off Employees by Citizenship

Seventy-three (73%) of all employees laid off due to COVID-19 were U.S. citizens while 27% were non-U.S. citizens.

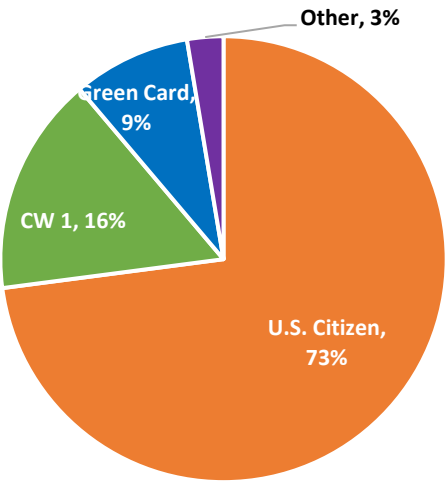
Chart 8.7 Percentage of Total Employees Laid Off Due to COVID-19 by Citizenship: 2020 PWS, CNMI



COVID-19 Related Laid off Employees by Visa Type

Seventy-four (73%) of all employees laid off due to COVID-19 were U.S. citizens, 16% were CW-1 visa holders, 9% were green card holders, 3% were holders of other visa types.

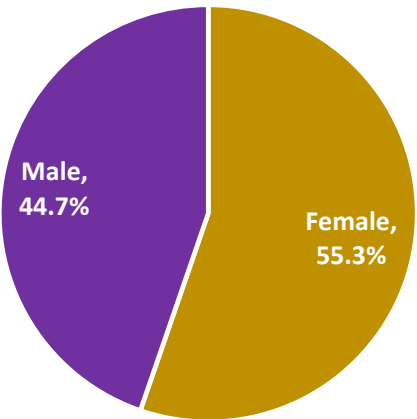
Chart 8.8 Percentage of Total Employees Laid Off Due to COVID-19 by Visa Type: 2020 PWS, CNMI



COVID-19 Related Laid off Employees by Gender

Fifty-five (55%) of all employees laid off due to COVID-19 were U.S. females while 45% were males.

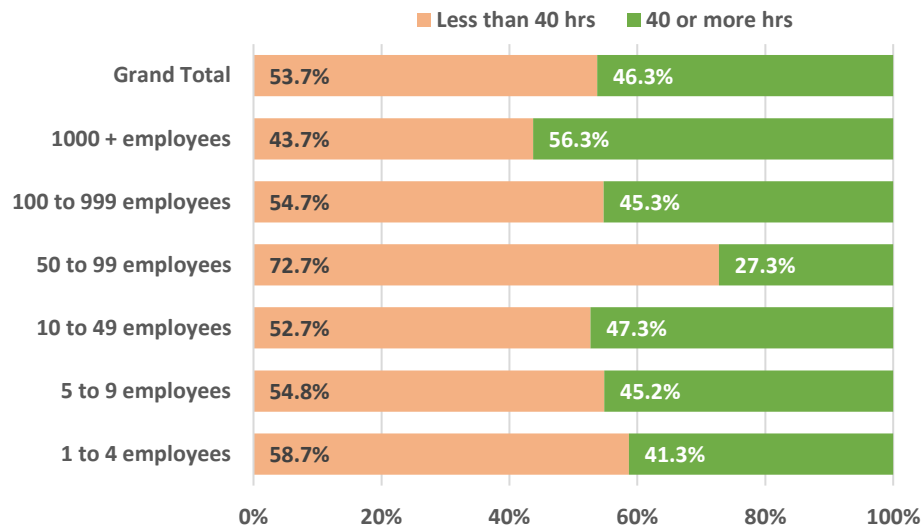
Chart 8.9 Percentage of Total Employees Laid Off Due to COVID-19 by Gender: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Employer Size

As state above and shown again in Chart 8.10, About 54% of all employees at the time of the time of the PWS (June-July 2020) worked less than 40 hours per week while less than half (46%) worked 40 or more hours. By employer size, the 50 to 99 employee group reported the highest level of percentage (73%) of employees that worked less than 40 hours a week, while this percentage (44%) was lowest for the 1,000+ group.

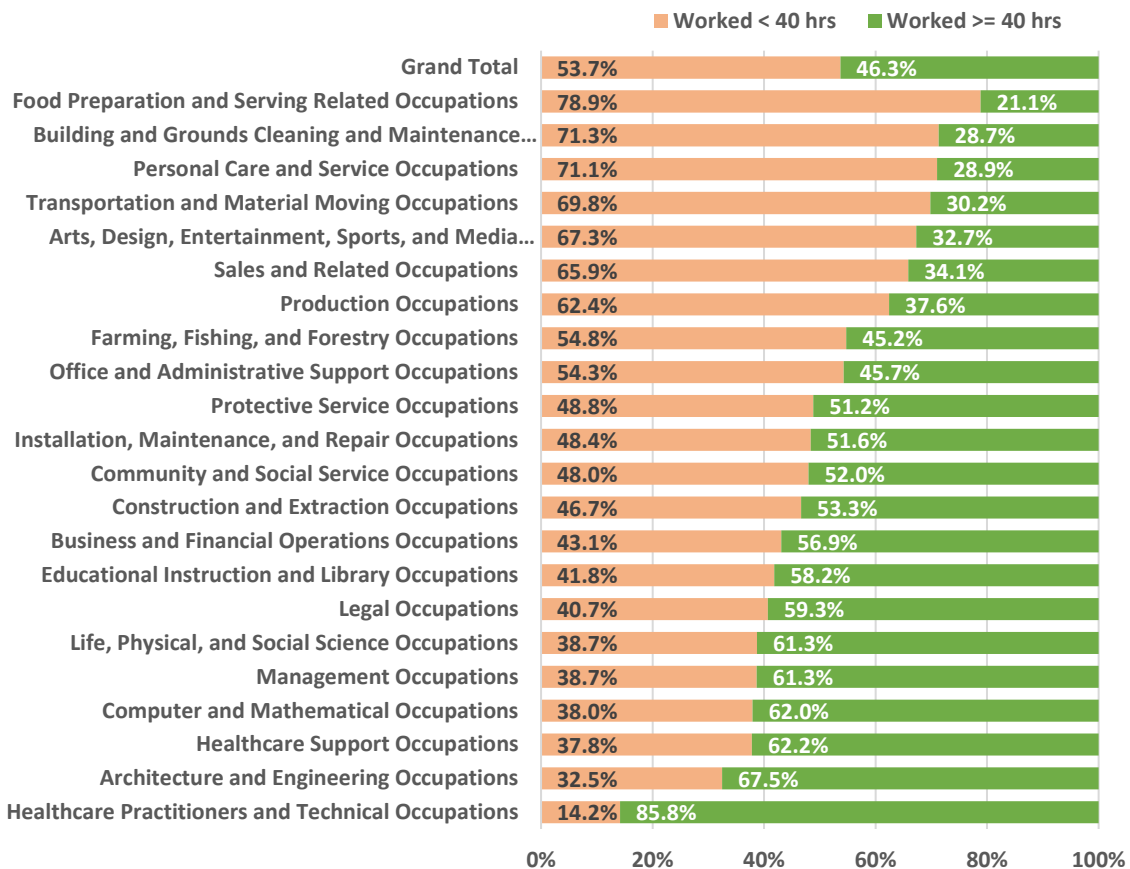
Chart 8.10. Employee Hours Worked Per Week in June-July 2020 by Employer Size: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Major Occupation Group

By Major Occupation Group, the percentage of employees that worked less than 40 hours per week was highest (79%) in the Food Preparation and Serving Related Occupations, followed by the Building and Grounds, Cleaning and Maintenance Occupations (71%) and the Personal Care and Service Occupations (71%), the Transportation and Material Moving Occupations, etc. This percentage was lowest for the Healthcare Practitioners and Technical Occupations (14%). See Chart 8.11 below for mor details.

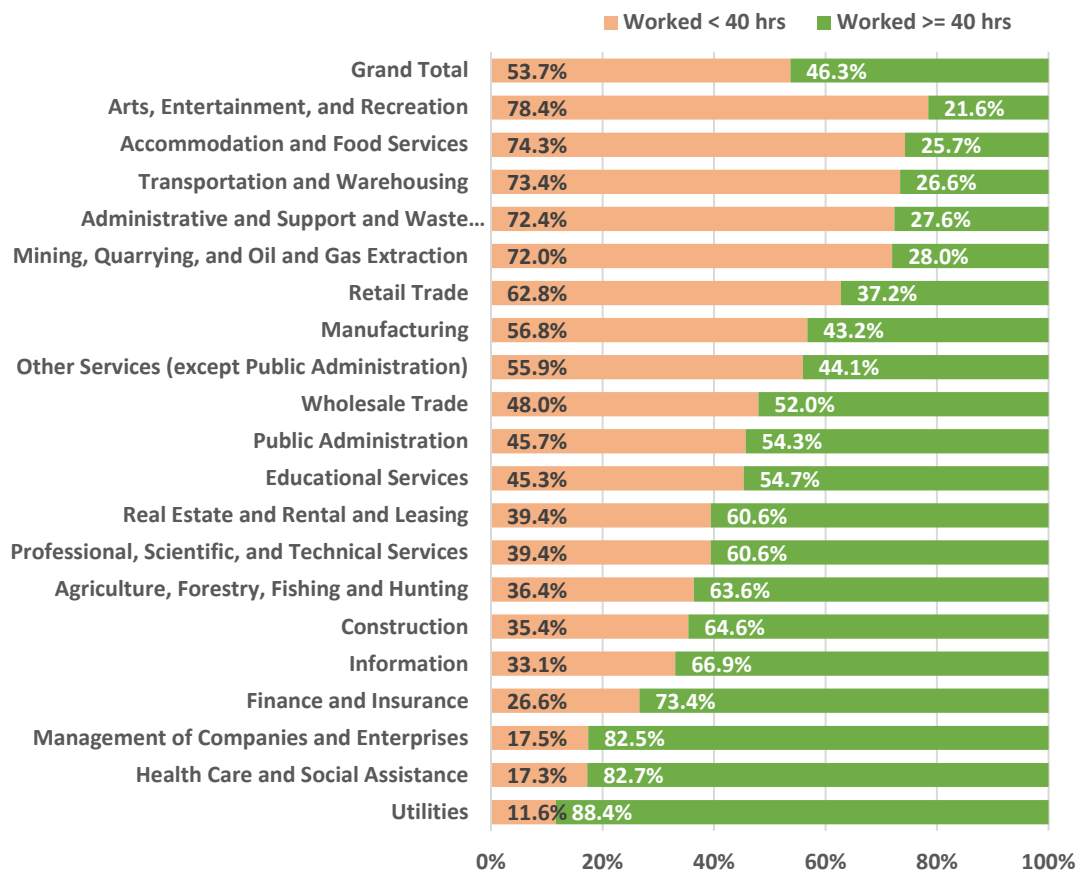
Chart 8.11. Hours Worked Per Week in June-July 2020 by Major Occupational Group: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Major Industry Group

By Major Industry Group, the percentage of employees that worked less than 40 hours per week was highest (78%) in the Arts, Entertainment, and Recreation, followed by the Accommodation and Food Services (74%), the Transportation and Warehousing (73%), the Administrative and Support and Waste Management and Remedial Services (72%), etc. This percentage was lowest for the Utilities (12%). See Chart 8.12 below for more details.

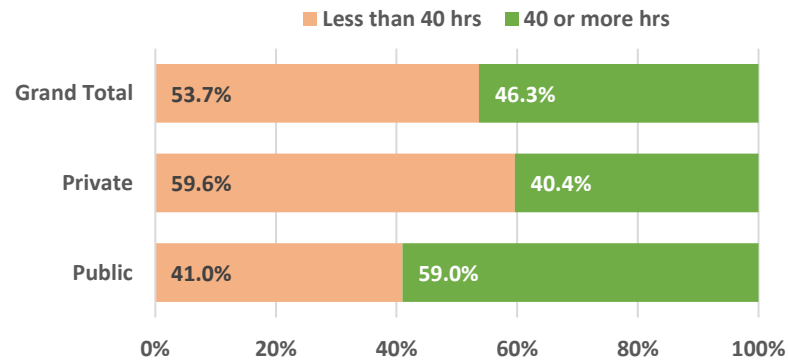
Chart 8.12 Hours Worked Per Week in June-July 2020 by Major Industry Group: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Major Sector

By Major Sector, the percentage of employees that worked less than 40 hours per week was higher (60%) in Private Sector than in the Public Sector (41%).

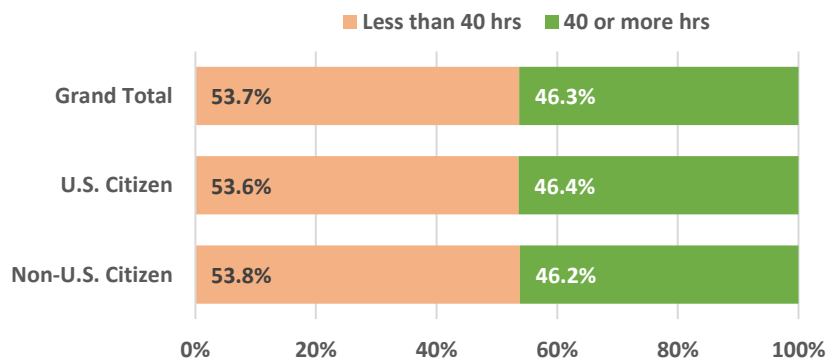
Chart 8.13. Employee Hours Worked Per Week in June-July 2020 by Sector: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Citizenship

By Citizenship, there was no difference in the percentage of employees that worked less than 40 hours per week.

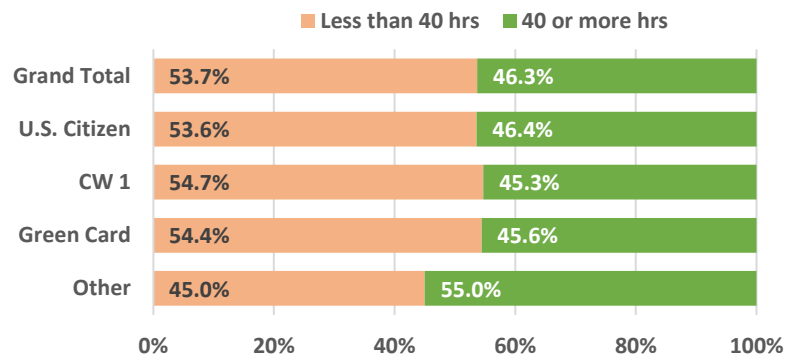
Chart 8.14 Employee Hours Worked Per Week in June-July 2020 by Citizenship: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Visa Type

By Visa Type, the percentage of employees that worked less than 40 hours per week was slightly higher (55%) for CW-1, 54% for Green Card and comparatively lower for Other visa types (45%).

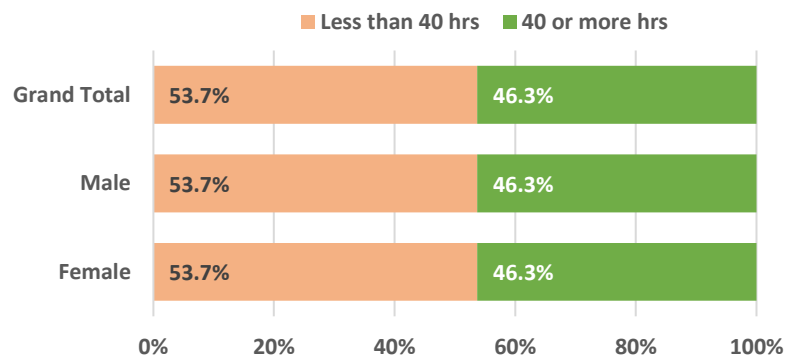
Chart 8.15 Employee Hours Worked Per Week in June-July 2020 by Visa Type: 2020 PWS, CNMI



COVID-19 Impact on Employee Hours Worked by Gender

By Gender, there was no difference in the percentage of employees that worked less than 40 hours per week. See Chart 8.16 below for mor details.

Chart 8.16 Employee Hours Worked Per Week in June-July 2020 by Visa Type: 2020 PWS, CNMI



HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 14,342 employees in the 2020 PWS were classified into 484 different SOC Detailed Titles under the 2018 Standard Occupation System. The hourly wage and related statistics for these Detailed Titles are appended to this report as Appendix A. An important guideline requirement for deriving the prevailing wage rate is that the hourly wage amount must be derived from a minimum of 3 different employers and 30 different employees, hereon referred to as the 3-30 rule. Based on this guideline only 91 Detailed Titles met this rule in the 2020 PWS. A work-around, when the 3-30 rule is not satisfied at the Detailed Title level, is to move up the SOC aggregation levels and find the level where the rule is met, then, use the hourly wage statistics from that level as proxy for the Detailed Title. This approach, however, is acceptable up to the Minor Group level and is not acceptable on the Major Group level (except for the title 45-3031 - *Fishing and Hunting Workers*). When using this approach, 416 of the 484 Titles in the 2020 PWS have hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2020 PWS, CNMI*, in Appendix A shows the number of employers, number of employees, the mean and the median hourly wage rates for each of the Detailed Titles that can be used when applying for visas. Please see Appendix A for details. Note that when the 3-30 rule is not met at the Minor Group level, then the 2020 PWS cannot be used as the source for prevailing wage rate when applying a visa.

CHALLENGES AND LIMITATIONS

CHALLENGES

The 2020 Hourly Wage Statistics Release Schedule was Delayed Due to the Impact of COVID-19. The 2020 CNMI Prevailing Wages by Detailed Titles was required to be published by July 1, 2020. However, the publication had to be moved back due to the negative impact of the world-wide COVID-19 pandemic. When the Commonwealth went into a lockdown in March 2020 due to the pandemic, the portal development time frame and the Survey schedule had to be pushed back and subsequently the April/May target date to launch the Survey was also pushed back. The portal was completed in June and the data collection began on June 11th and ended on July 10th, 2020. Then, the Survey data had to be cleaned, processed, and tabulated before the results can be published.

CNMI Employers' Participation in other Programs Related to COVID-19 May have Contributed to Delayed Participation in the 2020 PWS Survey. The CNMI employers had to participate in the Pandemic Unemployment Assistance (PUA) and the Paycheck Protection Program (PPP). The CNMI PUA Portal was launched at the same week as 2020 PWS Online Portal and may have contributed to a low response rate for the 2020 PWS during the first two weeks of the data collection.

LIMITATIONS

Lower Response Rate in 2020 PWS compared to the 2019. Not all employers participated in the 2020 PWS. The lower participation rate, compared to the 2019 PWS, was due to the negative impact of the pandemic. In 2019, 936 employers participated in the Survey while in 2020, 711 registered in the Survey online portal, but only 621 employers submitted 14,342 employee's data that were used in producing the wage statistics. The negative impact of the pandemic has been felt throughout the Commonwealth's economy and especially impacted the tourism Industry. The whole business community had to endure the prolonged shut down. While the economy has reopened, parts of the economy are still closed (or only partially opened) especially the hotels, travel, and related businesses. As discussed above, under *Hourly Wage Statistics By Hours Worked Last Week*, over half of the employed workforce was still working less than full time in the latter part of June to

early July. In effort to minimize cost, some employers may not have been able to participate in the 2020 PWS because employees who would have been responsible for completing the Survey were not available.

Not all employers participated and, also, not all employer submissions were used in deriving hourly wage statistics due to poor quality of submissions. Although only a very small percentage, a few employers reported employee pay on a monthly or biweekly basis that translated into hourly wage rates below the current minimum wage of \$7.25. Employee records with hourly wage below \$4.00 were excluded in the production of hourly wage statistics in this report.

APPENDICES

There are four appendices. Appendix A consists of two tables. Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2020 PWS, CNMI shows the 484 Detailed Titles captured by the Survey in the CNMI economy in 2020. Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2020 PWS, CNMI shows the hourly wage statistics at the different SOC level of aggregation. Appendix B shows a sample ETA Form 9165 using the 2020 PWS. Appendix C lists the definitions of the 484 Detailed Titles found in the 2020 PWS. And Appendix D shows the data definitions and the screenshots of the 2020 PWS Online Portal forms.

APPENDIX A: 2020 CNMI HOURLY WAGE STATISTICS

This appendix contains the hourly wage statistics produced from the 2020 PWS to meet the prevailing wage requirements when applying for visas. When completing a visa application, the guideline requires that the mean hourly wage for the occupation title in the application form must be derived from at least three (3) different employers and from at least thirty (30) different employees (or the 3-30 rule defined earlier). In Table A1, *Employers N*, which is the count of unique employers, was derived using the DISTINCTCOUNT() function in the Data Analysis Expression (DAX) in MS Excel to ensure that the count for employers is unique and avoids duplicate counting. Only 91 of the 484 Detailed Titles in the 2020 PWS met the 3-30 rule. In those Detailed Titles where this rule was not met, wage statistics from a higher level of aggregation (the Broad or the Minor) were used as proxies. For example, the number of employers (44), the number of employees (64), the mean hourly wage (\$16.63), and the median hourly wage (\$15.31) for the Detailed Title **112011 - Advertising and Promotions Managers**, in row 4 in Table A1 below, comes from the SOC Minor Group: **112000 - Advertising, Marketing, Promotions, Public Relations, and Sales Managers**, found in Table A2. Note, however, that when the 3-30 rule is not met at the Minor Group level, then the 2019 PWS cannot be used as the source for prevailing wage rate when applying for a visa, in which case, the hourly wage statistics will have to come from a different source. The only exception is for the title *45-3031 - Fishing and Hunting Workers*.

APPENDIX A

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
1	11-1011 - Chief Executives	102	205	\$30.49	\$25.00	Detailed
2	11-1021 - General and Operations Managers	207	321	\$22.55	\$17.63	Detailed
3	11-1031 - Legislators	267	549	\$25.21	\$15.39	Minor
4	11-2011 - Advertising and Promotions Managers	44	64	\$16.63	\$15.31	Minor
5	11-2021 - Marketing Managers	43	60	\$16.39	\$18.63	Broad
6	11-2022 - Sales Managers	32	41	\$15.24	\$13.96	Detailed
7	11-2032 - Public Relations Managers	44	64	\$16.63	\$36.61	Minor
8	11-3012 - Administrative Services Managers	37	93	\$19.18	\$19.23	Detailed
9	11-3013 - Facilities Managers	43	109	\$19.29	\$17.36	Broad
10	11-3021 - Computer and Information Systems Managers	85	248	\$21.62	\$23.08	Minor
11	11-3031 - Financial Managers	28	47	\$23.98	\$23.98	Detailed
12	11-3051 - Industrial Production Managers	85	248	\$21.62	\$18.91	Minor
13	11-3061 - Purchasing Managers	85	248	\$21.62	\$16.31	Minor
14	11-3071 - Transportation, Storage, and Distribution Managers	85	248	\$21.62	\$21.25	Minor
15	11-3121 - Human Resources Managers	28	42	\$25.13	\$21.49	Detailed
16	11-3131 - Training and Development Managers	85	248	\$21.62	\$28.85	Minor
17	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	129	451	\$21.94	\$16.83	Minor
18	11-9021 - Construction Managers	129	451	\$21.94	\$20.99	Minor
19	11-9031 - Education and Childcare Administrators, Preschool and Daycare	20	34	\$24.08	\$23.38	Detailed
20	11-9032 - Education Administrators, Kindergarten through Secondary	8	50	\$30.30	\$28.35	Detailed
21	11-9033 - Education Administrators, Postsecondary	28	102	\$28.20	\$27.47	Broad
22	11-9039 - Education Administrators, All Other	28	102	\$28.20	\$44.07	Broad
23	11-9041 - Architectural and Engineering Managers	129	451	\$21.94	\$22.12	Minor
24	11-9051 - Food Service Managers	23	42	\$19.31	\$17.22	Detailed
25	11-9071 - Gambling Managers	129	451	\$21.94	\$17.20	Minor
26	11-9072 - Entertainment and Recreation Managers, Except Gambling	129	451	\$21.94	\$16.71	Minor
27	11-9081 - Lodging Managers	129	451	\$21.94	\$17.63	Minor
28	11-9111 - Medical and Health Services Managers	6	44	\$26.55	\$25.84	Detailed
29	11-9141 - Property, Real Estate, and Community Association Managers	129	451	\$21.94	\$10.82	Minor
30	11-9151 - Social and Community Service Managers	129	451	\$21.94	\$14.43	Minor
31	11-9161 - Emergency Management Directors	129	451	\$21.94	\$12.89	Minor
32	11-9179 - Personal Service Managers, All Other	129	451	\$21.94	\$18.75	Minor
33	11-9199 - Managers, All Other	80	168	\$19.39	\$17.71	Detailed
34	13-1022 - Wholesale and Retail Buyers, Except Farm Products	42	229	\$15.16	\$7.87	Minor
35	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	42	229	\$15.16	\$8.57	Minor
36	13-1031 - Claims Adjusters, Examiners, and Investigators	42	229	\$15.16	\$14.44	Minor
37	13-1041 - Compliance Officers	9	81	\$14.08	\$12.82	Detailed
38	13-1051 - Cost Estimators	42	229	\$15.16	\$14.79	Minor
39	13-1071 - Human Resources Specialists	22	73	\$14.80	\$13.68	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
40	13-1075 - Labor Relations Specialists	23	75	\$14.86	\$17.07	Broad
41	13-1081 - Logisticians	42	229	\$15.16	\$8.80	Minor
42	13-1082 - Project Management Specialists	42	229	\$15.16	\$20.22	Minor
43	13-1111 - Management Analysts	42	229	\$15.16	\$16.33	Minor
44	13-1121 - Meeting, Convention, and Event Planners	42	229	\$15.16	\$13.69	Minor
45	13-1141 - Compensation, Benefits, and Job Analysis Specialists	42	229	\$15.16	\$16.61	Minor
46	13-1151 - Training and Development Specialists	42	229	\$15.16	\$14.33	Minor
47	13-1161 - Market Research Analysts and Marketing Specialists	42	229	\$15.16	\$12.02	Minor
48	13-1199 - Business Operations Specialists, All Other	42	229	\$15.16	\$17.63	Minor
49	13-2011 - Accountants and Auditors	148	317	\$14.85	\$12.95	Detailed
50	13-2022 - Appraisers of Personal and Business Property	153	461	\$14.52	\$9.38	Minor
51	13-2023 - Appraisers and Assessors of Real Estate	153	461	\$14.52	\$17.50	Minor
52	13-2031 - Budget Analysts	153	461	\$14.52	\$20.30	Minor
53	13-2041 - Credit Analysts	153	461	\$14.52	\$13.89	Minor
54	13-2051 - Financial and Investment Analysts	13	48	\$12.97	\$16.80	Broad
55	13-2052 - Personal Financial Advisors	13	48	\$12.97	\$31.31	Broad
56	13-2053 - Insurance Underwriters	10	33	\$10.37	\$10.40	Detailed
57	13-2061 - Financial Examiners	153	461	\$14.52	\$22.71	Minor
58	13-2071 - Credit Counselors	153	461	\$14.52	\$20.19	Minor
59	13-2072 - Loan Officers	153	461	\$14.52	\$19.92	Minor
60	13-2081 - Tax Examiners and Collectors, and Revenue Agents	153	461	\$14.52	\$9.25	Minor
61	13-2082 - Tax Preparers	153	461	\$14.52	\$22.34	Minor
62	13-2099 - Financial Specialists, All Other	153	461	\$14.52	\$16.47	Minor
63	15-1211 - Computer Systems Analysts	34	137	\$15.34	\$9.91	Minor
64	15-1221 - Computer and Information Research Scientists	34	137	\$15.34	\$9.69	Minor
65	15-1231 - Computer Network Support Specialists	17	49	\$13.59	\$16.81	Broad
66	15-1232 - Computer User Support Specialists	14	34	\$12.19	\$12.41	Detailed
67	15-1241 - Computer Network Architects	8	32	\$21.12	\$31.25	Broad
68	15-1242 - Database Administrators	8	32	\$21.12	\$18.32	Broad
69	15-1244 - Network and Computer Systems Administrators	8	32	\$21.12	\$20.19	Broad
70	15-1251 - Computer Programmers	34	137	\$15.34	\$11.53	Minor
71	15-1252 - Software Developers	34	137	\$15.34	\$19.62	Minor
72	15-1254 - Web Developers	34	137	\$15.34	\$23.08	Minor
73	15-1299 - Computer Occupations, All Other	8	37	\$13.74	\$12.40	Detailed
74	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
75	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
76	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
77	17-2031 - Bioengineers and Biomedical Engineers	21	59	\$23.36	\$18.27	Minor
78	17-2051 - Civil Engineers	12	36	\$24.86	\$24.11	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
79	17-2071 - Electrical Engineers	21	59	\$23.36	\$19.23	Minor
80	17-2072 - Electronics Engineers, Except Computer	21	59	\$23.36	\$15.63	Minor
81	17-2081 - Environmental Engineers	21	59	\$23.36	\$31.55	Minor
82	17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	21	59	\$23.36	\$19.35	Minor
83	17-2121 - Marine Engineers and Naval Architects	21	59	\$23.36	\$9.87	Minor
84	17-2199 - Engineers, All Other	21	59	\$23.36	\$24.23	Minor
85	17-3011 - Architectural and Civil Drafters	22	58	\$15.86	\$19.54	Minor
86	17-3012 - Electrical and Electronics Drafters	22	58	\$15.86	\$21.98	Minor
87	17-3019 - Drafters, All Other	22	58	\$15.86	\$10.50	Minor
88	17-3022 - Civil Engineering Technologists and Technicians	15	32	\$17.25	\$17.30	Broad
89	17-3027 - Mechanical Engineering Technologists and Technicians	15	32	\$17.25	\$17.25	Broad
90	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	15	32	\$17.25	\$14.59	Broad
91	17-3031 - Surveying and Mapping Technicians	22	58	\$15.86	\$9.63	Minor
92	19-1013 - Soil and Plant Scientists	3	47	\$11.40	\$10.20	Detailed
93	19-1021 - Biochemists and Biophysicists	4	79	\$14.55	\$16.83	Minor
94	19-1022 - Microbiologists	4	79	\$14.55	\$34.51	Minor
95	19-1023 - Zoologists and Wildlife Biologists	4	79	\$14.55	\$24.31	Minor
96	19-1031 - Conservation Scientists	4	79	\$14.55	\$18.28	Minor
97	19-1032 - Foresters	4	79	\$14.55	\$9.71	Minor
98	19-1041 - Epidemiologists	4	79	\$14.55	\$21.64	Minor
99	19-1042 - Medical Scientists, Except Epidemiologists	4	79	\$14.55	\$27.68	Minor
100	19-2031 - Chemists	Not met	Not met	Not met	Not met	Not met
101	19-2041 - Environmental Scientists and Specialists, Including Health	Not met	Not met	Not met	Not met	Not met
102	19-3011 - Economists	Not met	Not met	Not met	Not met	Not met
103	19-3032 - Industrial-Organizational Psychologists	Not met	Not met	Not met	Not met	Not met
104	19-3033 - Clinical and Counseling Psychologists	Not met	Not met	Not met	Not met	Not met
105	19-3034 - School Psychologists	Not met	Not met	Not met	Not met	Not met
106	19-3039 - Psychologists, All Other	Not met	Not met	Not met	Not met	Not met
107	19-3051 - Urban and Regional Planners	Not met	Not met	Not met	Not met	Not met
108	19-3091 - Anthropologists and Archeologists	Not met	Not met	Not met	Not met	Not met
109	19-4021 - Biological Technicians	3	40	\$11.94	\$11.84	Minor
110	19-4071 - Forest and Conservation Technicians	3	40	\$11.94	\$10.71	Minor
111	19-4092 - Forensic Science Technicians	3	40	\$11.94	\$18.34	Minor
112	19-4099 - Life, Physical, and Social Science Technicians, All Other	3	40	\$11.94	\$12.50	Minor
113	19-5011 - Occupational Health and Safety Specialists	Not met	Not met	Not met	Not met	Not met
114	21-1011 - Substance Abuse and Behavioral Disorder Counselors	5	53	\$18.09	\$16.11	Broad
115	21-1012 - Educational, Guidance, and Career Counselors and Advisors	3	38	\$17.97	\$16.97	Detailed
116	21-1014 - Mental Health Counselors	5	53	\$18.09	\$27.64	Broad
117	21-1019 - Counselors, All Other	5	53	\$18.09	\$18.51	Broad

