

2011 CNMI
PREVAILING WAGE AND WORKFORCE ASSESSMENT STUDY (PWWAS):

REPORTED EMPLOYEES' DEMOGRAPHICS AND
SMALL EMPLOYERS' EMPLOYEES EDUCATION AND SKILLS REPORT

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE

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FOREWORD / ACKNOWLEDGEMENTS

Governor Fitial and Lt. Governor Inos tasked a group to conduct a study to satisfy one the requirements of the Federal Law No. 110-229 on local prevailing wages and to obtain useful information on the workforce's demographics including education and skills levels.

The group came up with the Prevailing Wage and Workforce Assessment Study (PWWAS). The purpose of PWWAS was to 1) determine the type of occupations that exist and measure occupation-specific wage rates for each of the identified occupations in the local economy and 2) assess the current types and level of skills in the business community to determine areas that might benefit from training and enhancement.

The first part of the report was published on April 30, 2012 titled, *2011 CNMI PWWAS Occupation Hourly Wage and Fringe Benefit Report*.

This report focuses on the second portion of the report by assessing current types and level of skills in the workforce.

Many individual efforts from businesses, organizations, and offices were combined to complete this Study. I would like to acknowledge and thank everyone who contributed to the completion of this work.

The CNMI business community provided the necessary data, which made this Study possible. A total of 1,806 businesses, autonomous agencies, private schools, and other private organizations were visited by the Study enumerators; 1,486 responded; 1,201 reported employee data to the Study. Business organizations including the Saipan Chamber of Commerce and the Korean Business Association encouraged their members to participate in the Study.

Government agencies—notably the Department of Finance, the Workforce Investment Agency (WIA), and the Department of Labor--contributed tremendously. The Department of Finance, Secretary Larissa Larson and her staff, provided the comprehensive list of establishments doing business or providing services in the Commonwealth, at the time of the Study, which became the basis for the data collection for this Study. Finance also provided the data on occupation, wages, and fringe benefits on government employees. The Director of the Workforce Investment Agency (WIA), Ms. Edith DL Guerrero, the Secretary of Labor, Gil San Nicolas and their staff were involved in the Study from the beginning and provided valuable reviews and inputs from the development of the questionnaire to the final report.

Mr. Phillip Doyle, and his staff, from the US Department of Labor also provided invaluable reviews and comments on the questionnaire, the initial draft reports, and the final report.

Deputy Secretary, Ivan A. Blanco and former Central Statistics Director (CSD), Mr. Perry Inos Jr., were responsible for the development and implementation of this Study. Justin Andrew, Fermin Sakisat, and Brenda Rideb took charge of the hiring, training, and supervising the data collection, data entry, and data cleaning for the Study. Ten enumerators—Singeru Sugiyama, Bernard Taitano, Marian Tudela, Dominica Tebuteb, Kimberly Ann Diaz, Carmelisa Tebuteb, Sheila Perez, Yubert Alepuyo, John Hosono, and Ketson Gabriel were hired as temporary employees under CSD and managed the data collection in Saipan; two enumerators—Agida Quitugua and Flora Castro—managed the data collection in Rota; and two enumerators—Vicenta San Nicolas and Marthonia Borja—managed the data collection in Tinian. Resident Directors Bill Hocog and Joe Kiyoshi of Commerce Offices in Tinian and Rota assisted CSD on logistical support during the data collection phase from those two islands. We acknowledge the tremendous support from Rota Mayor Melchor A. Mendiola and Tinian Mayor Ramon M. Dela Cruz.

Four data clerks—Jesusa Helgen, Ignacio Teregeyo, Memorina Olopai, and Sylvia Torres—reviewed the field-incoming forms, coded, and keyed data into the computer and assisted in the data cleaning process.

Wil Maui served as a consultant for the PWWAS and assisted in the planning, implementation, and the completion of the Study. Maui assisted in the different phases of the project, produced and analyzed the statistics, and prepared this report. Mr. Berry Wicksman, English Instructor, at the Northern Marianas College provided invaluable reviews for the reports readability.

Finally, I thank the Governor and Lt. Governor for their foresight and funding support for this Study.

SI YU'US MA'ASE, GHILISSOW, and THANK YOU.



SIXTO K. IGISOMAR

Secretary of Commerce

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INTRODUCTION

This second report¹ of the Prevailing Wage and Workforce Assessment Study (PWWAS) looks at 1) the demographic characteristics of employees, 2) the level of education, and 3) the level of various skills reported by employers at the time of the Study. It is important to point out that the findings in this second report are applicable appropriately only to two different segments of and do not necessarily represent that of the entire employed workforce population in the economy at the time of the Study. The two segments of the employed population profiled are 1) the 14,450 reported employees used in producing the occupation and wage statistics in the first report² and 2) about 6,000 employees reported by small employers, hereon, referred to as *small employers' employees*.

The first segment, comprising the 14,450 reported employees, was analyzed by cross-tabulating the variable *SOC Major Group Titles*³ with each of the seven variables—*Island, Sector, Age, Gender, Citizenship, Ethnic Group, and Industry Major Group*⁴—to reveal useful general information about this segment of the employed population. The results from these cross-tabulations are contained in the Appendix A, Tables 1 through 7. In addition to these tables, charts and brief statements on major points were created from these tables and are presented below under the next section “Reported Employees by Island, Demographics, and by Industry Major Group”.

The second segment of the employed workforce, which the results in this second report profiles, consists of a smaller number of employees, about 6,000, reported by mostly small employers⁵. Of

¹ Hereon the *first report* refers to the *Prevailing Wage and Workforce Assessment Study: Occupations, Hourly Wages, and Fringe Benefits Report, dated April 30, 2012*; while the *second report* refers to this document.

² See the first report for a detailed description of this segment of the employed population used in producing the occupational and wage statistics for the Study.

³ SOC Major Group Titles in the Study includes 22 of the 23 in the 2010 Standard Occupational Classification Manual. SOC Major Group 55-0000 *Military Specific Occupations* is not included.

⁴ There are 20 major industries in the 2007 NAICS (North American Industry Classification System). In this Study there are 18. Because of small numbers, *Mining* was combined with *Agriculture, Forestry, Fishing and Hunting* and *Management of Companies and Enterprises* was combined with *Administrative and Support and Waste Management and Remediation Services*.

⁵ The Study questionnaire was designed to allow for each establishment to provide employee data at its own choice: by providing all data items requested in the Person Page of the Questionnaire or provide only the basic requirements. In the Person Page of the Questionnaire, items P1, P4, P5, P7, P8, P10, P11, and P12 were considered minimum requirement. The rest of the items in the Person Page, which included Education Levels and levels of various skills, were considered optional. The completion status of the questionnaire was indicated by the field enumerator on the Cover Page and verified by the Office reviewers. Almost all larger employers provided only the basic requirement on the Person Page of the Questionnaire while almost all small employers (less than 10 employees) provided employee data on Education Levels and levels of skills. See the first report for more details.

the 1,201 establishments that participated in the Study, 1,056 of them (with 5,651 employees) completed the questionnaire *in full*; 33 of them (with 174 employees) completed the questionnaire *mostly*; and 9 of them (with 141 employees) submitted forms that were *mostly incomplete*. Almost all of these 1,098 establishments were small employers with less than 10 total employees each, the majority of which employed less than 5 workers. These small employers (and only a few of the relatively larger ones) reported employee data on levels of education and on several skills. The skills reported on included English Reading, English Speaking, English Writing, Basic Arithmetic, Accounting, Management, Marketing, Sales and Advertising, Word Processing, Spreadsheet, Windows Operating System, Internet, Database, Website and Web Pages, Programming, and Customer Service. The Education Levels of these small employers' employees were cross-tabulated with the same seven variables--*Island, Sector, Age, Gender, Citizenship, Ethnic Group, and Industry Major Groups*—and the results are contained in the Appendix A, Tables 8 through 14. Similarly, charts and brief statements on major points based on these tables are presented below under the section “Small Employers’ Employees Education Levels”. Also, each of the employee skills was cross-tabulated by the same seven variables and their results are contained in Tables 15 through 30 in the Appendix A. Likewise, charts and brief statements on major points created from these tables are presented below under the section “Small Employers’ Employees’ Skills”. The case processing summary for each of the cross-tabulations for the tables and charts are in Appendix B.

It is cautioned that one may have to look at both a chart and its associated statements and also the appropriate table in the Appendix to have a complete picture of each of the topics covered. Because the row and/or column distributions and totals may contain small numbers, a chart and associated statements may not be enough to convey complete information about a particular topic. For example, on page 12, Chart 9 shows that a higher percentage of small employers' employees in the public sector have higher education (levels above high school) than in the private sector. But, as shown in Table 9 in the Appendix, the public sector is a very small portion of the small employers' employees group as whole; a point seen only by looking at Table 9, in addition, to Chart 9.

And, again, the results in this report describe the two defined segments of and not the entire employed population in the CNMI at the time of the Study.

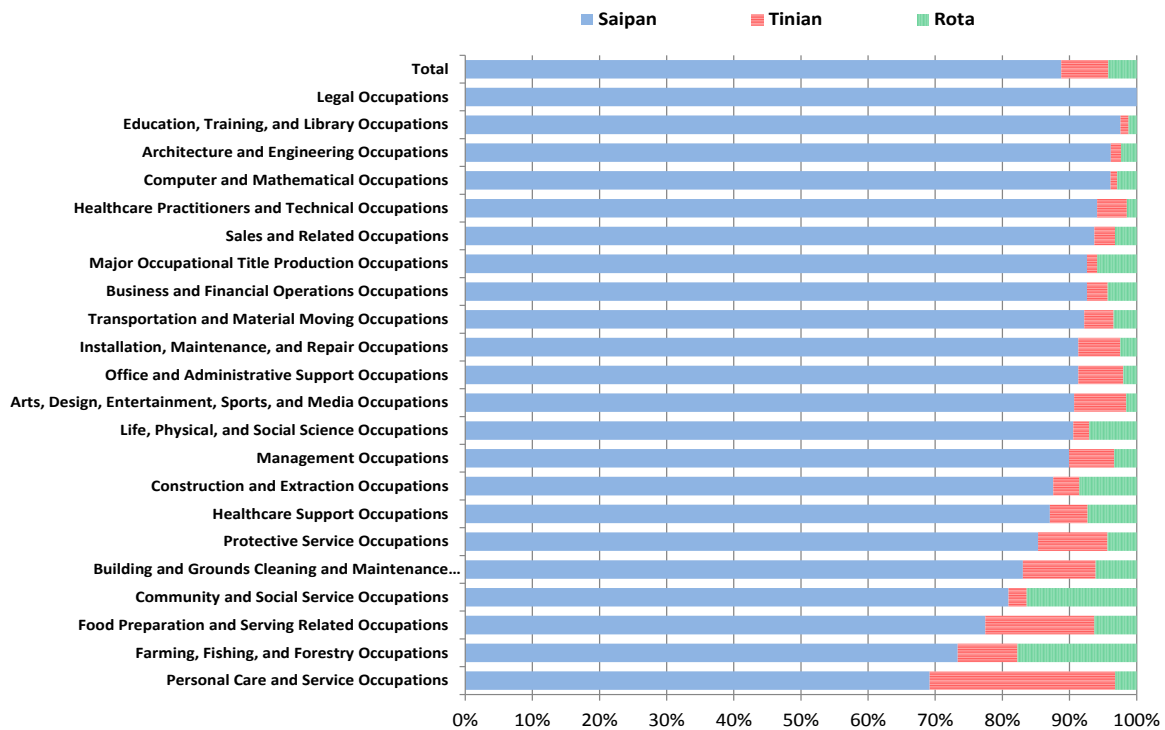
While the results may not reliably represent the characteristics for the entire employees' population, they can be used to 1) gain insights into the identified segments of the employed population and 2) provides useful information for determining training and educational needs of the employees who were reported upon by small employers in the CNMI.

REPORTED EMPLOYEES' BY ISLAND, DEMOGRAPHICS, AND INDUSTRY MAJOR GROUP

SOC MAJOR GROUP TITLES BY ISLAND

As shown in Chart 1 below (and in Table 1 in the Appendix), the vast majority of workers in all SOC Major Group Titles in the Study were in Saipan, with slight exceptions in the Personal Care and Services and Food Preparation and Serving Related Occupations in Tinian and in the Farming, Fishing, and Forestry Occupations in Rota. About 89% of all reported employees came from Saipan, 7% from Tinian, and 4% from Rota⁶. Tinian has more employees than Rota mainly because of the large number of workers employed by Tinian Dynasty, a hotel and casino establishment. It is important to note here also that while Tinian and Rota have fewer total employees in their economies, compared to Saipan, their reported totals represent almost all employees in these two islands. Because the number of establishments in these two islands is small, enumerators were able to account for almost all of them and completed a questionnaire for each one.

Chart 1 SOC Major Group Titles by Island: 2011 PWWAS, CNMI



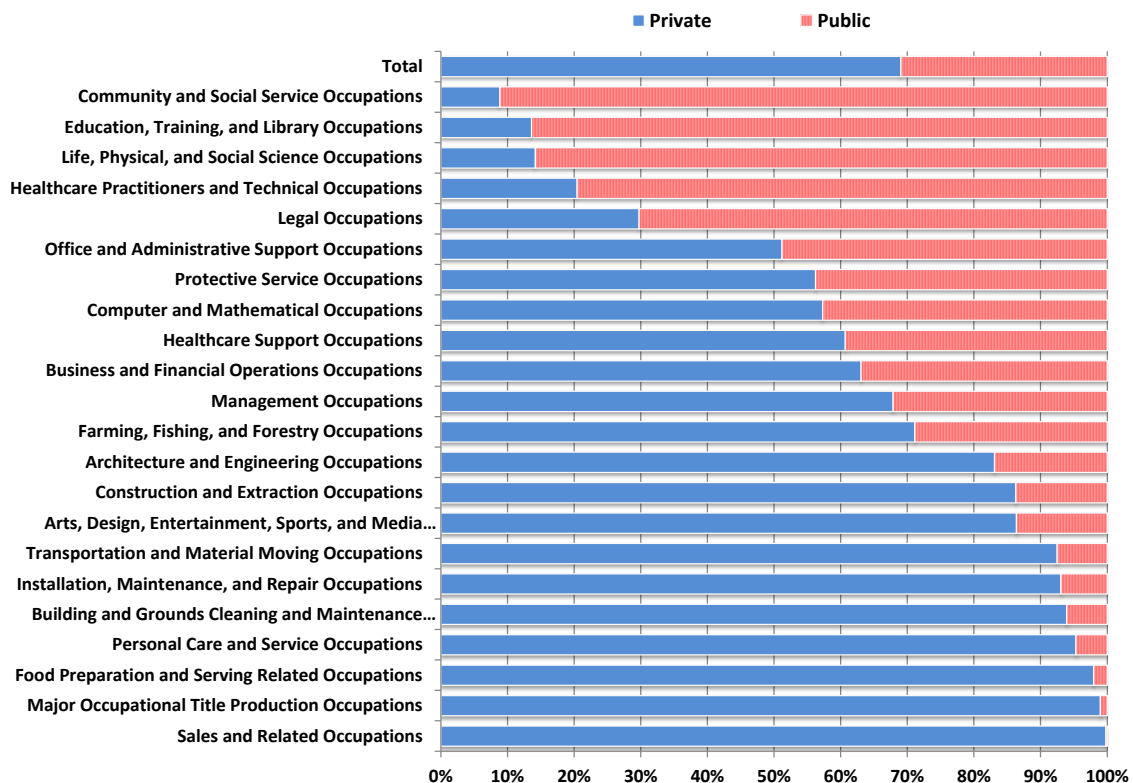
⁶ According to the 2010 CNMI Census, the CNMI's total population was 53,883: 48,220 (89.5%) in Saipan, 3,136 (5.8%) in Tinian, and 2,527 (4.7%) in Rota.

SOC Major Group Titles by Sector

The Private sector employees dominated in the Sales and Related Occupations, Major Occupational Title Production Occupations, Food Preparation and Serving Related Occupations, Personal Care and Service Occupations, Building and Grounds Cleaning and Maintenance Occupations, Installation, Maintenance, and Repair Occupations, Transportation and Material Moving Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, Construction and Extraction Occupations, and in Architecture and Engineering Occupations.

The Public sector employees were dominant in Community and Social Service Occupations, Education, Training, and Library Occupations, Life, Physical, and Social Science Occupations, Healthcare Practitioners and Technical Occupations, and the Legal Occupations. See Chart 2 below and Table 2 in the Appendix for more details.

Chart 2 SOC Major Group by Sector: 2011 PWWAS, CNMI

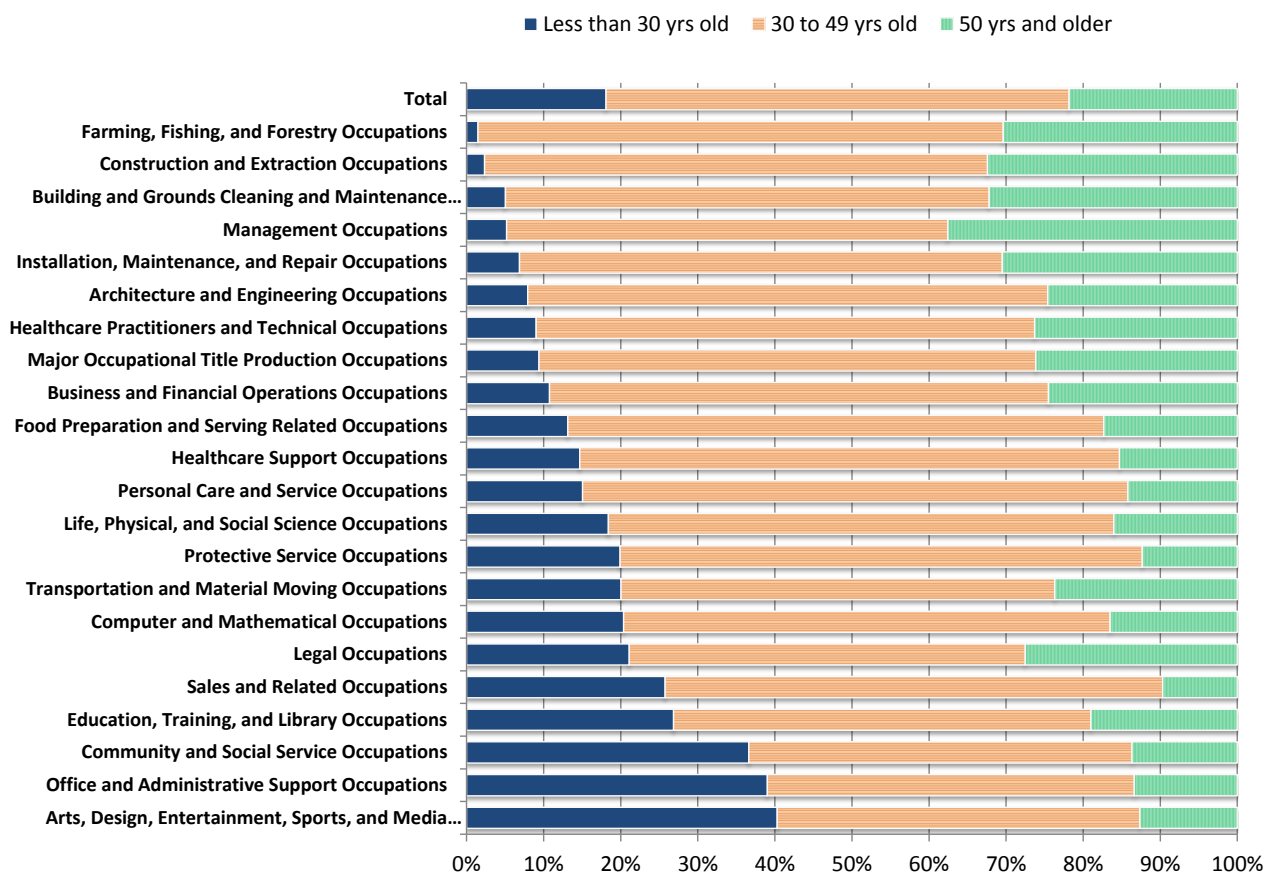


SOC Major Group Titles by Age Group

Relatively fewer younger workers, less than 30 years old, were in the Farming, Fishing, and Forestry Occupations, Construction and Extraction Occupations, Building and Grounds, Cleaning, and Maintenance Occupations, and Management Occupations, Installation, Maintenance, and Repair Occupations, Architecture and Engineering Occupations, Healthcare Practitioners, and technical Occupations, Major Occupational Title Production Occupations, and Business and Financial Operations Occupations.

Relatively fewer older workers, 50 years old or older, were in the Sales and Related Occupations, Protective Services Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, Office and Administrative Support Occupations, and Community and Social Services Occupations. See Chart 3 below and Table 3 in the Appendix for details.

Chart 3 SOC Major Titles by Age Group: 2011 PWWAS, CNMI

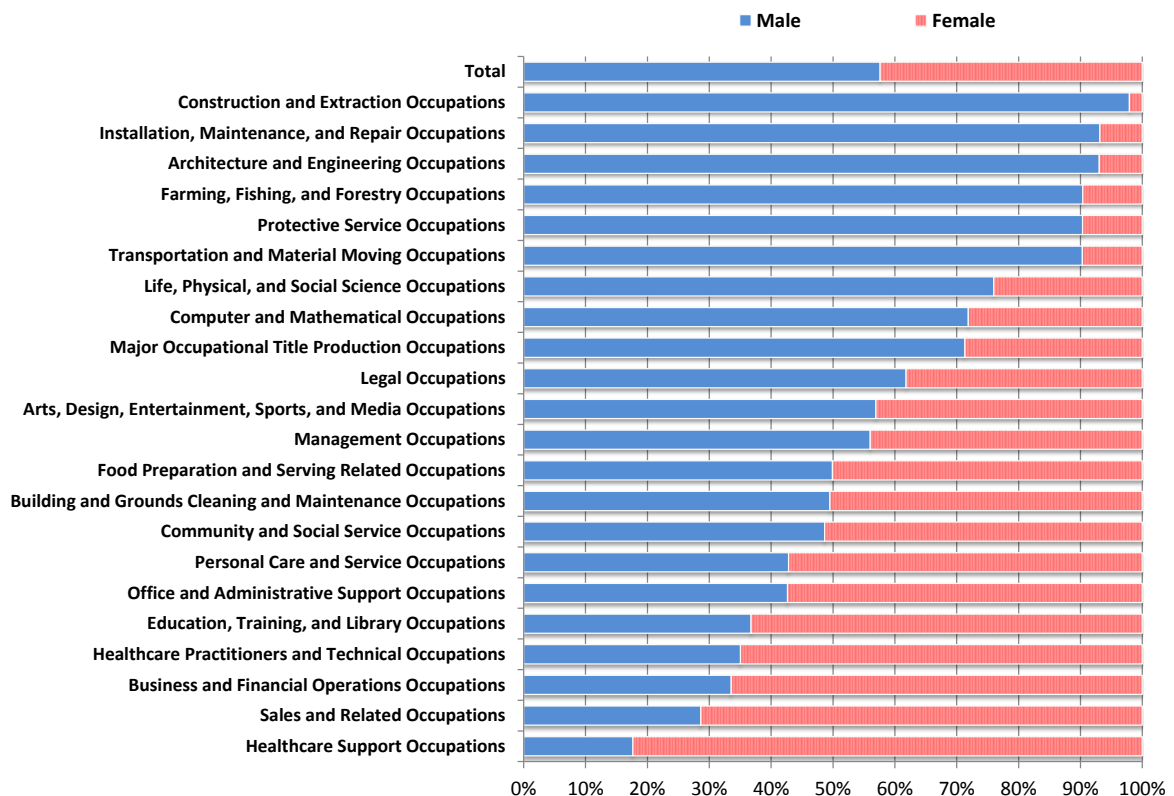


SOC Major Group Titles by Gender

Females were dominant in the Healthcare Support Occupations, Sales and Related Occupations, Business and Financial Operations Occupations, Healthcare Practitioners and Technical Occupations, and in Education, Training, and Library Occupations.

Males were dominant in the Major Occupational Title Production Occupations, Computer and Mathematical Occupations, Life, Physical, and Social Science Occupations, Transportation and Material Moving Occupations, Protective Service Occupations, Farming, Fishing, and Forestry Occupations, Architecture and Engineering Occupations, Installation, Maintenance, and Repair Occupations, and in the Construction and Extraction Occupations. See Chart 4 below and Table 4 in the Appendix for details.

Chart 4 SOC Major Titles by Gender: 2011 PWWAS, CNMI

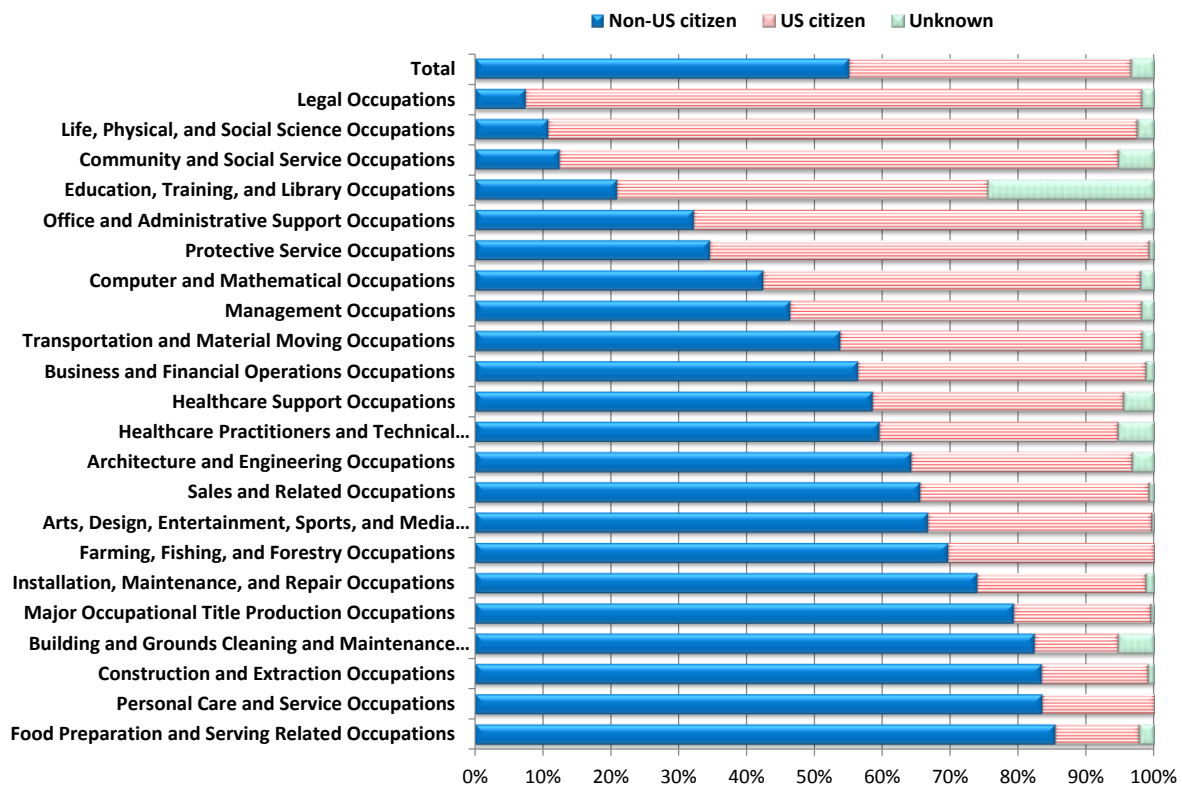


SOC Major Group Titles by Citizenship

Non-U.S. Citizens were dominant in Food Preparation and Serving Related Occupations, Personal Care and Service Occupations, Construction and Extraction Occupations, Building and Grounds Cleaning and Maintenance Occupations, Major Occupational Title Production Occupations, Installation, Maintenance, and Repair Occupations, and in Farming, Fishing, and Forestry Occupations.

U.S. citizens were dominant in Legal Occupations, Life, Physical, and Social Science Occupations, Community and Social Service Occupations, Office and Administrative Support Occupations, and in the Protective Service Occupations. See Chart 5 below and Table 5 in the Appendix for details.

Chart 5 SOC Major Titles by Citizenship: 2011 PWWAS, CNMI



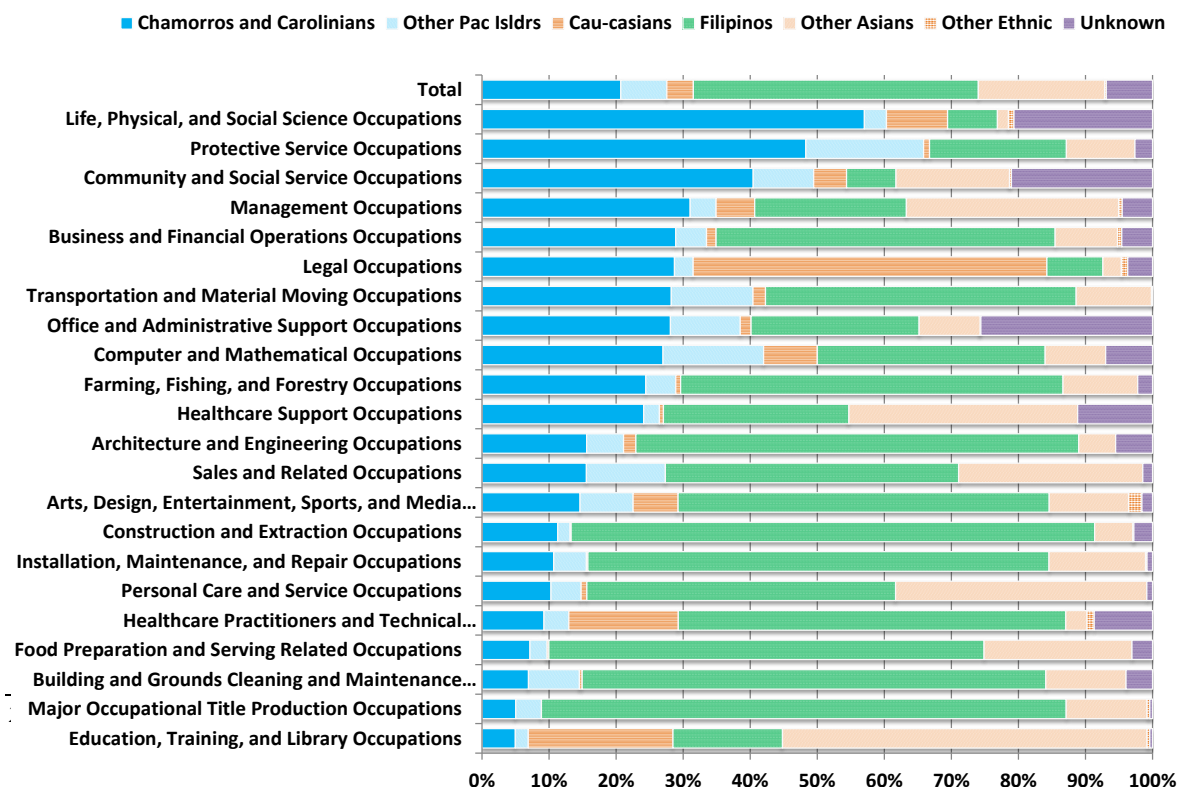
SOC Major Group Titles by Ethnic Group

Chamorros and Carolinians were dominant in the Life, Physical, and Social Science Occupations, Protective Service Occupations, and Community and Social Service Occupations. They were somewhat dominant in the Management Occupations, Business and Financial Operations, Legal Occupations, Transportation and Material Moving Occupations, Office Administrative Services Support Occupations, Computer and Mathematical Occupations, Farming, Fishing, and Forestry Occupations, and in the Healthcare Support Occupations. Caucasians were dominant in the Legal Occupations.

Filipinos were dominant in the highest number of different occupational major groups including the Major Occupational Title Production Occupations, Building and Grounds Cleaning and Maintenance Occupations, Food Preparation and Serving Related Occupations, Healthcare Practitioners and Technical Occupations, Construction and Extraction Occupations, Installation, Maintenance, and Repair Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, Architecture and Engineering Occupations, Farming, Fishing, and Forestry Occupations, Transportation and Material Moving Occupations, Sales and Related Occupations, Business and Financial Operations Occupations, and in the Personal Care and Service Occupations.

Other Asians were dominant in the Education, Training, and Library Occupations and somewhat dominant in Personal Care and Service Occupations, Healthcare Support Occupations, and in the Management Occupations. See Chart 6 below and Table 6 in the Appendix for details.

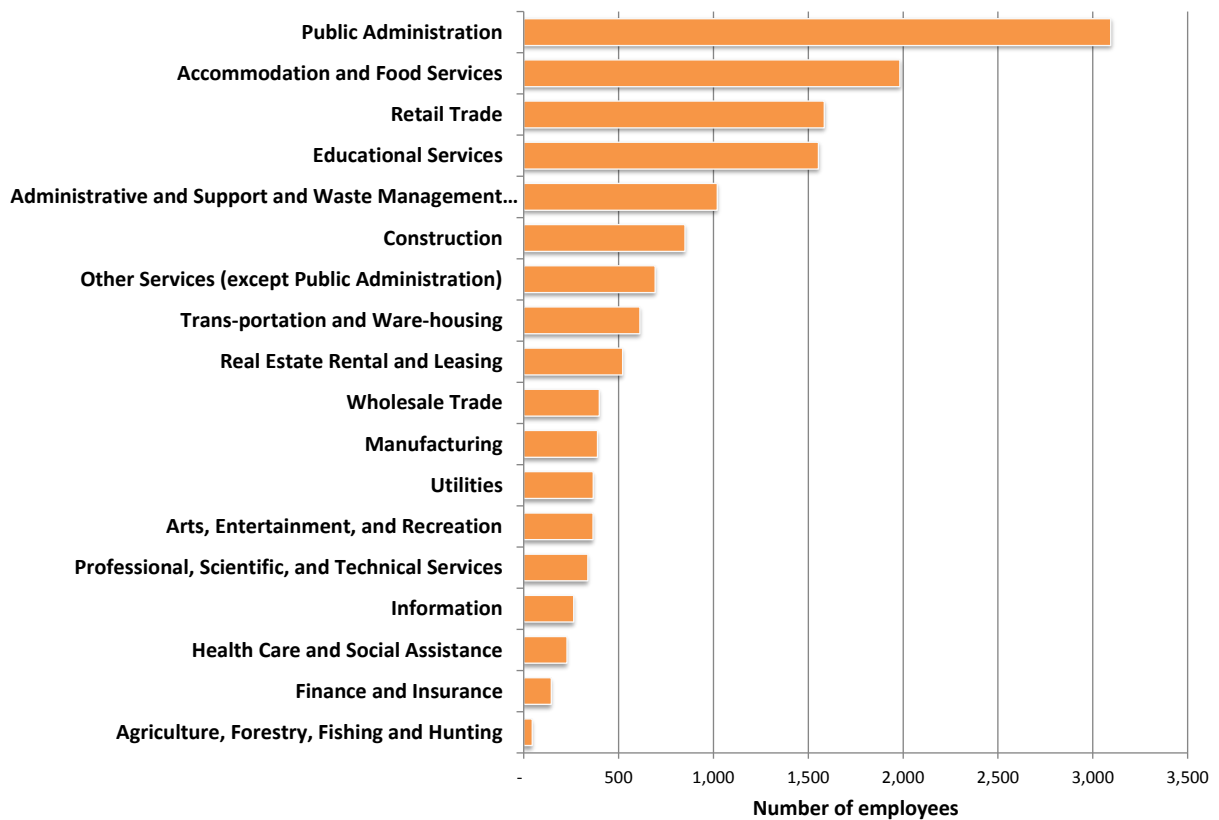
Chart 6 SOC Major Titles by Major Ethnic Group: 2011 PWWAS, CNMI



SOC Major Group Titles by Industry Major Group

The largest industry was the Public Administration, followed by the Accommodation and Food Services industry, Retail Trade, Education Services, Administrative and Support and Waste Management and Remediation Services, Construction, etc. See Chart 7 below for details. The Agriculture, Forestry, Fishing and Hunting industry was the smallest, in the number of employees reported. Please see Table 7 in Appendix A for details on SOC Major Group Titles by Industry Major Group.

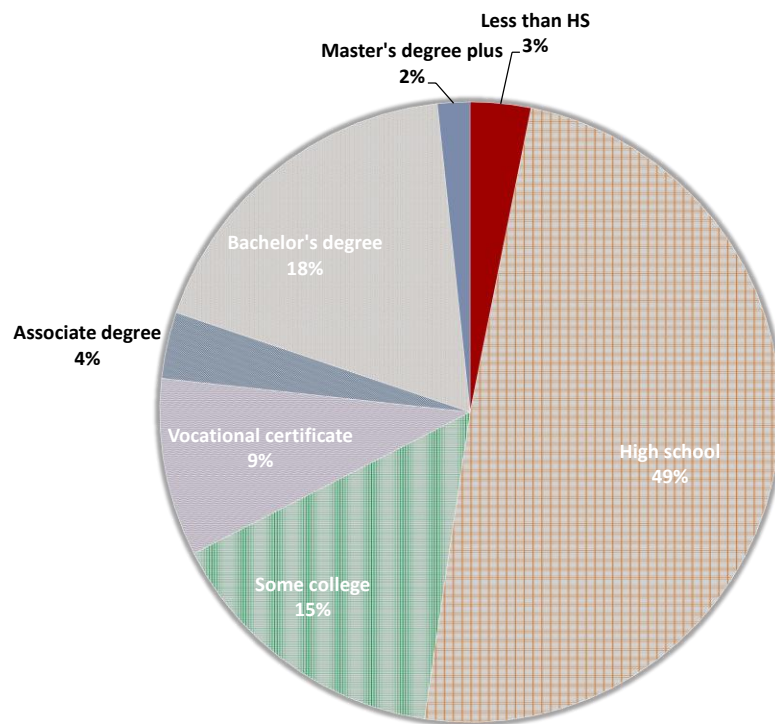
Chart 7 SOC Major Titles by Major Industry: 2011 PWWAS, CNMI



SMALL EMPLOYERS' EMPLOYEES' EDUCATION LEVELS

The findings in this section describe the education level of the small employers' employees segment of the total employed population at the time of the Study. Overall, 49% of employees of small employers were High School graduates, 18% had a Bachelor's, 15% had Some College, 9% had a Vocational Certificate, 4% had an Associate's degree, 2% had a Master's, and 3% had less than a High School diploma.

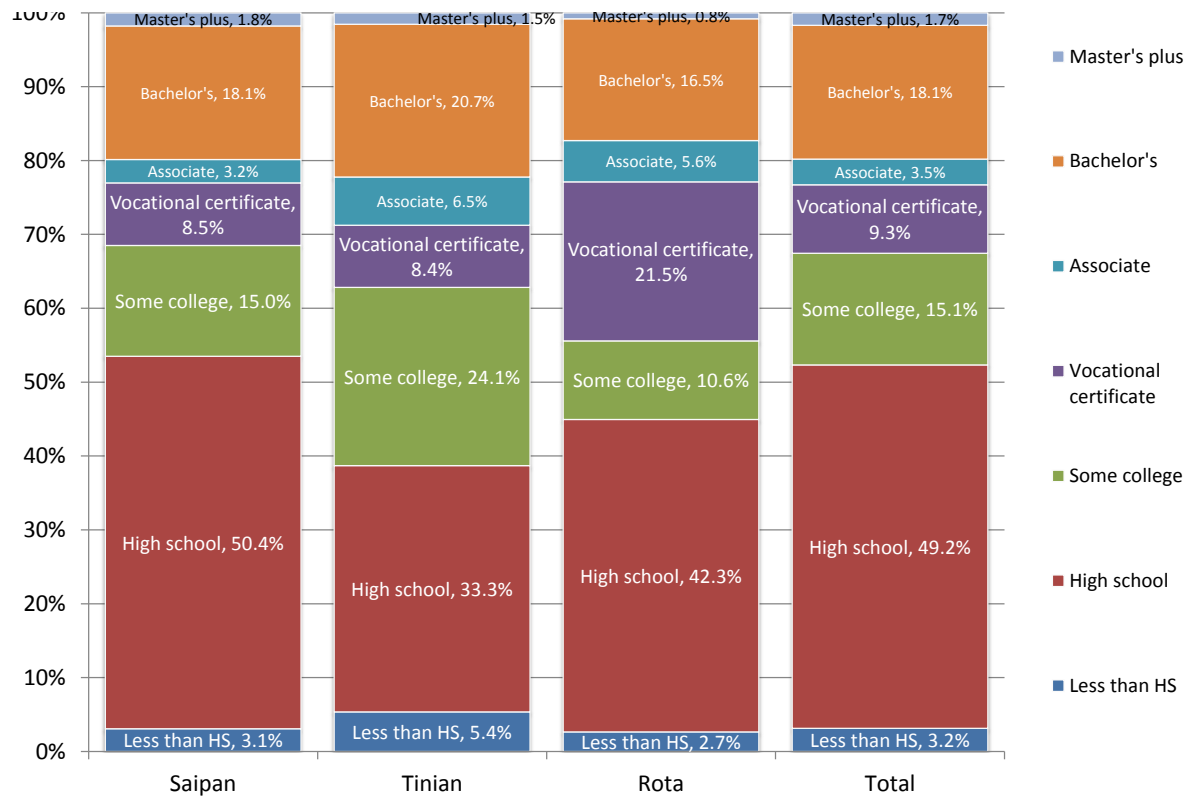
Chart 8.1 Small Employers' Employee's Education Level: 2011 PWWAS, CNMI



Small Employers' Employees' Education Level by Island

On each of the islands, employees with a High School education had the highest percentage. Tinian had the highest percent with Some College and a Bachelor's degree, while Rota had the highest percent with a Vocational Certificate. See Chart 8.2 below and Table 8 in the Appendix for details.