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
118	21-1021 - Child, Family, and School Social Workers	5	32	\$13.53	\$11.53	Detailed
119	21-1022 - Healthcare Social Workers	6	82	\$14.44	\$12.98	Broad
120	21-1023 - Mental Health and Substance Abuse Social Workers	6	82	\$14.44	\$16.09	Broad
121	21-1029 - Social Workers, All Other	6	82	\$14.44	\$12.40	Broad
122	21-1091 - Health Education Specialists	4	236	\$11.62	\$17.07	Broad
123	21-1092 - Probation Officers and Correctional Treatment Specialists	4	236	\$11.62	\$13.68	Broad
124	21-1093 - Social and Human Service Assistants	3	30	\$14.74	\$12.79	Detailed
125	21-1094 - Community Health Workers	4	236	\$11.62	\$12.00	Broad
126	21-1099 - Community and Social Service Specialists, All Other	4	236	\$11.62	\$8.65	Broad
127	21-2011 - Clergy	Not met	Not met	Not met	Not met	Not met
128	21-2021 - Directors, Religious Activities and Education	Not met	Not met	Not met	Not met	Not met
129	21-2099 - Religious Workers, All Other	Not met	Not met	Not met	Not met	Not met
130	23-1011 - Lawyers	10	38	\$36.39	\$33.17	Detailed
131	23-1012 - Judicial Law Clerks	10	53	\$32.18	\$25.24	Broad
132	23-1023 - Judges, Magistrate Judges, and Magistrates	10	61	\$35.72	\$58.41	Minor
133	23-2011 - Paralegals and Legal Assistants	6	32	\$15.60	\$13.82	Minor
134	23-2093 - Title Examiners, Abstractors, and Searchers	6	32	\$15.60	\$15.09	Minor
135	23-2099 - Legal Support Workers, All Other	6	32	\$15.60	\$12.00	Minor
136	25-1011 - Business Teachers, Postsecondary	6	40	\$23.59	\$23.24	Minor
137	25-1021 - Computer Science Teachers, Postsecondary	6	40	\$23.59	\$22.46	Minor
138	25-1022 - Mathematical Science Teachers, Postsecondary	6	40	\$23.59	\$26.82	Minor
139	25-1042 - Biological Science Teachers, Postsecondary	6	40	\$23.59	\$22.03	Minor
140	25-1066 - Psychology Teachers, Postsecondary	6	40	\$23.59	\$25.77	Minor
141	25-1069 - Social Sciences Teachers, Postsecondary, All Other	6	40	\$23.59	\$25.52	Minor
142	25-1071 - Health Specialties Teachers, Postsecondary	6	40	\$23.59	\$20.76	Minor
143	25-1072 - Nursing Instructors and Teachers, Postsecondary	6	40	\$23.59	\$24.53	Minor
144	25-1081 - Education Teachers, Postsecondary	6	40	\$23.59	\$22.85	Minor
145	25-1121 - Art, Drama, and Music Teachers, Postsecondary	6	40	\$23.59	\$18.22	Minor
146	25-1123 - English Language and Literature Teachers, Postsecondary	6	40	\$23.59	\$24.06	Minor
147	25-1126 - Philosophy and Religion Teachers, Postsecondary	6	40	\$23.59	\$10.31	Minor
148	25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	6	40	\$23.59	\$14.38	Minor
149	25-1199 - Postsecondary Teachers, All Other	6	40	\$23.59	\$10.00	Minor
150	25-2011 - Preschool Teachers, Except Special Education	6	506	\$19.59	\$16.58	Broad
151	25-2012 - Kindergarten Teachers, Except Special Education	4	499	\$19.65	\$19.57	Detailed
152	25-2021 - Elementary School Teachers, Except Special Education	11	31	\$13.21	\$11.84	Detailed
153	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	11	42	\$12.83	\$11.90	Broad
154	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	13	559	\$18.91	\$10.00	Minor
155	25-2032 - Career/Technical Education Teachers, Secondary School	13	559	\$18.91	\$7.81	Minor
156	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	11	126	\$28.50	\$24.68	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
157	25-3021 - Self-Enrichment Teachers	11	126	\$28.50	\$11.70	Minor
158	25-3031 - Substitute Teachers, Short-Term	11	126	\$28.50	\$60.00	Minor
159	25-3099 - Teachers and Instructors, All Other	3	84	\$16.01	\$13.20	Detailed
160	25-4011 - Archivists	3	30	\$14.68	\$11.25	Minor
161	25-4022 - Librarians and Media Collections Specialists	3	30	\$14.68	\$14.65	Minor
162	25-4031 - Library Technicians	3	30	\$14.68	\$22.60	Minor
163	25-9021 - Farm and Home Management Educators	5	151	\$10.75	\$14.52	Minor
164	25-9031 - Instructional Coordinators	5	151	\$10.75	\$23.31	Minor
165	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	128	\$9.39	\$9.54	Detailed
166	25-9044 - Teaching Assistants, Postsecondary	5	130	\$9.43	\$12.11	Broad
167	27-1011 - Art Directors	24	49	\$9.42	\$21.01	Minor
168	27-1024 - Graphic Designers	24	47	\$8.93	\$8.65	Broad
169	27-1025 - Interior Designers	24	47	\$8.93	\$9.41	Broad
170	27-1026 - Merchandise Displayers and Window Trimmers	24	47	\$8.93	\$7.62	Broad
171	27-2022 - Coaches and Scouts	11	33	\$13.70	\$22.14	Minor
172	27-2023 - Umpires, Referees, and Other Sports Officials	11	33	\$13.70	\$10.73	Minor
173	27-2031 - Dancers	11	33	\$13.70	\$7.25	Minor
174	27-2032 - Choreographers	11	33	\$13.70	\$18.28	Minor
175	27-2042 - Musicians and Singers	11	33	\$13.70	\$25.25	Minor
176	27-2099 - Entertainers and Performers, Sports and Related Workers, All Other	11	33	\$13.70	\$9.91	Minor
177	27-3023 - News Analysts, Reporters, and Journalists	11	35	\$13.19	\$11.45	Minor
178	27-3031 - Public Relations Specialists	11	35	\$13.19	\$14.42	Minor
179	27-3041 - Editors	11	35	\$13.19	\$22.59	Minor
180	27-3042 - Technical Writers	11	35	\$13.19	\$7.25	Minor
181	27-3091 - Interpreters and Translators	11	35	\$13.19	\$13.04	Minor
182	27-3099 - Media and Communication Workers, All Other	11	35	\$13.19	\$15.39	Minor
183	29-1021 - Dentists, General	11	253	\$43.18	\$67.65	Minor
184	29-1031 - Dietitians and Nutritionists	11	253	\$43.18	\$29.84	Minor
185	29-1051 - Pharmacists	11	253	\$43.18	\$53.46	Minor
186	29-1071 - Physician Assistants	11	253	\$43.18	\$45.67	Minor
187	29-1081 - Podiatrists	11	253	\$43.18	\$91.35	Minor
188	29-1122 - Occupational Therapists	11	253	\$43.18	\$34.86	Minor
189	29-1123 - Physical Therapists	11	253	\$43.18	\$19.31	Minor
190	29-1126 - Respiratory Therapists	11	253	\$43.18	\$22.20	Minor
191	29-1131 - Veterinarians	11	253	\$43.18	\$50.00	Minor
192	29-1141 - Registered Nurses	5	152	\$22.19	\$22.27	Detailed
193	29-1151 - Nurse Anesthetists	11	253	\$43.18	\$84.14	Minor
194	29-1171 - Nurse Practitioners	11	253	\$43.18	\$45.67	Minor
195	29-1181 - Audiologists	11	253	\$43.18	\$37.14	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
196	29-1211 - Anesthesiologists	11	253	\$43.18	\$161.69	Minor
197	29-1212 - Cardiologists	11	253	\$43.18	\$120.00	Minor
198	29-1214 - Emergency Medicine Physicians	11	253	\$43.18	\$119.88	Minor
199	29-1215 - Family Medicine Physicians	11	253	\$43.18	\$55.00	Minor
200	29-1216 - General Internal Medicine Physicians	11	253	\$43.18	\$104.81	Minor
201	29-1218 - Obstetricians and Gynecologists	11	253	\$43.18	\$108.65	Minor
202	29-1221 - Pediatricians, General	11	253	\$43.18	\$91.35	Minor
203	29-1223 - Psychiatrists	11	253	\$43.18	\$104.81	Minor
204	29-1229 - Physicians, All Other	11	253	\$43.18	\$181.73	Minor
205	29-1249 - Surgeons, All Other	11	253	\$43.18	\$129.81	Minor
206	29-1292 - Dental Hygienists	11	253	\$43.18	\$11.10	Minor
207	29-2011 - Medical and Clinical Laboratory Technologists	9	118	\$15.24	\$19.06	Minor
208	29-2012 - Medical and Clinical Laboratory Technicians	9	118	\$15.24	\$16.91	Minor
209	29-2031 - Cardiovascular Technologists and Technicians	9	118	\$15.24	\$11.40	Minor
210	29-2032 - Diagnostic Medical Sonographers	9	118	\$15.24	\$16.75	Minor
211	29-2034 - Radiologic Technologists and Technicians	9	118	\$15.24	\$20.17	Minor
212	29-2042 - Emergency Medical Technicians	9	118	\$15.24	\$10.24	Minor
213	29-2051 - Dietetic Technicians	9	118	\$15.24	\$12.82	Minor
214	29-2052 - Pharmacy Technicians	9	118	\$15.24	\$17.57	Minor
215	29-2053 - Psychiatric Technicians	9	118	\$15.24	\$14.57	Minor
216	29-2056 - Veterinary Technologists and Technicians	9	118	\$15.24	\$11.81	Minor
217	29-2061 - Licensed Practical and Licensed Vocational Nurses	9	118	\$15.24	\$19.58	Minor
218	29-2072 - Medical Records Specialists	9	118	\$15.24	\$9.69	Minor
219	29-2099 - Health Technologists and Technicians, All Other	9	118	\$15.24	\$14.01	Minor
220	29-9021 - Health Information Technologists and Medical Registrars	Not met	Not met	Not met	Not met	Not met
221	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not met	Not met	Not met	Not met	Not met
222	31-1121 - Home Health Aides	4	32	\$12.21	\$9.71	Minor
223	31-1131 - Nursing Assistants	4	32	\$12.21	\$13.02	Minor
224	31-2012 - Occupational Therapy Aides	Not met	Not met	Not met	Not met	Not met
225	31-2021 - Physical Therapist Assistants	Not met	Not met	Not met	Not met	Not met
226	31-9011 - Massage Therapists	17	86	\$10.60	\$7.79	Minor
227	31-9091 - Dental Assistants	7	61	\$11.66	\$14.67	Broad
228	31-9092 - Medical Assistants	7	61	\$11.66	\$11.28	Broad
229	31-9094 - Medical Transcriptionists	7	61	\$11.66	\$13.02	Broad
230	31-9095 - Pharmacy Aides	7	61	\$11.66	\$9.72	Broad
231	31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	7	61	\$11.66	\$7.61	Broad
232	31-9097 - Phlebotomists	7	61	\$11.66	\$11.25	Broad
233	31-9099 - Healthcare Support Workers, All Other	7	61	\$11.66	\$11.96	Broad
234	33-1011 - First-Line Supervisors of Correctional Officers	6	99	\$15.90	\$16.29	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI

Note: N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
235	33-1012 - First-Line Supervisors of Police and Detectives	6	99	\$15.90	\$16.22	Minor
236	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	6	99	\$15.90	\$19.03	Minor
237	33-1091 - First-Line Supervisors of Security Workers	6	99	\$15.90	\$9.03	Minor
238	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	6	99	\$15.90	\$11.06	Minor
239	33-2011 - Firefighters	Not met	Not met	Not met	Not met	Not met
240	33-3011 - Bailiffs	Not met	Not met	Not met	Not met	Not met
241	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
242	33-3021 - Detectives and Criminal Investigators	Not met	Not met	Not met	Not met	Not met
243	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
244	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met
245	33-9011 - Animal Control Workers	37	535	\$8.08	\$9.14	Minor
246	33-9031 - Gambling Surveillance Officers and Gambling Investigators	30	408	\$8.03	\$15.39	Broad
247	33-9032 - Security Guards	29	391	\$7.70	\$7.33	Detailed
248	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	7	119	\$8.23	\$7.70	Detailed
249	33-9099 - Protective Service Workers, All Other	8	121	\$8.22	\$7.77	Broad
250	35-1011 - Chefs and Head Cooks	18	48	\$16.18	\$14.04	Detailed
251	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	33	145	\$10.04	\$9.18	Detailed
252	35-2011 - Cooks, Fast Food	75	422	\$8.81	\$7.79	Broad
253	35-2012 - Cooks, Institution and Cafeteria	75	422	\$8.81	\$8.39	Broad
254	35-2014 - Cooks, Restaurant	50	317	\$8.68	\$7.97	Detailed
255	35-2015 - Cooks, Short Order	7	35	\$9.05	\$7.59	Detailed
256	35-2019 - Cooks, All Other	75	422	\$8.81	\$10.96	Broad
257	35-2021 - Food Preparation Workers	34	250	\$7.99	\$7.50	Detailed
258	35-3011 - Bartenders	16	48	\$8.41	\$8.32	Detailed
259	35-3023 - Fast Food and Counter Workers	17	115	\$8.15	\$7.55	Detailed
260	35-3031 - Waiters and Waitresses	44	329	\$8.50	\$8.27	Detailed
261	35-3041 - Food Servers, Nonrestaurant	5	57	\$7.61	\$7.50	Detailed
262	35-9021 - Dishwashers	15	88	\$7.76	\$7.63	Detailed
263	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	33	154	\$7.76	\$7.59	Minor
264	35-9099 - Food Preparation and Serving Related Workers, All Other	16	56	\$7.57	\$7.42	Detailed
265	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	13	43	\$9.37	\$9.18	Detailed
266	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	19	58	\$10.38	\$12.94	Broad
267	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	72	222	\$8.05	\$7.69	Detailed
268	37-2012 - Maids and Housekeeping Cleaners	40	325	\$7.59	\$7.32	Detailed
269	37-2019 - Building Cleaning Workers, All Other	104	561	\$7.78	\$7.56	Broad
270	37-2021 - Pest Control Workers	106	564	\$7.78	\$7.55	Minor
271	37-3011 - Landscaping and Groundskeeping Workers	32	138	\$8.50	\$7.52	Detailed
272	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	36	179	\$8.77	\$12.76	Broad
273	37-3019 - Grounds Maintenance Workers, All Other	5	40	\$9.57	\$9.14	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
274	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
275	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Not met	Not met	Not met	Not met	Not met
276	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
277	39-2021 - Animal Caretakers	Not met	Not met	Not met	Not met	Not met
278	39-3019 - Gambling Service Workers, All Other	9	59	\$8.69	\$7.80	Minor
279	39-3091 - Amusement and Recreation Attendants	5	31	\$9.43	\$7.31	Detailed
280	39-4021 - Funeral Attendants	Not met	Not met	Not met	Not met	Not met
281	39-5011 - Barbers	18	46	\$8.45	\$11.50	Broad
282	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	18	41	\$8.08	\$7.46	Detailed
283	39-5094 - Skincare Specialists	18	50	\$8.38	\$7.49	Minor
284	39-6011 - Baggage Porters and Bellhops	9	50	\$8.10	\$7.92	Broad
285	39-6012 - Concierges	7	34	\$7.98	\$7.78	Detailed
286	39-7011 - Tour Guides and Escorts	21	72	\$12.14	\$9.44	Detailed
287	39-7012 - Travel Guides	28	89	\$12.73	\$18.22	Broad
288	39-9011 - Childcare Workers	11	60	\$7.33	\$7.28	Detailed
289	39-9031 - Exercise Trainers and Group Fitness Instructors	16	69	\$8.02	\$20.00	Minor
290	39-9032 - Recreation Workers	16	69	\$8.02	\$8.91	Minor
291	39-9099 - Personal Care and Service Workers, All Other	16	69	\$8.02	\$7.50	Minor
292	41-1011 - First-Line Supervisors of Retail Sales Workers	39	99	\$9.98	\$8.90	Detailed
293	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	44	107	\$10.12	\$9.83	Broad
294	41-2011 - Cashiers	58	241	\$8.39	\$7.59	Detailed
295	41-2012 - Gambling Change Persons and Booth Cashiers	64	263	\$8.73	\$14.50	Broad
296	41-2021 - Counter and Rental Clerks	113	441	\$8.70	\$7.69	Minor
297	41-2022 - Parts Salespersons	113	441	\$8.70	\$8.37	Minor
298	41-2031 - Retail Salespersons	47	161	\$8.71	\$8.00	Detailed
299	41-3011 - Advertising Sales Agents	Not met	Not met	Not met	Not met	Not met
300	41-3021 - Insurance Sales Agents	Not met	Not met	Not met	Not met	Not met
301	41-3031 - Securities, Commodities, and Financial Services Sales Agents	Not met	Not met	Not met	Not met	Not met
302	41-3041 - Travel Agents	Not met	Not met	Not met	Not met	Not met
303	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Not met	Not met	Not met	Not met	Not met
304	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	28	63	\$13.17	\$10.40	Broad
305	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	22	46	\$10.52	\$9.51	Detailed
306	41-9022 - Real Estate Sales Agents	Not met	Not met	Not met	Not met	Not met
307	41-9031 - Sales Engineers	Not met	Not met	Not met	Not met	Not met
308	41-9041 - Telemarketers	Not met	Not met	Not met	Not met	Not met
309	41-9099 - Sales and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
310	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	41	109	\$13.62	\$12.41	Detailed
311	43-2011 - Switchboard Operators, Including Answering Service	5	38	\$10.01	\$8.40	Minor
312	43-2021 - Telephone Operators	5	38	\$10.01	\$10.11	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI

Note: N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
313	43-2099 - Communications Equipment Operators, All Other	5	38	\$10.01	\$15.39	Minor
314	43-3011 - Bill and Account Collectors	141	344	\$10.53	\$9.80	Minor
315	43-3021 - Billing and Posting Clerks	141	344	\$10.53	\$11.48	Minor
316	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	119	206	\$9.49	\$8.87	Detailed
317	43-3041 - Gambling Cage Workers	141	344	\$10.53	\$7.71	Minor
318	43-3051 - Payroll and Timekeeping Clerks	141	344	\$10.53	\$11.97	Minor
319	43-3061 - Procurement Clerks	141	344	\$10.53	\$12.79	Minor
320	43-3071 - Tellers	3	46	\$12.92	\$13.89	Detailed
321	43-3099 - Financial Clerks, All Other	141	344	\$10.53	\$11.29	Minor
322	43-4031 - Court, Municipal, and License Clerks	68	615	\$10.12	\$10.12	Minor
323	43-4051 - Customer Service Representatives	26	183	\$9.22	\$8.65	Detailed
324	43-4061 - Eligibility Interviewers, Government Programs	5	124	\$14.90	\$14.43	Detailed
325	43-4071 - File Clerks	68	615	\$10.12	\$7.50	Minor
326	43-4081 - Hotel, Motel, and Resort Desk Clerks	17	118	\$7.98	\$7.72	Detailed
327	43-4111 - Interviewers, Except Eligibility and Loan	68	615	\$10.12	\$8.00	Minor
328	43-4121 - Library Assistants, Clerical	68	615	\$10.12	\$9.14	Minor
329	43-4131 - Loan Interviewers and Clerks	68	615	\$10.12	\$7.69	Minor
330	43-4141 - New Accounts Clerks	68	615	\$10.12	\$17.10	Minor
331	43-4151 - Order Clerks	68	615	\$10.12	\$7.39	Minor
332	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	68	615	\$10.12	\$8.00	Minor
333	43-4171 - Receptionists and Information Clerks	68	615	\$10.12	\$7.70	Minor
334	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	8	90	\$8.50	\$7.50	Detailed
335	43-4199 - Information and Record Clerks, All Other	68	615	\$10.12	\$9.21	Minor
336	43-5011 - Cargo and Freight Agents	7	68	\$8.16	\$8.03	Detailed
337	43-5021 - Couriers and Messengers	56	259	\$9.08	\$7.64	Minor
338	43-5031 - Public Safety Telecommunicators	56	259	\$9.08	\$8.39	Minor
339	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	56	259	\$9.08	\$11.78	Minor
340	43-5051 - Postal Service Clerks	56	259	\$9.08	\$8.50	Minor
341	43-5061 - Production, Planning, and Expediting Clerks	56	259	\$9.08	\$8.67	Minor
342	43-5071 - Shipping, Receiving, and Inventory Clerks	40	138	\$9.36	\$7.70	Detailed
343	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	56	259	\$9.08	\$7.91	Minor
344	43-6011 - Executive Secretaries and Executive Administrative Assistants	28	179	\$15.45	\$12.50	Detailed
345	43-6012 - Legal Secretaries and Administrative Assistants	77	287	\$13.65	\$14.00	Broad
346	43-6013 - Medical Secretaries and Administrative Assistants	77	287	\$13.65	\$16.85	Broad
347	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58	101	\$10.33	\$9.83	Detailed
348	43-9021 - Data Entry Keyers	81	683	\$11.05	\$11.20	Minor
349	43-9022 - Word Processors and Typists	81	683	\$11.05	\$14.65	Minor
350	43-9041 - Insurance Claims and Policy Processing Clerks	81	683	\$11.05	\$10.18	Minor
351	43-9061 - Office Clerks, General	57	608	\$11.05	\$9.61	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
352	43-9071 - Office Machine Operators, Except Computer	81	683	\$11.05	\$21.21	Minor
353	43-9111 - Statistical Assistants	81	683	\$11.05	\$12.20	Minor
354	43-9199 - Office and Administrative Support Workers, All Other	20	46	\$10.50	\$9.08	Detailed
355	45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	Not met	Not met	Not met	Not met	Not met
356	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Not met	Not met	Not met	Not met	Not met
357	45-2093 - Farmworkers, Farm, Ranch, and Aquacultural Animals	Not met	Not met	Not met	Not met	Not met
358	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met
359	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
360	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
361	47-2031 - Carpenters	11	53	\$13.78	\$13.00	Detailed
362	47-2044 - Tile and Stone Setters	52	423	\$10.04	\$15.73	Minor
363	47-2051 - Cement Masons and Concrete Finishers	14	80	\$8.34	\$7.79	Detailed
364	47-2061 - Construction Laborers	16	112	\$8.97	\$8.33	Detailed
365	47-2073 - Operating Engineers and Other Construction Equipment Operators	12	109	\$10.44	\$9.50	Detailed
366	47-2111 - Electricians	27	42	\$10.53	\$9.33	Detailed
367	47-2141 - Painters, Construction and Maintenance	52	423	\$10.04	\$8.56	Minor
368	47-2152 - Plumbers, Pipefitters, and Steamfitters	52	423	\$10.04	\$10.83	Minor
369	47-2211 - Sheet Metal Workers	52	423	\$10.04	\$8.35	Minor
370	47-2221 - Structural Iron and Steel Workers	52	423	\$10.04	\$9.00	Minor
371	47-2231 - Solar Photovoltaic Installers	52	423	\$10.04	\$8.87	Minor
372	47-3012 - Helpers--Carpenters	5	37	\$10.61	\$10.14	Detailed
373	47-3013 - Helpers--Electricians	11	117	\$10.28	\$9.30	Broad
374	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	11	117	\$10.28	\$10.83	Broad
375	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	11	117	\$10.28	\$10.58	Broad
376	47-3019 - Helpers, Construction Trades, All Other	6	72	\$10.10	\$8.39	Detailed
377	47-4011 - Construction and Building Inspectors	Not met	Not met	Not met	Not met	Not met
378	47-4099 - Construction and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
379	47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	Not met	Not met	Not met	Not met	Not met
380	47-5023 - Earth Drillers, Except Oil and Gas	Not met	Not met	Not met	Not met	Not met
381	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	Not met	Not met	Not met	Not met	Not met
382	49-2011 - Computer, Automated Teller, and Office Machine Repairers	14	41	\$14.63	\$16.68	Minor
383	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	14	41	\$14.63	\$22.27	Minor
384	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	14	41	\$14.63	\$14.60	Minor
385	49-2091 - Avionics Technicians	14	41	\$14.63	\$14.00	Minor
386	49-2092 - Electric Motor, Power Tool, and Related Repairers	14	41	\$14.63	\$13.47	Minor
387	49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	14	41	\$14.63	\$12.00	Minor
388	49-2095 - Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	14	41	\$14.63	\$8.11	Minor
389	49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	14	41	\$14.63	\$8.38	Minor
390	49-2097 - Audiovisual Equipment Installers and Repairers	14	41	\$14.63	\$23.74	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
391	49-2098 - Security and Fire Alarm Systems Installers	14	41	\$14.63	\$12.44	Minor
392	49-3011 - Aircraft Mechanics and Service Technicians	61	208	\$10.67	\$15.63	Minor
393	49-3021 - Automotive Body and Related Repairers	36	90	\$9.70	\$12.66	Broad
394	49-3022 - Automotive Glass Installers and Repairers	36	90	\$9.70	\$12.00	Broad
395	49-3023 - Automotive Service Technicians and Mechanics	32	74	\$8.75	\$8.04	Detailed
396	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	61	208	\$10.67	\$9.74	Minor
397	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	15	62	\$10.05	\$9.06	Detailed
398	49-3051 - Motorboat Mechanics and Service Technicians	61	208	\$10.67	\$10.71	Minor
399	49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	61	208	\$10.67	\$12.78	Minor
400	49-3093 - Tire Repairers and Changers	61	208	\$10.67	\$7.25	Minor
401	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	26	65	\$9.03	\$8.06	Detailed
402	49-9031 - Home Appliance Repairers	178	828	\$8.90	\$13.92	Minor
403	49-9041 - Industrial Machinery Mechanics	178	828	\$8.90	\$8.11	Minor
404	49-9043 - Maintenance Workers, Machinery	178	828	\$8.90	\$11.58	Minor
405	49-9052 - Telecommunications Line Installers and Repairers	178	828	\$8.90	\$13.50	Minor
406	49-9062 - Medical Equipment Repairers	178	828	\$8.90	\$9.56	Minor
407	49-9069 - Precision Instrument and Equipment Repairers, All Other	178	828	\$8.90	\$10.19	Minor
408	49-9071 - Maintenance and Repair Workers, General	150	713	\$8.71	\$8.28	Detailed
409	49-9092 - Commercial Divers	178	828	\$8.90	\$7.91	Minor
410	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	178	828	\$8.90	\$8.11	Minor
411	49-9099 - Installation, Maintenance, and Repair Workers, All Other	178	828	\$8.90	\$8.50	Minor
412	51-1011 - First-Line Supervisors of Production and Operating Workers	Not met	Not met	Not met	Not met	Not met
413	51-2022 - Electrical and Electronic Equipment Assemblers	Not met	Not met	Not met	Not met	Not met
414	51-2041 - Structural Metal Fabricators and Fitters	Not met	Not met	Not met	Not met	Not met
415	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
416	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
417	51-3011 - Bakers	25	95	\$7.90	\$7.70	Detailed
418	51-3021 - Butchers and Meat Cutters	28	117	\$7.97	\$7.50	Minor
419	51-3023 - Slaughterers and Meat Packers	28	117	\$7.97	\$7.74	Minor
420	51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
421	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
422	51-4072 - Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
423	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
424	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
425	51-5111 - Prepress Technicians and Workers	Not met	Not met	Not met	Not met	Not met
426	51-5112 - Printing Press Operators	Not met	Not met	Not met	Not met	Not met
427	51-5113 - Print Binding and Finishing Workers	Not met	Not met	Not met	Not met	Not met
428	51-6011 - Laundry and Dry-Cleaning Workers	11	45	\$7.69	\$7.34	Detailed
429	51-6021 - Pressers, Textile, Garment, and Related Materials	25	68	\$8.51	\$8.21	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI**Note:** N means count