Chart 8.2 Small Employers' Employees' Education Level by Island: 2011 PWWAS, CNMI

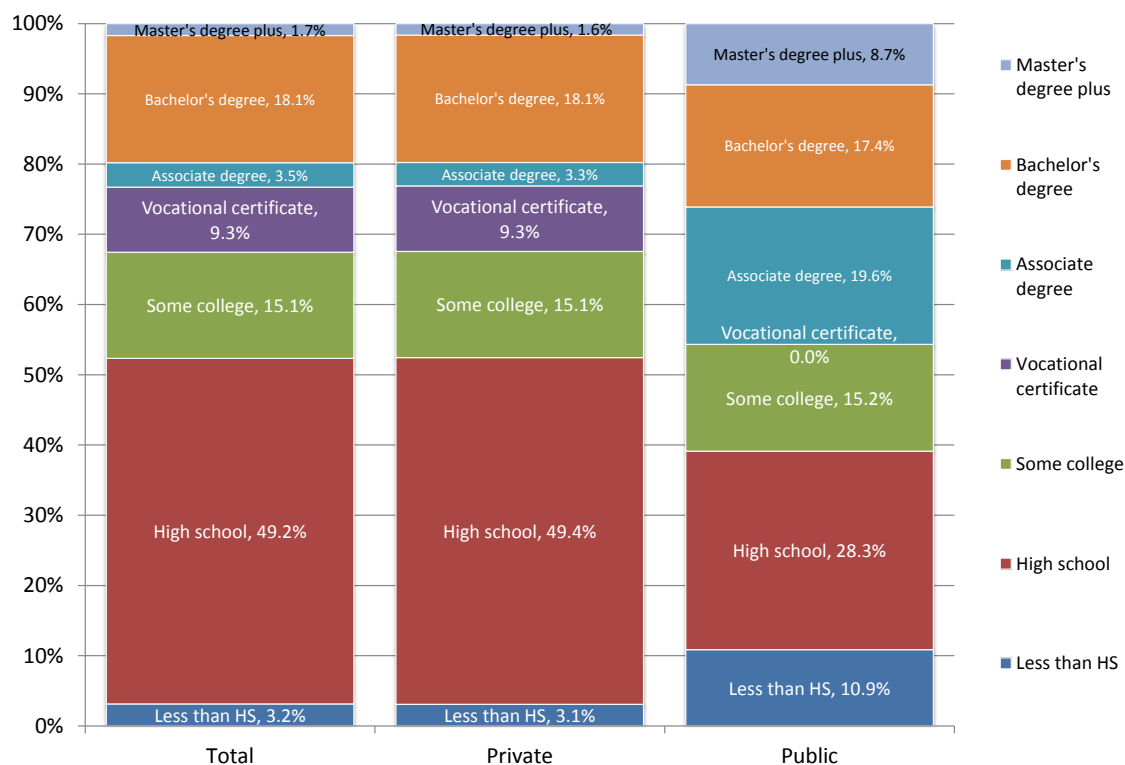


Small Employers' Employees' Education Level by Sector

A higher percentage of the Public sector had higher levels of education compared to the Private sector; however, the Public sector is a very small portion of this group as a whole.

Only some of the small employers in the Public sector reported level of educations and skills⁷. In the private sector, however, the majority of establishments were small employers most of whom reported their employees' level of education and skills; hence, the figures here represent well the Private sector. Private sector far outnumbered their counterpart in the Public sector, hence, the distribution of Education Level in the Private sector dictates the distribution of the group as a whole, as shown in Chart 9 below and in Table 9 in the Appendix A.

Chart 9 Small Employers' Employees' Education Level by Sector: 2011 PWWAS, CNMI

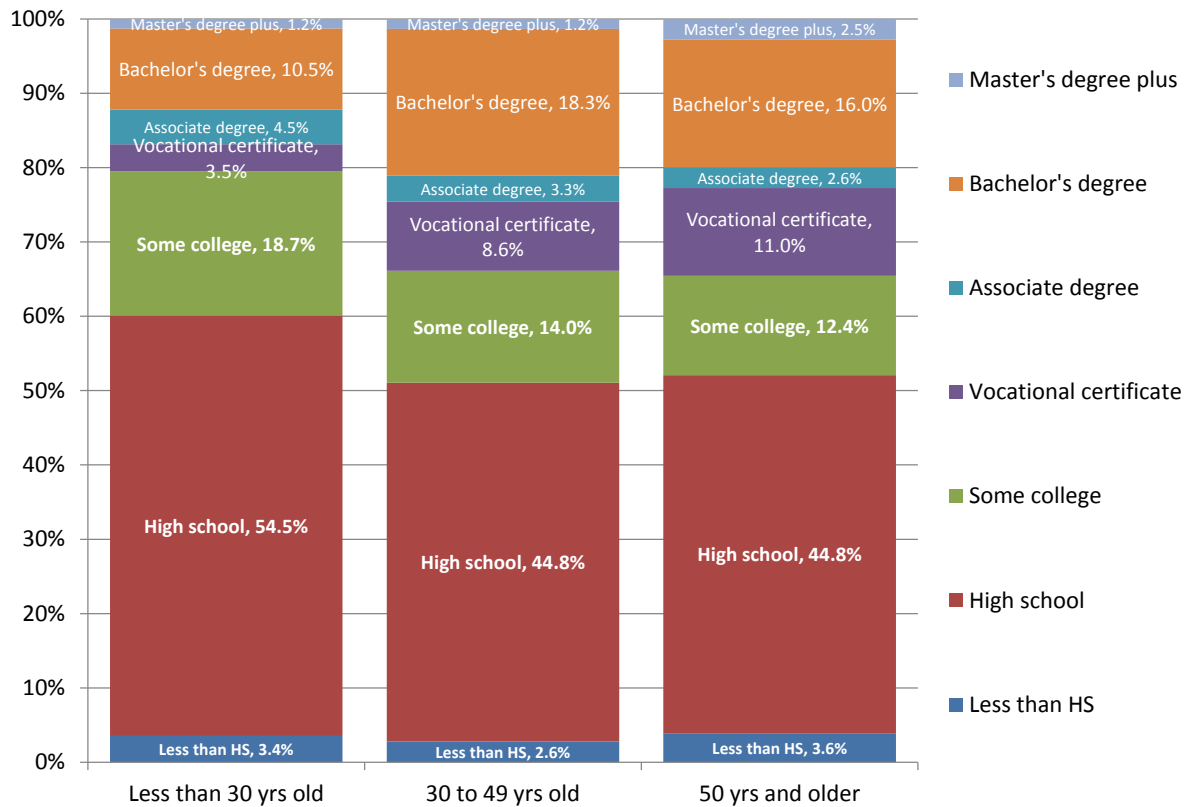


⁷ There were ten Public sector establishments at the time of the Study. Four Public sector small employers with a total of 46 employees reported employee Education Level. The larger public sector employers include the CNMI government, the Public School System, Commonwealth Utilities Corporations, and the Northern Marianas College. The Commonwealth Healthcare Corporation was still under the CNMI Government at the time of the Study. The CNMI Government was the largest single employer in the CNMI.

Small Employers' Employees' Education Level by Age Group

Expectedly, higher education level is directly related with employees' age: older workers tend to have completed higher levels of education, as shown in Chart 10 below. More than half of employees below age 30 had only a High School diploma, while higher percentages of employees aged 30 or more had a Bachelor's degree or a Master's degree. See Chart 10 below and Table 10 in the Appendix for details.

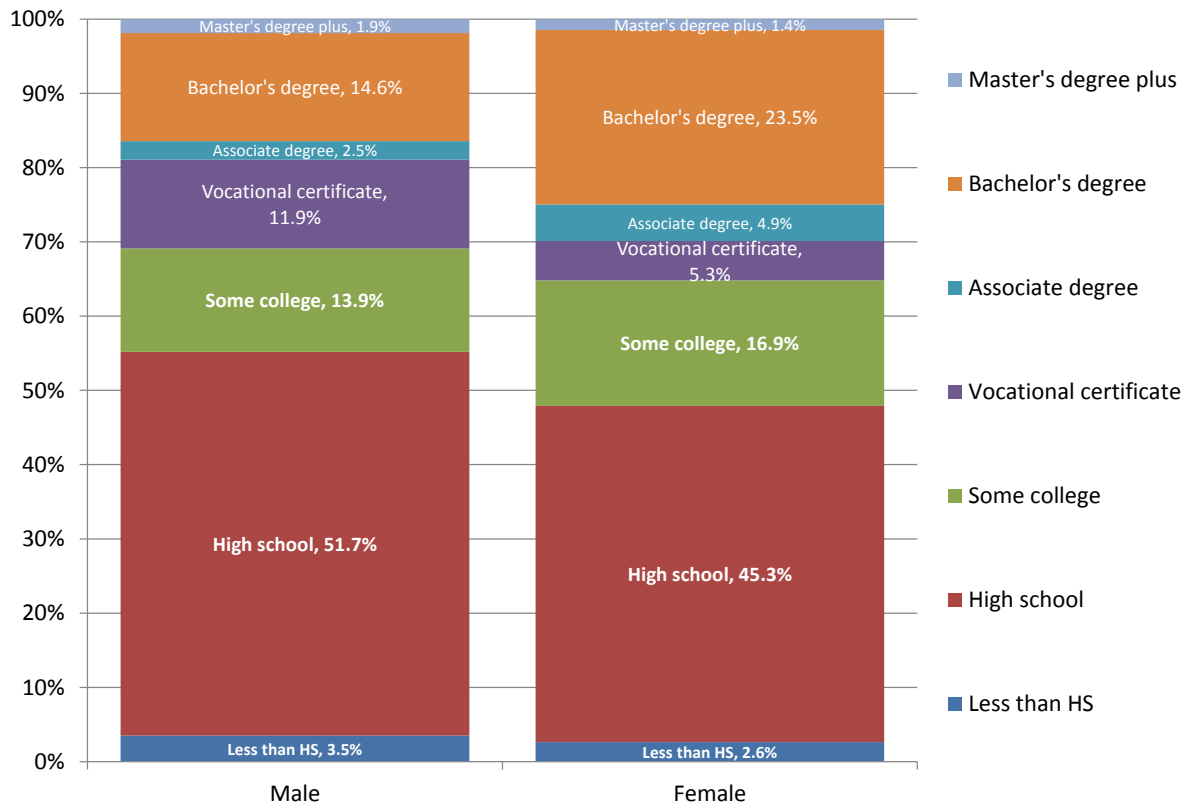
Chart 10 Small Employers' Employees Education Level by Age Group: 2011 PWWAS, CNMI



Small Employers' Employees' Education Level by Gender

An interesting finding by gender is that in this segment of the employed population, a higher percentage of Females have education levels higher than Males. For example, about 24% of employed Females, compared to about 15% of Males, had a Bachelor's degree. See Chart 11 below and Table 11 in the Appendix for details.

Chart 11 Small Employers' Employees' Education Level by Gender: 2011 PWWAS, CNMI

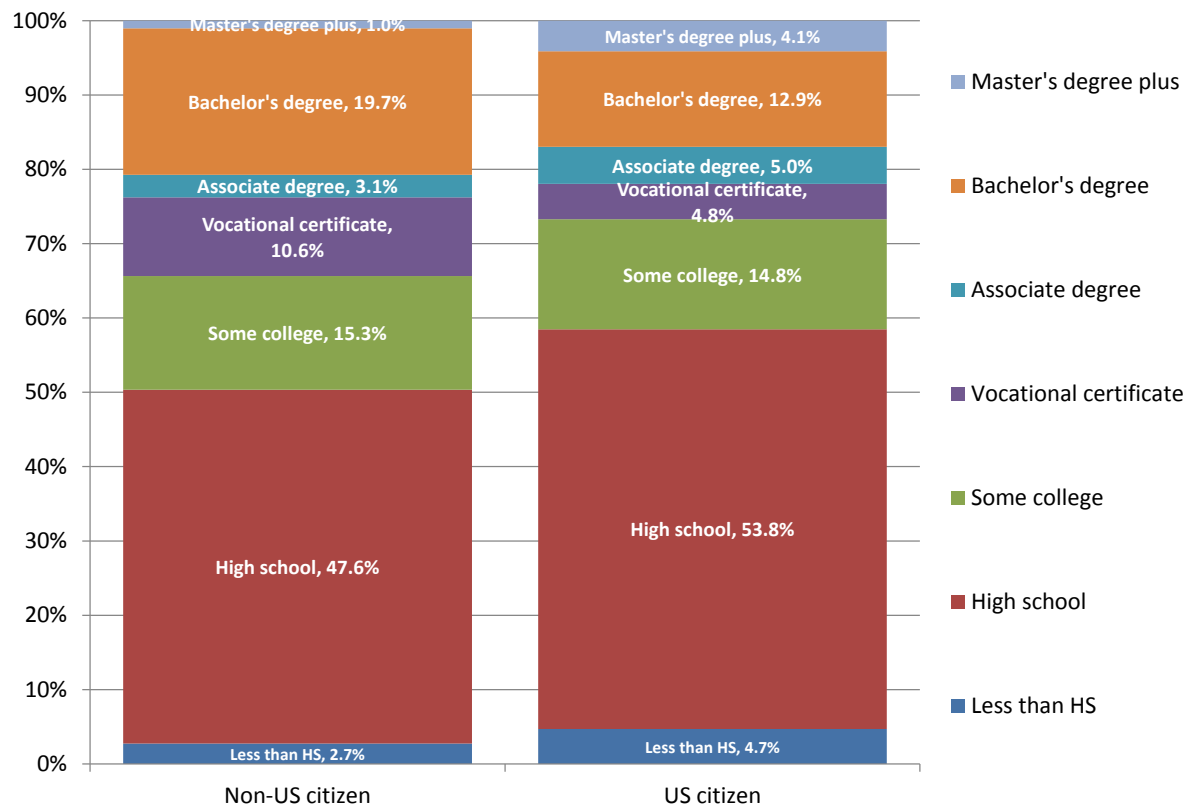


Small Employers' Employees' Education Level by Citizenship

About 50% of all U.S. citizens working for small employers had a High School diploma, 13% had Some College, about 12% had a Bachelor's, about 5% had an Associate's degree, and about 4% had a Master's degree.

About 45% of Non-U.S. citizens had a High School diploma, 19% had a Bachelor's, about 15% had Some College, and 10% had a Vocational certificate. See Chart 12 below and Table 12 in the Appendix for details.

Chart 12 Small Employers' Employees' Education Level by Citizenship: 2011 PWWAS, CNMI



Small Employers' Employees' Education Level by Ethnic Group

More than half (53%) of Chamorros and Carolinians working for small employers had a High School diploma, 14% had Some College, and about 6% had a Bachelor's, and about 5% had an Associate's degree.

More than one-third of Caucasians working for small employers had a Bachelor's degree and 22% had a Master's degree.

About 42% of Filipinos had a High School Diploma, about 21% had a Bachelor's, and about 16% had Some College, while 12% had a Vocational Certificate. See Chart 13 below and Table 13 in the Appendix for details.

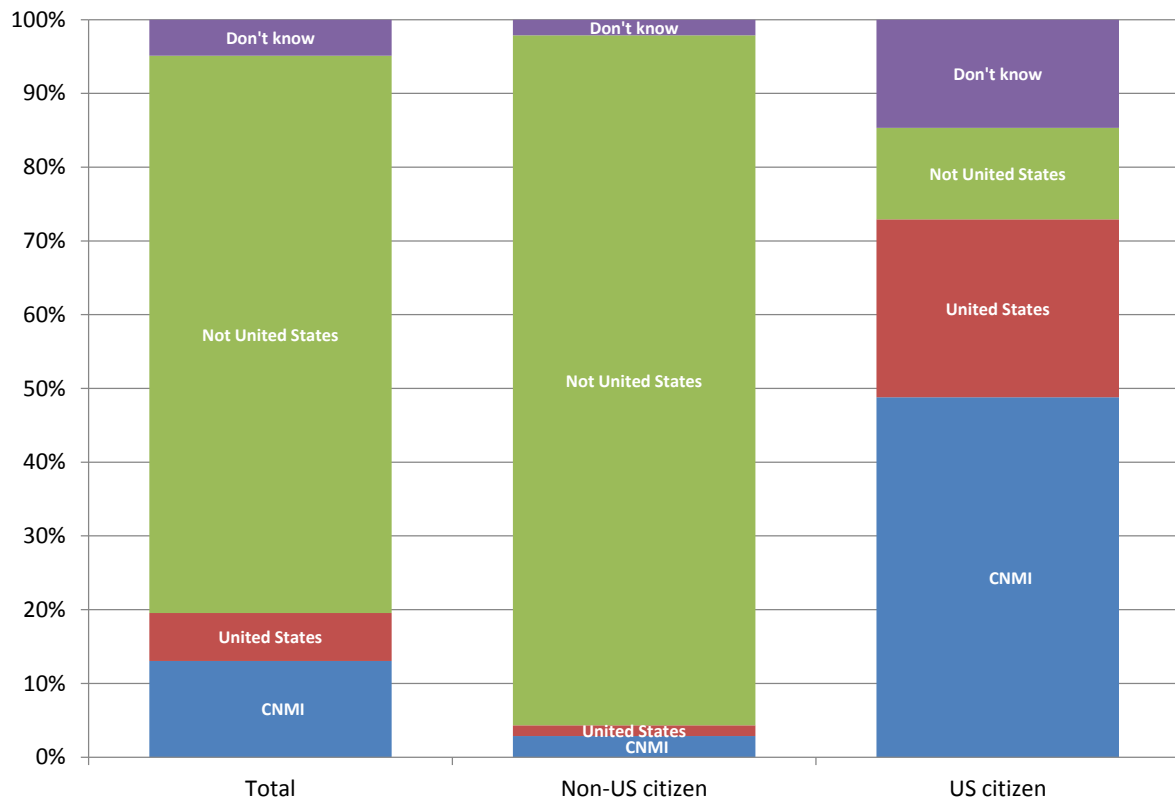
Chart 13 Small Employers' Employees' Education Level by Ethnic Group: 2011 PWWAS, CNMI



Small Employers' Employees' Place of Education

The vast majority (about 76%) of small employers' employees received their education and training from outside the United States. This is mainly because of the reliance of small employers on employees from outside of the United States, particularly from the Philippines, as well as other Asian countries. Disaggregating by citizenship, close to half (49%) of all U.S. citizen small employers' employees got their education and training in the CNMI, about 24% from the elsewhere in the U. S., about 12% from outside the U.S., with about 15% unknown. See Chart 14 below and Table 14.2 in the Appendix for more details.

Chart 14 Small Employers' Employees' Place of Education: 2011 PWWAS, CNMI



SMALL EMPLOYERS' EMPLOYEES' SKILLS

Like in the previous section, findings here describe only the small employers' employees and are not necessarily applicable to the entire employed workforce in the economy at the time of the Study. In the same presentation format, charts and notable points are shown here while related tables are referred to in the Appendix.

English Reading Skills

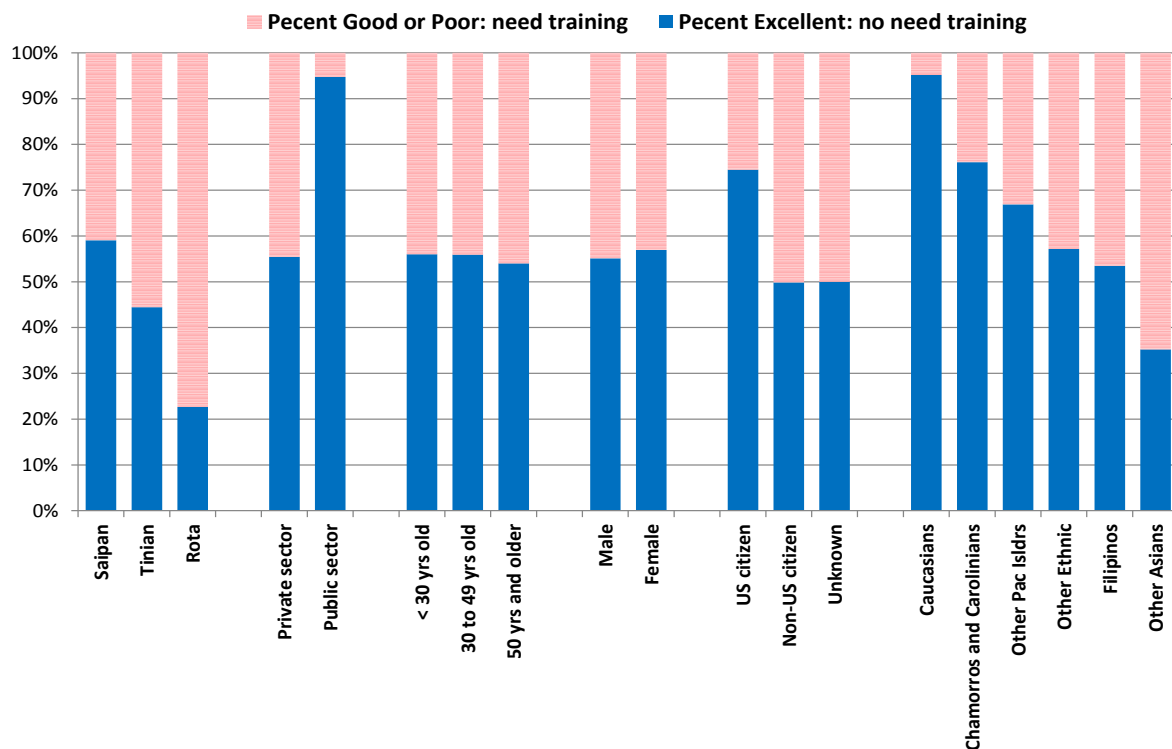
BY ISLAND: A higher percentage of small employers' employees in Rota and Tinian, than in Saipan, need some training in English Reading according to small employers. In numbers, however, Saipan had the vast majority of the small employers' employees in this area.

BY SECTOR: Almost half (45%) of the Private sector small employers' employees need some training in English Reading, compared to only about 5% in Public sector. However, the Public sector is a tiny portion of the group as a whole.

BY AGE GROUPS: There is not a big difference by age groups, little less than half of small employers' employees in all age groups need some training in English Reading.

BY GENDER: There is no big difference by gender, less than half of both Male and Female employees need some training in English Reading.

Chart 15.1 Small Employers' Employees English Reading Skills by Demographics: 2011 PWWAS, CNMI

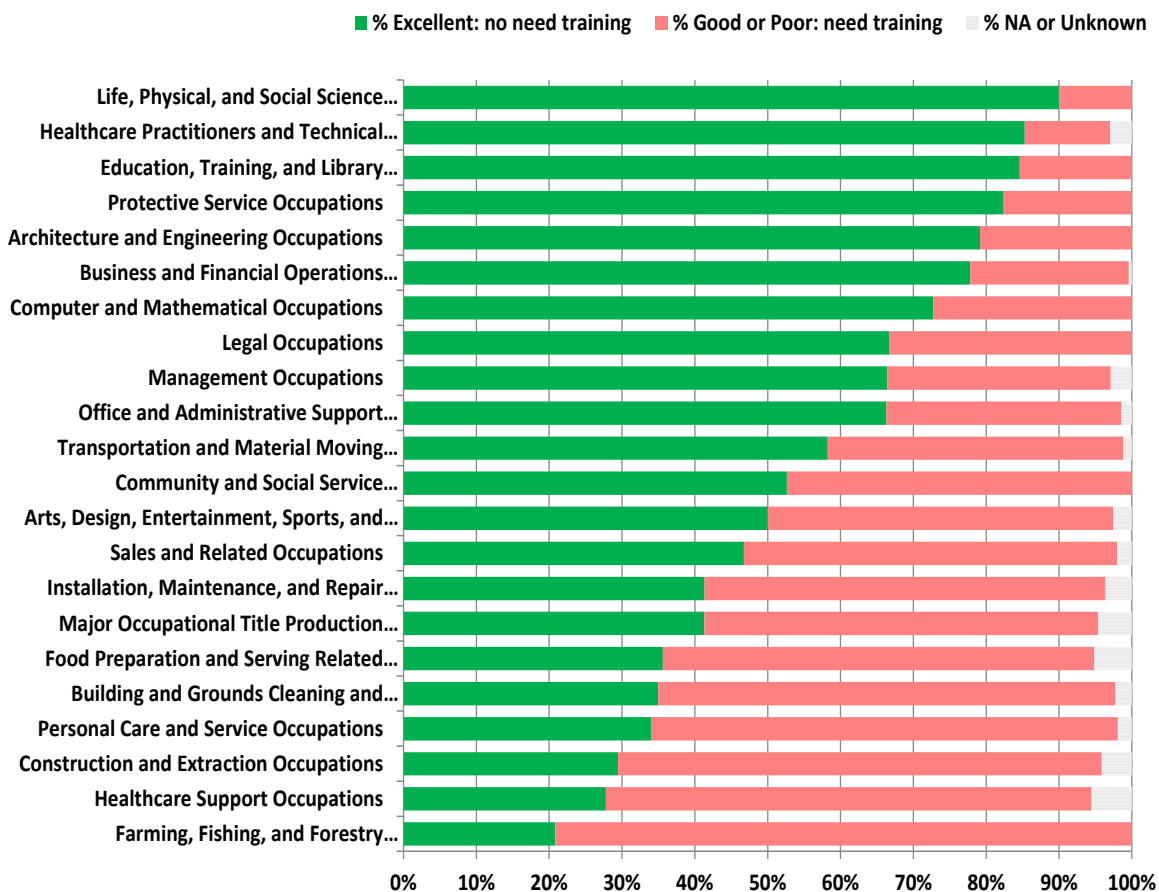


BY U.S. CITIZENSHIP: About a quarter of U.S. citizens and about half of non-U.S. citizens need some training in English Reading.

BY MAJOR ETHNIC GROUPS: Only about 5% of Caucasians need some training in English Reading. About 24% of Chamorros and Carolinians, 35% of Other Pacific Islanders, 48% of Filipino working for small employers need some training in English Reading. See Chart 15.1 and Table 15.1 in the Appendix for details.

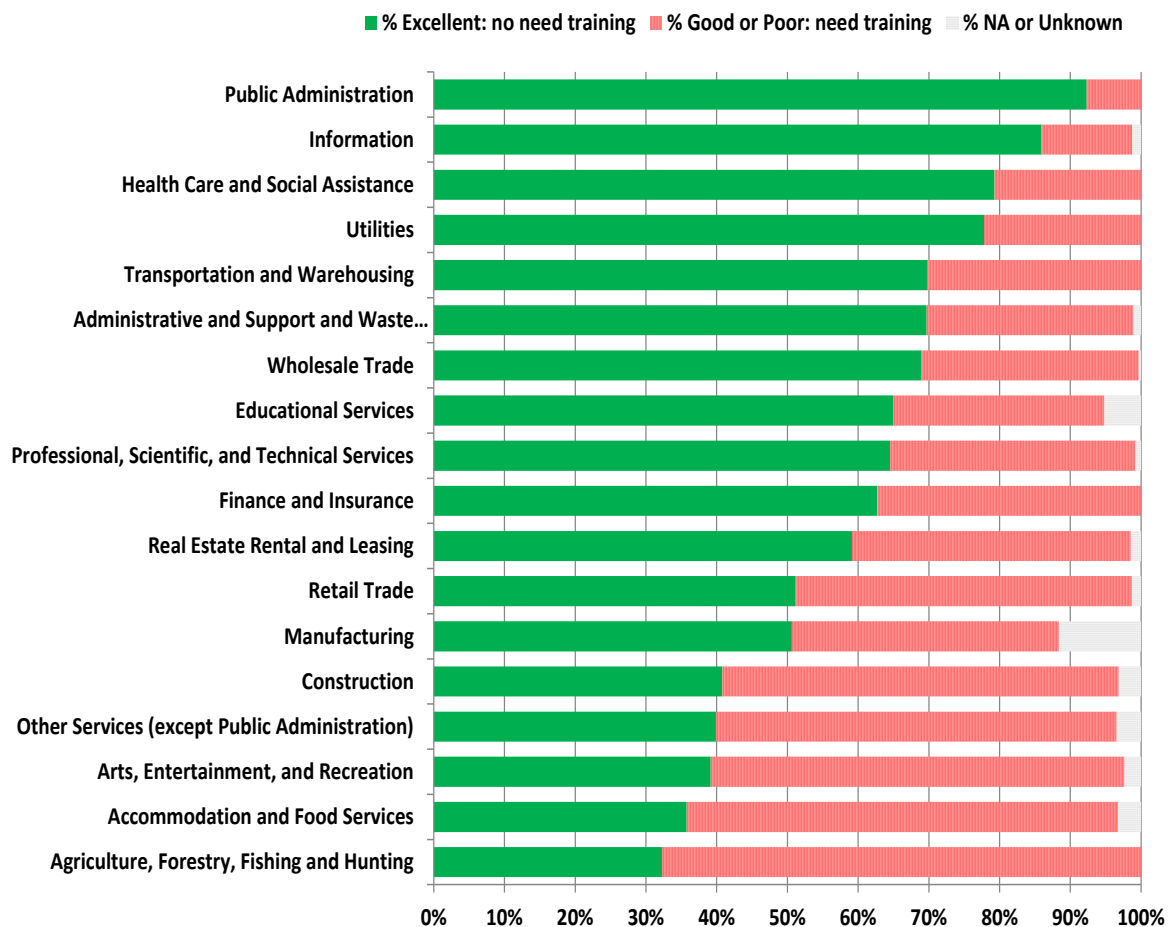
BY SOC MAJOR GROUP TITLES: A higher percentage in the Farming, Fishing, and Forestry Occupations need some training in English Reading, followed by those in Healthcare Support Occupations, Construction and Extraction Occupations, Personal Care and Services Occupations, Building and Grounds, Cleaning, and Maintenance Occupations, Food Preparation and Serving Related Occupations, Major Occupational Title Production Occupations, Installation, Maintenance, and Repair Occupations, and Sales and Related Occupations. See Chart 15.2 and Table 15.2 for more details.

Chart 15.2 Small Employers' Employees English Reading Skills by SOC Major Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUP: A higher percentage in the Agriculture, Forestry, Farming and Mining industry need some training in English Reading, followed by those in the Accommodation and Food Services, Art, Entertainment, and Recreation, Other Services (except Public Administration), Construction, Manufacturing, and Retail Trade. See Chart 15.3 and Table 15.2 for more details.

Chart 15.3 Small Employers' Employees' English Reading Skills by Industry Major Group: 2011 PWWAS, CNMI



English Speaking Skills

BY ISLAND: Similar to English Reading, a higher percentage of small employers' employees in Rota and Tinian, than in Saipan, need some training in English Speaking. In numbers, however, Saipan has the vast majority of this group. See Chart 16.1 and Table 16.1 for details.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in English Speaking, compared to those in the Public sector; however, the Public sector portion of this group is tiny, compared to the Private sector in this group as a whole.

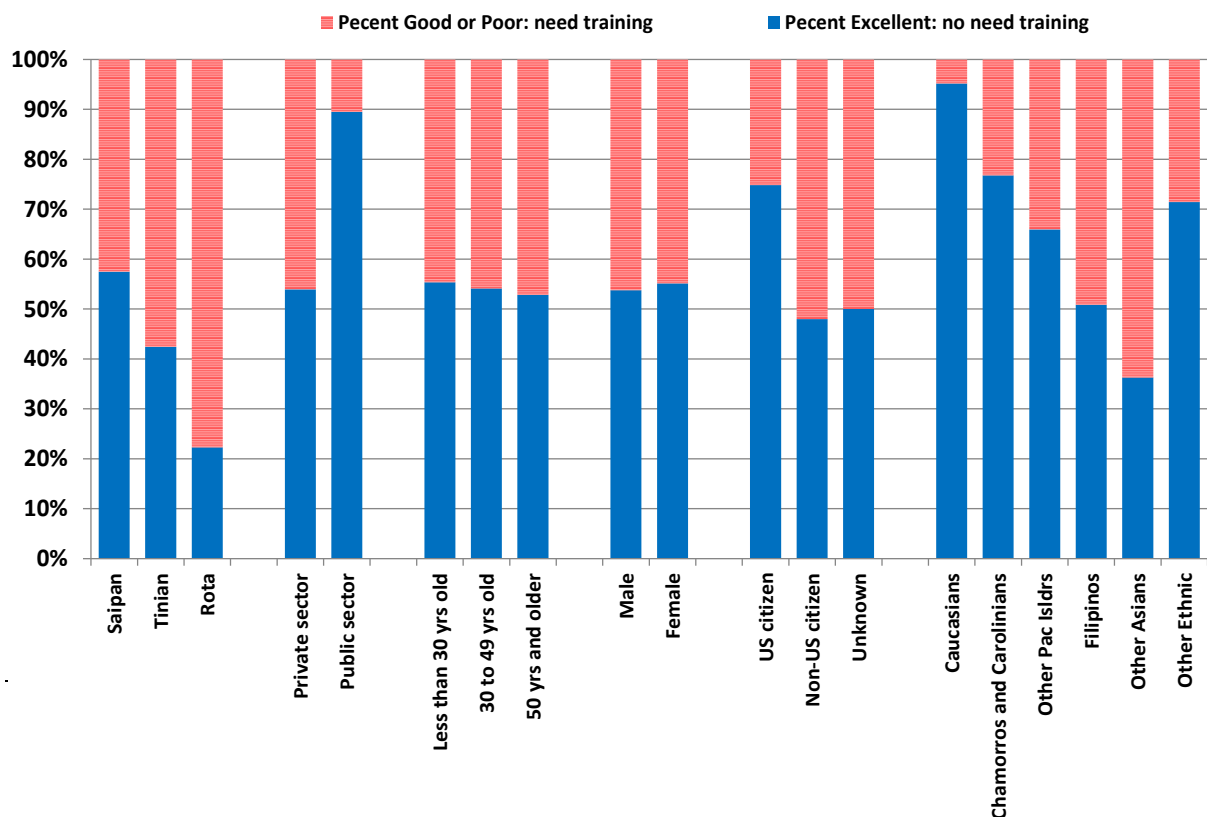
BY AGE GROUP: There is no big difference by age groups, little less than half of in all age groups need some training in English Speaking.

BY GENDER: There is no big difference by gender, less than half of both Male and Female need some training in English Speaking.

BY U.S. CITIZENSHIP: About a quarter of U.S. citizens and more half of non-U.S. citizens need some training in English Speaking.

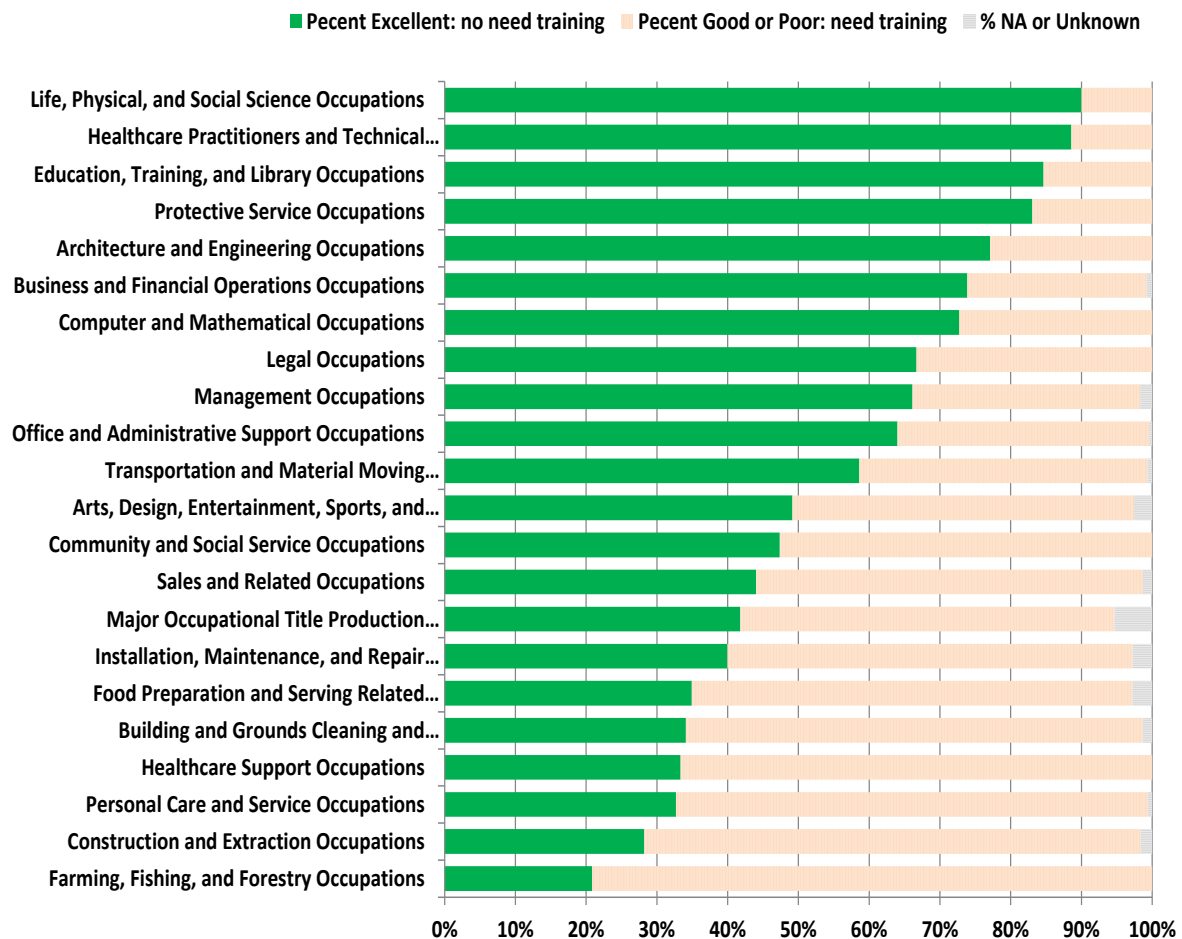
BY MAJOR ETHNIC GROUPS: Similar to English Reading, only about 5% of Caucasians needs some training in English Speaking. About 24% of Chamorros and Carolinians, 35% of Other Pacific Islanders, 48% of Filipino working for small employers need some training in English Speaking. See Chart 16.1 below and Table 16.1 in the Appendix for more details.

Chart 16.1 Small Employers' Employees English Speaking Skills by Demographics:
2011 PWWAS. CNMI



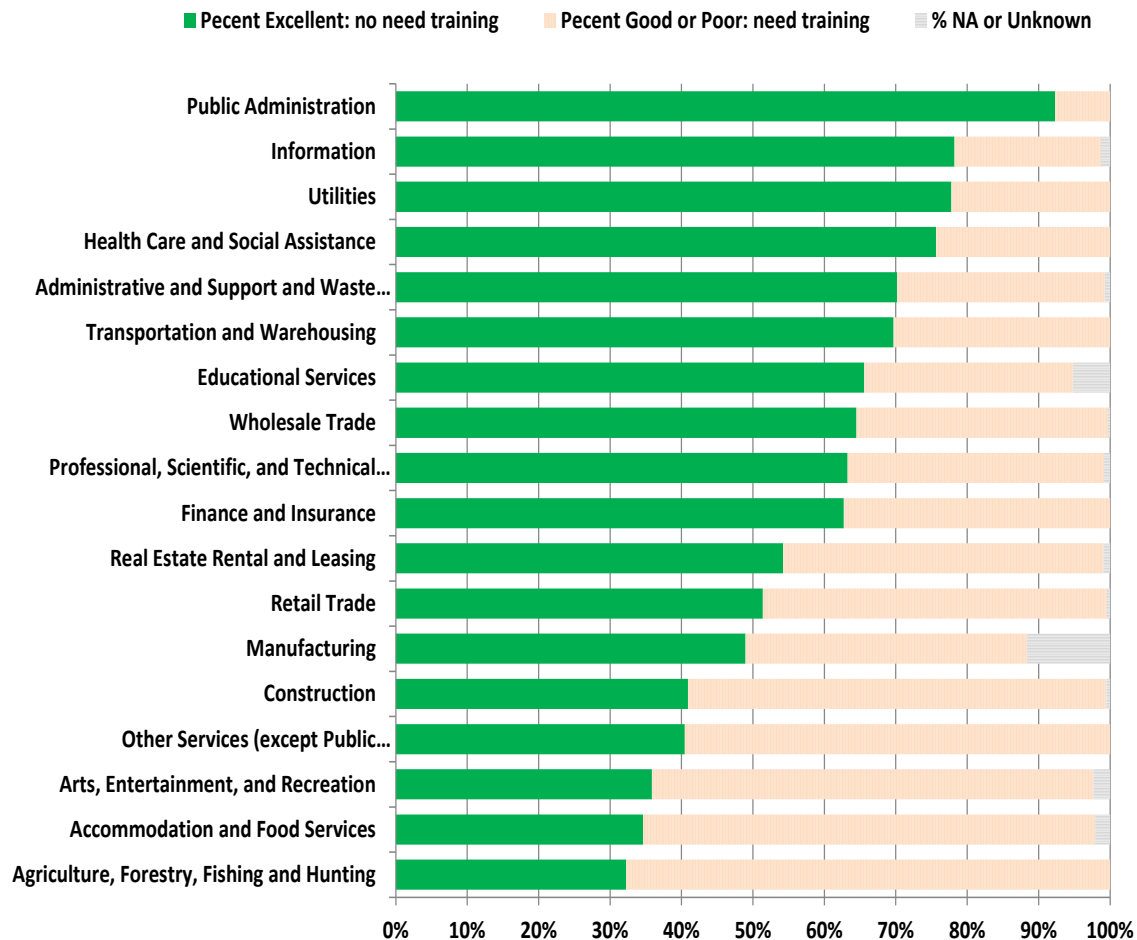
BY SOC MAJOR GROUP TITLES: A higher percentage in the Farming, Fishing, and Forestry Occupations need training in English Speaking, followed by those in Healthcare Support Occupations, Construction and Extraction Occupations, Personal Care and Services Occupations, Building and Grounds, Cleaning, and Maintenance Occupations, Food Preparation and Serving Related Occupations, Major Occupational Title Production Occupations, Installation, Maintenance, and Repair Occupations, and Sales and Related Occupations. See Chart 16.2 and Table 16.2 for more details.