Row #	SOC Detailed Title	Emplo yers N	Emplo yees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
430	51-6031 - Sewing Machine Operators	25	68	\$8.51	\$9.22	Minor
431	51-6052 - Tailors, Dressmakers, and Custom Sewers	25	68	\$8.51	\$8.50	Minor
432	51-6093 - Upholsterers	25	68	\$8.51	\$11.05	Minor
433	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
434	51-8013 - Power Plant Operators	Not met	Not met	Not met	Not met	Not met
435	51-8031 - Water and Wastewater Treatment Plant and System Operators	Not met	Not met	Not met	Not met	Not met
436	51-8099 - Plant and System Operators, All Other	Not met	Not met	Not met	Not met	Not met
437	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	27	118	\$9.81	\$9.00	Minor
438	51-9022 - Grinding and Polishing Workers, Hand	27	118	\$9.81	\$10.27	Minor
439	51-9023 - Mixing and Blending Machine Setters, Operators, and Tenders	27	118	\$9.81	\$15.07	Minor
440	51-9031 - Cutters and Trimmers, Hand	27	118	\$9.81	\$10.80	Minor
441	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	27	118	\$9.81	\$13.64	Minor
442	51-9071 - Jewelers and Precious Stone and Metal Workers	27	118	\$9.81	\$14.40	Minor
443	51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	27	118	\$9.81	\$13.50	Minor
444	51-9193 - Cooling and Freezing Equipment Operators and Tenders	19	82	\$7.82	\$15.00	Broad
445	51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	19	82	\$7.82	\$8.87	Broad
446	51-9198 - Helpers--Production Workers	13	63	\$7.54	\$7.51	Detailed
447	51-9199 - Production Workers, All Other	19	82	\$7.82	\$7.92	Broad
448	53-1041 - Aircraft Cargo Handling Supervisors	13	38	\$12.02	\$12.46	Broad
449	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	13	38	\$12.02	\$9.25	Broad
450	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	13	38	\$12.02	\$9.59	Broad
451	53-1049 - First-Line Supervisors of Transportation Workers, All Other	13	38	\$12.02	\$11.13	Broad
452	53-2011 - Airline Pilots, Copilots, and Flight Engineers	3	45	\$12.86	\$14.42	Minor
453	53-2012 - Commercial Pilots	3	45	\$12.86	\$13.27	Minor
454	53-2021 - Air Traffic Controllers	3	45	\$12.86	\$10.21	Minor
455	53-2022 - Airfield Operations Specialists	3	45	\$12.86	\$9.35	Minor
456	53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	63	325	\$8.39	\$9.19	Minor
457	53-3031 - Driver/Sales Workers	30	101	\$7.69	\$7.65	Detailed
458	53-3032 - Heavy and Tractor-Trailer Truck Drivers	15	65	\$9.20	\$9.00	Detailed
459	53-3033 - Light Truck Drivers	16	42	\$7.68	\$7.56	Detailed
460	53-3051 - Bus Drivers, School	7	112	\$8.83	\$9.41	Broad
461	53-3052 - Bus Drivers, Transit and Intercity	4	58	\$8.42	\$8.11	Detailed
462	53-3053 - Shuttle Drivers and Chauffeurs	7	112	\$8.83	\$7.33	Broad
463	53-3054 - Taxi Drivers	7	112	\$8.83	\$9.88	Broad
464	53-3099 - Motor Vehicle Operators, All Other	63	325	\$8.39	\$6.21	Minor
465	53-5011 - Sailors and Marine Oilers	16	40	\$14.52	\$7.73	Minor
466	53-5021 - Captains, Mates, and Pilots of Water Vessels	15	36	\$14.63	\$15.00	Detailed
467	53-6021 - Parking Attendants	12	40	\$7.85	\$7.51	Minor
468	53-6031 - Automotive and Watercraft Service Attendants	12	40	\$7.85	\$7.35	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2020 PWS, CNMI

Note: N means count

Row #	SOC Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median	3-30 Rule is met
469	53-6041 - Traffic Technicians	12	40	\$7.85	\$8.03	Minor
470	53-6061 - Passenger Attendants	12	40	\$7.85	\$7.29	Minor
471	53-6099 - Transportation Workers, All Other	12	40	\$7.85	\$8.78	Minor
472	53-7011 - Conveyor Operators and Tenders	44	320	\$8.30	\$10.47	Minor
473	53-7021 - Crane and Tower Operators	44	320	\$8.30	\$10.51	Minor
474	53-7031 - Dredge Operators	44	320	\$8.30	\$17.40	Minor
475	53-7041 - Hoist and Winch Operators	44	320	\$8.30	\$9.75	Minor
476	53-7051 - Industrial Truck and Tractor Operators	44	320	\$8.30	\$14.32	Minor
477	53-7061 - Cleaners of Vehicles and Equipment	4	31	\$8.03	\$7.50	Detailed
478	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	6	72	\$8.19	\$7.67	Detailed
479	53-7063 - Machine Feeders and Offbearers	30	220	\$7.85	\$8.54	Broad
480	53-7064 - Packers and Packagers, Hand	30	220	\$7.85	\$7.44	Broad
481	53-7065 - Stockers and Order Fillers	18	97	\$7.58	\$7.47	Detailed
482	53-7071 - Gas Compressor and Gas Pumping Station Operators	6	34	\$7.47	\$7.25	Detailed
483	53-7081 - Refuse and Recyclable Material Collectors	44	320	\$8.30	\$7.57	Minor
484	53-7199 - Material Moving Workers, All Other	44	320	\$8.30	\$7.91	Minor
Grand Total		621	14,342	\$12.87	\$9.25	

Detailed	91
Broad	71
Minor	254
Total Met 3-30 Rule	416
Not met	68
Total Titles	484

APPENDIX A

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
1	11-0000 - Management Occupations			APPENDIX A	364	1,312	\$22.99	\$19.50
2		11-1000 - Top Executives			267	549	\$25.21	\$19.61
3			11-1010 - Chief Executives		102	205	\$30.49	\$25.00
4				11-1011 - Chief Executives	102	205	\$30.49	\$25.00
5			11-1020 - General and Operations Managers		207	321	\$22.55	\$17.63
6				11-1021 - General and Operations Managers	207	321	\$22.55	\$17.63
7			11-1030 - Legislators		D	D	D	D
8				11-1031 - Legislators	D	D	D	D
9		11-2000 - Advertising, Marketing, Promotions, Public Relations, and Sales Managers			44	64	\$16.63	\$14.44
10			11-2010 - Advertising and Promotions Managers		D	D	D	D
11				11-2011 - Advertising and Promotions Managers	D	D	D	D
12			11-2020 - Marketing and Sales Managers		43	60	\$16.39	\$14.22
13				11-2021 - Marketing Managers	16	D	D	D
14				11-2022 - Sales Managers	32	41	\$15.24	\$13.96
15			11-2030 - Public Relations and Fundraising Managers		D	D	D	D
16				11-2032 - Public Relations Managers	D	D	D	D
17		11-3000 - Operations Specialties Managers			85	248	\$21.62	\$20.19
18			11-3010 - Administrative Services and Facilities Managers		43	109	\$19.29	\$19.17
19				11-3012 - Administrative Services Managers	37	93	\$19.18	\$19.23
20				11-3013 - Facilities Managers	10	D	D	D
21			11-3020 - Computer and Information Systems Managers		15	D	D	D
22				11-3021 - Computer and Information Systems Managers	15	D	D	D
23			11-3030 - Financial Managers		28	47	\$23.98	\$23.98
24				11-3031 - Financial Managers	28	47	\$23.98	\$23.98
25			11-3050 - Industrial Production Managers		4	D	D	D
26				11-3051 - Industrial Production Managers	4	D	D	D
27			11-3060 - Purchasing Managers		12	D	D	D
28				11-3061 - Purchasing Managers	12	D	D	D
29			11-3070 - Transportation, Storage, and Distribution Managers		7	D	D	D
30				11-3071 - Transportation, Storage, and Distribution Managers	7	D	D	D
31			11-3120 - Human Resources Managers		28	42	\$25.13	\$21.49
32				11-3121 - Human Resources Managers	28	42	\$25.13	\$21.49
33			11-3130 - Training and Development Managers		3	D	D	D
34				11-3131 - Training and Development Managers	3	D	D	D
35		11-9000 - Other Management Occupations			129	451	\$21.94	\$20.20
36			11-9010 - Farmers, Ranchers, and Other Agricultural Managers		3	D	D	D
37				11-9013 - Farmers, Ranchers, and Other Agricultural Managers	3	D	D	D
38			11-9020 - Construction Managers		6	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
39				11-9021 - Construction Managers	6	D	D	D
40			11-9030	11-9030 - Education and Childcare Administrators	28	102	\$28.20	\$27.95
41				11-9031 - Education and Childcare Administrators, Preschool and Daycare	20	34	\$24.08	\$23.38
42				11-9032 - Education Administrators, Kindergarten through Secondary	8	50	\$30.30	\$28.35
43				11-9033 - Education Administrators, Postsecondary	D	D	D	D
44				11-9039 - Education Administrators, All Other	D	D	D	D
45			11-9040	11-9040 - Architectural and Engineering Managers	11	D	D	D
46				11-9041 - Architectural and Engineering Managers	11	D	D	D
47			11-9050	11-9050 - Food Service Managers	23	42	\$19.31	\$17.22
48				11-9051 - Food Service Managers	23	42	\$19.31	\$17.22
49			11-9070	11-9070 - Entertainment and Recreation Managers	7	D	D	D
50				11-9071 - Gambling Managers	D	D	D	D
51				11-9072 - Entertainment and Recreation Managers, Except Gambling	5	D	D	D
52			11-9080	11-9080 - Lodging Managers	10	D	D	D
53				11-9081 - Lodging Managers	10	D	D	D
54			11-9110	11-9110 - Medical and Health Services Managers	6	44	\$26.55	\$25.84
55				11-9111 - Medical and Health Services Managers	6	44	\$26.55	\$25.84
56			11-9140	11-9140 - Property, Real Estate, and Community Association Managers	4	D	D	D
57				11-9141 - Property, Real Estate, and Community Association Managers	4	D	D	D
58			11-9150	11-9150 - Social and Community Service Managers	3	D	D	D
59				11-9151 - Social and Community Service Managers	3	D	D	D
60			11-9160	11-9160 - Emergency Management Directors	5	D	D	D
61				11-9161 - Emergency Management Directors	5	D	D	D
62			11-9170	11-9170 - Personal Service Managers	D	D	D	D
63				11-9179 - Personal Service Managers, All Other	D	D	D	D
64			11-9190	11-9190 - Miscellaneous Managers	80	168	\$19.39	\$17.71
65				11-9199 - Managers, All Other	80	168	\$19.39	\$17.71
66	13-0000			13-0000 - Business and Financial Operations Occupations	167	690	\$14.73	\$13.00
67		13-1000		13-1000 - Business Operations Specialists	42	229	\$15.16	\$13.47
68			13-1020	13-1020 - Buyers and Purchasing Agents	8	D	D	D
69				13-1022 - Wholesale and Retail Buyers, Except Farm Products	3	D	D	D
70				13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	5	D	D	D
71			13-1030	13-1030 - Claims Adjusters, Appraisers, Examiners, and Investigators	3	D	D	D
72				13-1031 - Claims Adjusters, Examiners, and Investigators	3	D	D	D
73			13-1040	13-1040 - Compliance Officers	9	81	\$14.08	\$12.82
74				13-1041 - Compliance Officers	9	81	\$14.08	\$12.82
75			13-1050	13-1050 - Cost Estimators	D	D	D	D
76				13-1051 - Cost Estimators	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
77			13-1070	- Human Resources Workers	23	75	\$14.86	\$13.87
78			13-1071	- Human Resources Specialists	22	73	\$14.80	\$13.68
79			13-1075	- Labor Relations Specialists	D	D	D	D
80			13-1080	- Logisticians and Project Management Specialists	4	D	D	D
81			13-1081	- Logisticians	D	D	D	D
82			13-1082	- Project Management Specialists	3	D	D	D
83			13-1110	- Management Analysts	4	D	D	D
84			13-1111	- Management Analysts	4	D	D	D
85			13-1120	- Meeting, Convention, and Event Planners	D	D	D	D
86			13-1121	- Meeting, Convention, and Event Planners	D	D	D	D
87			13-1140	- Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
88			13-1141	- Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
89			13-1150	- Training and Development Specialists	5	D	D	D
90			13-1151	- Training and Development Specialists	5	D	D	D
91			13-1160	- Market Research Analysts and Marketing Specialists	7	D	D	D
92			13-1161	- Market Research Analysts and Marketing Specialists	7	D	D	D
93			13-1190	- Miscellaneous Business Operations Specialists	4	D	D	D
94			13-1199	- Business Operations Specialists, All Other	4	D	D	D
95			13-2000	- Financial Specialists	153	461	\$14.52	\$12.86
96			13-2010	- Accountants and Auditors	148	317	\$14.85	\$12.95
97			13-2011	- Accountants and Auditors	148	317	\$14.85	\$12.95
98			13-2020	- Property Appraisers and Assessors	D	D	D	D
99			13-2022	- Appraisers of Personal and Business Property	D	D	D	D
100			13-2023	- Appraisers and Assessors of Real Estate	D	D	D	D
101			13-2030	- Budget Analysts	4	D	D	D
102			13-2031	- Budget Analysts	4	D	D	D
103			13-2040	- Credit Analysts	D	D	D	D
104			13-2041	- Credit Analysts	D	D	D	D
105			13-2050	- Financial Analysts and Advisors	13	48	\$12.97	\$10.82
106			13-2051	- Financial and Investment Analysts	D	D	D	D
107			13-2052	- Personal Financial Advisors	D	D	D	D
108			13-2053	- Insurance Underwriters	10	33	\$10.37	\$10.40
109			13-2060	- Financial Examiners	D	D	D	D
110			13-2061	- Financial Examiners	D	D	D	D
111			13-2070	- Credit Counselors and Loan Officers	3	D	D	D
112			13-2071	- Credit Counselors	D	D	D	D
113			13-2072	- Loan Officers	D	D	D	D
114			13-2080	- Tax Examiners, Collectors and Preparers, and Revenue Agents	D	62	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
115				13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	61	D	D
116				13-2082 - Tax Preparers	D	D	D	D
117				13-2090 - Miscellaneous Financial Specialists	4	D	D	D
118				13-2099 - Financial Specialists, All Other	4	D	D	D
119	15-0000 - Computer and Mathematical Occupations				35	155	\$15.28	\$14.23
120		15-1200 - Computer Occupations			34	137	\$15.34	\$14.27
121				15-1210 - Computer and Information Analysts	5	D	D	D
122				15-1211 - Computer Systems Analysts	5	D	D	D
123				15-1220 - Computer and Information Research Scientists	D	D	D	D
124				15-1221 - Computer and Information Research Scientists	D	D	D	D
125				15-1230 - Computer Support Specialists	17	49	\$13.59	\$12.79
126				15-1231 - Computer Network Support Specialists	6	D	D	D
127				15-1232 - Computer User Support Specialists	14	34	\$12.19	\$12.41
128				15-1240 - Database and Network Administrators and Architects	8	32	\$21.12	\$20.20
129				15-1241 - Computer Network Architects	D	D	D	D
130				15-1242 - Database Administrators	4	D	D	D
131				15-1244 - Network and Computer Systems Administrators	6	D	D	D
132				15-1250 - Software and Web Developers, Programmers, and Testers	4	D	D	D
133				15-1251 - Computer Programmers	3	D	D	D
134				15-1252 - Software Developers	D	D	D	D
135				15-1254 - Web Developers	D	D	D	D
136				15-1290 - Miscellaneous Computer Occupations	8	37	\$13.74	\$12.40
137				15-1299 - Computer Occupations, All Other	8	37	\$13.74	\$12.40
138				15-2000 - Mathematical Science Occupations	5	D	D	D
139				15-2040 - Statisticians	5	D	D	D
140				15-2041 - Statisticians	5	D	D	D
141	17-0000 - Architecture and Engineering Occupations				37	124	\$19.52	\$17.88
142		17-1000 - Architects, Surveyors, and Cartographers			5	D	D	D
143				17-1010 - Architects, Except Naval	D	D	D	D
144				17-1011 - Architects, Except Landscape and Naval	D	D	D	D
145				17-1020 - Surveyors, Cartographers, and Photogrammetrists	3	D	D	D
146				17-1022 - Surveyors	3	D	D	D
147				17-2000 - Engineers	21	59	\$23.36	\$24.04
148				17-2030 - Bioengineers and Biomedical Engineers	D	D	D	D
149				17-2031 - Bioengineers and Biomedical Engineers	D	D	D	D
150				17-2050 - Civil Engineers	12	36	\$24.86	\$24.11
151				17-2051 - Civil Engineers	12	36	\$24.86	\$24.11
152				17-2070 - Electrical and Electronics Engineers	8	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
153				17-2071 - Electrical Engineers	6	D	D	D
154				17-2072 - Electronics Engineers, Except Computer	3	D	D	D
155				17-2080 - Environmental Engineers	D	D	D	D
156				17-2081 - Environmental Engineers	D	D	D	D
157				17-2110 - Industrial Engineers, Including Health and Safety	D	D	D	D
158				17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	D	D	D	D
159				17-2120 - Marine Engineers and Naval Architects	D	D	D	D
160				17-2121 - Marine Engineers and Naval Architects	D	D	D	D
161				17-2190 - Miscellaneous Engineers	D	D	D	D
162				17-2199 - Engineers, All Other	D	D	D	D
163				17-3000 - Drafters, Engineering Technicians, and Mapping Technicians	22	58	\$15.86	\$15.45
164				17-3010 - Drafters	9	D	D	D
165				17-3011 - Architectural and Civil Drafters	7	D	D	D
166				17-3012 - Electrical and Electronics Drafters	D	D	D	D
167				17-3019 - Drafters, All Other	D	D	D	D
168				17-3020 - Engineering Technologists and Technicians, Except Drafters	15	32	\$17.25	\$16.94
169				17-3022 - Civil Engineering Technologists and Technicians	12	D	D	D
170				17-3027 - Mechanical Engineering Technologists and Technicians	D	D	D	D
171				17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
172				17-3030 - Surveying and Mapping Technicians	3	D	D	D
173				17-3031 - Surveying and Mapping Technicians	3	D	D	D
174				19-0000 - Life, Physical, and Social Science Occupations	8	175	\$14.06	\$11.81
175				19-1000 - Life Scientists	4	79	\$14.55	\$12.40
176				19-1010 - Agricultural and Food Scientists	3	47	\$11.40	\$10.20
177				19-1013 - Soil and Plant Scientists	3	47	\$11.40	\$10.20
178				19-1020 - Biological Scientists	D	D	D	D
179				19-1021 - Biochemists and Biophysicists	D	D	D	D
180				19-1022 - Microbiologists	D	D	D	D
181				19-1023 - Zoologists and Wildlife Biologists	D	D	D	D
182				19-1030 - Conservation Scientists and Foresters	D	D	D	D
183				19-1031 - Conservation Scientists	D	D	D	D
184				19-1032 - Foresters	D	D	D	D
185				19-1040 - Medical Scientists	D	D	D	D
186				19-1041 - Epidemiologists	D	D	D	D
187				19-1042 - Medical Scientists, Except Epidemiologists	D	D	D	D
188				19-2000 - Physical Scientists	3	D	D	D
189				19-2030 - Chemists and Materials Scientists	D	D	D	D
190				19-2031 - Chemists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
191			19-2040	Environmental Scientists and Geoscientists	D	D	D	D
192			19-2041	Environmental Scientists and Specialists, Including Health	D	D	D	D
193			19-3000	Social Scientists and Related Workers	4	D	D	D
194			19-3010	Economists	D	D	D	D
195			19-3011	Economists	D	D	D	D
196			19-3030	Psychologists	3	D	D	D
197			19-3032	Industrial-Organizational Psychologists	D	D	D	D
198			19-3033	Clinical and Counseling Psychologists	D	D	D	D
199			19-3034	School Psychologists	D	D	D	D
200			19-3039	Psychologists, All Other	D	D	D	D
201			19-3050	Urban and Regional Planners	D	D	D	D
202			19-3051	Urban and Regional Planners	D	D	D	D
203			19-3090	Miscellaneous Social Scientists and Related Workers	D	D	D	D
204			19-3091	Anthropologists and Archeologists	D	D	D	D
205			19-4000	Life, Physical, and Social Science Technicians	3	40	\$11.94	\$11.25
206			19-4020	Biological Technicians	D	D	D	D
207			19-4021	Biological Technicians	D	D	D	D
208			19-4070	Forest and Conservation Technicians	D	33	D	D
209			19-4071	Forest and Conservation Technicians	D	33	D	D
210			19-4090	Miscellaneous Life, Physical, and Social Science Technicians	D	D	D	D
211			19-4092	Forensic Science Technicians	D	D	D	D
212			19-4099	Life, Physical, and Social Science Technicians, All Other	D	D	D	D
213			19-5000	Occupational Health and Safety Specialists and Technicians	D	D	D	D
214			19-5010	Occupational Health and Safety Specialists and Technicians	D	D	D	D
215			19-5011	Occupational Health and Safety Specialists	D	D	D	D
216			21-0000	Community and Social Service Occupations	13	392	\$13.24	\$11.80
217			21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	8	371	\$13.17	\$11.90
218			21-1010	Counselors	5	53	\$18.09	\$16.97
219			21-1011	Substance Abuse and Behavioral Disorder Counselors	4	D	D	D
220			21-1012	Educational, Guidance, and Career Counselors and Advisors	3	38	\$17.97	\$16.97
221			21-1014	Mental Health Counselors	D	D	D	D
222			21-1019	Counselors, All Other	D	D	D	D
223			21-1020	Social Workers	6	82	\$14.44	\$12.98
224			21-1021	Child, Family, and School Social Workers	5	32	\$13.53	\$11.53
225			21-1022	Healthcare Social Workers	3	D	D	D
226			21-1023	Mental Health and Substance Abuse Social Workers	D	D	D	D
227			21-1029	Social Workers, All Other	D	D	D	D
228			21-1090	Miscellaneous Community and Social Service Specialists	4	236	\$11.62	\$10.10

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
229				21-1091 - Health Education Specialists	D	D	D	D
230				21-1092 - Probation Officers and Correctional Treatment Specialists	D	D	D	D
231				21-1093 - Social and Human Service Assistants	3	D	\$14.74	\$12.79
232				21-1094 - Community Health Workers	D	38	D	D
233				21-1099 - Community and Social Service Specialists, All Other	D	143	D	D
234		21-2000		Religious Workers	5	D	D	D
235		21-2010		Clergy	D	D	D	D
236				21-2011 - Clergy	D	D	D	D
237		21-2020		Directors, Religious Activities and Education	3	D	D	D
238				21-2021 - Directors, Religious Activities and Education	3	D	D	D
239		21-2090		Miscellaneous Religious Workers	D	D	D	D
240				21-2099 - Religious Workers, All Other	D	D	D	D
241	23-0000			Legal Occupations	12	93	\$28.80	\$25.24
242		23-1000		Lawyers, Judges, and Related Workers	10	61	\$35.72	\$32.21
243		23-1010		Lawyers and Judicial Law Clerks	10	53	\$32.18	\$30.29
244				23-1011 - Lawyers	10	38	\$36.39	\$33.17
245				23-1012 - Judicial Law Clerks	D	D	D	D
246		23-1020		Judges, Magistrates, and Other Judicial Workers	D	D	D	D
247				23-1023 - Judges, Magistrate Judges, and Magistrates	D	D	D	D
248		23-2000		Legal Support Workers	6	32	\$15.60	\$14.09
249		23-2010		Paralegals and Legal Assistants	6	D	D	D
250				23-2011 - Paralegals and Legal Assistants	6	D	D	D
251		23-2090		Miscellaneous Legal Support Workers	D	D	D	D
252				23-2093 - Title Examiners, Abstractors, and Searchers	D	D	D	D
253				23-2099 - Legal Support Workers, All Other	D	D	D	D
254	25-0000			Educational Instruction and Library Occupations	27	906	\$18.95	\$16.97
255		25-1000		Postsecondary Teachers	6	40	\$23.59	\$22.85
256		25-1010		Business Teachers, Postsecondary	D	D	D	D
257				25-1011 - Business Teachers, Postsecondary	D	D	D	D
258		25-1020		Math and Computer Science Teachers, Postsecondary	D	D	D	D
259				25-1021 - Computer Science Teachers, Postsecondary	D	D	D	D
260				25-1022 - Mathematical Science Teachers, Postsecondary	D	D	D	D
261		25-1040		Life Sciences Teachers, Postsecondary	D	D	D	D
262				25-1042 - Biological Science Teachers, Postsecondary	D	D	D	D
263		25-1060		Social Sciences Teachers, Postsecondary	D	D	D	D
264				25-1066 - Psychology Teachers, Postsecondary	D	D	D	D
265				25-1069 - Social Sciences Teachers, Postsecondary, All Other	D	D	D	D
266		25-1070		Health Teachers, Postsecondary	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020**Note:** N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
267				25-1071 - Health Specialties Teachers, Postsecondary	D	D	D	D
268				25-1072 - Nursing Instructors and Teachers, Postsecondary	D	D	D	D
269				25-1080 - Education and Library Science Teachers, Postsecondary	D	D	D	D
270				25-1081 - Education Teachers, Postsecondary	D	D	D	D
271				25-1120 - Arts, Communications, History, and Humanities Teachers, Postsecondary	3	D	D	D
272				25-1121 - Art, Drama, and Music Teachers, Postsecondary	D	D	D	D
273				25-1123 - English Language and Literature Teachers, Postsecondary	D	D	D	D
274				25-1126 - Philosophy and Religion Teachers, Postsecondary	D	D	D	D
275				25-1190 - Miscellaneous Postsecondary Teachers	D	D	D	D
276				25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	D	D	D	D
277				25-1199 - Postsecondary Teachers, All Other	D	D	D	D
278				25-2000 - Preschool, Elementary, Middle, Secondary, and Special Education Teachers	13	559	\$18.91	\$18.32
279				25-2010 - Preschool and Kindergarten Teachers	6	506	\$19.59	\$19.52
280				25-2011 - Preschool Teachers, Except Special Education	4	D	D	D
281				25-2012 - Kindergarten Teachers, Except Special Education	4	499	\$19.65	\$19.57
282				25-2020 - Elementary and Middle School Teachers	11	42	\$12.83	\$11.90
283				25-2021 - Elementary School Teachers, Except Special Education	11	31	\$13.21	\$11.84
284				25-2022 - Middle School Teachers, Except Special and Career/Technical Education	3	D	D	D
285				25-2030 - Secondary School Teachers	D	D	D	D
286				25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	D	D	D	D
287				25-2032 - Career/Technical Education Teachers, Secondary School	D	D	D	D
288				25-3000 - Other Teachers and Instructors	11	126	\$28.50	\$15.05
289				25-3010 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
290				25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
291				25-3020 - Self-Enrichment Teachers	7	D	D	D
292				25-3021 - Self-Enrichment Teachers	7	D	D	D
293				25-3030 - Substitute Teachers, Short-Term	D	D	D	D
294				25-3031 - Substitute Teachers, Short-Term	D	D	D	D
295				25-3090 - Miscellaneous Teachers and Instructors	3	84	\$16.01	\$13.20
296				25-3099 - Teachers and Instructors, All Other	3	84	\$16.01	\$13.20
297				25-4000 - Librarians, Curators, and Archivists	3	D	\$14.68	\$13.69
298				25-4010 - Archivists, Curators, and Museum Technicians	D	D	D	D
299				25-4011 - Archivists	D	D	D	D
300				25-4020 - Librarians and Media Collections Specialists	D	D	D	D
301				25-4022 - Librarians and Media Collections Specialists	D	D	D	D
302				25-4030 - Library Technicians	D	D	D	D
303				25-4031 - Library Technicians	D	D	D	D
304				25-9000 - Other Educational Instruction and Library Occupations	5	151	\$10.75	\$9.69

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
305			25-9020	- Farm and Home Management Educators	D	D	D	D
306			25-9021	- Farm and Home Management Educators	D	D	D	D
307			25-9030	- Instructional Coordinators	D	D	D	D
308			25-9031	- Instructional Coordinators	D	D	D	D
309			25-9040	- Teaching Assistants	5	130	\$9.43	\$9.61
310			25-9042	- Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	128	\$9.39	\$9.54
311			25-9044	- Teaching Assistants, Postsecondary	D	D	D	D
312	27-0000			- Arts, Design, Entertainment, Sports, and Media Occupations	41	117	\$11.76	\$9.14
313		27-1000		- Art and Design Workers	24	49	\$9.42	\$8.48
314			27-1010	- Artists and Related Workers	D	D	D	D
315			27-1011	- Art Directors	D	D	D	D
316			27-1020	- Designers	24	47	\$8.93	\$8.40
317			27-1024	- Graphic Designers	18	D	D	D
318			27-1025	- Interior Designers	D	D	D	D
319			27-1026	- Merchandise Displayers and Window Trimmers	7	D	D	D
320		27-2000		- Entertainers and Performers, Sports and Related Workers	11	33	\$13.70	\$9.91
321			27-2020	- Athletes, Coaches, Umpires, and Related Workers	3	D	D	D
322			27-2022	- Coaches and Scouts	D	D	D	D
323			27-2023	- Umpires, Referees, and Other Sports Officials	D	D	D	D
324			27-2030	- Dancers and Choreographers	D	D	D	D
325			27-2031	- Dancers	D	D	D	D
326			27-2032	- Choreographers	D	D	D	D
327			27-2040	- Musicians, Singers, and Related Workers	6	D	D	D
328			27-2042	- Musicians and Singers	6	D	D	D
329			27-2090	- Miscellaneous Entertainers and Performers, Sports and Related Workers	D	D	D	D
330			27-2099	- Entertainers and Performers, Sports and Related Workers, All Other	D	D	D	D
331		27-3000		- Media and Communication Workers	11	35	\$13.19	\$11.77
332			27-3020	- News Analysts, Reporters and Journalists	D	D	D	D
333			27-3023	- News Analysts, Reporters, and Journalists	D	D	D	D
334			27-3030	- Public Relations Specialists	5	D	D	D
335			27-3031	- Public Relations Specialists	5	D	D	D
336			27-3040	- Writers and Editors	3	D	D	D
337			27-3041	- Editors	D	D	D	D
338			27-3042	- Technical Writers	D	D	D	D
339			27-3090	- Miscellaneous Media and Communication Workers	4	D	D	D
340			27-3091	- Interpreters and Translators	3	D	D	D
341			27-3099	- Media and Communication Workers, All Other	D	D	D	D
342	29-0000			- Healthcare Practitioners and Technical Occupations	16	381	\$34.06	\$21.29

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
343		29-1000		Healthcare Diagnosing or Treating Practitioners	11	253	\$43.18	\$23.74
344			29-1020	Dentists	D	D	D	D
345			29-1021	Dentists, General	D	D	D	D
346			29-1030	Dietitians and Nutritionists	3	D	D	D
347			29-1031	Dietitians and Nutritionists	3	D	D	D
348			29-1050	Pharmacists	D	D	D	D
349			29-1051	Pharmacists	D	D	D	D
350			29-1070	Physician Assistants	D	D	D	D
351			29-1071	Physician Assistants	D	D	D	D
352			29-1080	Podiatrists	D	D	D	D
353			29-1081	Podiatrists	D	D	D	D
354			29-1120	Therapists	4	D	D	D
355			29-1122	Occupational Therapists	D	D	D	D
356			29-1123	Physical Therapists	4	D	D	D
357			29-1126	Respiratory Therapists	D	D	D	D
358			29-1130	Veterinarians	D	D	D	D
359			29-1131	Veterinarians	D	D	D	D
360			29-1140	Registered Nurses	5	152	\$22.19	\$22.27
361			29-1141	Registered Nurses	5	152	\$22.19	\$22.27
362			29-1150	Nurse Anesthetists	D	D	D	D
363			29-1151	Nurse Anesthetists	D	D	D	D
364			29-1170	Nurse Practitioners	D	D	D	D
365			29-1171	Nurse Practitioners	D	D	D	D
366			29-1180	Audiologists	D	D	D	D
367			29-1181	Audiologists	D	D	D	D
368			29-1210	Physicians	D	41	D	D
369			29-1211	Anesthesiologists	D	D	D	D
370			29-1212	Cardiologists	D	D	D	D
371			29-1214	Emergency Medicine Physicians	D	D	D	D
372			29-1215	Family Medicine Physicians	D	D	D	D
373			29-1216	General Internal Medicine Physicians	D	D	D	D
374			29-1218	Obstetricians and Gynecologists	D	D	D	D
375			29-1221	Pediatricians, General	D	D	D	D
376			29-1223	Psychiatrists	D	D	D	D
377			29-1229	Physicians, All Other	D	D	D	D
378			29-1240	Surgeons	D	D	D	D
379			29-1249	Surgeons, All Other	D	D	D	D
380			29-1290	Miscellaneous Healthcare Diagnosing or Treating Practitioners	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
381				29-1292 - Dental Hygienists	D	D	D	D
382		29-2000 - Health Technologists and Technicians			9	118	\$15.24	\$14.61
383			29-2010 - Clinical Laboratory Technologists and Technicians		D	D	D	D
384			29-2011 - Medical and Clinical Laboratory Technologists		D	D	D	D
385			29-2012 - Medical and Clinical Laboratory Technicians		D	D	D	D
386		29-2030 - Diagnostic Related Technologists and Technicians			D	D	D	D
387			29-2031 - Cardiovascular Technologists and Technicians		D	D	D	D
388			29-2032 - Diagnostic Medical Sonographers		D	D	D	D
389			29-2034 - Radiologic Technologists and Technicians		D	D	D	D
390		29-2040 - Emergency Medical Technicians and Paramedics			D	D	D	D
391			29-2042 - Emergency Medical Technicians		D	D	D	D
392		29-2050 - Health Practitioner Support Technologists and Technicians			3	D	D	D
393			29-2051 - Dietetic Technicians		D	D	D	D
394			29-2052 - Pharmacy Technicians		D	D	D	D
395			29-2053 - Psychiatric Technicians		D	D	D	D
396			29-2056 - Veterinary Technologists and Technicians		D	D	D	D
397		29-2060 - Licensed Practical and Licensed Vocational Nurses			D	D	D	D
398			29-2061 - Licensed Practical and Licensed Vocational Nurses		D	D	D	D
399		29-2070 - Medical Records Specialists			3	D	D	D
400			29-2072 - Medical Records Specialists		3	D	D	D
401		29-2090 - Miscellaneous Health Technologists and Technicians			4	D	D	D
402			29-2099 - Health Technologists and Technicians, All Other		4	D	D	D
403		29-9000 - Other Healthcare Practitioners and Technical Occupations			4	D	D	D
404			29-9020 - Health Information Technologists and Medical Registrars		3	D	D	D
405			29-9021 - Health Information Technologists and Medical Registrars		3	D	D	D
406		29-9090 - Miscellaneous Health Practitioners and Technical Workers			D	D	D	D
407			29-9099 - Healthcare Practitioners and Technical Workers, All Other		D	D	D	D
408	31-0000 - Healthcare Support Occupations				19	120	\$11.12	\$10.15
409		31-1100 - Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides			4	32	\$12.21	\$12.50
410			31-1120 - Home Health and Personal Care Aides		D	D	D	D
411			31-1121 - Home Health Aides		D	D	D	D
412		31-1130 - Nursing Assistants, Orderlies, and Psychiatric Aides			D	D	D	D
413			31-1131 - Nursing Assistants		D	D	D	D
414	31-2000 - Occupational Therapy and Physical Therapist Assistants and Aides				D	D	D	D
415		31-2010 - Occupational Therapy Assistants and Aides			D	D	D	D
416			31-2012 - Occupational Therapy Aides		D	D	D	D
417		31-2020 - Physical Therapist Assistants and Aides			D	D	D	D
418			31-2021 - Physical Therapist Assistants		D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020**Note:** N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
419		31-9000		- Other Healthcare Support Occupations	17	86	\$10.60	\$9.68
420			31-9010	- Massage Therapists	10	D	D	D
421				31-9011 - Massage Therapists	10	D	D	D
422			31-9090	- Miscellaneous Healthcare Support Occupations	7	61	\$11.66	\$11.07
423				31-9091 - Dental Assistants	3	D	D	D
424				31-9092 - Medical Assistants	4	D	D	D
425				31-9094 - Medical Transcriptionists	D	D	D	D
426				31-9095 - Pharmacy Aides	D	D	D	D
427				31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	D	D	D	D
428				31-9097 - Phlebotomists	D	D	D	D
429				31-9099 - Healthcare Support Workers, All Other	3	D	D	D
430		33-0000		- Protective Service Occupations	38	1,273	\$10.37	\$9.85
431			33-1000	- Supervisors of Protective Service Workers	6	99	\$15.90	\$15.83
432				33-1010 - First-Line Supervisors of Law Enforcement Workers	D	72	D	D
433				33-1011 - First-Line Supervisors of Correctional Officers	D	D	D	D
434				33-1012 - First-Line Supervisors of Police and Detectives	D	52	D	D
435				33-1020 - First-Line Supervisors of Firefighting and Prevention Workers	D	D	D	D
436				33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	D	D	D	D
437				33-1090 - Miscellaneous First-Line Supervisors, Protective Service Workers	6	D	D	D
438				33-1091 - First-Line Supervisors of Security Workers	D	D	D	D
439				33-1099 - First-Line Supervisors of Protective Service Workers, All Other	4	D	D	D
440			33-2000	- Firefighting and Prevention Workers	D	182	D	D
441				33-2010 - Firefighters	D	182	D	D
442				33-2011 - Firefighters	D	182	D	D
443			33-3000	- Law Enforcement Workers	D	457	D	D
444				33-3010 - Bailiffs, Correctional Officers, and Jailers	D	81	D	D
445				33-3011 - Bailiffs	D	D	D	D
446				33-3012 - Correctional Officers and Jailers	D	80	D	D
447				33-3020 - Detectives and Criminal Investigators	D	92	D	D
448				33-3021 - Detectives and Criminal Investigators	D	92	D	D
449				33-3030 - Fish and Game Wardens	D	D	D	D
450				33-3031 - Fish and Game Wardens	D	D	D	D
451				33-3050 - Police Officers	D	265	D	D
452				33-3051 - Police and Sheriff's Patrol Officers	D	265	D	D
453			33-9000	- Other Protective Service Workers	37	535	\$8.08	\$7.51
454				33-9010 - Animal Control Workers	D	D	D	D
455				33-9011 - Animal Control Workers	D	D	D	D
456				33-9030 - Security Guards and Gambling Surveillance Officers	30	408	\$8.03	\$7.35

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020**Note:** N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
457				33-9031 - Gambling Surveillance Officers and Gambling Investigators	D	D	D	D
458				33-9032 - Security Guards	29	391	\$7.70	\$7.33
459				33-9090 - Miscellaneous Protective Service Workers	8	121	\$8.22	\$7.70
460				33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	7	119	\$8.23	\$7.70
461				33-9099 - Protective Service Workers, All Other	D	D	D	D
462				35-0000 - Food Preparation and Serving Related Occupations	105	1,568	\$8.75	\$7.93
463				35-1000 - Supervisors of Food Preparation and Serving Workers	41	193	\$11.57	\$9.38
464				35-1010 - Supervisors of Food Preparation and Serving Workers	41	193	\$11.57	\$9.38
465				35-1011 - Chefs and Head Cooks	18	48	\$16.18	\$14.04
466				35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	33	145	\$10.04	\$9.18
467				35-2000 - Cooks and Food Preparation Workers	86	672	\$8.50	\$7.80
468				35-2010 - Cooks	75	422	\$8.81	\$7.99
469				35-2011 - Cooks, Fast Food	12	D	D	D
470				35-2012 - Cooks, Institution and Cafeteria	6	D	D	D
471				35-2014 - Cooks, Restaurant	50	317	\$8.68	\$7.97
472				35-2015 - Cooks, Short Order	7	35	\$9.05	\$7.59
473				35-2019 - Cooks, All Other	8	D	D	D
474				35-2020 - Food Preparation Workers	34	250	\$7.99	\$7.50
475				35-2021 - Food Preparation Workers	34	250	\$7.99	\$7.50
476				35-3000 - Food and Beverage Serving Workers	56	549	\$8.33	\$7.81
477				35-3010 - Bartenders	16	48	\$8.41	\$8.32
478				35-3011 - Bartenders	16	48	\$8.41	\$8.32
479				35-3020 - Fast Food and Counter Workers	17	115	\$8.15	\$7.55
480				35-3023 - Fast Food and Counter Workers	17	115	\$8.15	\$7.55
481				35-3030 - Waiters and Waitresses	44	329	\$8.50	\$8.27
482				35-3031 - Waiters and Waitresses	44	329	\$8.50	\$8.27
483				35-3040 - Food Servers, Nonrestaurant	5	57	\$7.61	\$7.50
484				35-3041 - Food Servers, Nonrestaurant	5	57	\$7.61	\$7.50
485				35-9000 - Other Food Preparation and Serving Related Workers	33	154	\$7.76	\$7.59
486				35-9020 - Dishwashers	15	88	\$7.76	\$7.63
487				35-9021 - Dishwashers	15	88	\$7.76	\$7.63
488				35-9030 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4	D	D	D
489				35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4	D	D	D
490				35-9090 - Miscellaneous Food Preparation and Serving Related Workers	16	56	\$7.57	\$7.42
491				35-9099 - Food Preparation and Serving Related Workers, All Other	16	56	\$7.57	\$7.42
492				37-0000 - Building and Grounds Cleaning and Maintenance Occupations	123	801	\$8.19	\$7.56
493				37-1000 - Supervisors of Building and Grounds Cleaning and Maintenance Workers	19	58	\$10.38	\$9.26
494				37-1010 - First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers	19	58	\$10.38	\$9.26

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
495				37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	13	43	\$9.37	\$9.18
496				37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	11	D	D	D
497				37-2000 - Building Cleaning and Pest Control Workers	106	564	\$7.78	\$7.48
498				37-2010 - Building Cleaning Workers	104	561	\$7.78	\$7.48
499				37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	72	222	\$8.05	\$7.69
500				37-2012 - Maids and Housekeeping Cleaners	40	325	\$7.59	\$7.32
501				37-2019 - Building Cleaning Workers, All Other	3	D	D	D
502				37-2020 - Pest Control Workers	D	D	D	D
503				37-2021 - Pest Control Workers	D	D	D	D
504				37-3000 - Grounds Maintenance Workers	36	179	\$8.77	\$7.61
505				37-3010 - Grounds Maintenance Workers	36	179	\$8.77	\$7.61
506				37-3011 - Landscaping and Groundskeeping Workers	32	138	\$8.50	\$7.52
507				37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D
508				37-3019 - Grounds Maintenance Workers, All Other	5	40	\$9.57	\$9.14
509				39-0000 - Personal Care and Service Occupations	80	352	\$9.57	\$7.79
510				39-1000 - Supervisors of Personal Care and Service Workers	11	D	D	D
511				39-1010 - First-Line Supervisors of Entertainment and Recreation Workers	6	D	D	D
512				39-1013 - First-Line Supervisors of Gambling Services Workers	3	D	D	D
513				39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	3	D	D	D
514				39-1020 - First-Line Supervisors of Personal Service Workers	5	D	D	D
515				39-1022 - First-Line Supervisors of Personal Service Workers	5	D	D	D
516				39-2000 - Animal Care and Service Workers	D	D	D	D
517				39-2020 - Animal Caretakers	D	D	D	D
518				39-2021 - Animal Caretakers	D	D	D	D
519				39-3000 - Entertainment Attendants and Related Workers	9	59	\$8.69	\$7.45
520				39-3010 - Gambling Services Workers	4	D	D	D
521				39-3019 - Gambling Service Workers, All Other	4	D	D	D
522				39-3090 - Miscellaneous Entertainment Attendants and Related Workers	5	31	\$9.43	\$7.31
523				39-3091 - Amusement and Recreation Attendants	5	31	\$9.43	\$7.31
524				39-4000 - Funeral Service Workers	D	D	D	D
525				39-4020 - Funeral Attendants	D	D	D	D
526				39-4021 - Funeral Attendants	D	D	D	D
527				39-5000 - Personal Appearance Workers	18	50	\$8.38	\$7.49
528				39-5010 - Barbers, Hairdressers, Hairstylists and Cosmetologists	18	46	\$8.45	\$7.49
529				39-5011 - Barbers	D	D	D	D
530				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	18	41	\$8.08	\$7.46
531				39-5090 - Miscellaneous Personal Appearance Workers	D	D	D	D
532				39-5094 - Skincare Specialists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
533		39-6000		Baggage Porters, Bellhops, and Concierges	9	50	\$8.10	\$7.90
534		39-6010		Baggage Porters, Bellhops, and Concierges	9	50	\$8.10	\$7.90
535			39-6011	Baggage Porters and Bellhops	3	D	D	D
536			39-6012	Concierges	7	34	\$7.98	\$7.78
537		39-7000		Tour and Travel Guides	28	89	\$12.73	\$9.49
538		39-7010		Tour and Travel Guides	28	89	\$12.73	\$9.49
539			39-7011	Tour Guides and Escorts	21	72	\$12.14	\$9.44
540			39-7012	Travel Guides	8	D	D	D
541		39-9000		Other Personal Care and Service Workers	16	69	\$8.02	\$7.28
542		39-9010		Childcare Workers	11	60	\$7.33	\$7.28
543			39-9011	Childcare Workers	11	60	\$7.33	\$7.28
544		39-9030		Recreation and Fitness Workers	4	D	D	D
545			39-9031	Exercise Trainers and Group Fitness Instructors	D	D	D	D
546			39-9032	Recreation Workers	D	D	D	D
547		39-9090		Miscellaneous Personal Care and Service Workers	D	D	D	D
548			39-9099	Personal Care and Service Workers, All Other	D	D	D	D
549	41-0000			Sales and Related Occupations	165	654	\$9.48	\$8.25
550		41-1000		Supervisors of Sales Workers	44	107	\$10.12	\$8.99
551		41-1010		First-Line Supervisors of Sales Workers	44	107	\$10.12	\$8.99
552			41-1011	First-Line Supervisors of Retail Sales Workers	39	99	\$9.98	\$8.90
553			41-1012	First-Line Supervisors of Non-Retail Sales Workers	7	D	D	D
554		41-2000		Retail Sales Workers	113	441	\$8.70	\$7.74
555		41-2010		Cashiers	64	263	\$8.73	\$7.70
556			41-2011	Cashiers	58	241	\$8.39	\$7.59
557			41-2012	Gambling Change Persons and Booth Cashiers	9	D	D	D
558		41-2020		Counter and Rental Clerks and Parts Salespersons	15	D	D	D
559			41-2021	Counter and Rental Clerks	9	D	D	D
560			41-2022	Parts Salespersons	6	D	D	D
561		41-2030		Retail Salespersons	47	161	\$8.71	\$8.00
562			41-2031	Retail Salespersons	47	161	\$8.71	\$8.00
563		41-3000		Sales Representatives, Services	13	D	D	D
564		41-3010		Advertising Sales Agents	D	D	D	D
565			41-3011	Advertising Sales Agents	D	D	D	D
566		41-3020		Insurance Sales Agents	5	D	D	D
567			41-3021	Insurance Sales Agents	5	D	D	D
568		41-3030		Securities, Commodities, and Financial Services Sales Agents	D	D	D	D
569			41-3031	Securities, Commodities, and Financial Services Sales Agents	D	D	D	D
570		41-3040		Travel Agents	3	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
571				41-3041 - Travel Agents	3	D	D	D
572				41-3090 - Miscellaneous Sales Representatives, Services	D	D	D	D
573				41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	D	D	D	D
574				41-4000 - Sales Representatives, Wholesale and Manufacturing	28	63	\$13.17	\$9.72
575				41-4010 - Sales Representatives, Wholesale and Manufacturing	28	63	\$13.17	\$9.72
576				41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	7	D	D	D
577				41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	22	46	\$10.52	\$9.51
578				41-9000 - Other Sales and Related Workers	14	D	D	D
579				41-9020 - Real Estate Brokers and Sales Agents	D	D	D	D
580				41-9022 - Real Estate Sales Agents	D	D	D	D
581				41-9030 - Sales Engineers	D	D	D	D
582				41-9031 - Sales Engineers	D	D	D	D
583				41-9040 - Telemarketers	D	D	D	D
584				41-9041 - Telemarketers	D	D	D	D
585				41-9090 - Miscellaneous Sales and Related Workers	11	D	D	D
586				41-9099 - Sales and Related Workers, All Other	11	D	D	D
587				43-0000 - Office and Administrative Support Occupations	270	2,335	\$10.93	\$9.17
588				43-1000 - Supervisors of Office and Administrative Support Workers	41	109	\$13.62	\$12.41
589				43-1010 - First-Line Supervisors of Office and Administrative Support Workers	41	109	\$13.62	\$12.41
590				43-1011 - First-Line Supervisors of Office and Administrative Support Workers	41	109	\$13.62	\$12.41
591				43-2000 - Communications Equipment Operators	5	38	\$10.01	\$10.04
592				43-2010 - Switchboard Operators, Including Answering Service	3	D	D	D
593				43-2011 - Switchboard Operators, Including Answering Service	3	D	D	D
594				43-2020 - Telephone Operators	D	D	D	D
595				43-2021 - Telephone Operators	D	D	D	D
596				43-2090 - Miscellaneous Communications Equipment Operators	D	D	D	D
597				43-2099 - Communications Equipment Operators, All Other	D	D	D	D
598				43-3000 - Financial Clerks	141	344	\$10.53	\$9.27
599				43-3010 - Bill and Account Collectors	10	D	D	D
600				43-3011 - Bill and Account Collectors	10	D	D	D
601				43-3020 - Billing and Posting Clerks	12	D	D	D
602				43-3021 - Billing and Posting Clerks	12	D	D	D
603				43-3030 - Bookkeeping, Accounting, and Auditing Clerks	119	206	\$9.49	\$8.87
604				43-3031 - Bookkeeping, Accounting, and Auditing Clerks	119	206	\$9.49	\$8.87
605				43-3040 - Gambling Cage Workers	D	D	D	D
606				43-3041 - Gambling Cage Workers	D	D	D	D
607				43-3050 - Payroll and Timekeeping Clerks	5	D	D	D
608				43-3051 - Payroll and Timekeeping Clerks	5	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
609			43-3060	Procurement Clerks	13	D	D	D
610			43-3061	Procurement Clerks	13	D	D	D
611			43-3070	Tellers	3	46	\$12.92	\$13.89
612			43-3071	Tellers	3	46	\$12.92	\$13.89
613			43-3090	Miscellaneous Financial Clerks	3	D	D	D
614			43-3099	Financial Clerks, All Other	3	D	D	D
615		43-4000		Information and Record Clerks	68	615	\$10.12	\$8.60
616			43-4030	Court, Municipal, and License Clerks	D	D	D	D
617			43-4031	Court, Municipal, and License Clerks	D	D	D	D
618			43-4050	Customer Service Representatives	26	183	\$9.22	\$8.65
619			43-4051	Customer Service Representatives	26	183	\$9.22	\$8.65
620			43-4060	Eligibility Interviewers, Government Programs	5	124	\$14.90	\$14.43
621			43-4061	Eligibility Interviewers, Government Programs	5	124	\$14.90	\$14.43
622			43-4070	File Clerks	4	D	D	D
623			43-4071	File Clerks	4	D	D	D
624			43-4080	Hotel, Motel, and Resort Desk Clerks	17	118	\$7.98	\$7.72
625			43-4081	Hotel, Motel, and Resort Desk Clerks	17	118	\$7.98	\$7.72
626			43-4110	Interviewers, Except Eligibility and Loan	D	D	D	D
627			43-4111	Interviewers, Except Eligibility and Loan	D	D	D	D
628			43-4120	Library Assistants, Clerical	4	D	D	D
629			43-4121	Library Assistants, Clerical	4	D	D	D
630			43-4130	Loan Interviewers and Clerks	D	D	D	D
631			43-4131	Loan Interviewers and Clerks	D	D	D	D
632			43-4140	New Accounts Clerks	D	D	D	D
633			43-4141	New Accounts Clerks	D	D	D	D
634			43-4150	Order Clerks	6	D	D	D
635			43-4151	Order Clerks	6	D	D	D
636			43-4160	Human Resources Assistants, Except Payroll and Timekeeping	7	D	D	D
637			43-4161	Human Resources Assistants, Except Payroll and Timekeeping	7	D	D	D
638			43-4170	Receptionists and Information Clerks	12	D	D	D
639			43-4171	Receptionists and Information Clerks	12	D	D	D
640			43-4180	Reservation and Transportation Ticket Agents and Travel Clerks	8	90	\$8.50	\$7.50
641			43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	8	90	\$8.50	\$7.50
642			43-4190	Miscellaneous Information and Record Clerks	D	D	D	D
643			43-4199	Information and Record Clerks, All Other	D	D	D	D
644		43-5000		Material Recording, Scheduling, Dispatching, and Distributing Workers	56	259	\$9.08	\$7.93
645			43-5010	Cargo and Freight Agents	7	68	\$8.16	\$8.03
646			43-5011	Cargo and Freight Agents	7	68	\$8.16	\$8.03