Chart 16.2 Small Employers' Employees English Speaking Skills by SOC Major Group Titles: 2011 PWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Similar to English Reading, a higher percentage in the Agriculture, Forestry, Farming and Mining industry need some training in English Speaking, followed by those in the Accommodation and Food Services, Art, Entertainment, and Recreation, Other Services (except Public Administration), Construction, Manufacturing, and Retail Trade. See Chart 16.3 and Table 16.2 for more details.

Chart 16.3 Small Employers' Employees English Speaking Skills by Industry Major Group: 2011 PWVAS, CNMI



English Writing Skills

BY ISLAND: Similar to English Reading and Speaking, a higher percentage of small employers' employees in Rota and Tinian, than in Saipan, need some training in English Writing. In numbers, however, Saipan has the vast majority of this group.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in English Writing, compared to those in the Public sector; however, the Public sector portion is tiny portion of the group as a whole.

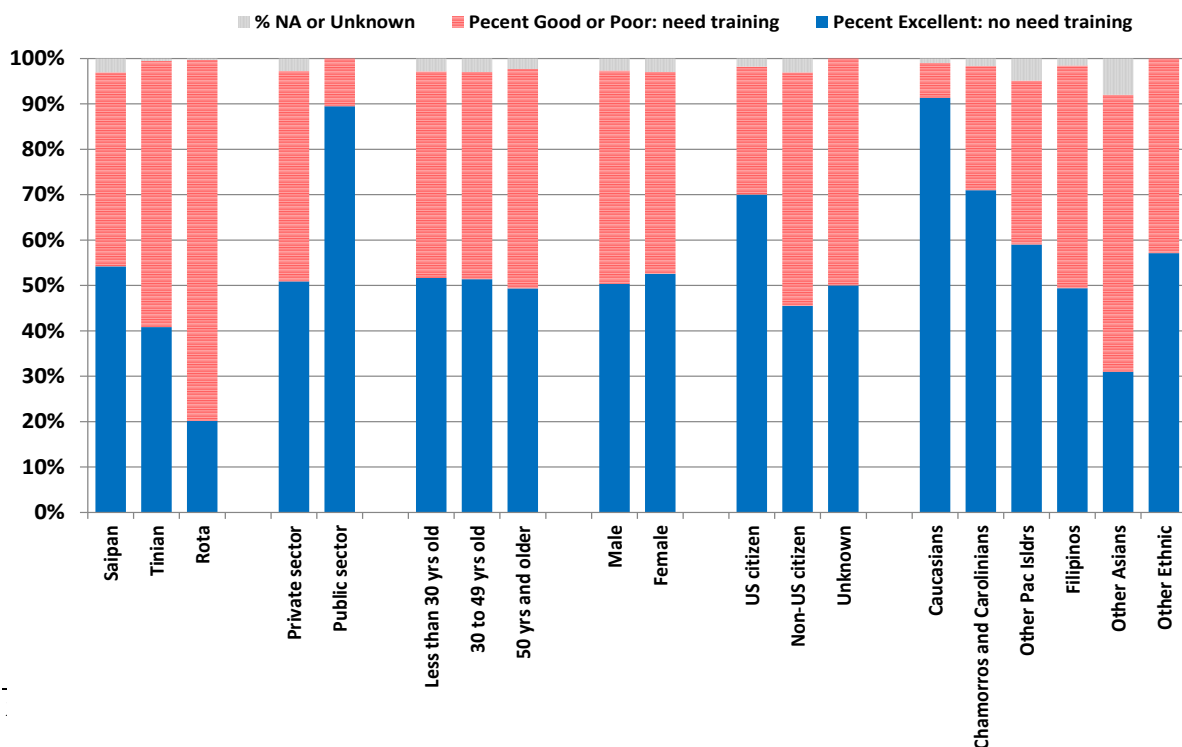
BY AGE GROUPS: There is no big difference by Age groups; little less than half in all age groups need some training in English Writing.

BY GENDER: There is no big difference by Gender, slightly less than half of both Male and Female need some training in English Writing.

BY U.S. CITIZENSHIP: About a quarter of U.S. citizen and more than half of non-U.S. citizens need some training in English Writing.

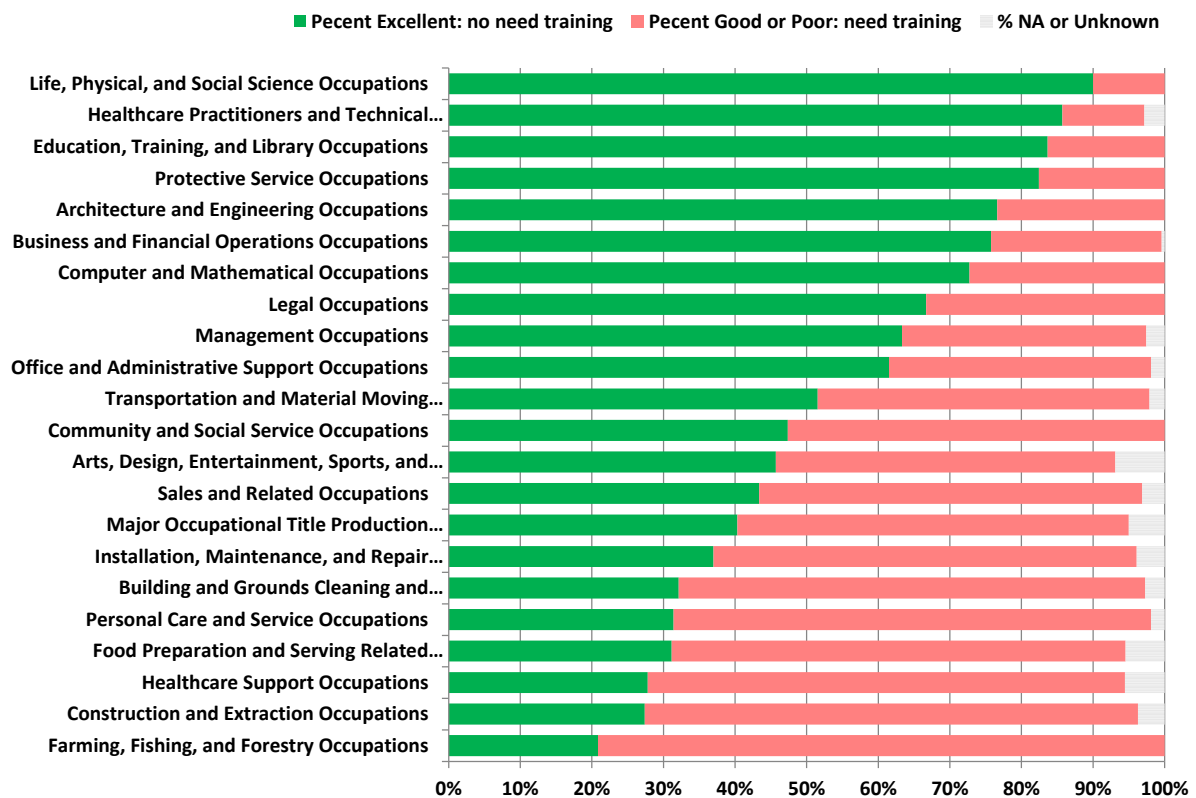
BY MAJOR ETHNIC GROUPS: Similar to English Reading and Speaking, only about 8% of Caucasians needs some training in English Writing. About 27% of Chamorros and Carolinians, 36% of Other Pacific Islanders, and 49% of Filipinos working for small employers need some training in English Writing. See Charts 17.1 and Table 17.1 for more details.

Chart 17.1 Small Employers' Employees English Writing Skills by Demographics:
2011 PWWAS, CNMI



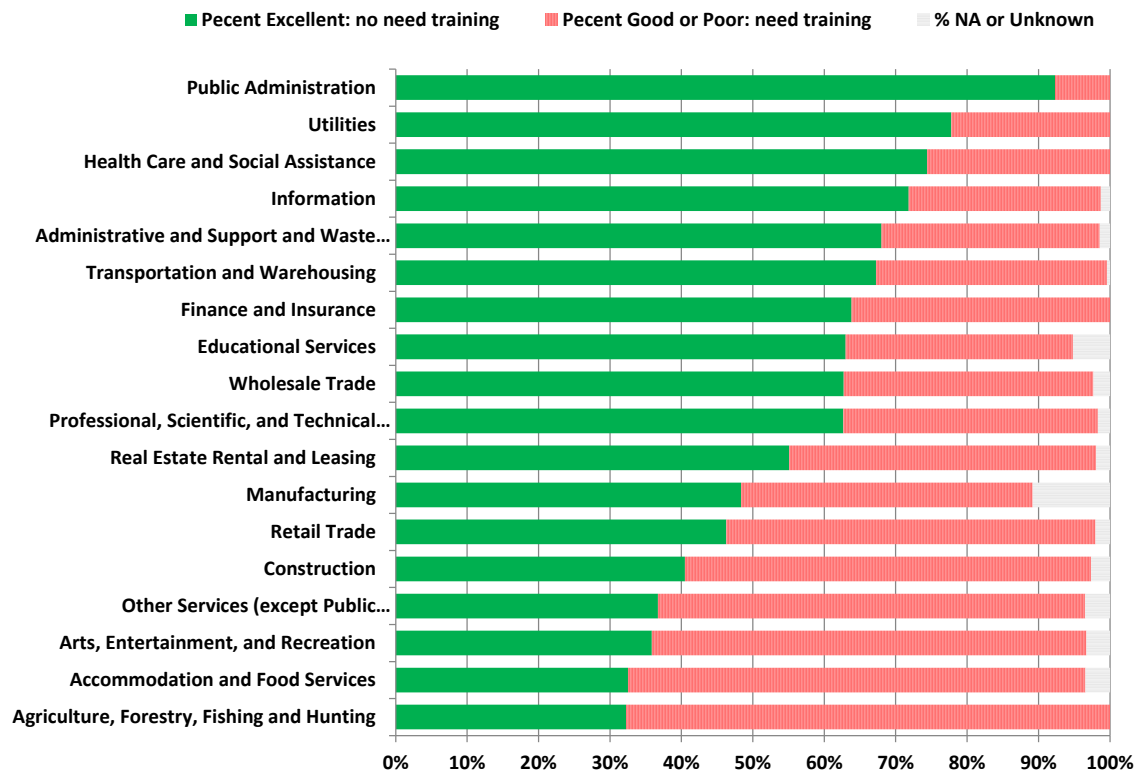
BY SOC MAJOR GROUP TITLES: A higher percentage in the Farming, Fishing, and Forestry Occupations need some training in English Writing, followed by those in Healthcare Support Occupations, Construction and Extraction Occupations, Personal Care and Services Occupations, Building and Grounds, Cleaning, and Maintenance Occupations, Food Preparation and Serving Related Occupations, Major Occupational Title Production Occupations, Installation, Maintenance, and Repair Occupations, and Sales and Related Occupations. See Chart 17.2 and Table 17.2 for more details.

Chart 17.2 Small Employers' Employees English Writing Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Similar to English Speaking and Reading, a higher percentage in the Agriculture, Forestry, Farming and Mining industry needs some training in English Writing, followed by those in the Accommodation and Food Services, Art, Entertainment, and Recreation, Other Services (except Public Administration), Construction, Manufacturing, and Retail Trade. See Chart 17.3 and Table 17.2 for more details.

Chart 17.3 Small Employers' Employees English Writing Skills by Industry Major Group: 2011 PWWAS, CNMI



Basic Arithmetic skills

BY ISLAND: Rota has the highest percentage of small employers' employees who need some training in Basic Arithmetic followed by Saipan and Tinian; although in numbers, Saipan has the majority of this group as a whole.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in Basic Arithmetic, compared to those in the Public sector; however, the Public sector is a very small portion of this group.

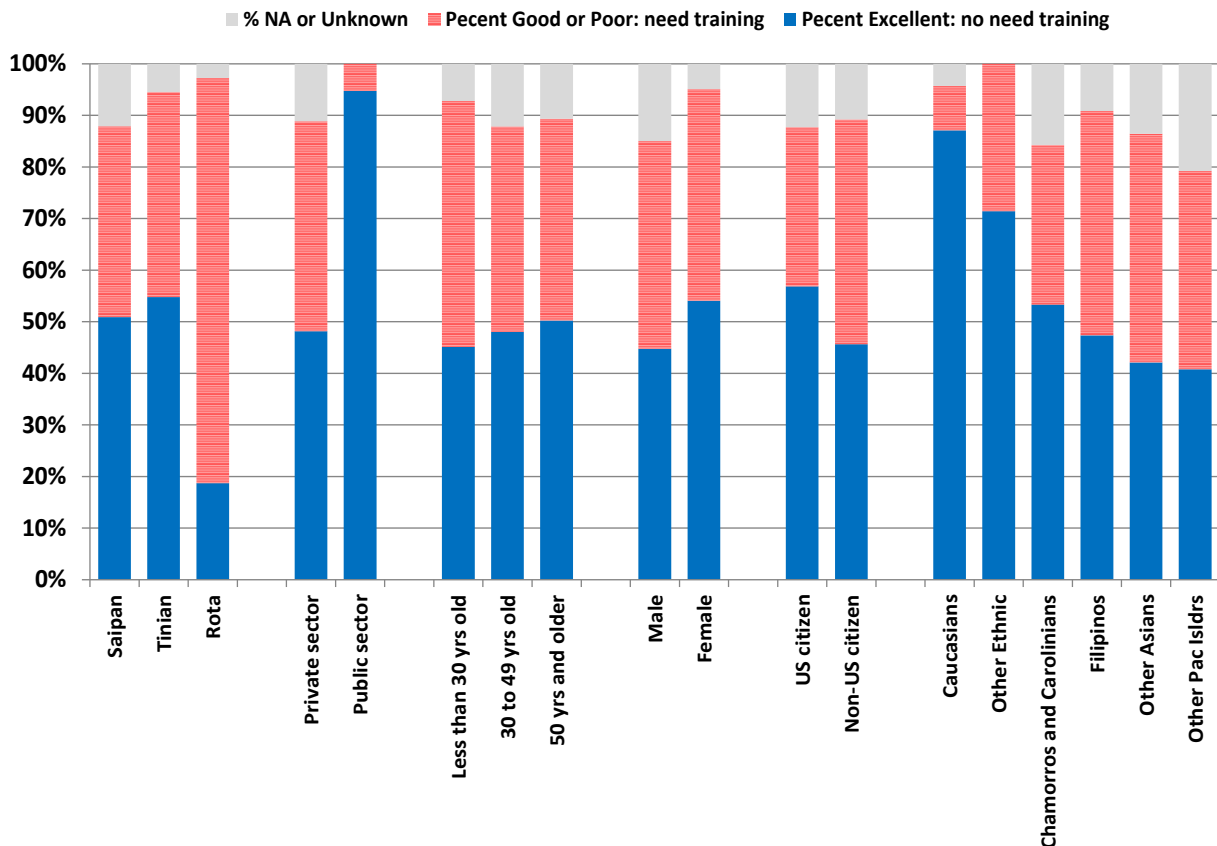
BY AGE GROUPS: A higher percentage of the less than 30 Age group need some training in Basic Arithmetic compared to those in the higher age groups.

BY GENDER: A higher percentage of Females, compared to Males, had excellent skills in Basic Arithmetic, but about the same percentage of both need some training in this area.

BY U.S. CITIZENSHIP: A higher percentage of non-U.S. citizens, compared to U.S. citizens, need some training in Basic Arithmetic.

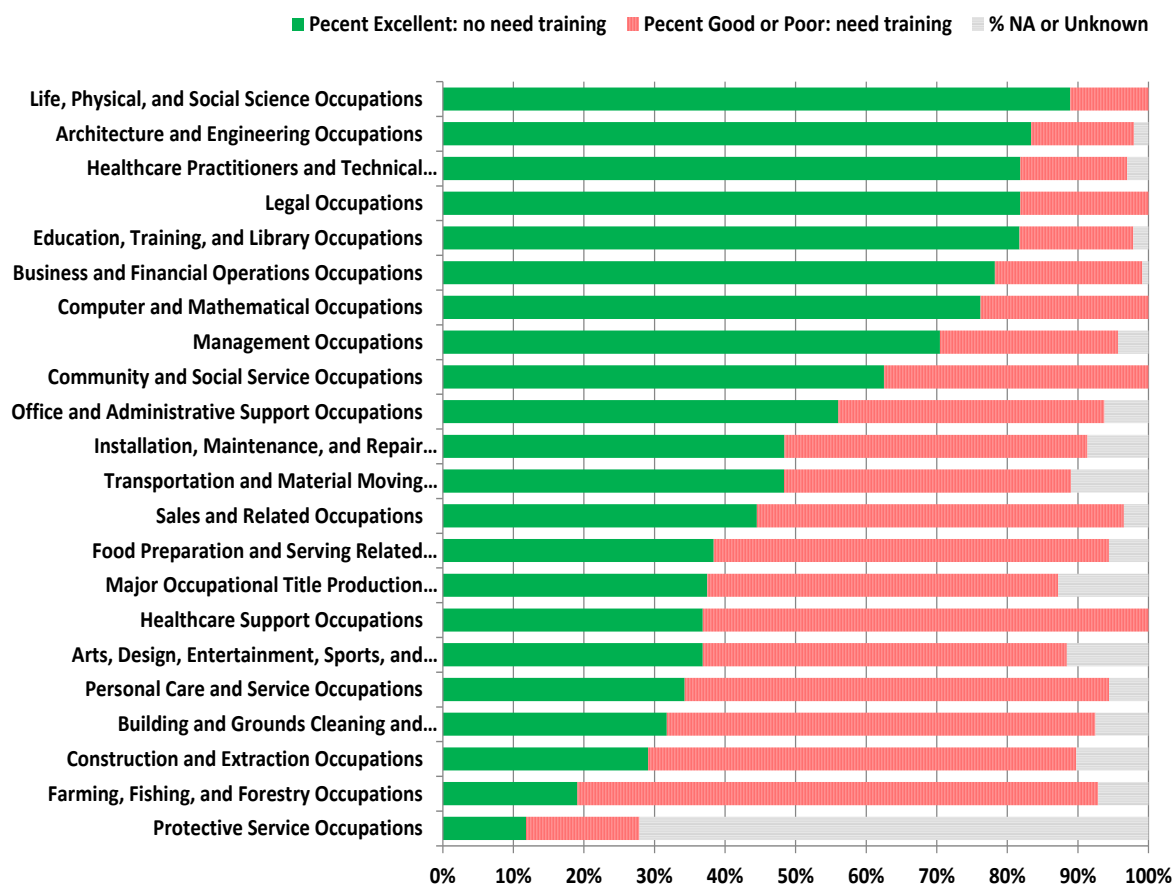
BY MAJOR ETHNIC GROUPS: Only about 9% of Caucasians needs some training in Basic Arithmetic; about 31% of Chamorros and Carolinians and about 44% of Filipino working for small employers need some training in Basic Arithmetic. See Chart 18.1 and Table 18.1 for details.

Chart 18.1 Small Employers' Employees Basic Arithmetic Skills by Demographics: 2011 PWWAS, CNMI



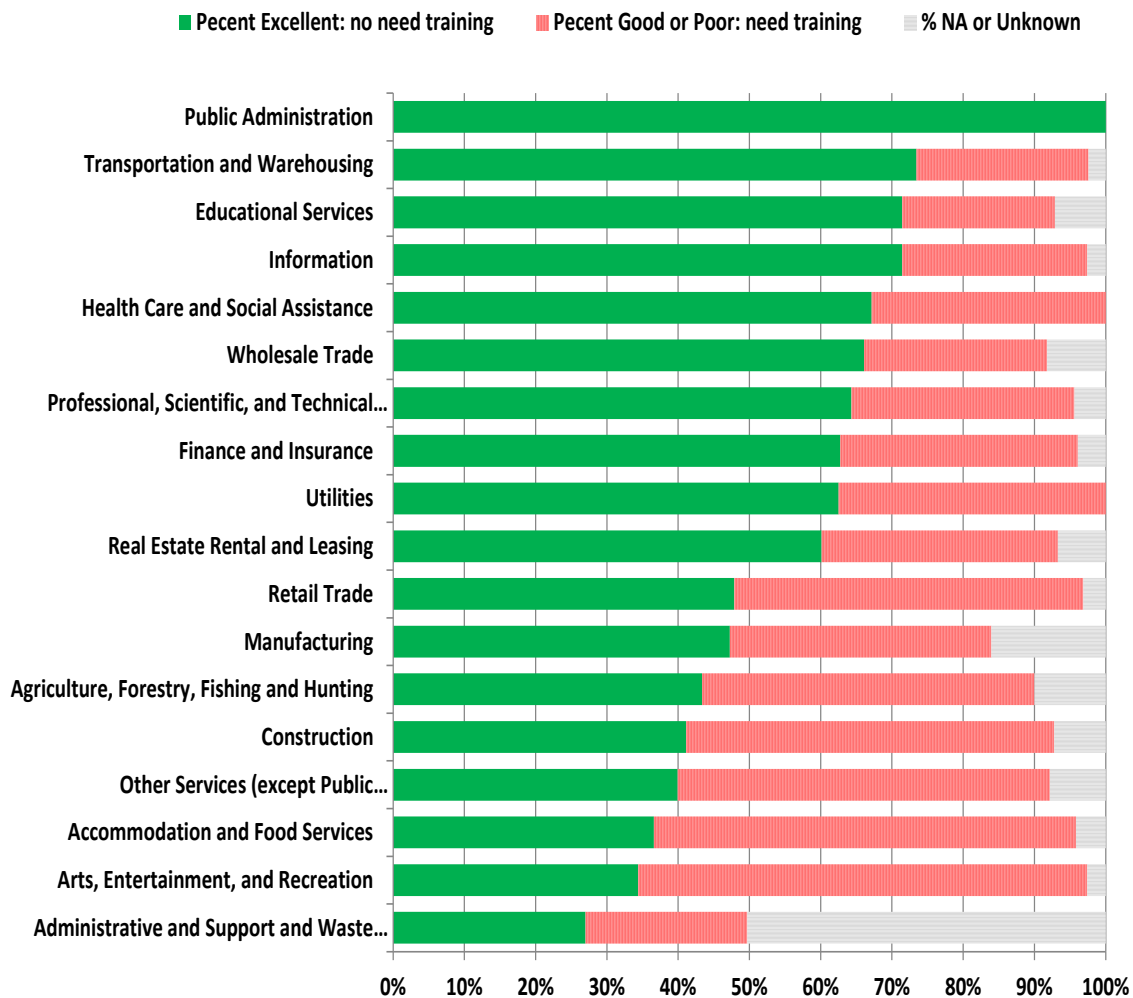
BY SOC MAJOR GROUP TITLES: A higher percentage in the Farming, Fishing, and Forestry Occupations need some training in Basic Arithmetic, followed by those in the Healthcare Support occupations, Construction and Extraction Occupations, Building and Grounds, Cleaning, and Maintenance Occupations, Healthcare Support Occupations, , Personal Care and Services Occupations, Food Preparation and Serving Related Occupations, and Sales and Related Occupations. See Chart 18.2 and Table 18.2 in the Appendix for more detail.

Chart 18.2 Small Employers' Employees Basic Arithmetic Skills by SOC Major Group Titles: 2011 PWAS, CNMI



BY INDUSTRY MAJOR GROUPS: The Art, Entertainment, and Recreation industry had the highest percentage of employees that need some training in Basic Arithmetic skills followed by Accommodation and Food Services, Other Services (except Public Administration), Construction, Retail Trade, and Agriculture, Forestry, Farming and Mining. See Chart 18.3 and Table 18.2 in the Appendix for more detail.

Chart 18.3 Small Employers' Employees Basic Arithmetic Skills by Industry Major Group: 2011 PWWAS, CNMI



Accounting Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Accounting followed by Rota and Saipan; however, a vast majority of this group is in Saipan. In addition, accounting skills may be required only for certain types of jobs; more than half of small employers' employees may not need Accounting skills--indicated by the gray-colored portion of the chart columns identified as "NA or Unknown" in Chart 19.1.

BY SECTOR: A higher percentage of the Public sector small employers' employees need some training in Accounting, compared to those in the Private sector; however, the Public sector is a tiny portion of this group as a whole.

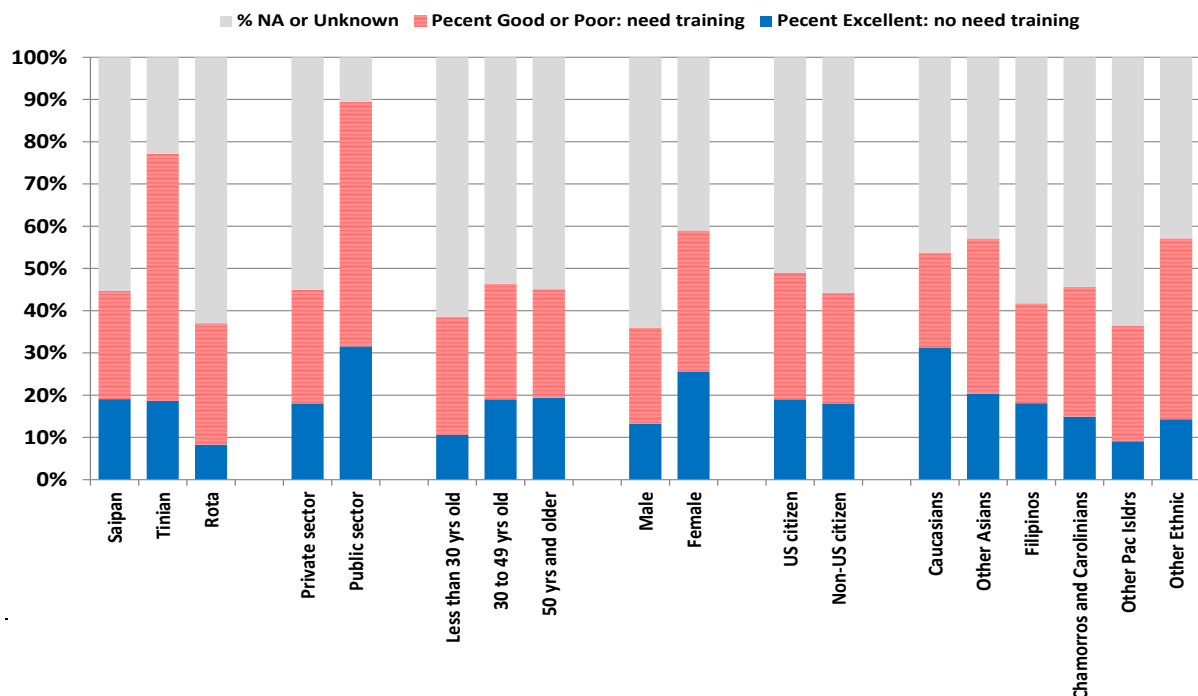
BY AGE GROUPS: A slightly higher percentage of the less than 30 Age group need some training in Accounting compared to those in the higher Age groups.

BY GENDER: A slightly higher percentage of Females, compared to Males, need some training in Accounting. Over 60% of Males and 40% of Females have jobs that may not require Accounting Skills.

BY U.S. CITIZENSHIP: A higher percentage of U.S. citizens than non-U.S. citizens need some training in Accounting. But, again, over half of employees may not require Accounting Skills.

BY MAJOR ETHNIC GROUPS: About 31% of Chamorros and Carolinians working for small employers need some training in Accounting; about 24% of Filipino and 37% of Other Asians also need some training in Accounting. See Chart 19.1 and Table 19.1 for details.

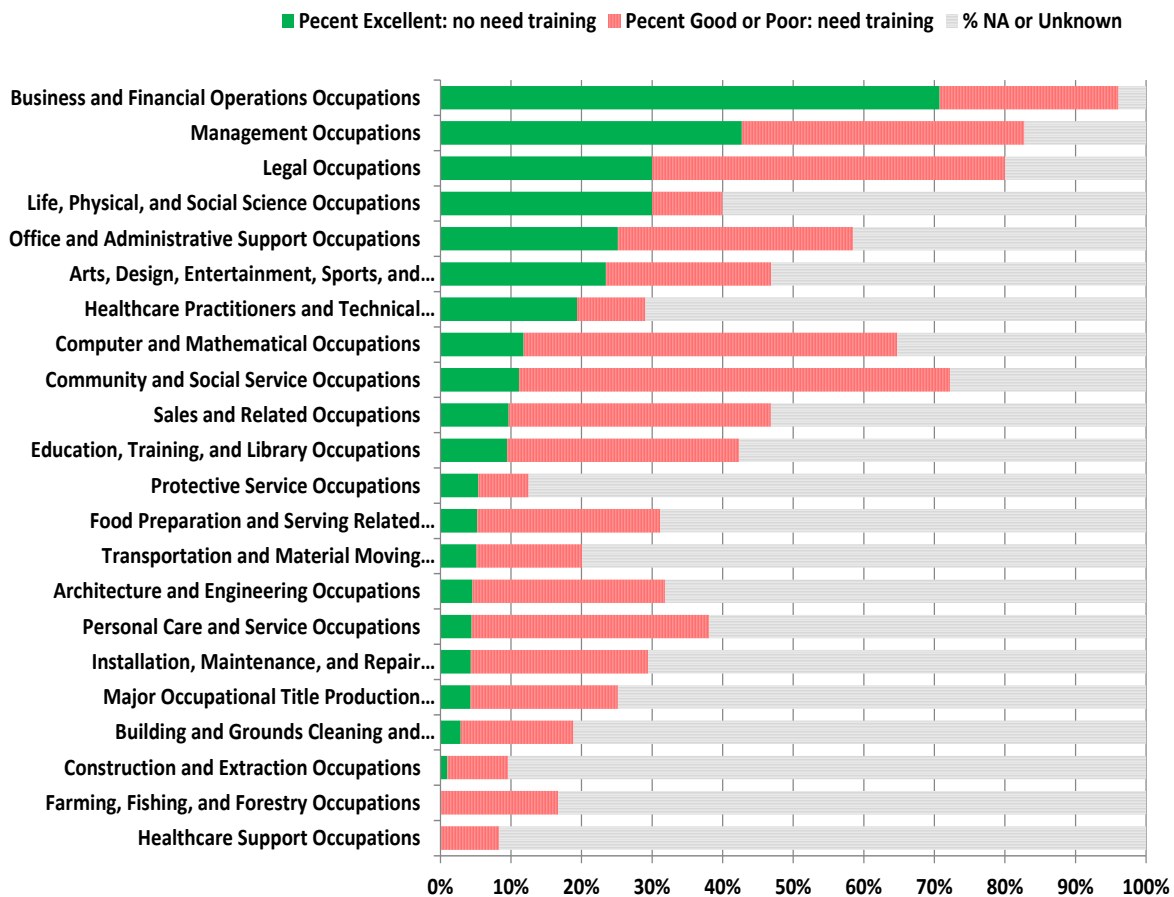
Chart 19.1 Small Employers' Employees Accounting Skills by Demographics: 2011 PWWAS, CNMI



By SOC MAJOR GROUP TITLES: Higher percentage in the Community and Social Service Occupations, Legal Occupation, Management Occupations, Computer and Mathematical Occupations, Education, Training, and Library Occupations, Sales and Related Occupations, and in the Office and Administrative Support Occupations need some training in Accounting.

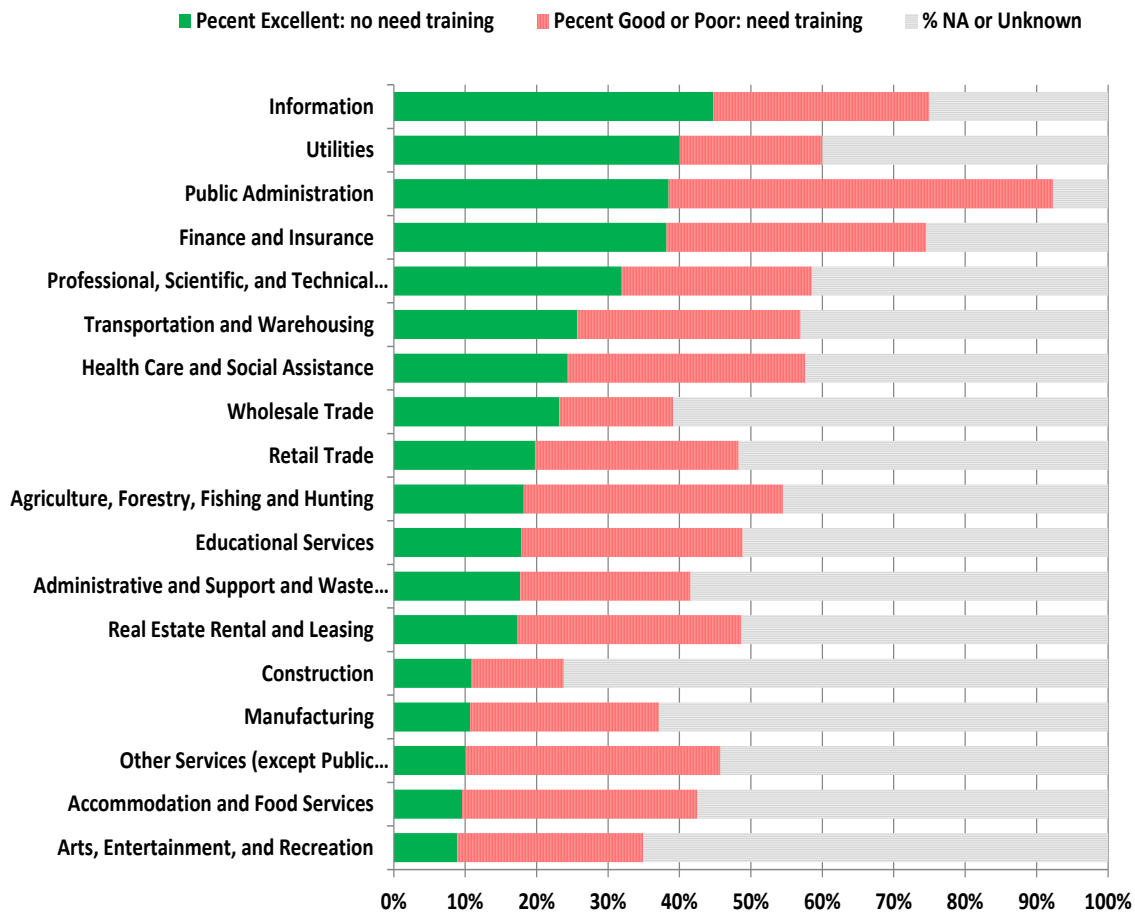
Again, many jobs with small employers may not require Accounting Skills, such as some of those in the Health Support Occupations, Construction and Extraction Occupations, Protective Services Occupations, and others. See Chart 19.2 and Table 19.2 for more detail.

Chart 19.2 Small Employers' Employees Accounting Skills by SOC Major Group Titles: 2011 PWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentage in the Public Administration, Agriculture, Forestry, Fishing and Hunting, Finance and Insurance, Other Services (except Public Administration), Health Care and Social Assistance, Accommodation and Food Services, Real Estate Rental and Leasing, Transportation and Warehousing, Educational Services, and in the Information industry need some training in Accounting. Many workers in many industries may not need Accounting skills, such some of as those in the Construction industry, Manufacturing, Arts, Entertainment, and Recreation, and others. See Chart 19.3 and Table 19.2 for more details.

Chart 19.3 Small Employers' Employees Accounting Skills by Industry Major Group:
2011 PWWAS, CNMI



Management Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Business Management followed by Rota and Saipan; however, a vast majority of this group is in Saipan. In addition, Management Skills may be required only for some types of jobs; more than half of small employers' employees in Saipan and Rota do not need Management skills--indicated by the gray-colored portion of the chart columns identified as "NA or Unknown" in Chart 20.1

BY SECTOR: A higher percentage of the Public sector small employers' employees need some training in Management, compared to those in the private sector. However, the Public sector is a tiny portion of this group as a whole.

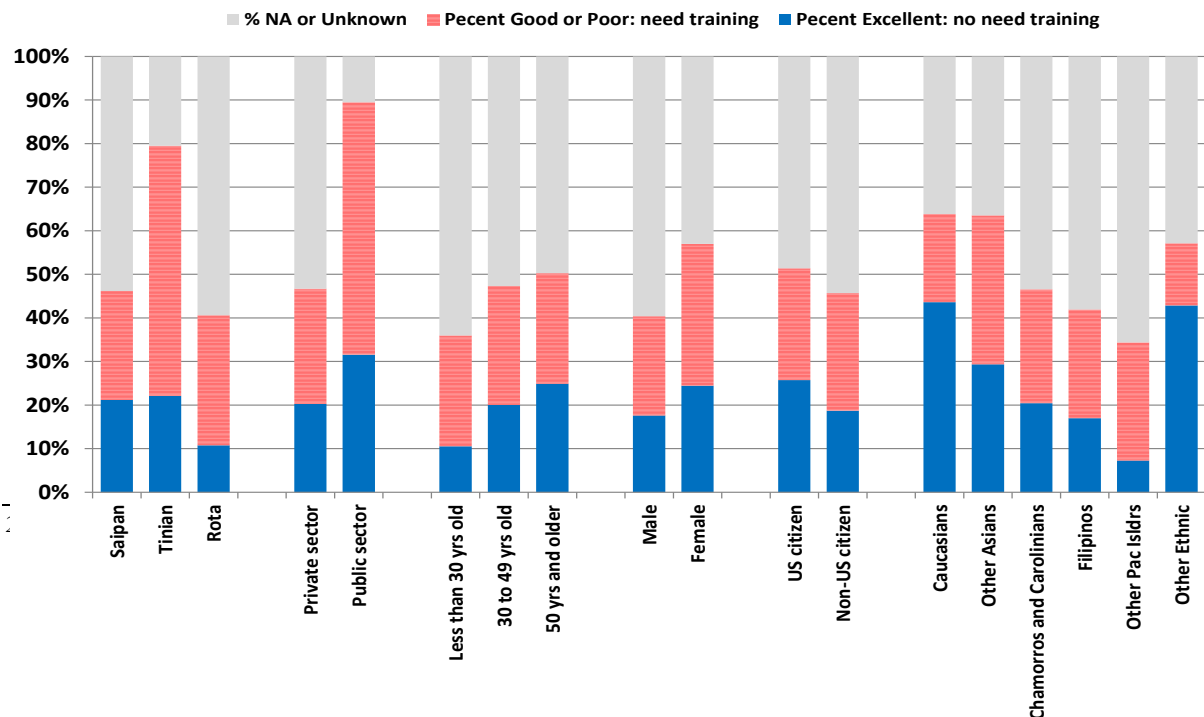
BY AGE GROUP: About the same percentage in all age groups need some training Management. Management skills tend to be directly related with age—higher percentages of older Age groups have excellent Management skills. Note, again, that more than half in all Age groups are in jobs that may not require Management skills.

BY GENDER: A higher percentage of Females, than Males, need some training in Management. Note, though, that about 60% of Males and over 40% of Females had jobs that may not require Management skills.

BY U.S. CITIZENSHIP: A slightly higher percentage of non-U.S. citizens than U.S. citizens need some training in Management. Again, many in both groups were in jobs that may not require Management skills.

BY MAJOR ETHNIC GROUPS: Higher percentage of Other Asians, Other Pacific Islanders, Chamorros and Carolinians, and Filipinos need some training in Management. See Chart 20.1 and Table 20.1 for details.