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
647			43-5020	Couriers and Messengers	9	D	D	D
648			43-5021	Couriers and Messengers	9	D	D	D
649			43-5030	Dispatchers	5	D	D	D
650			43-5031	Public Safety Telecommunicators	D	D	D	D
651			43-5032	Dispatchers, Except Police, Fire, and Ambulance	3	D	D	D
652			43-5050	Postal Service Workers	D	D	D	D
653			43-5051	Postal Service Clerks	D	D	D	D
654			43-5060	Production, Planning, and Expediting Clerks	6	D	D	D
655			43-5061	Production, Planning, and Expediting Clerks	6	D	D	D
656			43-5070	Shipping, Receiving, and Inventory Clerks	40	138	\$9.36	\$7.70
657			43-5071	Shipping, Receiving, and Inventory Clerks	40	138	\$9.36	\$7.70
658			43-5110	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
659			43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
660			43-6000	Secretaries and Administrative Assistants	77	287	\$13.65	\$11.58
661			43-6010	Secretaries and Administrative Assistants	77	287	\$13.65	\$11.58
662			43-6011	Executive Secretaries and Executive Administrative Assistants	28	179	\$15.45	\$12.50
663			43-6012	Legal Secretaries and Administrative Assistants	3	D	D	D
664			43-6013	Medical Secretaries and Administrative Assistants	D	D	D	D
665			43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58	101	\$10.33	\$9.83
666			43-9000	Other Office and Administrative Support Workers	81	683	\$11.05	\$9.61
667			43-9020	Data Entry and Information Processing Workers	8	D	D	D
668			43-9021	Data Entry Keyers	5	D	D	D
669			43-9022	Word Processors and Typists	3	D	D	D
670			43-9040	Insurance Claims and Policy Processing Clerks	5	D	D	D
671			43-9041	Insurance Claims and Policy Processing Clerks	5	D	D	D
672			43-9060	Office Clerks, General	57	608	\$11.05	\$9.61
673			43-9061	Office Clerks, General	57	608	\$11.05	\$9.61
674			43-9070	Office Machine Operators, Except Computer	D	D	D	D
675			43-9071	Office Machine Operators, Except Computer	D	D	D	D
676			43-9110	Statistical Assistants	3	D	D	D
677			43-9111	Statistical Assistants	3	D	D	D
678			43-9190	Miscellaneous Office and Administrative Support Workers	20	46	\$10.50	\$9.08
679			43-9199	Office and Administrative Support Workers, All Other	20	46	\$10.50	\$9.08
680			45-0000	Farming, Fishing, and Forestry Occupations	15	51	\$10.84	\$9.73
681			45-1000	Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
682			45-1010	First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
683			45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
684			45-2000	Agricultural Workers	8	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
685			45-2090	Miscellaneous Agricultural Workers	8	D	D	D
686			45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	4	D	D	D
687			45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	4	D	D	D
688		45-3000		Fishing and Hunting Workers	5	D	D	D
689			45-3030	Fishing and Hunting Workers	5	D	D	D
690			45-3031	Fishing and Hunting Workers	5	D	D	D
691		45-4000		Forest, Conservation, and Logging Workers	D	D	D	D
692			45-4010	Forest and Conservation Workers	D	D	D	D
693			45-4011	Forest and Conservation Workers	D	D	D	D
694	47-0000			Construction and Extraction Occupations	58	576	\$10.33	\$9.18
695		47-1000		Supervisors of Construction and Extraction Workers	6	D	D	D
696			47-1010	First-Line Supervisors of Construction Trades and Extraction Workers	6	D	D	D
697			47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6	D	D	D
698		47-2000		Construction Trades Workers	52	423	\$10.04	\$8.87
699			47-2030	Carpenters	11	53	\$13.78	\$13.00
700			47-2031	Carpenters	11	53	\$13.78	\$13.00
701			47-2040	Carpet, Floor, and Tile Installers and Finishers	D	D	D	D
702			47-2044	Tile and Stone Setters	D	D	D	D
703			47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers	14	80	\$8.34	\$7.79
704			47-2051	Cement Masons and Concrete Finishers	14	80	\$8.34	\$7.79
705			47-2060	Construction Laborers	16	112	\$8.97	\$8.33
706			47-2061	Construction Laborers	16	112	\$8.97	\$8.33
707			47-2070	Construction Equipment Operators	12	109	\$10.44	\$9.50
708			47-2073	Operating Engineers and Other Construction Equipment Operators	12	109	\$10.44	\$9.50
709			47-2110	Electricians	27	42	\$10.53	\$9.33
710			47-2111	Electricians	27	42	\$10.53	\$9.33
711			47-2140	Painters and Paperhangers	4	D	D	D
712			47-2141	Painters, Construction and Maintenance	4	D	D	D
713			47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	8	D	D	D
714			47-2152	Plumbers, Pipefitters, and Steamfitters	8	D	D	D
715			47-2210	Sheet Metal Workers	4	D	D	D
716			47-2211	Sheet Metal Workers	4	D	D	D
717			47-2220	Structural Iron and Steel Workers	D	D	D	D
718			47-2221	Structural Iron and Steel Workers	D	D	D	D
719			47-2230	Solar Photovoltaic Installers	D	D	D	D
720			47-2231	Solar Photovoltaic Installers	D	D	D	D
721		47-3000		Helpers, Construction Trades	11	117	\$10.28	\$9.76
722			47-3010	Helpers, Construction Trades	11	117	\$10.28	\$9.76

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
723				47-3012 - Helpers--Carpenters	5	37	\$10.61	\$10.14
724				47-3013 - Helpers--Electricians	D	D	D	D
725				47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
726				47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
727				47-3019 - Helpers, Construction Trades, All Other	6	72	\$10.10	\$8.39
728				47-4000 - Other Construction and Related Workers	3	D	D	D
729				47-4010 - Construction and Building Inspectors	D	D	D	D
730				47-4011 - Construction and Building Inspectors	D	D	D	D
731				47-4090 - Miscellaneous Construction and Related Workers	D	D	D	D
732				47-4099 - Construction and Related Workers, All Other	D	D	D	D
733				47-5000 - Extraction Workers	D	D	D	D
734				47-5020 - Surface Mining Machine Operators and Earth Drillers	D	D	D	D
735				47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	D	D	D	D
736				47-5023 - Earth Drillers, Except Oil and Gas	D	D	D	D
737				49-0000 - Installation, Maintenance, and Repair Occupations	215	1,096	\$9.57	\$8.33
738				49-1000 - Supervisors of Installation, Maintenance, and Repair Workers	15	D	D	D
739				49-1010 - First-Line Supervisors of Mechanics, Installers, and Repairers	15	D	D	D
740				49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	15	D	D	D
741				49-2000 - Electrical and Electronic Equipment Mechanics, Installers, and Repairers	14	41	\$14.63	\$13.47
742				49-2010 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
743				49-2011 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
744				49-2020 - Radio and Telecommunications Equipment Installers and Repairers	D	D	D	D
745				49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	D	D	D	D
746				49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	D	D	D	D
747				49-2090 - Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	11	D	D	D
748				49-2091 - Avionics Technicians	D	D	D	D
749				49-2092 - Electric Motor, Power Tool, and Related Repairers	3	D	D	D
750				49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	4	D	D	D
751				49-2095 - Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	D	D	D	D
752				49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	D	D	D	D
753				49-2097 - Audiovisual Equipment Installers and Repairers	D	D	D	D
754				49-2098 - Security and Fire Alarm Systems Installers	D	D	D	D
755				49-3000 - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	61	208	\$10.67	\$9.05
756				49-3010 - Aircraft Mechanics and Service Technicians	4	D	D	D
757				49-3011 - Aircraft Mechanics and Service Technicians	4	D	D	D
758				49-3020 - Automotive Technicians and Repairers	36	90	\$9.70	\$8.25
759				49-3021 - Automotive Body and Related Repairers	7	D	D	D
760				49-3022 - Automotive Glass Installers and Repairers	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
761				49-3023 - Automotive Service Technicians and Mechanics	32	74	\$8.75	\$8.04
762				49-3030 - Bus and Truck Mechanics and Diesel Engine Specialists	9	D	D	D
763				49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	9	D	D	D
764				49-3040 - Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	15	62	\$10.05	\$9.06
765				49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	15	62	\$10.05	\$9.06
766				49-3050 - Small Engine Mechanics	4	D	D	D
767				49-3051 - Motorboat Mechanics and Service Technicians	3	D	D	D
768				49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	D	D	D	D
769				49-3090 - Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	D	D	D	D
770				49-3093 - Tire Repairers and Changers	D	D	D	D
771				49-9000 - Other Installation, Maintenance, and Repair Occupations	178	828	\$8.90	\$8.26
772				49-9020 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	26	65	\$9.03	\$8.06
773				49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	26	65	\$9.03	\$8.06
774				49-9030 - Home Appliance Repairers	D	D	D	D
775				49-9031 - Home Appliance Repairers	D	D	D	D
776				49-9040 - Industrial Machinery Installation, Repair, and Maintenance Workers	3	D	D	D
777				49-9041 - Industrial Machinery Mechanics	D	D	D	D
778				49-9043 - Maintenance Workers, Machinery	D	D	D	D
779				49-9050 - Line Installers and Repairers	D	D	D	D
780				49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
781				49-9060 - Precision Instrument and Equipment Repairers	D	D	D	D
782				49-9062 - Medical Equipment Repairers	D	D	D	D
783				49-9069 - Precision Instrument and Equipment Repairers, All Other	D	D	D	D
784				49-9070 - Maintenance and Repair Workers, General	150	713	\$8.71	\$8.28
785				49-9071 - Maintenance and Repair Workers, General	150	713	\$8.71	\$8.28
786				49-9090 - Miscellaneous Installation, Maintenance, and Repair Workers	19	D	D	D
787				49-9092 - Commercial Divers	5	D	D	D
788				49-9098 - Helpers--Installation, Maintenance, and Repair Workers	13	D	D	D
789				49-9099 - Installation, Maintenance, and Repair Workers, All Other	D	D	D	D
790				51-0000 - Production Occupations	89	365	\$9.41	\$7.79
791				51-1000 - Supervisors of Production Workers	5	D	D	D
792				51-1010 - First-Line Supervisors of Production and Operating Workers	5	D	D	D
793				51-1011 - First-Line Supervisors of Production and Operating Workers	5	D	D	D
794				51-2000 - Assemblers and Fabricators	7	D	D	D
795				51-2020 - Electrical, Electronics, and Electromechanical Assemblers	D	D	D	D
796				51-2022 - Electrical and Electronic Equipment Assemblers	D	D	D	D
797				51-2040 - Structural Metal Fabricators and Fitters	3	D	D	D
798				51-2041 - Structural Metal Fabricators and Fitters	3	D	D	D

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Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
799			51-2050	Fiberglass Laminators and Fabricators	D	D	D	D
800			51-2051	Fiberglass Laminators and Fabricators	D	D	D	D
801			51-2090	Miscellaneous Assemblers and Fabricators	D	D	D	D
802			51-2099	Assemblers and Fabricators, All Other	D	D	D	D
803			51-3000	Food Processing Workers	28	117	\$7.97	\$7.70
804			51-3010	Bakers	25	95	\$7.90	\$7.70
805			51-3011	Bakers	25	95	\$7.90	\$7.70
806			51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers	6	D	D	D
807			51-3021	Butchers and Meat Cutters	5	D	D	D
808			51-3023	Slaughterers and Meat Packers	D	D	D	D
809			51-4000	Metal Workers and Plastic Workers	8	D	D	D
810			51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
811			51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
812			51-4040	Machinists	D	D	D	D
813			51-4041	Machinists	D	D	D	D
814			51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
815			51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
816			51-4120	Welding, Soldering, and Brazing Workers	6	D	D	D
817			51-4121	Welders, Cutters, Solderers, and Brazers	4	D	D	D
818			51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
819			51-5100	Printing Workers	D	D	D	D
820			51-5110	Printing Workers	D	D	D	D
821			51-5111	Prepress Technicians and Workers	D	D	D	D
822			51-5112	Printing Press Operators	D	D	D	D
823			51-5113	Print Binding and Finishing Workers	D	D	D	D
824			51-6000	Textile, Apparel, and Furnishings Workers	25	68	\$8.51	\$7.51
825			51-6010	Laundry and Dry-Cleaning Workers	11	45	\$7.69	\$7.34
826			51-6011	Laundry and Dry-Cleaning Workers	11	45	\$7.69	\$7.34
827			51-6020	Pressers, Textile, Garment, and Related Materials	D	D	D	D
828			51-6021	Pressers, Textile, Garment, and Related Materials	D	D	D	D
829			51-6030	Sewing Machine Operators	3	D	D	D
830			51-6031	Sewing Machine Operators	3	D	D	D
831			51-6050	Tailors, Dressmakers, and Sewers	9	D	D	D
832			51-6052	Tailors, Dressmakers, and Custom Sewers	9	D	D	D
833			51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers	D	D	D	D
834			51-6093	Upholsterers	D	D	D	D
835			51-7000	Woodworkers	D	D	D	D
836			51-7010	Cabinetmakers and Bench Carpenters	D	D	D	D

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Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
837				51-7011 - Cabinetmakers and Bench Carpenters	D	D	D	D
838				51-8000 - Plant and System Operators	4	D	D	D
839				51-8010 - Power Plant Operators, Distributors, and Dispatchers	D	D	D	D
840				51-8013 - Power Plant Operators	D	D	D	D
841				51-8030 - Water and Wastewater Treatment Plant and System Operators	D	D	D	D
842				51-8031 - Water and Wastewater Treatment Plant and System Operators	D	D	D	D
843				51-8090 - Miscellaneous Plant and System Operators	D	D	D	D
844				51-8099 - Plant and System Operators, All Other	D	D	D	D
845				51-9000 - Other Production Occupations	27	118	\$9.81	\$7.81
846				51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers	3	D	D	D
847				51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	D	D	D	D
848				51-9022 - Grinding and Polishing Workers, Hand	D	D	D	D
849				51-9023 - Mixing and Blending Machine Setters, Operators, and Tenders	D	D	D	D
850				51-9030 - Cutting Workers	D	D	D	D
851				51-9031 - Cutters and Trimmers, Hand	D	D	D	D
852				51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	D	D	D
853				51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	D	D	D
854				51-9070 - Jewelers and Precious Stone and Metal Workers	3	D	D	D
855				51-9071 - Jewelers and Precious Stone and Metal Workers	3	D	D	D
856				51-9120 - Painting Workers	D	D	D	D
857				51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	D	D	D	D
858				51-9190 - Miscellaneous Production Workers	19	82	\$7.82	\$7.55
859				51-9193 - Cooling and Freezing Equipment Operators and Tenders	D	D	D	D
860				51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	D	D	D	D
861				51-9198 - Helpers--Production Workers	13	63	\$7.54	\$7.51
862				51-9199 - Production Workers, All Other	4	D	D	D
863				53-0000 - Transportation and Material Moving Occupations	116	808	\$9.05	\$7.90
864				53-1000 - Supervisors of Transportation and Material Moving Workers	13	38	\$12.02	\$10.98
865				53-1040 - First-Line Supervisors of Transportation and Material Moving Workers	13	38	\$12.02	\$10.98
866				53-1041 - Aircraft Cargo Handling Supervisors	3	D	D	D
867				53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	D	D	D
868				53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	4	D	D	D
869				53-1049 - First-Line Supervisors of Transportation Workers, All Other	3	D	D	D
870				53-2000 - Air Transportation Workers	3	45	\$12.86	\$10.21
871				53-2010 - Aircraft Pilots and Flight Engineers	D	D	D	D
872				53-2011 - Airline Pilots, Copilots, and Flight Engineers	D	D	D	D
873				53-2012 - Commercial Pilots	D	D	D	D
874				53-2020 - Air Traffic Controllers and Airfield Operations Specialists	D	D	D	D

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Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
875				53-2021 - Air Traffic Controllers	D	D	D	D
876				53-2022 - Airfield Operations Specialists	D	D	D	D
877				53-3000 - Motor Vehicle Operators	63	325	\$8.39	\$8.00
878				53-3010 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
879				53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
880				53-3030 - Driver/Sales Workers and Truck Drivers	54	208	\$8.16	\$7.68
881				53-3031 - Driver/Sales Workers	30	101	\$7.69	\$7.65
882				53-3032 - Heavy and Tractor-Trailer Truck Drivers	15	65	\$9.20	\$9.00
883				53-3033 - Light Truck Drivers	16	42	\$7.68	\$7.56
884				53-3050 - Passenger Vehicle Drivers	7	112	\$8.83	\$8.60
885				53-3051 - Bus Drivers, School	D	35	D	D
886				53-3052 - Bus Drivers, Transit and Intercity	4	58	\$8.42	\$8.11
887				53-3053 - Shuttle Drivers and Chauffeurs	D	D	D	D
888				53-3054 - Taxi Drivers	D	D	D	D
889				53-3090 - Miscellaneous Motor Vehicle Operators	D	D	D	D
890				53-3099 - Motor Vehicle Operators, All Other	D	D	D	D
891				53-5000 - Water Transportation Workers	16	40	\$14.52	\$14.92
892				53-5010 - Sailors and Marine Oilers	D	D	D	D
893				53-5011 - Sailors and Marine Oilers	D	D	D	D
894				53-5020 - Ship and Boat Captains and Operators	15	36	\$14.63	\$15.00
895				53-5021 - Captains, Mates, and Pilots of Water Vessels	15	36	\$14.63	\$15.00
896				53-6000 - Other Transportation Workers	12	40	\$7.85	\$7.43
897				53-6020 - Parking Attendants	D	D	D	D
898				53-6021 - Parking Attendants	D	D	D	D
899				53-6030 - Transportation Service Attendants	8	D	D	D
900				53-6031 - Automotive and Watercraft Service Attendants	8	D	D	D
901				53-6040 - Traffic Technicians	D	D	D	D
902				53-6041 - Traffic Technicians	D	D	D	D
903				53-6060 - Passenger Attendants	D	D	D	D
904				53-6061 - Passenger Attendants	D	D	D	D
905				53-6090 - Miscellaneous Transportation Workers	D	D	D	D
906				53-6099 - Transportation Workers, All Other	D	D	D	D
907				53-7000 - Material Moving Workers	44	320	\$8.30	\$7.51
908				53-7010 - Conveyor Operators and Tenders	D	D	D	D
909				53-7011 - Conveyor Operators and Tenders	D	D	D	D
910				53-7020 - Crane and Tower Operators	D	D	D	D
911				53-7021 - Crane and Tower Operators	D	D	D	D
912				53-7030 - Dredge Operators	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2020

Note: N means count

Row #	Major Group	Minor Group	Broad Group	Detailed Title	Employers N	Employees N	Hourly Wage Mean	Hourly Wage Median
913				53-7031 - Dredge Operators	D	D	D	D
914			53-7040	- Hoist and Winch Operators	D	D	D	D
915				53-7041 - Hoist and Winch Operators	D	D	D	D
916			53-7050	- Industrial Truck and Tractor Operators	D	D	D	D
917				53-7051 - Industrial Truck and Tractor Operators	D	D	D	D
918			53-7060	- Laborers and Material Movers	30	220	\$7.85	\$7.50
919				53-7061 - Cleaners of Vehicles and Equipment	4	31	\$8.03	\$7.50
920				53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	6	72	\$8.19	\$7.67
921				53-7063 - Machine Feeders and Offbearers	D	D	D	D
922				53-7064 - Packers and Packagers, Hand	4	D	D	D
923				53-7065 - Stockers and Order Fillers	18	97	\$7.58	\$7.47
924			53-7070	- Pumping Station Operators	6	34	\$7.47	\$7.25
925				53-7071 - Gas Compressor and Gas Pumping Station Operators	6	34	\$7.47	\$7.25
926			53-7080	- Refuse and Recyclable Material Collectors	4	D	D	D
927				53-7081 - Refuse and Recyclable Material Collectors	4	D	D	D
928			53-7190	- Miscellaneous Material Moving Workers	3	D	D	D
929				53-7199 - Material Moving Workers, All Other	3	D	D	D
	Grand Total				621	14,342	\$12.87	\$9.25

APPENDIX B
SAMPLE ETA FORM 9165

APPENDIX B: SAMPLE ETA FORM 9165

This appendix presents a sample Form ETA-9165 completed using the 2020 PWS as the source of survey data. The sample uses the detailed occupation title **Bakers**, SOC six-digit code **513011**. Please note on the sample form that Parts A, B, and F are not filled out. These are employer-specific and self-explanatory. The Form is filled out on Parts C, D, and E. The sample entries shown below and are highlighted in yellow in the sample form.

Part C:

- C.1 Enter: "2020 Prevailing Wage Study, CNMI".
- C.2. Currently there is no CBA active in the CNMI so this would be usually "No". But be sure to confirm for your company.
- C.3. Currently there is no professional sports league active in the CNMI so this would be usually "No". But be sure to confirm for your company.
- C.4. Check "No".
- C.5. Enter "Central Statistics Division, CNMI Department of Commerce".
- C.6. Enter "Director"
- C.6.a Enter "Andrew". C.6.b Enter "Justin".
- C.7. Check "Yes".
- C.8. Check "Yes".

All entries on Part C are standard and should be the same on each ETA form.

Part D:

- D.1 Enter the SOC Detailed Title (for example, "513011 – Bakers").
- D.2 Enter the definition of the **513011 – Bakers** "Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with "Chefs and Head Cooks" (35-1011)."
- D.3 Enter "Commonwealth of the Northern Mariana Islands".
- D.4 Check "No".
- D.4.a & b Leave blank.

Part E:

- E.1 Enter "711".
- E.2 Enter "Online Registration Portal".
- E.3 Check "All employers employing workers in occupation(s)

E.3.a & b Leave blank.

E.4 Enter "711".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$7.90 (this figure is from Table A1, row # 476, Hourly Wage Mean column).

E.7.b Check "hourly".

E.8 Leave blank.

E.9.a Enter "25" ((this figure is from Table A1, row # 476, Employers N column).

E.10 Check "Yes".

E.11 Check "Yes".

Note: Items D.1, D.2, D.7, & D.9 are specific to the occupation title being applied for and are obtained from Appendix A, Table A1. The rest of the items under this part are standard and should be the same on each form.

This sample is being provided with the sole purpose of assisting employers complete the Form ETA 9165, but in no way serve as an assurance that the application will be approved. Approval of a worker visa application rests on the NPWC.

Employer-Provided Survey Attestations to Accompany H-2B Prevailing Wage
Determination Request Based on a Non-OES Survey
Form ETA-9165
U.S. Department of Labor



This form is for use with Non-Occupational Employment Statistics (Non-OES) surveys. Please read and review the Form ETA-9165 form instructions carefully before completing this form and print legibly. A copy of the instructions can be found at <http://www.foreignlaborcert.doleta.gov/>. Those items marked with an asterisk (*) are required and must be completed. Items marked with the section symbol (§) are conditional and are to be completed if the required if the condition is met.