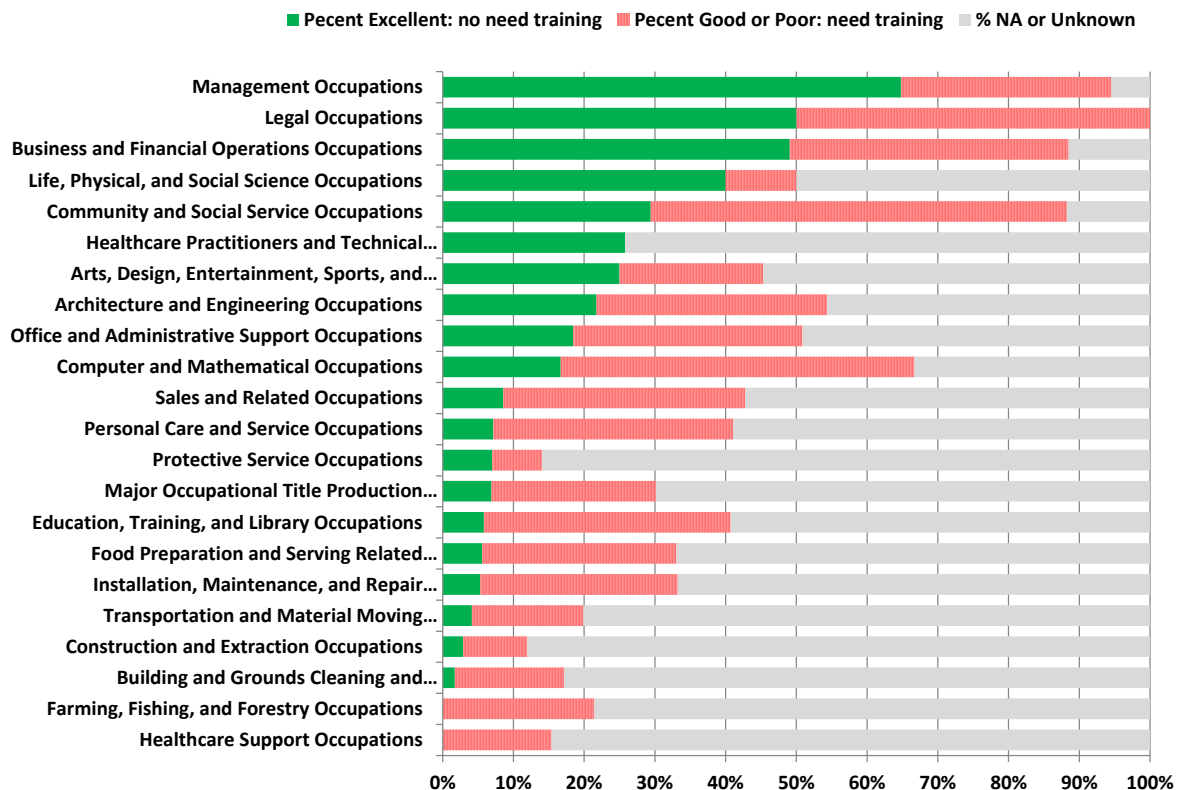
Chart 20.1 Small Employers' Employees Management Skills by Demographics: 2011 PWWAS, CNMI



By SOC Major Group Titles: Higher percentage in the Community and Social Service Occupations, Computer and Mathematical Occupations, Legal Occupations, Business and Financial Operations Occupations, Education, Training, and Library Occupations need some training in Management skills.

Note that many job occupations with small employers may not require Management skills, such in the Protective Services, Construction and Extractions, Healthcare Support occupations, and others. See Chart 20.2 and Table 20.2 for more detail.

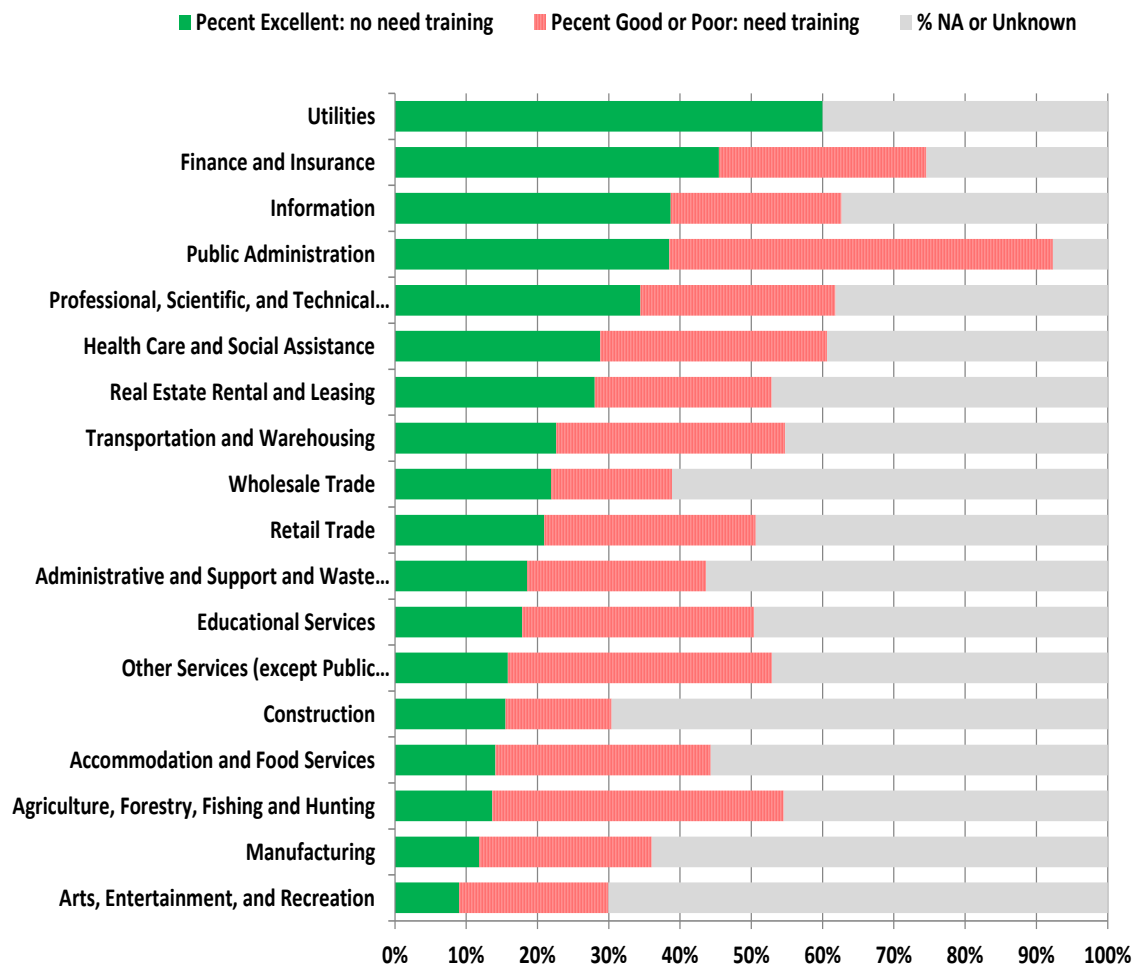
Chart 20.2 Small Employers' Employees Management Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: The Public Administration had the highest percentage that need some training in Management skills, followed by Agriculture, Forestry, Fishing and Hunting, Other Services (except Public Administration), Educational Services, Transportation and Warehousing, Health Care and Social Assistance, Accommodation and Food Services, and Retail Trade. See Chart 20.3 and Table 20.2 for more detail.

Note, though, that in many industries Management skills may not be required by many employees of small employers.

Chart 20.3 Small Employers' Employees Management Skills by Industry Major Group:
2011 PWWAS, CNMI



Marketing, Sales, and Advertising Skills

BY ISLAND: Rota had the highest percentage of employees who need some training in Marketing, Sales, and Advertising followed by Tinian and Saipan. However, Saipan had the majority of this group as a whole.

BY SECTOR: A higher percentage of the Public sector small employers' employees need some training in Marketing, Sales, and Advertising, compared to those in the Private sector. However, the Public sector is a very small portion of this group as a whole.

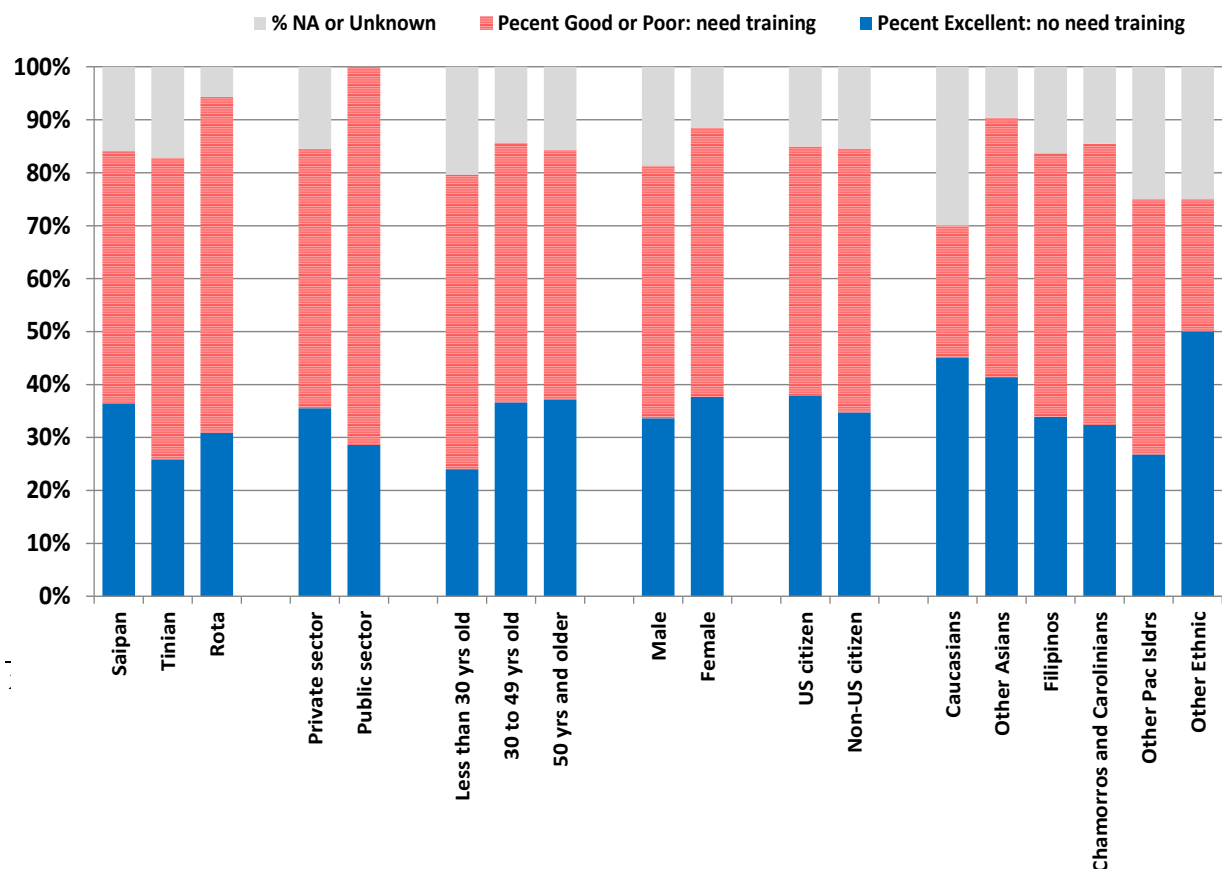
BY AGE GROUPS: A higher percentage of employees in the less than 30 Age group need some training in Marketing, Sales, and Advertising compared to those in the higher Age groups.

BY GENDER: A little more than half of Females and just less than half of Males, need some training in Marketing, Sales, and Advertising.

BY U.S. CITIZENSHIP: About half of non-U.S. citizens and slightly less than half of U.S. citizens need some training in Marketing, Sales, and Advertising.

BY MAJOR ETHNIC GROUPS: More than half of Chamorros and Carolinians need training in Marketing, Sales, and Advertising. Except for Caucasians, a higher percentage of the other ethnic groups need training in this area. See Chart 21.1 and Table 21.1 for details.

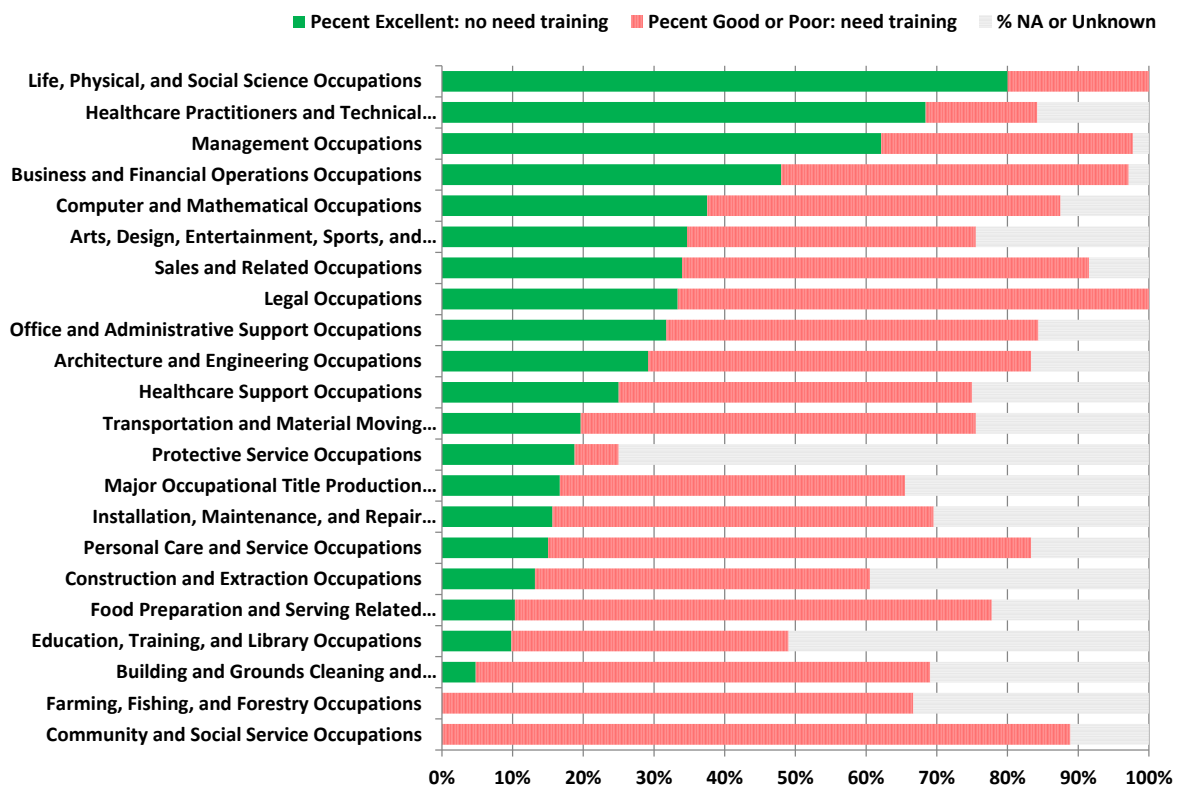
Chart 21.1 Small Employers' Employees Marketing, Sales, and Advertising Skills by Demographics: 2011 PWAS, CNMI



BY SOC MAJOR GROUP TITLES: More than half of employees in the Community and Social Service Occupations, Personal Care and Service Occupations, Food Preparation and Serving Related Occupations, Farming, Fishing, and Forestry Occupations, Legal Occupations, Building and Grounds Cleaning and Maintenance Occupations, Sales and Related Occupations, Transportation and Material Moving Occupations, Architecture and Engineering Occupations, Installation, Maintenance, and Repair Occupations, Office and Administrative Support Occupations, Healthcare Support Occupations, and in the Computer and Mathematical Occupations need some training in Marketing, Sales, and Advertising. See Chart 21.2 and Table 21.2 for more detail.

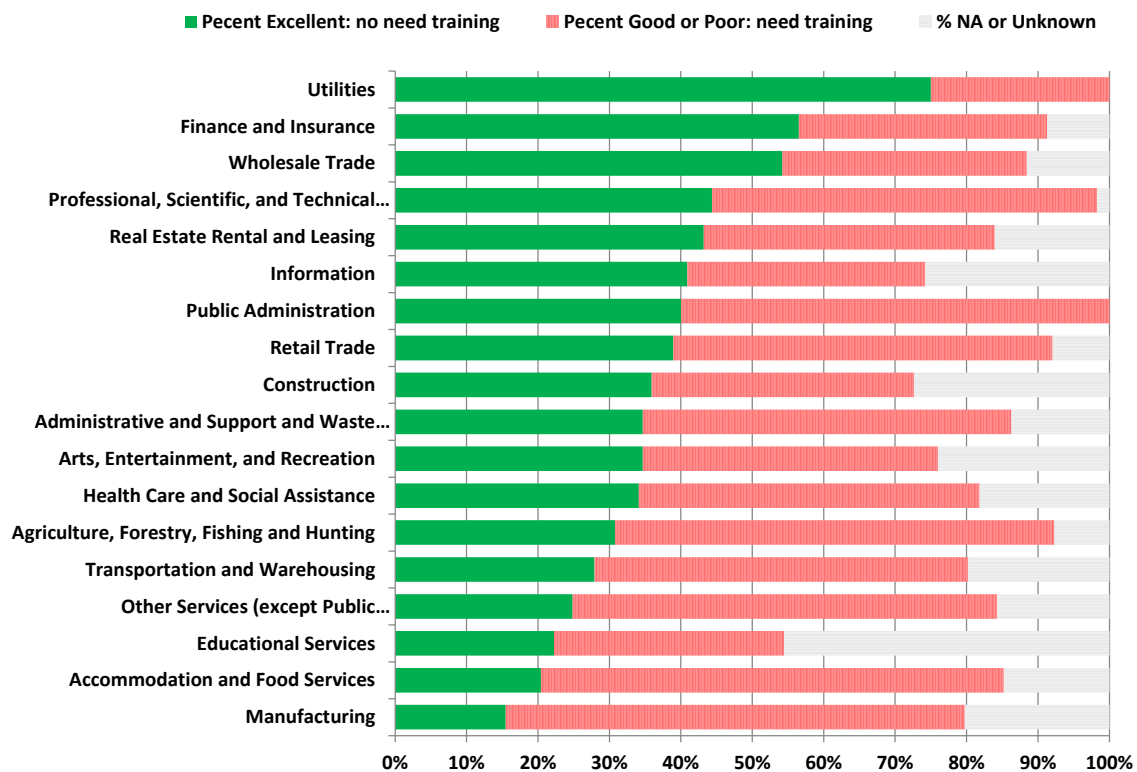
Note that some jobs in the Protective Service Occupations and in Education, Training, and Library Occupations, as well in other occupations may not require Marketing, Sales, and Advertising skills.

Chart 21.2 Small Employers' Employees Marketing, Sales, and Advertising Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: More than half of employees in the Accommodation and Food Services, Manufacturing, Agriculture, Forestry, Fishing and Hunting, Public Administration, Other Services (except Public Administration), Professional, Scientific, and Technical Services, Retail Trade, Transportation and Warehousing, Administrative and Support and Waste Management and Remediation Services need some training in Marketing, Sales, and Advertising. See Chart 21.3 and Table 21.2 for more detail. Note, however, that jobs in some industries may not require Marketing, Sales, and Advertising skills.

Chart 21.3 Small Employers' Employees Marketing, Sales, and Advertising Skills by Industry Major Group: 2011 PWWAS, CNMI



Business Writing and Speaking Skills

BY ISLAND: Tinian has the highest percentage of employees who need some training in Business Writing and Speaking followed by Rota and Saipan. However, in numbers, Saipan has the majority of this group.

BY SECTOR: A higher percentage of the Public sector small employers' employees need some training in Business Writing and Speaking, compared to those in the private sector. However, in numbers, the Private sector far outnumbered those in the public sector in this area.

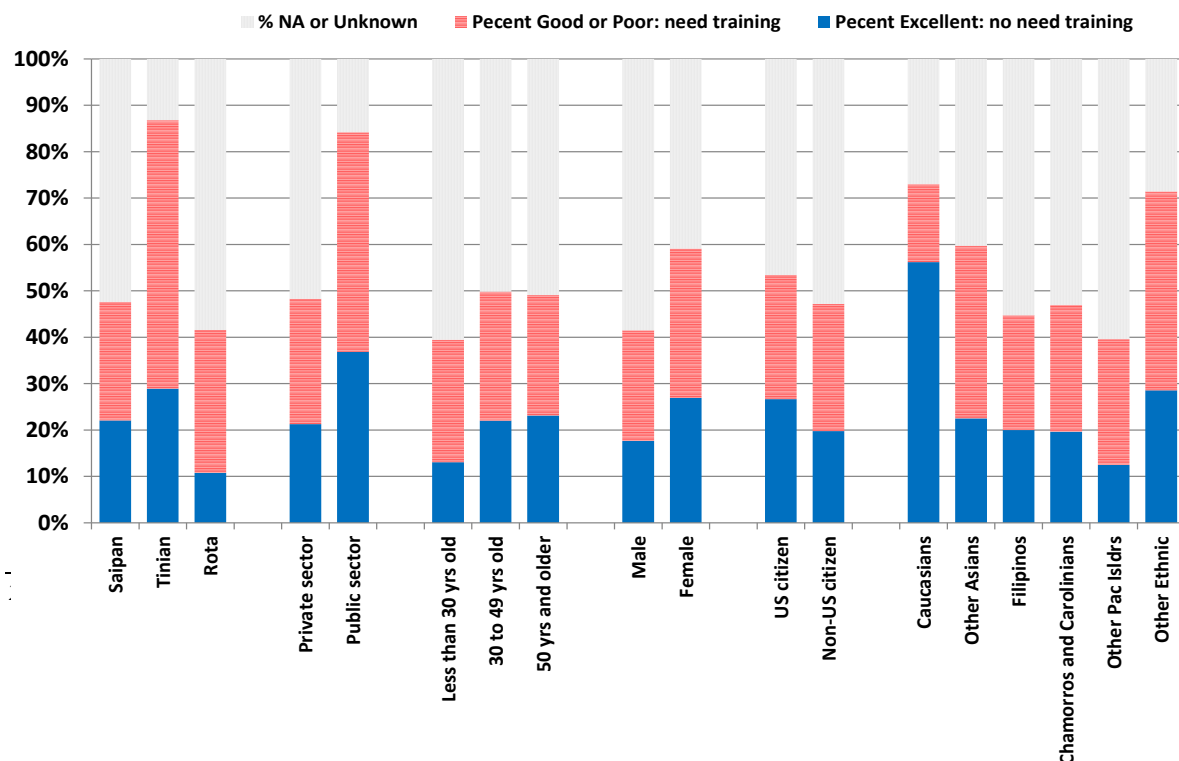
BY AGE GROUPS: About the same percentage in all Age groups need some training in Business Writing and Speaking skills. Note that these skills tend to be directly related with age—older employees tend to have better skills in this area.