A. Employer Point-of-Contact Information

1. Contact's Last (family) Name *	2. First (given) Name *	3. Middle Name(s) §
4. Telephone Number *	5. Extension §	6. Fax Number §
7. E-Mail Address *		

B. Employer Information

1. Legal business name *	
2. Trade name/Doing Business As (DBA), if applicable §	
3. Telephone number *	4. Extension §
5. Federal Employer Identification Number (FEIN from IRS) *	6. NAICS code (must be at least 4-digits) *

C. Employer-Provided Survey Information

1. Survey name or title *	
2. Is there a collective bargaining agreement (CBA) applicable to the job opportunity? *	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Are professional sports league's rules or regulations applicable to the job opportunity? *	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Is the surveyor an H-2B employer or the agent, representative, or attorney for any H-2B employer? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Enter the complete name of the third-party surveyor (individual or organization/association). *	
Central Statistics Division, CNMI Department of Commerce	
6. Enter the name of the official representative of the third party surveyor who approved the survey. *	
Director	
a. Contact's Last (family) Name *	b. First (given) Name *
Andrew	Justin
7. Is the survey based on wages paid 24 months or less before the date of survey submission to ETA? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. Is this the most recent edition of the survey? (If this is the only edition, answer "yes".) *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Employer-Provided Survey Attestations to Accompany H-2B Prevailing Wage
Determination Request Based on a Non-OES Survey
Form ETA-9165
U.S. Department of Labor



D. Relationship to job opportunity listed on the Form ETA-9141

1. Title(s) of the job(s) included in the survey * 513011 - Bakers	
2. Duties of the job(s) included in the survey <i>(attach additional sheets as necessary)</i> * Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with "Chefs and Head Cooks" (35-1011).	
3. Identify the area of intended employment covered by the survey. * <i>(Please refer to the instructions for the definition of area of intended employment)</i> Commonwealth of the Northern Mariana Islands	
4. Was the survey expanded to include workers beyond the area of intended employment? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4a. If yes to question 4, provide the geographic area surveyed §	
4b. If yes to question 4, indicate the reason(s) the survey was expanded beyond the area of intended employment <i>(check all that apply)</i> § <input type="checkbox"/> to meet the 30 worker minimum. § <input type="checkbox"/> to meet the 3 employer minimum. §	

E. Survey Methodology

1. For the geographic area surveyed, provide the universe (number) of employers determined to employ workers in the Occupation, including employers who were not surveyed. * 711	
2. For the geographic area surveyed, provide the sources used to determine the universe (number) of employers who employ workers in the occupation: * Online Registration Portal	
3. For the geographic area surveyed, did the surveyor attempt to contact: ? * <i>(Choose only one)</i> <input checked="" type="checkbox"/> All employers employing workers in occupation(s) <input type="checkbox"/> A sample of employers in the geographic area	
3a. If a sample, was the sample randomly selected? §	<input type="checkbox"/> Yes <input type="checkbox"/> No
3b. If a sample, provide a brief summary of the procedures used to randomize the sample: §	
4. The total number of employers from whom the surveyor attempted to solicit a survey response: * 711	

Employer-Provided Survey Attestations to Accompany H-2B Prevailing Wage
Determination Request Based on a Non-OES Survey
Form ETA-9165
U.S. Department of Labor



5. For each responding employer, the survey includes the wages of all workers in the occupation regardless of skill level or experience, education, and length of employment. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. The survey includes data collected across industries that employ workers in the occupation. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. The survey reflects the mean wage for all workers it covers. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7a. The mean wage is \$ \$ 7.90	7b. Per: (Choose only one) \$ <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month
8. The survey reflects the median wage for all workers it covers. *	<input type="checkbox"/> Yes <input type="checkbox"/> No
8a. The median wage is \$ \$	8b. Per: (Choose only one) \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month
9. The hourly, weekly, or monthly wage reported from the survey:	
a. Is based on data provided by how many employers? * (Minimum of 3 employers) 25	b. Reflects wages from workers within the occupation in the geographic area surveyed? * (Minimum of 30 workers) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. The hourly, weekly, or monthly wage rate reported by the survey includes all types of wages paid to workers, including base rate of pay, commissions, cost-of-living allowance, deadheading pay, guaranteed pay, hazard pay, incentive pay, longevity pay, piece rate, portal-to-portal rate, production bonus, and tips. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Does the survey include wages from workers in the occupation regardless of immigration status? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

F. Employer Declaration

I declare under penalty of perjury that I have read and reviewed this application and that to the best of my knowledge the information contained therein is true and accurate. I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment or both (18 U.S.C. 2, 1001, 1546, 1621).

1. Last (family) Name *	2. First (given) Name *	3. Middle Name(s) \$
4. Title *		
5. Signature*		6. Date Signed*

G. Public Burden Statement (1205-0509)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The respondent's reply to these reporting requirements is required to obtain the benefits of temporary employment certification (Immigration and Nationality Act, Section 101). Public reporting burden for this collection of information is estimated to average 25 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Foreign Labor Certification • U.S. Department of Labor • Box 12-200 • 200 Constitution Ave., NW, • Washington, DC 20210. **Do NOT send the completed application to this address.**

APPENDIX C
2020 PWS DETAILED TITLES DEFINITIONS

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
11-1011	Chief Executives	Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.
11-1021	General and Operations Managers	Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors. Excludes First-Line Supervisors.
11-1031	Legislators	Develop, introduce, or enact laws and statutes at the local, tribal, state, or federal level. Includes only workers in elected positions.
11-2011	Advertising and Promotions Managers	Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or giveaways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.
11-2021	Marketing Managers	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.
11-2022	Sales Managers	Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.
11-2032	Public Relations Managers	Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client.
11-3012	Administrative Services Managers	Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services. Medical records administrators are included in "Medical and Health Services Managers" (11-9111). Excludes "Facilities Managers" (11-3013) and "Purchasing Managers" (11-3061).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
11-3013	Facilities Managers	Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization's campus. Excludes "Administrative Services Managers" (11-3012), "Property, Real Estate, and Community Association Managers" (11-9141), "First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers" (37-1010), "First-Line Supervisors of Mechanics and Repairers" (49-1011), and "Maintenance and Repair Workers, General" (49-9071).
11-3021	Computer and Information Systems Managers	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Excludes "Computer Occupations" (15-1211 through 15-1299).
11-3031	Financial Managers	Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Excludes "Financial Risk Specialists" (13-2054).
11-3051	Industrial Production Managers	Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.
11-3061	Purchasing Managers	Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.
11-3071	Transportation, Storage, and Distribution Managers	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
11-3121	Human Resources Managers	Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits (11-3111) and training and development (11-3131).
11-3131	Training and Development Managers	Plan, direct, or coordinate the training and development activities and staff of an organization.
11-9013	Farmers, Ranchers, and Other Agricultural Managers	Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, timber tracts, or other agricultural establishments. May hire, train, and supervise farm workers or contract for services to carry out the day-to-day activities of the managed operation. May engage in or supervise planting, cultivating, harvesting, and financial and marketing activities. Excludes "First-Line Supervisors of Farming, Fishing, and Forestry Workers" (45-1011).
11-9021	Construction Managers	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
11-9031	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care. Excludes “Preschool Teachers, Except Special Education” (25-2011) and “Childcare Workers” (39-9011).
11-9032	Education Administrators, Kindergarten through Secondary	Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.
11-9033	Education Administrators, Postsecondary	Plan, direct, or coordinate student instruction, administration, and services, as well as other research and educational activities, at postsecondary institutions, including universities, colleges, and junior and community colleges.
11-9039	Education Administrators, All Other	All education administrators not listed separately.
11-9041	Architectural and Engineering Managers	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes “Natural Sciences Managers” (11-9121).
11-9051	Food Service Managers	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes “Chefs and Head Cooks” (35-1011).
11-9071	Gambling Managers	Plan, direct, or coordinate gambling operations in a casino. May formulate house rules.
11-9072	Entertainment and Recreation Managers, Except Gambling	Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.
11-9081	Lodging Managers	Plan, direct, or coordinate activities of an organization or department that provides lodging and other accommodations. Excludes “Food Service Managers” (11-9051) in lodging establishments.
11-9111	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.
11-9141	Property, Real Estate, and Community Association Managers	Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way).
11-9151	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization’s budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
11-9161	Emergency Management Directors	Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
11-9179	Personal Service Managers, All Other	All personal service managers not listed separately. Excludes “Financial Specialists” (13-2000). Daycare Managers are included in Education and Childcare Administrators, Preschool and Daycare (11-9031).
11-9199	Managers, All Other	All managers not listed separately.
13-1022	Wholesale and Retail Buyers, Except Farm Products	Buy merchandise or commodities, other than farm products, for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products. Excludes “Procurement Clerks” (43-3061).
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semifinished materials for manufacturing. May negotiate contracts. Excludes “Buyers and Purchasing Agents, Farm Products” (13-1021) and “Wholesale and Retail Buyers, Except Farm Products” (13-1022).
13-1031	Claims Adjusters, Examiners, and Investigators	Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims. Excludes “Fire Inspectors and Investigators” (33-2021).
13-1041	Compliance Officers	Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes “Financial Examiners” (13-2061), “Tax Examiners and Collectors, and Revenue Agents” (13-2081), “Occupational Health and Safety Specialists” (19-5011), “Occupational Health and Safety Technicians” (19-5012), “Transportation Security Screeners” (33-9093), “Agricultural Inspectors” (45-2011), “Construction and Building Inspectors” (47-4011), and “Transportation Inspectors” (53-6051).
13-1051	Cost Estimators	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.
13-1071	Human Resources Specialists	Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes “Compensation, Benefits, and Job Analysis Specialists” (13-1141) and “Training and Development Specialists” (13-1151).
13-1075	Labor Relations Specialists	Resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints. Excludes equal employment opportunity (EEO) officers, who are included in “Compliance Officers” (13-1041).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
13-1081	Logisticians	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes "Transportation, Storage, and Distribution Managers" (11-3071) and "Project Management Specialists" (13-1082).
13-1082	Project Management Specialists	Analyze and coordinate the schedule, timeline, procurement, staffing, and budget of a product or service on a per project basis. Lead and guide the work of technical staff. May serve as a point of contact for the client or customer. Excludes "Management Occupations" (11-0000), "Logisticians" (13-1081), "Meeting, Convention, and Event Planners" (13-1121), and "Production, Planning, and Expediting Clerks" (43-5061).
13-1111	Management Analysts	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Excludes "Computer Systems Analysts" (15-1211) and "Operations Research Analysts" (15-2031).
13-1121	Meeting, Convention, and Event Planners	Coordinate activities of staff, convention personnel, or clients to make arrangements for group meetings, events, or conventions.
13-1141	Compensation, Benefits, and Job Analysis Specialists	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
13-1151	Training and Development Specialists	Design or conduct work-related training and development programs to improve individual skills or organizational performance. May analyze organizational training needs or evaluate training effectiveness. Excludes "Career/Technical Education Teachers, Postsecondary" (25-1194) and "Other Teachers and Instructors" (25-3000). Flight instructors are included with "Aircraft Pilots and Flight Engineers" (53-2010).
13-1161	Market Research Analysts and Marketing Specialists	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets. Excludes "Web and Digital Interface Designers" (15-1255), "Art Directors" (27-1011), "Graphic Designers" (27-1024), and "Public Relations Specialists" (27-3031).
13-1199	Business Operations Specialists, All Other	All business operations specialists not listed separately.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
13-2011	Accountants and Auditors	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes "Tax Examiners and Collectors, and Revenue Agents" (13-2081).
13-2022	Appraisers of Personal and Business Property	Appraise and estimate the fair value of tangible personal or business property, such as jewelry, art, antiques, collectibles, and equipment. Includes workers who appraise both personal and business property as well as real estate. May also appraise land. Excludes "Claims Adjusters, Examiners, and Investigators" (13-1031), "Insurance Appraisers, Auto Damage" (13-1032), "Appraisers and Assessors of Real Estate" (13-2023), and "Tax Examiners and Collectors, and Revenue Agents" (13-2081).
13-2023	Appraisers and Assessors of Real Estate	Appraise real estate, exclusively, and estimate its fair value. May assess taxes in accordance with prescribed schedules. Excludes "Appraisers of Personal and Business Property" (13-2022).
13-2031	Budget Analysts	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes "Financial and Investment Analysts" (13-2051).
13-2041	Credit Analysts	Analyze credit data and financial statements of individuals or firms to determine the degree of risk involved in extending credit or lending money. Prepare reports with credit information for use in decisionmaking. Excludes "Financial Risk Specialists" (13-2054).
13-2051	Financial and Investment Analysts	Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes "Budget Analysts" (13-2031), "Financial Risk Specialists" (13-2054), and "Securities, Commodities, and Financial Services Sales Agents" (41-3031).
13-2052	Personal Financial Advisors	Advise clients on financial plans using knowledge of tax and investment strategies, securities, insurance, pension plans, and real estate. Duties include assessing clients' assets, liabilities, cash flow, insurance coverage, tax status, and financial objectives. May also buy and sell financial assets for clients. Excludes "Securities, Commodities, and Financial Services Sales Agents" (41-3031).
13-2053	Insurance Underwriters	Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.
13-2061	Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify, or authenticate records.
13-2071	Credit Counselors	Advise and educate individuals or organizations on acquiring and managing debt. May provide guidance in determining the best type of loan and explain loan requirements or restrictions. May help develop debt management plans or student financial aid packages. May advise on credit issues, or provide budget, mortgage, bankruptcy, or student financial aid counseling.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
13-2072	Loan Officers	Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, loan underwriters, and payday loan officers.
13-2081	Tax Examiners and Collectors, and Revenue Agents	Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.
13-2082	Tax Preparers	Prepare tax returns for individuals or small businesses. Excludes "Accountants and Auditors" (13-2011).
13-2099	Financial Specialists, All Other	All financial specialists not listed separately.
15-1211	Computer Systems Analysts	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.
15-1221	Computer and Information Research Scientists	Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and software.
15-1231	Computer Network Support Specialists	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes "Computer Network Architects" (15-1241) and "Network and Computer Systems Administrators" (15-1244).
15-1232	Computer User Support Specialists	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes "Network and Computer Systems Administrators" (15-1244).
15-1241	Computer Network Architects	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research and recommend network and data communications hardware and software. Excludes "Information Security Analysts" (15-1212), "Computer Network Support Specialists" (15-1231), and "Network and Computer Systems Administrators" (15-1244).
15-1242	Database Administrators	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. Identify, investigate, and resolve database performance issues, database capacity, and database scalability. May plan, coordinate, and implement

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Detailed Code	Title	Definition
		security measures to safeguard computer databases. Excludes “Information Security Analysts” (15-1212) and “Database Architects” (15-1243).
15-1244	Network and Computer Systems Administrators	Install, configure, and maintain an organization’s local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. Excludes “Information Security Analysts” (15-1212), “Computer Network Support Specialists” (15-1231), and “Computer User Support Specialists” (15-1232).
15-1251	Computer Programmers	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
15-1252	Software Developers	Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.
15-1254	Web Developers	Develop and implement websites, web applications, application databases, and interactive web interfaces. Evaluate code to ensure that it is properly structured, meets industry standards, and is compatible with browsers and devices. Optimize website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications. Excludes “Special Effects Artists and Animators” (27-1014).
15-1299	Computer Occupations, All Other	All computer occupations not listed separately. Excludes “Computer and Information Systems Managers” (11-3021), “Computer Hardware Engineers” (17-2061), “Electrical and Electronics Engineers” (17-2070), “Computer Science Teachers, Postsecondary” (25-1021), “Special Effects Artists and Animators” (27-1014), “Graphic Designers” (27-1024), “Health Information Technologists and Medical Registrars” (29-9021), and “Computer, Automated Teller, and Office Machine Repairers” (49-2011).
15-2041	Statisticians	Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics,

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Detailed Code	Title	Definition
		agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes "Survey Researchers" (19-3022).
17-1011	Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property. Excludes "Landscape Architects" (17-1012) and "Marine Engineers and Naval Architects" (17-2121).
17-1022	Surveyors	Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth's surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.
17-2031	Bioengineers and Biomedical Engineers	Apply knowledge of engineering, biology, chemistry, computer science, and biomechanical principles to the design, development, and evaluation of biological, agricultural, and health systems and products, such as artificial organs, prostheses, instrumentation, medical information systems, and health management and care delivery systems.
17-2051	Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes "Hydrologists" (19-2043).
17-2071	Electrical Engineers	Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes "Computer Hardware Engineers" (17-2061).
17-2072	Electronics Engineers, Except Computer	Research, design, develop, or test electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. Design electronic circuits and components for use in fields such as telecommunications, aerospace guidance and propulsion control, acoustics, or instruments and controls. Excludes "Computer Hardware Engineers" (17-2061).
17-2081	Environmental Engineers	Research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws. Includes industrial product safety engineers.
17-2121	Marine Engineers and Naval Architects	Design, develop, and evaluate the operation of marine vessels, ship machinery, and related equipment, such as power supply and propulsion systems.

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Detailed Code	Title	Definition
17-2199	Engineers, All Other	All engineers not listed separately. Excludes “Sales Engineers” (41-9031), “Locomotive Engineers” (53-4011), and “Ship Engineers” (53-5031).
17-3011	Architectural and Civil Drafters	Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.
17-3012	Electrical and Electronics Drafters	Prepare wiring diagrams, circuit board assembly diagrams, and layout drawings used for the manufacture, installation, or repair of electrical equipment.
17-3019	Drafters, All Other	All drafters not listed separately.
17-3022	Civil Engineering Technologists and Technicians	Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.
17-3027	Mechanical Engineering Technologists and Technicians	Apply theory and principles of mechanical engineering to modify, develop, test, or adjust machinery and equipment under direction of engineering staff or physical scientists.
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	All engineering technologists and technicians, except drafters, not listed separately.
17-3031	Surveying and Mapping Technicians	Perform surveying and mapping duties, usually under the direction of an engineer, surveyor, cartographer, or photogrammetrist, to obtain data used for construction, mapmaking, boundary location, mining, or other purposes. May calculate mapmaking information and create maps from source data, such as surveying notes, aerial photography, satellite data, or other maps to show topographical features, political boundaries, and other features. May verify accuracy and completeness of maps. Excludes “Cartographers and Photogrammetrists” (17-1021), “Surveyors” (17-1022), and “Geoscientists, Except Hydrologists and Geographers” (19-2042).
19-1013	Soil and Plant Scientists	Conduct research in breeding, physiology, production, yield, and management of crops and agricultural plants or trees, shrubs, and nursery stock, their growth in soils, and control of pests; or study the chemical, physical, biological, and mineralogical composition of soils as they relate to plant or crop growth. May classify and map soils and investigate effects of alternative practices on soil and crop productivity.
19-1021	Biochemists and Biophysicists	Study the chemical composition or physical principles of living cells and organisms, their electrical and mechanical energy, and related phenomena. May conduct research to further understanding of the complex chemical combinations and reactions involved in metabolism, reproduction, growth, and heredity. May determine the effects of foods, drugs, serums, hormones, and other substances on tissues and vital processes of living organisms.

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Detailed Code	Title	Definition
19-1022	Microbiologists	Investigate the growth, structure, development, and other characteristics of microscopic organisms, such as bacteria, algae, or fungi. Includes medical microbiologists who study the relationship between organisms and disease or the effects of antibiotics on microorganisms.
19-1023	Zoologists and Wildlife Biologists	Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.
19-1031	Conservation Scientists	Manage, improve, and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands. May instruct farmers, agricultural production managers, or ranchers in best ways to use crop rotation, contour plowing, or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering. Excludes “Zoologists and Wildlife Biologists” (19-1023) and “Foresters” (19-1032).
19-1032	Foresters	Manage public and private forested lands for economic, recreational, and conservation purposes. May inventory the type, amount, and location of standing timber, appraise the timber’s worth, negotiate the purchase, and draw up contracts for procurement. May determine how to conserve wildlife habitats, creek beds, water quality, and soil stability, and how best to comply with environmental regulations. May devise plans for planting and growing new trees, monitor trees for healthy growth, and determine optimal harvesting schedules.
19-1041	Epidemiologists	Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.
19-1042	Medical Scientists, Except Epidemiologists	Conduct research dealing with the understanding of human diseases and the improvement of human health. Engage in clinical investigation, research and development, or other related activities. Includes physicians, dentists, pharmacologists, and medical pathologists who primarily conduct research. Practitioners who primarily provide medical or dental care or dispense drugs are included in “Healthcare Diagnosing or Treating Practitioners” (29-1000).
19-2031	Chemists	Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge. Excludes “Biochemists and Biophysicists” (19-1021) and “Geoscientists, Except Hydrologists and Geographers” (19-2042).
19-2041	Environmental Scientists and Specialists, Including Health	Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources. Excludes

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Detailed Code	Title	Definition
		“Zoologists and Wildlife Biologists” (19-1023), “Conservation Scientists” (19-1031), “Forest and Conservation Technicians” (19-4071), “Occupational Health and Safety Specialists” (19-5011), “Fish and Game Wardens” (33-3031), and “Forest and Conservation Workers” (45-4011).
19-3011	Economists	Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Excludes “Market Research Analysts and Marketing Specialists” (13-1161).
19-3032	Industrial-Organizational Psychologists	Apply principles of psychology to human resources, administration, management, sales, and marketing problems. Activities may include policy planning; employee testing and selection, training, and development; and organizational development and analysis. May work with management to organize the work setting to improve worker productivity.
19-3033	Clinical and Counseling Psychologists	Assess, diagnose, and treat mental and emotional disorders of individuals through observation, interview, and psychological tests. Help individuals with distress or maladjustment understand their problems through their knowledge of case history, interviews with patients, and theory. Provide individual or group counseling services to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment. May design behavior modification programs and consult with medical personnel regarding the best treatment for patients. Excludes “Psychiatrists” (29-1223).
19-3034	School Psychologists	Diagnose and implement individual or schoolwide interventions or strategies to address educational, behavioral, or developmental issues that adversely impact educational functioning in a school. May address student learning and behavioral problems and counsel students or families. May design and implement performance plans, and evaluate performance. May consult with other school-based personnel.
19-3039	Psychologists, All Other	All psychologists not listed separately.
19-3051	Urban and Regional Planners	Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.
19-3091	Anthropologists and Archeologists	Study the origin, development, and behavior of human beings. May study the way of life, language, or physical characteristics of people in various parts of the world. May engage in systematic recovery and examination of material evidence, such as tools or pottery remaining from past human cultures, in order to determine the history, customs, and living habits of earlier civilizations.
19-4021	Biological Technicians	Assist biological and medical scientists. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, collect data and samples, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.

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19-4071	Forest and Conservation Technicians	Provide technical assistance regarding the conservation of soil, water, forests, or related natural resources. May compile data pertaining to size, content, condition, and other characteristics of forest tracts under the direction of foresters, or train and lead forest workers in forest propagation and fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats. Excludes “Conservation Scientists” (19-1031) and “Foresters” (19-1032).
19-4092	Forensic Science Technicians	Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry.
19-4099	Life, Physical, and Social Science Technicians, All Other	All life, physical, and social science technicians not listed separately.
19-5011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.
21-1011	Substance Abuse and Behavioral Disorder Counselors	Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes “Psychologists” (19-3032 through 19-3039), “Mental Health Counselors” (21-1014), and “Social Workers” (21-1021 through 21-1029) providing these services.
21-1012	Educational, Guidance, and Career Counselors and Advisors	Advise and assist students and provide educational and vocational guidance services.
21-1014	Mental Health Counselors	Counsel and advise individuals and groups to promote optimum mental and emotional health, with an emphasis on prevention. May help individuals deal with a broad range of mental health issues, such as those associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; or aging. Excludes “Psychologists” (19-3030), “Social Workers” (21-1020), and “Psychiatrists” (29-1223).
21-1019	Counselors, All Other	All counselors not listed separately.
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.
21-1022	Healthcare Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with

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Detailed Code	Title	Definition
		information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.
21-1023	Mental Health and Substance Abuse Social Workers	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.
21-1029	Social Workers, All Other	All social workers not listed separately.
21-1091	Health Education Specialists	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes "Community Health Workers" (21-1094).
21-1092	Probation Officers and Correctional Treatment Specialists	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.
21-1093	Social and Human Service Assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).
21-1094	Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes "Health Education Specialists" (21-1091).
21-1099	Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.

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21-2011	Clergy	Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.
21-2021	Directors, Religious Activities and Education	Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.
21-2099	Religious Workers, All Other	All religious workers not listed separately.
23-1011	Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.
23-1012	Judicial Law Clerks	Assist judges in court or by conducting research or preparing legal documents. Excludes "Lawyers" (23-1011) and "Paralegals and Legal Assistants" (23-2011).
23-1023	Judges, Magistrate Judges, and Magistrates	Arbitrate, advise, adjudicate, or administer justice in a court of law. May sentence defendant in criminal cases according to government statutes or sentencing guidelines. May determine liability of defendant in civil cases. May perform wedding ceremonies.
23-2011	Paralegals and Legal Assistants	Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action. Excludes "Legal Secretaries and Administrative Assistants" (43-6012).
23-2093	Title Examiners, Abstractors, and Searchers	Search real estate records, examine titles, or summarize pertinent legal or insurance documents or details for a variety of purposes. May compile lists of mortgages, contracts, and other instruments pertaining to titles by searching public and private records for law firms, real estate agencies, or title insurance companies. Excludes "Loan Officers" (13-2072).
23-2099	Legal Support Workers, All Other	All legal support workers not listed separately.
25-1011	Business Teachers, Postsecondary	Teach courses in business administration and management, such as accounting, finance, human resources, labor and industrial relations, marketing, and operations research. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1021	Computer Science Teachers, Postsecondary	Teach courses in computer science. May specialize in a field of computer science, such as the design and function of computers or operations and research analysis. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1022	Mathematical Science Teachers, Postsecondary	Teach courses pertaining to mathematical concepts, statistics, and actuarial science and to the application of original and standardized mathematical techniques in solving specific problems and situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.

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Detailed Code	Title	Definition
25-1042	Biological Science Teachers, Postsecondary	Teach courses in biological sciences. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1066	Psychology Teachers, Postsecondary	Teach courses in psychology, such as child, clinical, and developmental psychology, and psychological counseling. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1069	Social Sciences Teachers, Postsecondary, All Other	All postsecondary social sciences teachers not listed separately.
25-1071	Health Specialties Teachers, Postsecondary	Teach courses in health specialties, in fields such as dentistry, laboratory technology, medicine, pharmacy, public health, therapy, and veterinary medicine. Excludes “Biological Science Teachers, Postsecondary” (25-1042) and “Nursing Instructors and Teachers, Postsecondary” (25-1072) who teach medical science.
25-1072	Nursing Instructors and Teachers, Postsecondary	Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1081	Education Teachers, Postsecondary	Teach courses pertaining to education, such as counseling, curriculum, guidance, instruction, teacher education, and teaching English as a second language. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1121	Art, Drama, and Music Teachers, Postsecondary	Teach courses in drama, music, and the arts including fine and applied art, such as painting and sculpture, or design and crafts. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1123	English Language and Literature Teachers, Postsecondary	Teach courses in English language and literature, including linguistics and comparative literature. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1126	Philosophy and Religion Teachers, Postsecondary	Teach courses in philosophy, religion, and theology. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	Teach courses pertaining to recreation, leisure, and fitness studies, including exercise physiology and facilities management. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1199	Postsecondary Teachers, All Other	All postsecondary teachers not listed separately.
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth. Excludes “Special Education Teachers” (25-2050), “Substitute Teachers, Short-Term” (25-3031), and “Childcare Workers” (39-9011).

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Detailed Code	Title	Definition
25-2012	Kindergarten Teachers, Except Special Education	Teach academic and social skills to kindergarten students. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).
25-2021	Elementary School Teachers, Except Special Education	Teach academic and social skills to students at the elementary school level. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the middle, intermediate, or junior high school level. Excludes “Career/Technical Education Teachers, Middle School” (25-2023), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short Term” (25-3031).
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the secondary school level. Excludes “Career/Technical Education Teachers, Secondary School” (25-2032), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).
25-2032	Career/Technical Education Teachers, Secondary School	Teach occupational, vocational, career, or technical subjects to students at the secondary school level. Excludes “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	Teach or instruct out-of-school youths and adults in basic education, literacy, or English as a Second Language classes, or in classes for earning a high school equivalency credential.
25-3021	Self-Enrichment Teachers	Teach or instruct individuals or groups for the primary purpose of self-enrichment or recreation, rather than for an occupational objective, educational attainment, competition, or fitness. Excludes “Coaches and Scouts” (27-2022) and “Exercise Trainers and Group Fitness Instructors” (39-9031). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).
25-3031	Substitute Teachers, Short-Term	Teach students on a short-term basis as a temporary replacement for a regular classroom teacher, typically using the regular teacher’s lesson plan. Excludes long-term substitute teachers who perform all the duties of a regular teacher; these teachers are coded within the 25-1000 or 25-2000 minor groups.
25-3099	Teachers and Instructors, All Other	All teachers and instructors not listed separately.
25-4011	Archivists	Appraise, edit, and direct safekeeping of permanent records and historically valuable documents. Participate in research activities based on archival materials.
25-4022	Librarians and Media Collections Specialists	Administer and maintain libraries or collections of information, for public or private access through reference or borrowing. Work in a variety of settings, such as educational institutions, museums, and corporations, and with various types of informational materials, such as books, periodicals, recordings, films, and databases. Tasks may include acquiring, cataloging, and circulating library materials, and user services such as locating and organizing information, providing instruction on how to access information, and setting up and operating a library’s media equipment.

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25-4031	Library Technicians	Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelf books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.
25-9021	Farm and Home Management Educators	Instruct and advise individuals and families engaged in agriculture, agricultural-related processes, or home management activities. Demonstrate procedures and apply research findings to advance agricultural and home management activities. May develop educational outreach programs. May instruct on either agricultural issues such as agricultural processes and techniques, pest management, and food safety, or on home management issues such as budgeting, nutrition, and child development. Excludes "Dietitians and Nutritionists" (29-1031).
25-9031	Instructional Coordinators	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services. Excludes "Teaching Assistants, Special Education" (25-9043).
25-9044	Teaching Assistants, Postsecondary	Assist faculty or other instructional staff in postsecondary institutions by performing instructional support activities, such as developing teaching materials, leading discussion groups, preparing and giving examinations, and grading examinations or papers. Graduate students who teach one or more full courses should be classified in the 25-1000 minor group.
27-1011	Art Directors	Formulate design concepts and presentation approaches for visual productions and media, such as print, broadcasting, video, and film. Direct workers engaged in artwork or layout design. Excludes "Set and Exhibit Designers" (27-1027).
27-1024	Graphic Designers	Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects. Excludes "Web and Digital Interface Designers" (15-1255).
27-1025	Interior Designers	Plan, design, and furnish the internal space of rooms or buildings. Design interior environments or create physical layouts that are practical, aesthetic, and conducive to the intended purposes. May specialize in

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Detailed Code	Title	Definition
		a particular field, style, or phase of interior design. Excludes “Merchandise Displayers and Window Trimmers” (27-1026).
27-1026	Merchandise Displayers and Window Trimmers	Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.
27-2022	Coaches and Scouts	Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes’ strengths and weaknesses as possible recruits or to improve the athletes’ technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category. Excludes “Athletic Trainers” (29-9091).
27-2023	Umpires, Referees, and Other Sports Officials	Officiate at competitive athletic or sporting events. Detect infractions of rules and decide penalties according to established regulations. Includes all sporting officials, referees, and competition judges.
27-2031	Dancers	Perform dances. May perform on stage, for broadcasting, or for video recording.
27-2032	Choreographers	Create new dance routines. Rehearse performance of routines. May direct and stage presentations.
27-2042	Musicians and Singers	Play one or more musical instruments or sing. May perform on stage, for broadcasting, or for sound or video recording.
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	All entertainers and performers, sports and related workers not listed separately.
27-3023	News Analysts, Reporters, and Journalists	Narrate or write news stories, reviews, or commentary for print, broadcast, or other communications media such as newspapers, magazines, radio, or television. May collect and analyze information through interview, investigation, or observation.
27-3031	Public Relations Specialists	Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.
27-3041	Editors	Plan, coordinate, revise, or edit written material. May review proposals and drafts for possible publication.
27-3042	Technical Writers	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
27-3091	Interpreters and Translators	Interpret oral or sign language, or translate written text from one language into another.
27-3099	Media and Communication Workers, All Other	All media and communication workers not listed separately.
29-1021	Dentists, General	Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit

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Detailed Code	Title	Definition
		dental appliances or provide preventive care. Excludes “Oral and Maxillofacial Surgeons” (29-1022), “Orthodontists” (29-1023), “Prosthodontists” (29-1024), and “Dentists, All Other Specialists” (29-1029).
29-1031	Dietitians and Nutritionists	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.
29-1051	Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.
29-1071	Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes “Registered Nurses” (29-1141), “Nurse Anesthetists” (29-1151), “Nurse Midwives” (29-1161), “Nurse Practitioners” (29-1171), “Emergency Medical Technicians” (29-2042), “Paramedics” (29-2043), “Surgical Assistants” (29-9093), and “Medical Assistants” (31-9092).
29-1081	Podiatrists	Diagnose and treat diseases and deformities of the human foot.
29-1122	Occupational Therapists	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual’s environment, teach skills, and modify specific tasks that present barriers to the individual. Excludes “Rehabilitation Counselors” (21-1015).
29-1123	Physical Therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
29-1126	Respiratory Therapists	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.
29-1131	Veterinarians	Diagnose, treat, or research diseases and injuries of animals. Includes veterinarians who conduct research and development, inspect livestock, or care for pets and companion animals.
29-1141	Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes “Nurse Anesthetists” (29-1151), “Nurse Midwives” (29-1161), and “Nurse Practitioners” (29-1171).

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Detailed Code	Title	Definition
29-1151	Nurse Anesthetists	Administer anesthesia, monitor patient's vital signs, and oversee patient recovery from anesthesia. May assist anesthesiologists, surgeons, other physicians, or dentists. Must be registered nurses who have specialized graduate education.
29-1171	Nurse Practitioners	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.
29-1181	Audiologists	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.
29-1211	Anesthesiologists	Administer anesthetics and analgesics for pain management prior to, during, or after surgery.
29-1212	Cardiologists	Diagnose, treat, manage, and prevent diseases or conditions of the cardiovascular system. May further subspecialize in interventional procedures (e.g., balloon angioplasty and stent placement), echocardiography, or electrophysiology.
29-1214	Emergency Medicine Physicians	Make immediate medical decisions and act to prevent death or further disability. Provide immediate recognition, evaluation, care, stabilization, and disposition of patients. May direct emergency medical staff in an emergency department.
29-1215	Family Medicine Physicians	Diagnose, treat, and provide preventive care to individuals and families across the lifespan. May refer patients to specialists when needed for further diagnosis or treatment. Excludes "General Internal Medicine Physicians" (29-1216) and "Pediatricians, General" (29-1221).
29-1216	General Internal Medicine Physicians	Diagnose and provide nonsurgical treatment for a wide range of diseases and injuries of internal organ systems. Provide care mainly for adults and adolescents, and are based primarily in an outpatient care setting. Excludes "Family Medicine Physicians" (29-1215) and "Pediatricians, General" (29-1221).
29-1218	Obstetricians and Gynecologists	Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general care to women. May perform both medical and gynecological surgery functions.
29-1221	Pediatricians, General	Diagnose, treat, and help prevent diseases and injuries in children. May refer patients to specialists for further diagnosis or treatment, as needed. Excludes "Family Medicine Physicians" (29-1215) and "General Internal Medicine Physicians" (29-1216).
29-1223	Psychiatrists	Diagnose, treat, and help prevent mental disorders. Excludes "Clinical and Counseling Psychologists" (19-3033) and "School Psychologists" (19-3034).
29-1229	Physicians, All Other	All physicians not listed separately.
29-1249	Surgeons, All Other	All surgeons not listed separately. Excludes "Oral and Maxillofacial Surgeons" (29-1022).

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Detailed Code	Title	Definition
29-1292	Dental Hygienists	Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as providing fluoride treatment or administering topical anesthesia.
29-2011	Medical and Clinical Laboratory Technologists	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.
29-2012	Medical and Clinical Laboratory Technicians	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.
29-2031	Cardiovascular Technologists and Technicians	Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests.
29-2032	Diagnostic Medical Sonographers	Produce ultrasonic recordings of internal organs for use by physicians. Includes vascular technologists. Excludes "Cardiovascular Technologists and Technicians" (29-2031).
29-2034	Radiologic Technologists and Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient's bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities. Excludes "Diagnostic Medical Sonographers" (29-2032) and "Magnetic Resonance Imaging Technologists" (29-2035).
29-2042	Emergency Medical Technicians	Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities. Excludes "Paramedics" (29-2043), "Firefighters" (33-2011), and "Ambulance Drivers and Attendants, Except Emergency Medical Technicians" (53-3011).
29-2051	Dietetic Technicians	Assist in the provision of food service and nutritional programs, under the supervision of a dietitian. May plan and produce meals based on established guidelines, teach principles of food and nutrition, or counsel individuals.
29-2052	Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.
29-2053	Psychiatric Technicians	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.
29-2056	Veterinary Technologists and Technicians	Perform medical tests in a laboratory environment for use in the treatment and diagnosis of diseases in animals. Prepare vaccines and serums for prevention of diseases. Prepare tissue samples, take blood samples, and execute laboratory tests, such as urinalysis and blood counts. Clean and sterilize instruments and materials and maintain equipment and machines. May assist a veterinarian during surgery.

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Detailed Code	Title	Definition
29-2061	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.
29-2072	Medical Records Specialists	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry's numerical coding system. Includes medical coders. Excludes "Health Information Technologists and Medical Registrars" (29-9021) and "File Clerks" (43-4071).
29-2099	Health Technologists and Technicians, All Other	All health technologists and technicians not listed separately.
29-9021	Health Information Technologists and Medical Registrars	Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and followup information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases. Excludes "Medical Records Specialists" (29-2072).
29-9099	Healthcare Practitioners and Technical Workers, All Other	All healthcare practitioners and technical workers not listed separately.
31-1121	Home Health Aides	Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.
31-1131	Nursing Assistants	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1121), "Personal Care Aides" (31-1122), "Orderlies" (31-1132), and "Psychiatric Aides" (31-1133).
31-2012	Occupational Therapy Aides	Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.

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Detailed Code	Title	Definition
31-2021	Physical Therapist Assistants	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.
31-9011	Massage Therapists	Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.
31-9091	Dental Assistants	Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.
31-9092	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes "Physician Assistants" (29-1071).
31-9094	Medical Transcriptionists	Transcribe medical reports recorded by physicians and other healthcare practitioners using various electronic devices, covering office visits, emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate abbreviations into fully understandable form. Edit as necessary and return reports in either printed or electronic form for review and signature, or correction.
31-9095	Pharmacy Aides	Record drugs delivered to the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	Feed, water, and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment. May provide routine postoperative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinary or laboratory animal technologists or technicians, veterinarians, or scientists. Excludes "Animal Caretakers" (39-2021).
31-9097	Phlebotomists	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.
31-9099	Healthcare Support Workers, All Other	All healthcare support workers not listed separately.

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Detailed Code	Title	Definition
33-1011	First-Line Supervisors of Correctional Officers	Directly supervise and coordinate activities of correctional officers and jailers.
33-1012	First-Line Supervisors of Police and Detectives	Directly supervise and coordinate activities of members of police force.
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.
33-1091	First-Line Supervisors of Security Workers	Directly supervise and coordinate activities of security workers and security guards.
33-1099	First-Line Supervisors of Protective Service Workers, All Other	All protective service supervisors not listed separately above.
33-2011	Firefighters	Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.
33-3011	Bailiffs	Maintain order in courts of law.
33-3012	Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021).
33-3031	Fish and Game Wardens	Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
33-3051	Police and Sheriff's Patrol Officers	Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.
33-9011	Animal Control Workers	Handle animals for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals.
33-9031	Gambling Surveillance Officers and Gambling Investigators	Observe gambling operation for irregular activities such as cheating or theft by either employees or patrons. Investigate potential threats to gambling assets such as money, chips, and gambling equipment. Act as oversight and security agent for management and customers.

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Detailed Code	Title	Definition
33-9032	Security Guards	Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes “Police Officers” (33-3050) and “Transportation Security Screeners” (33-9093).
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.
33-9099	Protective Service Workers, All Other	All protective service workers not listed separately.
35-1011	Chefs and Head Cooks	Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Directly supervise and coordinate activities of workers engaged in preparing and serving food.
35-2011	Cooks, Fast Food	Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment.
35-2012	Cooks, Institution and Cafeteria	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.
35-2014	Cooks, Restaurant	Prepare, season, and cook dishes such as soups, meats, vegetables, or desserts in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.
35-2015	Cooks, Short Order	Prepare and cook to order a variety of foods that require only a short preparation time. May take orders from customers and serve patrons at counters or tables. Excludes “Cooks, Fast Food” (35-2011).
35-2019	Cooks, All Other	All cooks not listed separately.
35-2021	Food Preparation Workers	Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.
35-3011	Bartenders	Mix and serve drinks to patrons, directly or through waitstaff.
35-3023	Fast Food and Counter Workers	Perform duties such as taking orders and serving food and beverages. Serve customers at counter or from a steam table. May take payment. May prepare food and beverages. Counter attendants who also wait tables are included in “Waiters and Waitresses” (35-3031),
35-3031	Waiters and Waitresses	Take orders and serve food and beverages to patrons at tables in dining establishment. Excludes “Fast Food and Counter Workers” (35-3023).

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Detailed Code	Title	Definition
35-3041	Food Servers, Nonrestaurant	Serve food to individuals outside of a restaurant environment, such as in hotel rooms, hospital rooms, residential care facilities, or cars. Excludes “Fast Food and Counter Workers” (35-3023) and “Door-to-Door Sales Workers, News and Street Vendors, and Related Workers” (41-9091).
35-9021	Dishwashers	Clean dishes, kitchen, food preparation equipment, or utensils.
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Welcome patrons, seat them at tables or in lounge, and help ensure quality of facilities and service.
35-9099	Food Preparation and Serving Related Workers, All Other	All food preparation and serving related workers not listed separately.
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.
37-2012	Maids and Housekeeping Cleaners	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.
37-2019	Building Cleaning Workers, All Other	All building cleaning workers not listed separately.
37-2021	Pest Control Workers	Apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin that infest buildings and surrounding areas.
37-3011	Landscaping and Groundskeeping Workers	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes “Farmworkers and Laborers, Crop, Nursery, and Greenhouse” (45-2092).

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Detailed Code	Title	Definition
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application on trees, shrubs, lawns, or crops. Usually requires specific training and state or federal certification. Crop dusters are included in “Commercial Pilots” (53-2012).
37-3019	Grounds Maintenance Workers, All Other	All grounds maintenance workers not listed separately.
39-1013	First-Line Supervisors of Gambling Services Workers	Directly supervise and coordinate activities of workers in assigned gambling areas. May circulate among tables, observe operations, and ensure that stations and games are covered for each shift. May verify and pay off jackpots. May reset slot machines after payoffs and make repairs or adjustments to slot machines or recommend removal of slot machines for repair. May plan and organize activities and services for guests in hotels/casinos.
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Directly supervise and coordinate activities of entertainment and recreation related workers.
39-1022	First-Line Supervisors of Personal Service Workers	Supervise and coordinate activities of personal service workers.
39-2021	Animal Caretakers	Feed, water, groom, bathe, exercise, or otherwise provide care to promote and maintain the well-being of pets and other animals that are not raised for consumption, such as dogs, cats, race horses, ornamental fish or birds, zoo animals, and mice. Work in settings such as kennels, animal shelters, zoos, circuses, and aquariums. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages, pens, or fish tanks. Excludes “Veterinary Assistants and Laboratory Animal Caretakers” (31-9096) and “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).
39-3019	Gambling Service Workers, All Other	All gambling service workers not listed separately.
39-3091	Amusement and Recreation Attendants	Perform a variety of attending duties at amusement or recreation facility. May schedule use of recreation facilities, maintain and provide equipment to participants of sporting events or recreational pursuits, or operate amusement concessions and rides.
39-4021	Funeral Attendants	Perform a variety of tasks during funeral, such as placing casket in parlor or chapel prior to service, arranging floral offerings or lights around casket, directing or escorting mourners, closing casket, and issuing and storing funeral equipment.
39-5011	Barbers	Provide barbering services, such as cutting, trimming, shampooing, and styling hair; trimming beards; or giving shaves.

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Detailed Code	Title	Definition
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Provide beauty services, such as cutting, coloring, and styling hair, and massaging and treating scalp. May shampoo hair, apply makeup, dress wigs, remove hair, and provide nail and skincare services. Excludes "Makeup Artists, Theatrical and Performance" (39-5091), "Manicurists and Pedicurists" (39-5092), and "Skincare Specialists" (39-5094).
39-5094	Skincare Specialists	Provide skincare treatments to face and body to enhance an individual's appearance. Includes electrologists and laser hair removal specialists.
39-6011	Baggage Porters and Bellhops	Handle baggage for travelers at transportation terminals or for guests at hotels or similar establishments.
39-6012	Concierges	Assist patrons at hotel, apartment, or office building with personal services. May take messages; arrange or give advice on transportation, business services, or entertainment; or monitor guest requests for housekeeping and maintenance.
39-7011	Tour Guides and Escorts	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.
39-7012	Travel Guides	Plan, organize, and conduct long-distance travel, tours, and expeditions for individuals and groups.
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education" (25-9042).
39-9031	Exercise Trainers and Group Fitness Instructors	Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise. Excludes "Educational Instruction and Library Occupations" (25-0000), "Coaches and Scouts" (27-2022), and "Athletic Trainers" (29-9091).
39-9032	Recreation Workers	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
39-9099	Personal Care and Service Workers, All Other	All personal care and service workers not listed separately.
41-1011	First-Line Supervisors of Retail Sales Workers	Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.
41-1012	First-Line Supervisors of Non-Retail Sales Workers	Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.

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Detailed Code	Title	Definition
41-2011	Cashiers	Receive and disburse money in establishments other than financial institutions. May use electronic scanners, cash registers, or related equipment. May process credit or debit card transactions and validate checks. Excludes "Gambling Change Persons and Booth Cashiers" (41-2012).
41-2012	Gambling Change Persons and Booth Cashiers	Exchange coins, tokens, and chips for patrons' money. May issue payoffs and obtain customer's signature on receipt. May operate a booth in the slot machine area and furnish change persons with money bank at the start of the shift, or count and audit money in drawers. Excludes "Cashiers" (41-2011).
41-2021	Counter and Rental Clerks	Receive orders, generally in person, for repairs, rentals, and services. May describe available options, compute cost, and accept payment. Excludes "Fast Food and Counter Workers" (35-3023), "Hotel, Motel, and Resort Desk Clerks" (43-4081), "Order Clerks" (43-4151), and "Reservation and Transportation Ticket Agents and Travel Clerks" (43-4181).
41-2022	Parts Salespersons	Sell spare and replacement parts and equipment in repair shop or parts store.
41-2031	Retail Salespersons	Sell merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers. Excludes "Cashiers" (41-2011).
41-3011	Advertising Sales Agents	Sell or solicit advertising space, time, or media in publications, signage, TV, radio, or Internet establishments or public spaces.
41-3021	Insurance Sales Agents	Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.
41-3031	Securities, Commodities, and Financial Services Sales Agents	Buy and sell securities or commodities in investment and trading firms, or provide financial services to businesses and individuals. May advise customers about stocks, bonds, mutual funds, commodities, and market conditions.
41-3041	Travel Agents	Plan and sell transportation and accommodations for customers. Determine destination, modes of transportation, travel dates, costs, and accommodations required. May also describe, plan, and arrange itineraries and sell tour packages. May assist in resolving clients' travel problems.
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sell services to individuals or businesses. May describe options or resolve client problems. Excludes "Advertising Sales Agents" (41-3011), "Insurance Sales Agents" (41-3021), "Securities, Commodities, and Financial Services Sales Agents" (41-3031), "Travel Agents" (41-3041), "Sales Representatives, Wholesale and Manufacturing" (41-4010), and "Telemarketers" (41-9041).
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Excludes "Sales Engineers" (41-9031).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.
41-9022	Real Estate Sales Agents	Rent, buy, or sell property for clients. Perform duties such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.
41-9031	Sales Engineers	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering. Excludes "Engineers" (17-2011 through 17-2199) whose primary function is not marketing or sales.
41-9041	Telemarketers	Solicit donations or orders for goods or services over the telephone.
41-9099	Sales and Related Workers, All Other	All sales and related workers not listed separately.
43-1011	First-Line Supervisors of Office and Administrative Support Workers	Directly supervise and coordinate the activities of clerical and administrative support workers.
43-2011	Switchboard Operators, Including Answering Service	Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.
43-2021	Telephone Operators	Provide information by accessing alphabetical, geographical, or other directories. Assist customers with special billing requests, such as charges to a third party and credits or refunds for incorrectly dialed numbers or bad connections. May handle emergency calls and assist children or people with physical disabilities to make telephone calls.
43-2099	Communications Equipment Operators, All Other	All communications equipment operators not listed separately.
43-3011	Bill and Account Collectors	Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account, preparing statements to credit department if customer fails to respond, initiating repossession proceedings or service disconnection, and keeping records of collection and status of accounts.
43-3021	Billing and Posting Clerks	Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods. Excludes "Medical Records Specialists" (29-2072).
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
		in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Excludes "Payroll and Timekeeping Clerks" (43-3051).
43-3041	Gambling Cage Workers	In a gambling establishment, conduct financial transactions for patrons. Accept patron's credit application and verify credit references to provide check-cashing authorization or to establish house credit accounts. May reconcile daily summaries of transactions to balance books. May sell gambling chips, tokens, or tickets to patrons, or to other workers for resale to patrons. May convert gambling chips, tokens, or tickets to currency upon patron's request. May use a cash register or computer to record transaction.
43-3051	Payroll and Timekeeping Clerks	Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks. Excludes "Bookkeeping, Accounting, and Auditing Clerks" (43-3031).
43-3061	Procurement Clerks	Compile information and records to draw up purchase orders for procurement of materials and services. Excludes "Wholesale and Retail Buyers, Except Farm Products" (13-1022).
43-3071	Tellers	Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution's various transactions.
43-3099	Financial Clerks, All Other	All financial clerks not listed separately.
43-4031	Court, Municipal, and License Clerks	Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees. Clerks of Court are classified in "Managers, All Other" (11-9199).
43-4051	Customer Service Representatives	Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints. Excludes individuals whose duties are primarily installation, sales, repair, and technical support.
43-4061	Eligibility Interviewers, Government Programs	Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.
43-4071	File Clerks	File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.
43-4081	Hotel, Motel, and Resort Desk Clerks	Accommodate hotel, motel, and resort patrons by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests' accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
43-4111	Interviewers, Except Eligibility and Loan	Interview persons by telephone, mail, in person, or by other means for the purpose of completing forms, applications, or questionnaires. Ask specific questions, record answers, and assist persons with completing form. May sort, classify, and file forms.
43-4121	Library Assistants, Clerical	Compile records, and sort, shelve, issue, and receive library materials such as books, electronic media, pictures, cards, slides and microfilm. Locate library materials for loan and replace material in shelving area, stacks, or files according to identification number and title. Register patrons to permit them to borrow books, periodicals, and other library materials. Excludes "Library Technicians" (25-4031).
43-4131	Loan Interviewers and Clerks	Interview loan applicants to elicit information; investigate applicants' backgrounds and verify references; prepare loan request papers; and forward findings, reports, and documents to appraisal department. Review loan papers to ensure completeness, and complete transactions between loan establishment, borrowers, and sellers upon approval of loan.
43-4141	New Accounts Clerks	Interview persons desiring to open accounts in financial institutions. Explain account services available to prospective customers and assist them in preparing applications.
43-4151	Order Clerks	Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Generally receives orders via mail, phone, fax, or other electronic means. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints. Excludes "Dispatchers, Except Police, Fire, and Ambulance" (43-5032) who both dispatch and take orders for services.
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination. May prepare reports for employment records, file employment records, or search employee files and furnish information to authorized persons.
43-4171	Receptionists and Information Clerks	Answer inquiries and provide information to the general public, customers, visitors, and other interested parties regarding activities conducted at establishment and location of departments, offices, and employees within the organization. Excludes "Switchboard Operators, Including Answering Service" (43-2011).
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	Make and confirm reservations for transportation or lodging, or sell transportation tickets. May check baggage and direct passengers to designated concourse, pier, or track; deliver tickets and contact individuals and groups to inform them of package tours; or provide tourists with travel or transportation information. Excludes "Cashiers" (41-2011), "Travel Agents" (41-3041), and "Hotel, Motel, and Resort Desk Clerks" (43-4081) who sell tickets for local transportation.
43-4199	Information and Record Clerks, All Other	All information and record clerks not listed separately.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
43-5011	Cargo and Freight Agents	Expedite and route movement of incoming and outgoing cargo and freight shipments in airline, train, and trucking terminals and shipping docks. Take orders from customers and arrange pickup of freight and cargo for delivery to loading platform. Prepare and examine bills of lading to determine shipping charges and tariffs.
43-5021	Couriers and Messengers	Pick up and deliver messages, documents, packages, and other items between offices or departments within an establishment or directly to other business concerns, traveling by foot, bicycle, motorcycle, automobile, or public conveyance. Excludes "Light Truck Drivers" (53-3033).
43-5031	Public Safety Telecommunicators	Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.
43-5032	Dispatchers, Except Police, Fire, and Ambulance	Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.
43-5051	Postal Service Clerks	Perform any combination of tasks in a United States Postal Service (USPS) post office, such as receive letters and parcels; sell postage and revenue stamps, postal cards, and stamped envelopes; fill out and sell money orders; place mail in pigeon holes of mail rack or in bags; and examine mail for correct postage. Includes postal service clerks employed by USPS contractors.
43-5061	Production, Planning, and Expediting Clerks	Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Excludes "Project Management Specialists" (13-1082) and "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111).
43-5071	Shipping, Receiving, and Inventory Clerks	Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment. Excludes "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111), "Mail Clerks and Mail Machine Operators, except Postal Service" (43-9051), and "Stockers and Order Fillers" (53-7065).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Weigh, measure, and check materials, supplies, and equipment for the purpose of keeping relevant records. Duties are primarily clerical by nature. Includes workers who collect and keep record of samples of products or materials. Excludes "Inspectors, Testers, Sorters, Samplers, and Weighers" (51-9061).
43-6011	Executive Secretaries and Executive Administrative Assistants	Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes "Secretaries" (43-6012 through 43-6014).
43-6012	Legal Secretaries and Administrative Assistants	Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.
43-6013	Medical Secretaries and Administrative Assistants	Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries (43-6011 through 43-6013).
43-9021	Data Entry Keyers	Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Excludes "Word Processors and Typists" (43-9022).
43-9022	Word Processors and Typists	Use word processor, computer, or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Excludes "Court Reporters and Simultaneous Captioners" (27-3092), "Medical Transcriptionists" (31-9094), "Secretaries and Administrative Assistants" (43-6010), and "Data Entry Keyers" (43-9021).
43-9041	Insurance Claims and Policy Processing Clerks	Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes "Claims Adjusters, Examiners, and Investigators" (13-1031).
43-9061	Office Clerks, General	Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
43-9071	Office Machine Operators, Except Computer	Operate one or more of a variety of office machines, such as photocopying, photographic, and duplicating machines, or other office machines. Excludes “Billing and Posting Clerks” (43-3021) and “Mail Clerks and Mail Machine Operators, Except Postal Service” (43-9051).
43-9111	Statistical Assistants	Compile and compute data according to statistical formulas for use in statistical studies. May perform actuarial computations and compile charts and graphs for use by actuaries. Includes actuarial clerks.
43-9199	Office and Administrative Support Workers, All Other	All office and administrative support workers not listed separately.
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers. Excludes “First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers” (37-1012).
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes “Pesticide Handlers, Sprayers, and Applicators, Vegetation” (37-3012), “Graders and Sorters, Agricultural Products” (45-2041), and “Forest, Conservation, and Logging Workers” (45-4011 through 45-4029).
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	Attend to live farm, ranch, open range or aquacultural animals that may include cattle, sheep, swine, goats, horses and other equines, poultry, rabbits, finfish, shellfish, and bees. Attend to animals produced for animal products, such as meat, fur, skins, feathers, eggs, milk, and honey. Duties may include feeding, watering, herding, grazing, milking, castrating, branding, de-beaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticides as appropriate. May clean and maintain animal housing areas. Includes workers who shear wool from sheep and collect eggs in hatcheries.
45-3031	Fishing and Hunting Workers	Hunt, trap, catch, or gather wild animals or aquatic animals and plants. May use nets, traps, or other equipment. May haul catch onto ship or other vessel. Aquacultural laborers who work on fish farms are included in “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).
45-4011	Forest and Conservation Workers	Under supervision, perform manual labor necessary to develop, maintain, or protect areas such as forests, forested areas, woodlands, wetlands, and rangelands through such activities as raising and transporting seedlings; combating insects, pests, and diseases harmful to plant life; and building structures to control water, erosion, and leaching of soil. Includes forester aides, seedling pullers, tree planters, and gatherers of nontimber forestry products such as pine straw.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	Directly supervise and coordinate activities of construction or extraction workers.
47-2031	Carpenters	Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.
47-2044	Tile and Stone Setters	Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.
47-2051	Cement Masons and Concrete Finishers	Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints. Installers of mortarless segmental concrete masonry wall units are classified in "Landscaping and Groundskeeping Workers" (37-3011).
47-2061	Construction Laborers	Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. Construction laborers who primarily assist a particular craft worker are classified under "Helpers, Construction Trades" (47-3010). Excludes "Hazardous Materials Removal Workers" (47-4041).
47-2073	Operating Engineers and Other Construction Equipment Operators	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Excludes "Extraction Workers" (47-5000) and "Crane and Tower Operators" (53-7021).
47-2111	Electricians	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes "Security and Fire Alarm Systems Installers" (49-2098).
47-2141	Painters, Construction and Maintenance	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Excludes "Paperhangers" (47-2142).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
47-2152	Plumbers, Pipefitters, and Steamfitters	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.
47-2211	Sheet Metal Workers	Fabricate, assemble, install, and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes, and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks, or forms using hammer; operating soldering and welding equipment to join sheet metal parts; or inspecting, assembling, and smoothing seams and joints of burred surfaces. Includes sheet metal duct installers who install prefabricated sheet metal ducts used for heating, air conditioning, or other purposes.
47-2221	Structural Iron and Steel Workers	Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Excludes "Reinforcing Iron and Rebar Workers" (47-2171).
47-2231	Solar Photovoltaic Installers	Assemble, install, or maintain solar photovoltaic (PV) systems on roofs or other structures in compliance with site assessment and schematics. May include measuring, cutting, assembling, and bolting structural framing and solar modules. May perform minor electrical work such as current checks. Excludes solar PV electricians who are included in "Electricians" (47-2111) and solar thermal installers who are included in "Plumbers, Pipefitters, and Steamfitters" (47-2152).
47-3012	Helpers--Carpenters	Help carpenters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist carpenters are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3013	Helpers--Electricians	Help electricians by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist electricians are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Help painters, paperhangers, plasterers, or stucco masons by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist painters, paperhangers, plasterers, or stucco masons are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Help plumbers, pipefitters, steamfitters, or pipelayers by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
		Construction laborers who do not primarily assist plumbers, pipefitters, steamfitters, or pipelayers are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3019	Helpers, Construction Trades, All Other	All construction trades helpers not listed separately.
47-4011	Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
47-4099	Construction and Related Workers, All Other	All construction and related workers not listed separately.
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	Operate or tend machinery at surface mining site, equipped with scoops, shovels, or buckets to excavate and load loose materials.
47-5023	Earth Drillers, Except Oil and Gas	Operate a variety of drills such as rotary, churn, and pneumatic to tap subsurface water and salt deposits, to remove core samples during mineral exploration or soil testing, and to facilitate the use of explosives in mining or construction. Includes horizontal and earth boring machine operators.
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.
49-2011	Computer, Automated Teller, and Office Machine Repairers	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers’ property. May install communications equipment or communications wiring in buildings. Excludes “Telecommunications Line Installers and Repairers” (49-9052).
49-2091	Avionics Technicians	Install, inspect, test, adjust, or repair avionics equipment, such as radar, radio, navigation, and missile control systems in aircraft or space vehicles.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
49-2092	Electric Motor, Power Tool, and Related Repairers	Repair, maintain, or install electric motors, wiring, or switches.
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas. Excludes “Avionics Technicians” (49-2091), “Electrical and Electronics Installers and Repairers, Transportation Equipment” (49-2093), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Inspect, test, repair, or maintain electrical equipment in generating stations, substations, and in-service relays.
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	Install, diagnose, or repair communications, sound, security, or navigation equipment in motor vehicles.
49-2097	Audiovisual Equipment Installers and Repairers	Install, repair, or adjust audio or television receivers, stereo systems, camcorders, video systems, or other electronic entertainment equipment in homes or other venues. May perform routine maintenance. Excludes “Audio and Video Technicians” (27-4011).
49-2098	Security and Fire Alarm Systems Installers	Install, program, maintain, and repair security and fire alarm wiring and equipment. Ensure that work is in accordance with relevant codes. Excludes “Electricians” (47-2111) who do a broad range of electrical wiring.
49-3011	Aircraft Mechanics and Service Technicians	Diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Excludes “Avionics Technicians” (49-2091).
49-3021	Automotive Body and Related Repairers	Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes “Automotive Glass Installers and Repairers” (49-3022) and “Coating, Painting, and Spraying Machine Setters, Operators, and Tenders” (51-9124).
49-3022	Automotive Glass Installers and Repairers	Replace or repair broken windshields and window glass in motor vehicles.
49-3023	Automotive Service Technicians and Mechanics	Diagnose, adjust, repair, or overhaul automotive vehicles. Excludes “Automotive Body and Related Repairers” (49-3021), “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031) and “Rail Car Repairers” (49-3043).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
49-3051	Motorboat Mechanics and Service Technicians	Repair and adjust electrical and mechanical equipment of inboard or inboard-outboard boat engines. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031).
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	Diagnose, adjust, repair, or overhaul small engines used to power lawn mowers, chain saws, recreational sporting equipment, and related equipment.
49-3093	Tire Repairers and Changers	Repair and replace tires.
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.
49-9031	Home Appliance Repairers	Repair, adjust, or install all types of electric or gas household appliances, such as refrigerators, washers, dryers, and ovens.
49-9041	Industrial Machinery Mechanics	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans. Excludes “Mobile Heavy Equipment Mechanics, Except Engines” (49-3042), and “Maintenance Workers, Machinery” (49-9043).
49-9043	Maintenance Workers, Machinery	Lubricate machinery, change parts, or perform other routine machinery maintenance. Excludes “Maintenance and Repair Workers, General” (49-9071).
49-9052	Telecommunications Line Installers and Repairers	Install and repair telecommunications cable, including fiber optics.
49-9062	Medical Equipment Repairers	Test, adjust, or repair biomedical or electromedical equipment.
49-9069	Precision Instrument and Equipment Repairers, All Other	All precision instrument and equipment repairers not listed separately.
49-9071	Maintenance and Repair Workers, General	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes “Facilities Managers” (11-3013) and “Maintenance Workers, Machinery” (49-9043).
49-9092	Commercial Divers	Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life. Excludes “Athletes and Sports Competitors” (27-2021), “Police and Sheriff’s Patrol Officers” (33-3051), and “Fishing and Hunting Workers” (45-3031).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
49-9098	Helpers--Installation, Maintenance, and Repair Workers	Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.
49-9099	Installation, Maintenance, and Repair Workers, All Other	All installation, maintenance, and repair workers not listed separately.
51-1011	First-Line Supervisors of Production and Operating Workers	Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.
51-2022	Electrical and Electronic Equipment Assemblers	Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries.
51-2041	Structural Metal Fabricators and Fitters	Fabricate, position, align, and fit parts of structural metal products. Shipfitters are included in "Layout Workers, Metal and Plastic" (51-4192).
51-2051	Fiberglass Laminators and Fabricators	Laminate layers of fiberglass on molds to form boat decks and hulls, bodies for golf carts, automobiles, or other products.
51-2099	Assemblers and Fabricators, All Other	All assemblers and fabricators not listed separately.
51-3011	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with "Chefs and Head Cooks" (35-1011).
51-3021	Butchers and Meat Cutters	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.
51-3023	Slaughterers and Meat Packers	Perform nonroutine or precision functions involving the preparation of large portions of meat. Work may include specialized slaughtering tasks, cutting standard or premium cuts of meat for marketing, making sausage, or wrapping meats. Work typically occurs in slaughtering, meat packing, or wholesale establishments. Excludes "Meat, Poultry, and Fish Cutters and Trimmers" (51-3022) who perform routine meat cutting.
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend lathe and turning machines to turn, bore, thread, form, or face metal or plastic materials, such as wire, rod, or bar stock.
51-4041	Machinists	Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. Machinists

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
		who primarily program or operate computer numerically controlled (CNC) equipment are classified in “Computer Numerically Controlled Tool Operators and Programmers” (51-9160).
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend metal or plastic molding, casting, or coremaking machines to mold or cast metal or thermoplastic parts or products.
51-4121	Welders, Cutters, Solderers, and Brazers	Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Set up, operate, or tend welding, soldering, or brazing machines or robots that weld, braze, solder, or heat treat metal products, components, or assemblies. Includes workers who operate laser cutters or laser-beam machines.
51-5111	Prepress Technicians and Workers	Format and proof text and images submitted by designers and clients into finished pages that can be printed. Includes digital and photo typesetting. May produce printing plates.
51-5112	Printing Press Operators	Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.
51-5113	Print Binding and Finishing Workers	Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.
51-6011	Laundry and Dry-Cleaning Workers	Operate or tend washing or dry-cleaning machines to wash or dry-clean industrial or household articles, such as cloth garments, suede, leather, furs, blankets, draperies, linens, rugs, and carpets. Includes spotters and dyers of these articles.
51-6021	Pressers, Textile, Garment, and Related Materials	Press or shape articles by hand or machine.
51-6031	Sewing Machine Operators	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.
51-6052	Tailors, Dressmakers, and Custom Sewers	Design, make, alter, repair, or fit garments.
51-6093	Upholsterers	Make, repair, or replace upholstery for household furniture or transportation vehicles.
51-7011	Cabinetmakers and Bench Carpenters	Cut, shape, and assemble wooden articles or set up and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut, or shape lumber or to fabricate parts for wood products. Excludes “Woodworking Machine Setters, Operators, and Tenders” (51-7040).
51-8013	Power Plant Operators	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. Excludes “Nuclear Power Reactor Operators” (51-8011).

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
51-8031	Water and Wastewater Treatment Plant and System Operators	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.
51-8099	Plant and System Operators, All Other	All plant and system operators not listed separately.
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.
51-9022	Grinding and Polishing Workers, Hand	Grind, sand, or polish, using hand tools or hand-held power tools, a variety of metal, wood, stone, clay, plastic, or glass objects. Includes chippers, buffers, and finishers.
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to mix or blend materials, such as chemicals, tobacco, liquids, color pigments, or explosive ingredients. Excludes "Food Batchmakers" (51-3092).
51-9031	Cutters and Trimmers, Hand	Use hand tools or hand-held power tools to cut and trim a variety of manufactured items, such as carpet, fabric, stone, glass, or rubber.
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.
51-9071	Jewelers and Precious Stone and Metal Workers	Design, fabricate, adjust, repair, or appraise jewelry, gold, silver, other precious metals, or gems. Includes diamond polishers and gem cutters, and persons who perform precision casting and modeling of molds, casting metal in molds, or setting precious and semiprecious stones for jewelry and related products.
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Set up, operate, or tend spraying or rolling machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials. Includes painters of transportation vehicles such as painters in auto body repair facilities. Excludes "Plating Machine Setters, Operators, and Tenders, Metal and Plastic" (51-4193).
51-9193	Cooling and Freezing Equipment Operators and Tenders	Operate or tend equipment such as cooling and freezing units, refrigerators, batch freezers, and freezing tunnels, to cool or freeze products, food, blood plasma, and chemicals.
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	Mold, shape, form, cast, or carve products such as food products, figurines, tile, pipes, and candles consisting of clay, glass, plaster, concrete, stone, or combinations of materials.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
51-9198	Helpers--Production Workers	Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment. Apprentice workers are classified in the appropriate production occupations (51-0000).
51-9199	Production Workers, All Other	All production workers not listed separately. Excludes "Packers and Packagers, Hand" (53-7064).
53-1041	Aircraft Cargo Handling Supervisors	Supervise and coordinate the activities of ground crew in the loading, unloading, securing, and staging of aircraft cargo or baggage. May determine the quantity and orientation of cargo and compute aircraft center of gravity. May accompany aircraft as member of flight crew and monitor and handle cargo in flight, and assist and brief passengers on safety and emergency procedures. Includes loadmasters.
53-1042	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Directly supervise and coordinate the activities of helpers, laborers, or material movers, hand.
53-1043	First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers.
53-1049	First-Line Supervisors of Transportation Workers, All Other	All first-line supervisors of transportation workers not listed separately.
53-2011	Airline Pilots, Copilots, and Flight Engineers	Pilot and navigate the flight of fixed-wing aircraft, usually on scheduled air carrier routes, for the transport of passengers and cargo. Requires Federal Air Transport certificate and rating for specific aircraft type used. Includes regional, national, and international airline pilots and flight instructors of airline pilots. Excludes "Electro-Mechanical and Mechatronics Technologists and Technicians" (17-3024).
53-2012	Commercial Pilots	Pilot and navigate the flight of fixed-wing aircraft on nonscheduled air carrier routes, or helicopters. Requires Commercial Pilot certificate. Includes charter pilots with similar certification, and air ambulance and air tour pilots. Excludes regional, national, and international airline pilots. Excludes "Electro-Mechanical and Mechatronics Technologists and Technicians" (17-3024).
53-2021	Air Traffic Controllers	Control air traffic on and within vicinity of airport, and movement of air traffic between altitude sectors and control centers, according to established procedures and policies. Authorize, regulate, and control commercial airline flights according to government or company regulations to expedite and ensure flight safety.
53-2022	Airfield Operations Specialists	Ensure the safe takeoff and landing of commercial and military aircraft. Duties include coordination between air-traffic control and maintenance personnel, dispatching, using airfield landing and navigational aids, implementing airfield safety procedures, monitoring and maintaining flight records, and applying knowledge of weather information.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	Drive ambulance or assist ambulance driver in transporting sick, injured, or convalescent persons. Assist in lifting patients.
53-3031	Driver/Sales Workers	Drive truck or other vehicle over established routes or within an established territory and sell or deliver goods, such as food products, including restaurant take-out items, or pick up or deliver items such as commercial laundry. May also take orders, collect payment, or stock merchandise at point of delivery. Excludes "Coin, Vending, and Amusement Machine Servicers and Repairers" (49-9091) and "Light Truck Drivers" (53-3033).
53-3032	Heavy and Tractor-Trailer Truck Drivers	Drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license. Includes tow truck drivers. Excludes "Refuse and Recyclable Material Collectors" (53-7081).
53-3033	Light Truck Drivers	Drive a light vehicle, such as a truck or van, with a capacity of less than 26,001 pounds Gross Vehicle Weight (GVW), primarily to pick up merchandise or packages from a distribution center and deliver. May load and unload vehicle. Excludes "Couriers and Messengers" (43-5021) and "Driver/Sales Workers" (53-3031).
53-3051	Bus Drivers, School	Drive a school bus to transport students. Ensure adherence to safety rules. May assist students in boarding or exiting.
53-3052	Bus Drivers, Transit and Intercity	Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.
53-3053	Shuttle Drivers and Chauffeurs	Drive a motor vehicle to transport passengers on a planned or scheduled basis. May collect a fare. Includes nonemergency medical transporters and hearse drivers. Excludes "Ambulance Drivers and Attendants, Except Emergency Medical Technicians" (53-3011) and "Taxi Drivers" (53-3054).
53-3054	Taxi Drivers	Drive a motor vehicle to transport passengers on an unplanned basis and charge a fare, usually based on a meter. Excludes "Shuttle Drivers and Chauffeurs" (53-3053).
53-3099	Motor Vehicle Operators, All Other	All motor vehicle operators not listed separately.
53-5011	Sailors and Marine Oilers	Stand watch to look for obstructions in path of vessel, measure water depth, turn wheel on bridge, or use emergency equipment as directed by captain, mate, or pilot. Break out, rig, overhaul, and store cargo-handling gear, stationary rigging, and running gear. Perform a variety of maintenance tasks to preserve the painted surface of the ship and to maintain line and ship equipment. Must hold government-issued certification and tankerman certification when working aboard liquid-carrying vessels. Includes able seamen and ordinary seamen.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
53-5021	Captains, Mates, and Pilots of Water Vessels	Command or supervise operations of ships and water vessels, such as tugboats and ferryboats. Required to hold license issued by U.S. Coast Guard. Excludes "Motorboat Operators" (53-5022).
53-6021	Parking Attendants	Park vehicles or issue tickets for customers in a parking lot or garage. May park or tend vehicles in environments such as a car dealership or rental car facility. May collect fee.
53-6031	Automotive and Watercraft Service Attendants	Service automobiles, buses, trucks, boats, and other automotive or marine vehicles with fuel, lubricants, and accessories. Collect payment for services and supplies. May lubricate vehicle, change motor oil, refill antifreeze, or replace lights or other accessories, such as windshield wiper blades or fan belts. May repair or replace tires. Excludes "Cashiers" (41-2011).
53-6041	Traffic Technicians	Conduct field studies to determine traffic volume, speed, effectiveness of signals, adequacy of lighting, and other factors influencing traffic conditions, under direction of traffic engineer.
53-6061	Passenger Attendants	Provide services to ensure the safety of passengers aboard ships, buses, trains, or within the station or terminal. Perform duties such as explaining the use of safety equipment, serving meals or beverages, or answering questions related to travel. Excludes "Baggage Porters and Bellhops" (39-6011) and "Flight Attendants" (53-2031).
53-6099	Transportation Workers, All Other	All transportation workers not listed separately.
53-7011	Conveyor Operators and Tenders	Control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, departments, or vehicles. May control speed and routing of materials or products.
53-7021	Crane and Tower Operators	Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.
53-7031	Dredge Operators	Operate dredge to remove sand, gravel, or other materials in order to excavate and maintain navigable channels in waterways.
53-7041	Hoist and Winch Operators	Operate or tend hoists or winches to lift and pull loads using power-operated cable equipment. Excludes "Crane and Tower Operators" (53-7021).
53-7051	Industrial Truck and Tractor Operators	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Excludes "Logging Equipment Operators" (45-4022).
53-7061	Cleaners of Vehicles and Equipment	Wash or otherwise clean vehicles, machinery, and other equipment. Use such materials as water, cleaning agents, brushes, cloths, and hoses. Excludes "Janitors and Cleaners, Except Maids and Housekeeping Cleaners" (37-2011).
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes "Construction Laborers" (47-2061) and "Helpers, Construction Trades" (47-3011 through 47-3019). Excludes "Material Moving Workers" (53-7011 through 53-7199) who use power equipment.

Table C1. 2020 PWS Detailed Titles Definitions

Detailed Code	Title	Definition
53-7063	Machine Feeders and Offbearers	Feed materials into or remove materials from machines or equipment that is automatic or tended by other workers.
53-7064	Packers and Packagers, Hand	Pack or package by hand a wide variety of products and materials.
53-7065	Stockers and Order Fillers	Receive, store, and issue merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers' orders. May operate power equipment to fill orders. May mark prices on merchandise and set up sales displays. Excludes "Shipping, Receiving, and Inventory Clerks" (43-5071), "Laborers and Freight, Stock, and Material Movers, Hand" (53-7062), and "Packers and Packagers, Hand" (53-7064).
53-7071	Gas Compressor and Gas Pumping Station Operators	Operate steam-, gas-, electric motor-, or internal combustion-engine driven compressors. Transmit, compress, or recover gases, such as butane, nitrogen, hydrogen, and natural gas.
53-7081	Refuse and Recyclable Material Collectors	Collect and dump refuse or recyclable materials from containers into truck. May drive truck.
53-7199	Material Moving Workers, All Other	All material moving workers not listed separately.

APPENDIX D
2020 PWS ONLINE FORMS

2020 Prevailing Wage Survey Data Definitions and Clarifications

Central Statistics Division, Department of Commerce, CNMI

June 8, 2020

This short document briefly describes the 2020 PWS and defines/describes selected data fields in the study.

The 2020 Prevailing Wage Survey. Several rounds of prevailing wages study have been completed since 2011 in the CNMI, but this is the first time that a prevailing wage study data collection is being done online. The main purpose of the PWS remains the same: to collect data that enables for the determination and publication of the current prevailing hourly wage statistics for the various occupational titles that exists in the CNMI in 2020. As in the past PWSs, this survey will also report on hourly wage statistics by selected economic, geographic, and demographic characteristics in the CNMI. In addition, however, this 2020 survey also aims to estimate the number of employees that have been laid-off, furloughed, or otherwise not working or released from work since January 2020.

Employee Data Requested is for One Complete Pay Period in January 2020. It is important to note that the 2020 PWS is requesting for employee data on one full or complete pay period as of January 2020. The reason for this reference period is to ensure that the highest number of employees is included in 2020 survey. It is important to maximize the number of employees and employers in the survey in order to ensure that the maximum number of SOC detailed titles would be reported on for 2020. Also, by using January 2020 as the survey's reference period, it would be possible to estimate the number of employees that are no longer working and were separated from employment after January 2020 and thereby arrive at an estimate of the number of employees not working now due to the COVID-19 pandemic.

Data Fields for the 2020 PWS. This round of the PWS asks for data points or fields necessary for a successful PWS for 2020 in the Commonwealth. Many of the fields are directory-type data including company or organization name, email address, phone number, physical mailing address, contact person, DBA name, and establishment locations which are self-explanatory and do not require much explanations. In the appropriate online forms, additional information/instructions are provided next to each of these fields to appropriately complete data entry for these fields.

Data Definitions and Clarifications for Selected Fields. The data fields that might require definitions and clarifications are defined and clarified in the two tables below. These fields are found in the DBA and Employee data forms online.

DBA (Doing Business As) Data Form

1	DBA's name or Organization's name	Give the name you are doing business as (DBA) as shown in your business license or the name of your organization. Be sure to enter all of your DBAs. In a case where the company name and the DBA name are the same, enter the company or the organization's name here.
2	NAICS Code	Give/choose the six-digit NAICS (North American Industry Classification System) code for this DBA as shown in your business license or the NAICS code for your organization. This is the same NAICS code on your

DBA (Doing Business As) Data Form

		current business license. This data field will allow for summarizing and reporting on wage information by major industries.
3	Island	Give/choose the main island of your DBA's or organization's official location. This data field will allow for summarizing and reporting on wage information by island.
4	Village	Give/choose the main village of your DBA's or organizations' official location. This data field will be used for data validation and allows for summarizing and reporting on wage information by village.
5	Total Employee Count	Give/enter the total count of employees employed under this DBA or organization as of January 2020. Include all employees working at the time whether fulltime or part-time. This data field will assist in validating individual employees reported.
6	Business License Number	Give/enter the business license number for your DBA or organization assigned by the CNMI Business License Office and displayed in your official business license certificate. This data field will assist in data validation.

Employee Data Form

1	DBA Name	Select the appropriate DBA and be sure to enter each and all employee under the appropriate DBA, if you have multiple DBAs.
2	Position Title	Give/enter the employee position title as of January 2020. This data field will be used for data validation.
5	Gender	Give/choose the appropriate employee gender. This data field will allow for summarizing and reporting wage information by gender.
6	SOC Code	Give/choose the appropriate 6-digit SOC (Standard Occupation Classification) code for the employee. Use the 2018 SOC system. This data field will allow for summarizing and reporting on wage information by SOC. (Hint: To determine the appropriate SOC code, use the 2018 SOC or O*NET.)
7	Citizenship	Give/choose the appropriate country of citizenship for the employee. This data field will allow for summarizing and reporting on wage information by citizenship.
8	Employment Visa Type	Give/choose the appropriate type of employment visa for the employee. This data field will allow for summarizing and reporting on wage information by type of visa.
9	Beginning Date of Pay Period	Give/choose the beginning date of the last pay period in January 2020. This data field will be used in data validation.
10	Ending Date of Pay Period	Give/choose the ending date of the last pay period in January 2020. This data field will be used in data validation.

Employee Data Form

11	Total hours worked	Give/enter the total hours worked for the last pay period in January 2020. This data field will be used to derive the hourly wage rate.
12	Total Amount of Pay	Give/enter the total amount of pay in dollars for the last pay period in January 2020. This data field will be used to derive the hourly wage rate.
13	Is Currently Employed Yes or NO	Indicate whether this employee is currently working or is not working with you as of the date you complete this survey. This field will be used to derive the number of employees that are no longer working since January 2020.
13.a	Total hours worked last week	If 13 is "Yes", enter total number of hours worked last week. This data field will allow for summarizing and reporting on the number of hours worked at the time of the survey.
13.b	Date of Separation	If 13 is "No", enter the date of employee separation from the business or organization. This field will be used to derive the number of employees that are no longer working since January 2020.
13.c	Reason for separation	If 13 is "No", enter the reason for the separation from your business or organization. This field will be used to summarize the reasons for employees no longer working since January 2020.

Screenshots of the 2020 PWS Online Forms:

Before you set-up your DBA's, we need just a bit more information about your Company...

Note: You can always edit this later in your dashboard.

Company Phone Number*



+1 ▾ (XXX) XXX-XXXX

Company Mailing Address

Street or P.O. Box*



City/Village*



Island/Territory/State*



Country*



ZIP Code/Postal Code*



Point Of Contact Name*



Point Of Contact Number*



+1 ▾ (XXX) XXX-XXXX

Point Of Contact Email*



Submit


[Exit](#)


DBA stands for "Doing Business As".


ALL Companies are Required to submit the survey for each DBA separately

Enter a DBA's Information

Note: You can always add other DBAs later in your dashboard.


DBA Name (Note: If you do not use a DBA name, use your Company Name)* 


NAICS Number* 


If you do not know NAICS Number click [here](#).


Island* 

Village(s) 

Total Employee Count* 

Business License Number 

Submit

[Exit](#)

Read this important note before you start:

Enter each DBA's employee's information separately using the form below. The information you enter here will be part of your response to the survey. Basically, each of these questions about each employee are the "survey questions". Please enter the information accurately. You can edit the information before submitting the survey. Once you submit the survey, the information cannot be edited. You can save your survey if you are not ready to submit it. You must enter information for each and every employee for each DBA before submitting the survey.

EMPLOYEE INFORMATION

DBA Name* ⓘ	
DATATALKS ▼	
Position Title* ⓘ	
RESEARCHER	
Gender* ⓘ	
<input checked="" type="radio"/> Male <input type="radio"/> Female	
Employee 6-digit Standard Occupational Classification (SOC) Code* ⓘ	Employee Position
113021 - COMPUTER AND INFORMATION SYSTEMS MANAGER ▼	COMPUTER AND INFORMATION SYSTEMS MANAGERS
Hint: If you do not know SOC code click here or here .	
Citizenship* ⓘ	Employment Visa Type* ⓘ
Thailand ▼	CW1 - Commonwealth of Northern Mariana Islands Transition: ▼
Last Pay Period of the Month of January 2020 (From Date)* ⓘ	Last Pay Period of the Month of January 2020 (To Date)* ⓘ
01/05/2020	01/18/2020
Total Hours Worked in the Last Pay Period (round off to nearest Hour)* ⓘ	Total Pay for Last Pay Period (round off to nearest US\$)* ⓘ
80	1,422.41
Is this employee currently employed in your business?* ⓘ	Date of Separation* ⓘ
<input type="radio"/> Yes <input checked="" type="radio"/> No	06/10/2020
Select Reason* ⓘ	
<input checked="" type="radio"/> Permanently Laid Off <input type="radio"/> Furlough (Temporary) <input type="radio"/> Contract Expiration <input type="radio"/> Other	

Save Employee Info