BY GENDER: A slightly higher percentage of Females than Males needs some training in Business Writing and Speaking. Note, though, that about 60% of Males and 40% of Females working for small employers may not need skills in Business Writing and Speaking.

BY U.S. CITIZENSHIP: About the same percentage of both U.S and non-U.S citizens need some training in Business Writing and Speaking. But, a higher percentage of U.S citizens have excellent skills in this area. Again, note the high percentage in both groups that may not need skills in Business Writing and Speaking.

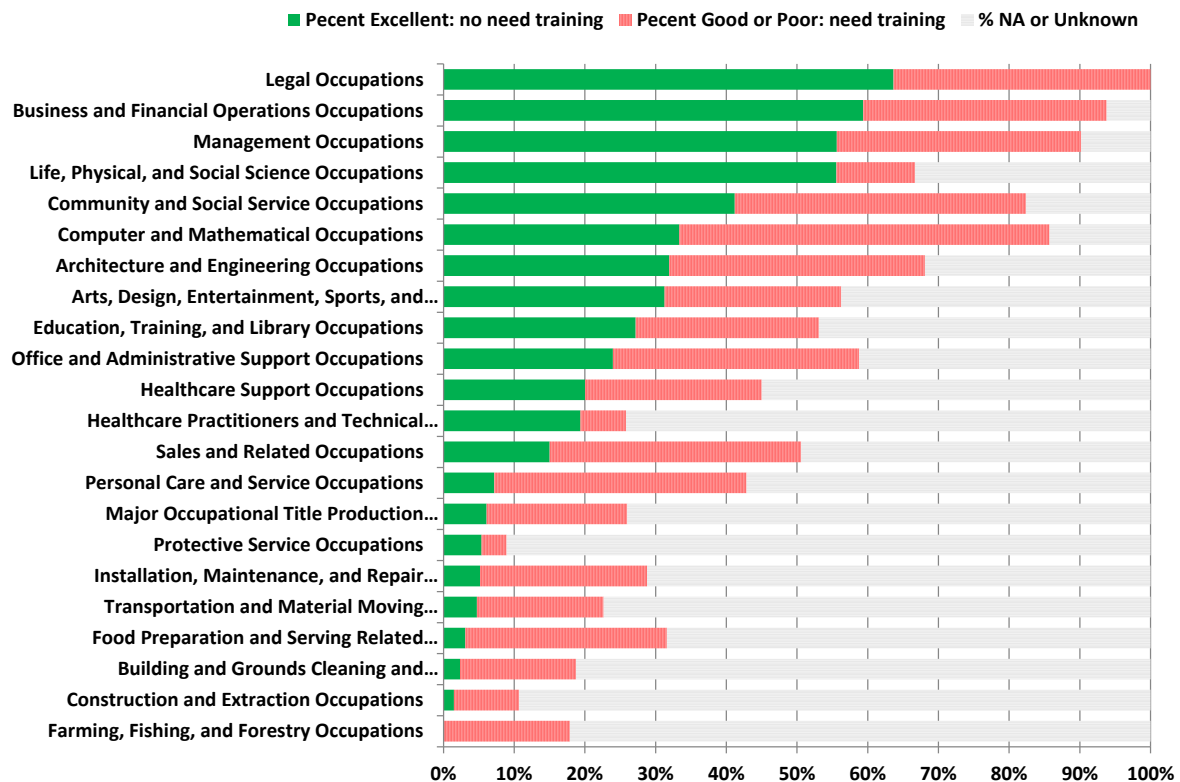
BY MAJOR ETHNIC GROUPS: With the exception of Caucasians, a relatively high percentage of employees in the other ethnic groups need some training in Business Writing and Speaking. See Chart 22.1 and Table 22.1 for details.

Chart 22.1 Small Employers' Employees Business Writing and Speaking Skills by Demographics: 2011 PWAS, CNMI



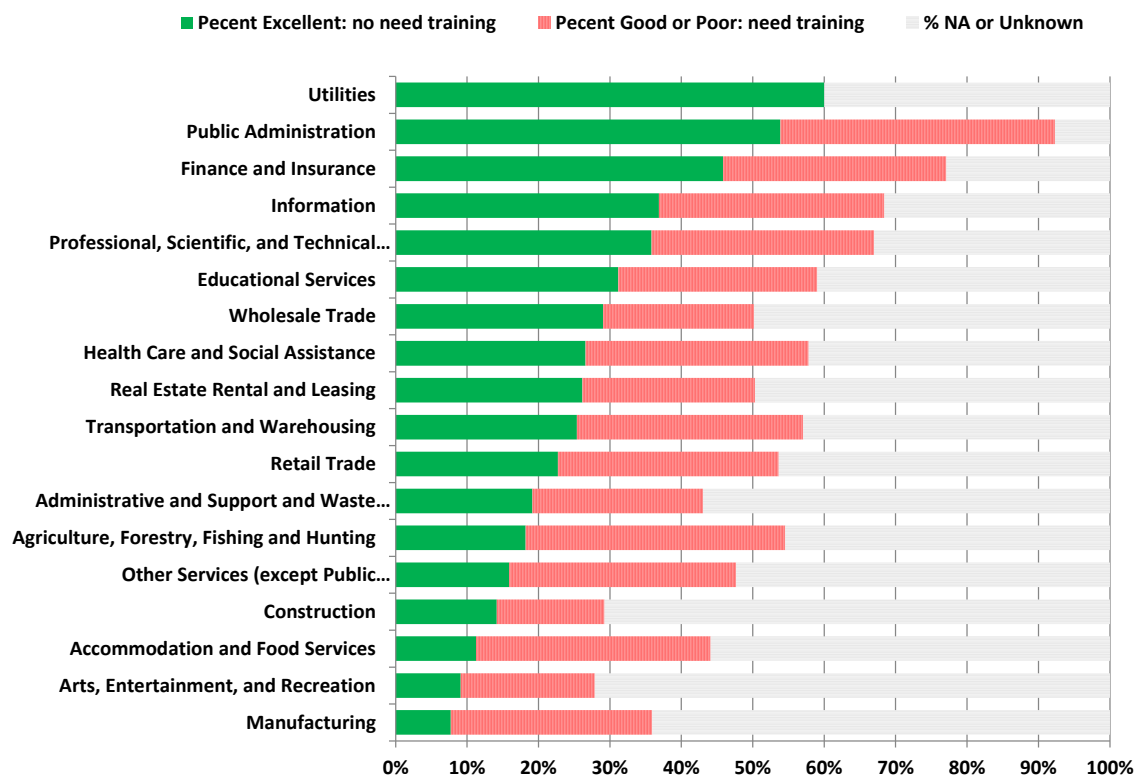
By SOC MAJOR GROUP TITLES: Higher percentage in the Computer and Mathematical Occupations, Community and Social Service Occupations, Legal Occupations, Architecture and Engineering Occupations, Personal Care and Service Occupations, Sales and Related Occupations, Office and Administrative Support Occupations, Management Occupations, Business and Financial Operations Occupations need some training in Business Writing and Speaking. Note also, that many job occupations may not require Business Writing and Speaking skills, such as some of those in the Protective Service Occupations, Construction and Extraction Occupations, Building and Grounds Cleaning and Maintenance Occupations, and others. See Chart 22.2 and Table 22.2 for more details.

Chart 22.2 Small Employers' Employees Business Writing and Speaking Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUP: Higher percentage in the Public Administration, Agriculture, Forestry, Fishing and Hunting, Accommodation and Food Services, Other Services (except Public Administration), Transportation and Warehousing, Information, Health Care and Social Assistance, Finance and Insurance, Professional, Scientific, and Technical Services, and in the Retail Trade need some training in Business Writing and Speaking. However, many jobs in many industries may not require Business Writing and Speaking skills. See Chart 22.3 and Table 22.2 for more details.

Chart 22.3 Small Employers' Employees Business Writing Skills by Industry Major Group: 2011 PWWAS, CNMI



Word Processing Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Word Processing followed by Rota and Saipan. However, in numbers, Saipan had the majority of this group. In addition, many small employers job may not require Word Processing skills.

BY SECTOR: A higher percentage of the public sector small employers' employees, compared to those in the Private sector, need some training in Word Processing; although, the Public sector is a tiny portion of this group as a whole.

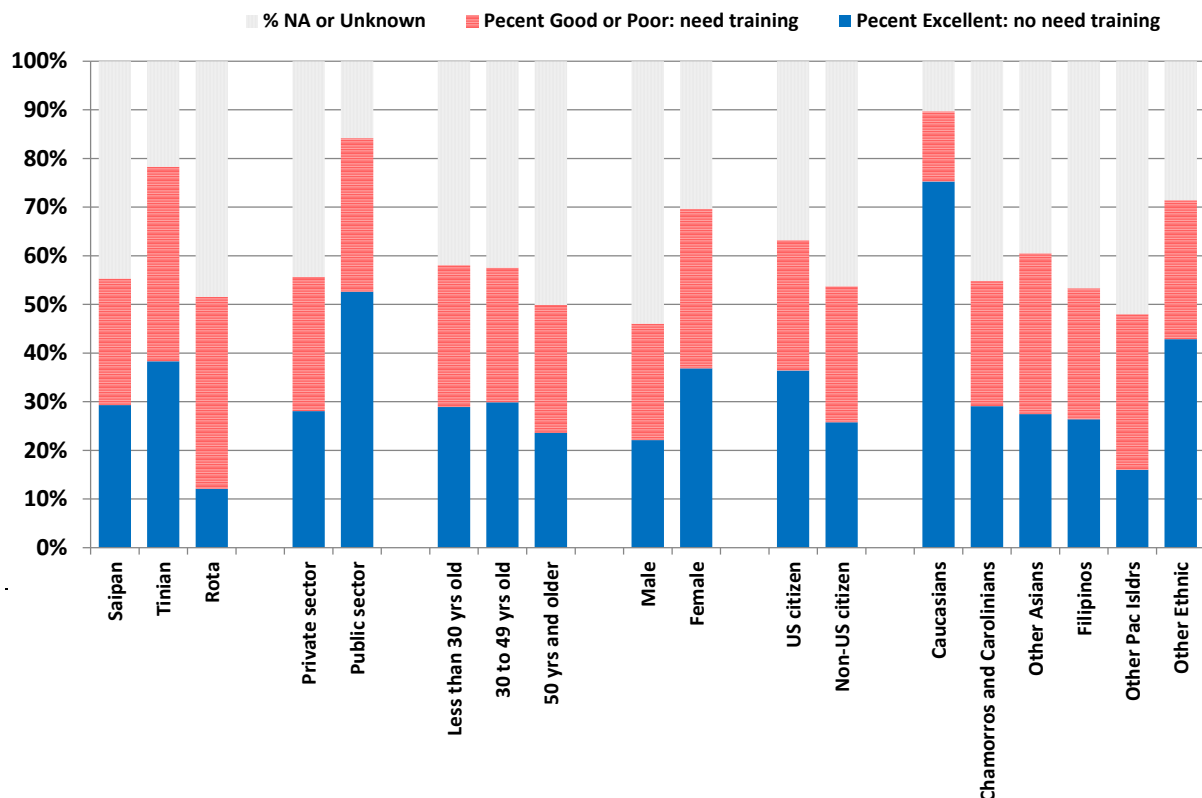
BY AGE GROUPS: About the same percentage of all Age groups need some training in Word Processing. Again, many jobs may not require these skills.

BY GENDER: A slightly higher percentage of Females than Males, need some training in Word Processing. Over half of Males and 30% of Females working for small employers may not need Word Processing skills.

BY U.S. CITIZENSHIP: About the same percentage of both U.S. and non-U.S. citizens need some training in Word Processing. Almost half of non-U.S. citizens working for small employers may not need Word Processing skills.

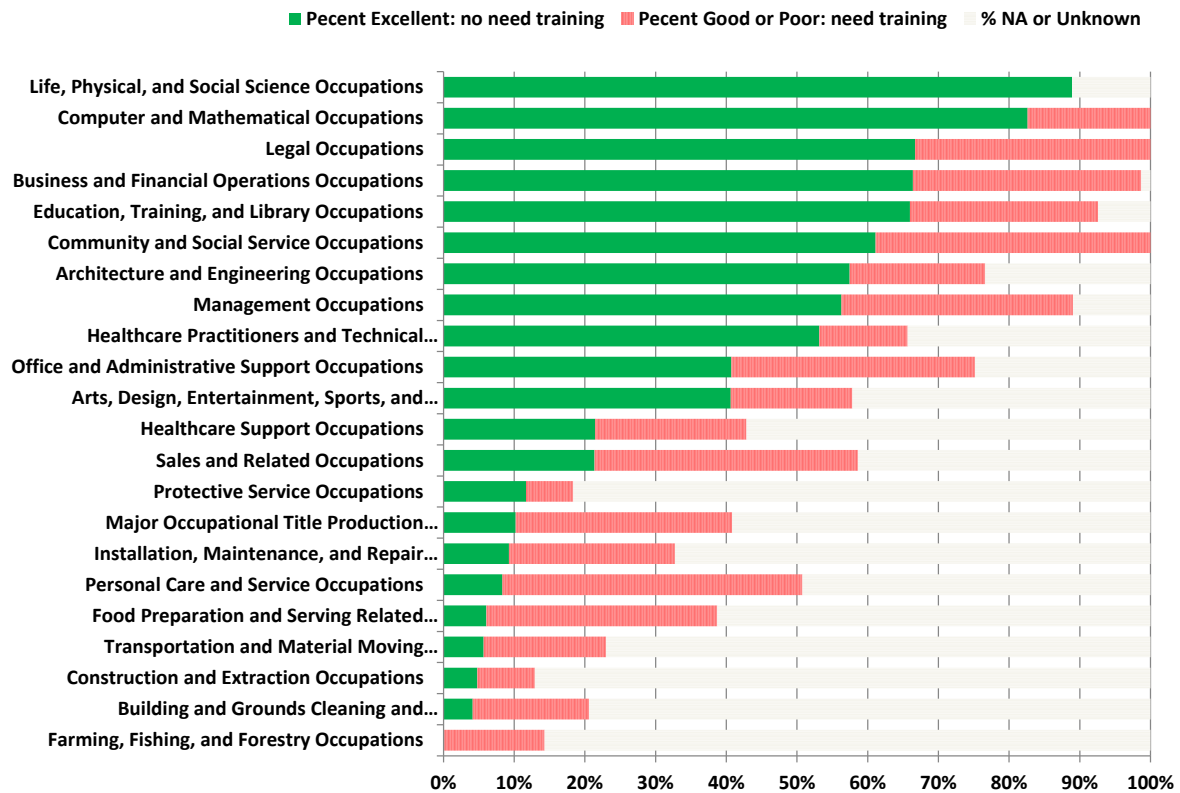
BY MAJOR ETHNIC GROUPS: A higher percentage of Other Asians and Other Pacific Islanders need some training in Word Processing. About the same percentage of Chamorros and Carolinians (26%) and Filipinos (27%) need some trainings in Word Processing. See Chart 23.1 and Table 23.1 for details.

Chart 23.1 Small Employers' Employees Business Word Processing Skills by Demographics: 2011 PWWAS, CNMI



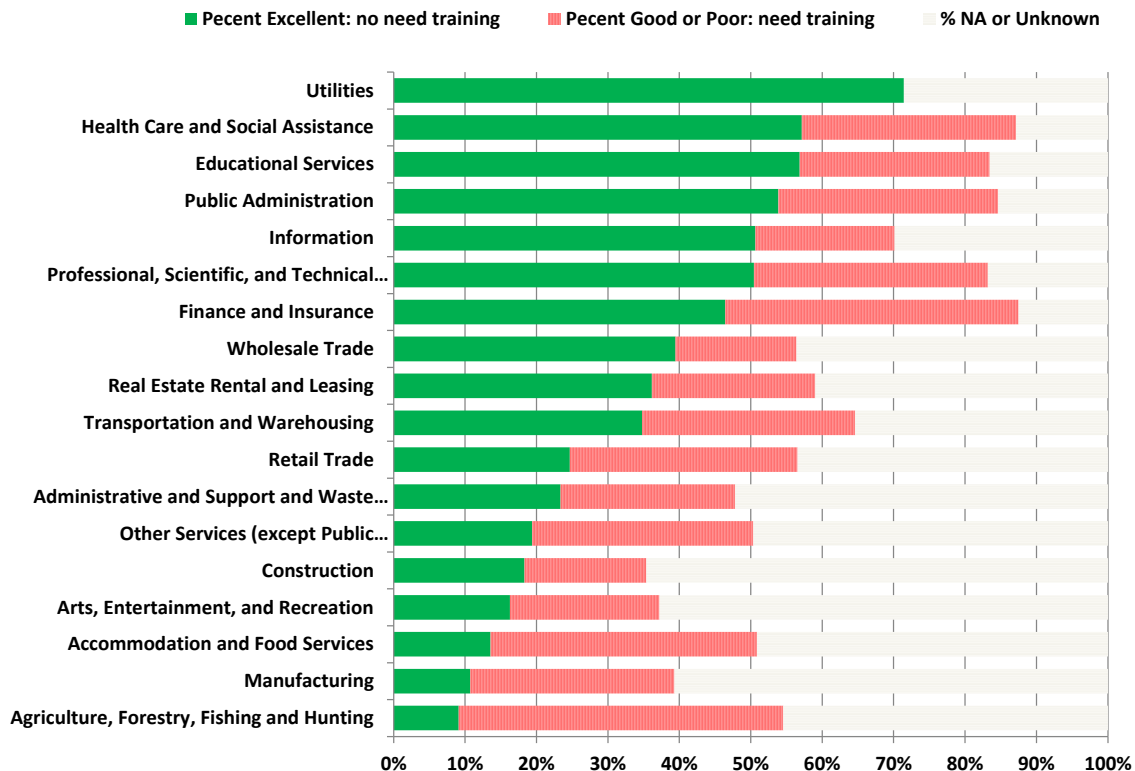
By SOC MAJOR GROUP TITLES: Higher percentage in the Personal Care and Service Occupations, Community and Social Service Occupations, Sales and Related Occupations, Office and Administrative Support Occupations, Legal Occupations, Management Occupations, Food Preparation and Serving Related Occupations, Business and Financial Operations Occupations, and in Major Occupational Title Production Occupations need some training in Word Processing. Note also, that many job occupations may not require Word Processing skills, such as some of those in the Construction and Extraction Occupations, Farming, Fishing, and Forestry Occupations, Protective Service Occupations, and others. See Chart 23.2 and table 23.2 for more details.

Chart 23.2 Small Employers' Employees Business Word Processing Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



INDUSTRY MAJOR GROUPS: Higher percentage in the Agriculture, Forestry, Fishing and Hunting, Finance and Insurance, Accommodation and Food Services, Professional, Scientific, and Technical Services, Retail Trade, Other Services (except Public Administration), Public Administration, Health Care and Social Assistance, and in the Transportation and Warehousing need some training in Word Processing. Note, though, that many jobs with small employers in many industries may not require Word Processing skills. See Chart 23.3 and Table 23.3 for more details.

Chart 23.3 Small Employers' Employees Business Word Processing Skills by Industry Major Group: 2011 PWWAS, CNMI



Spreadsheet Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Spreadsheet followed by Rota and Saipan. However, Saipan had the majority in this group. About half of small employers' employees may not require Spreadsheet skills in their jobs.

BY SECTOR: A higher percentage of the Public sector small employers' employees than those in the Private sector need some training in Spreadsheet. The Public sector, though, is a tiny portion of this group as a whole.

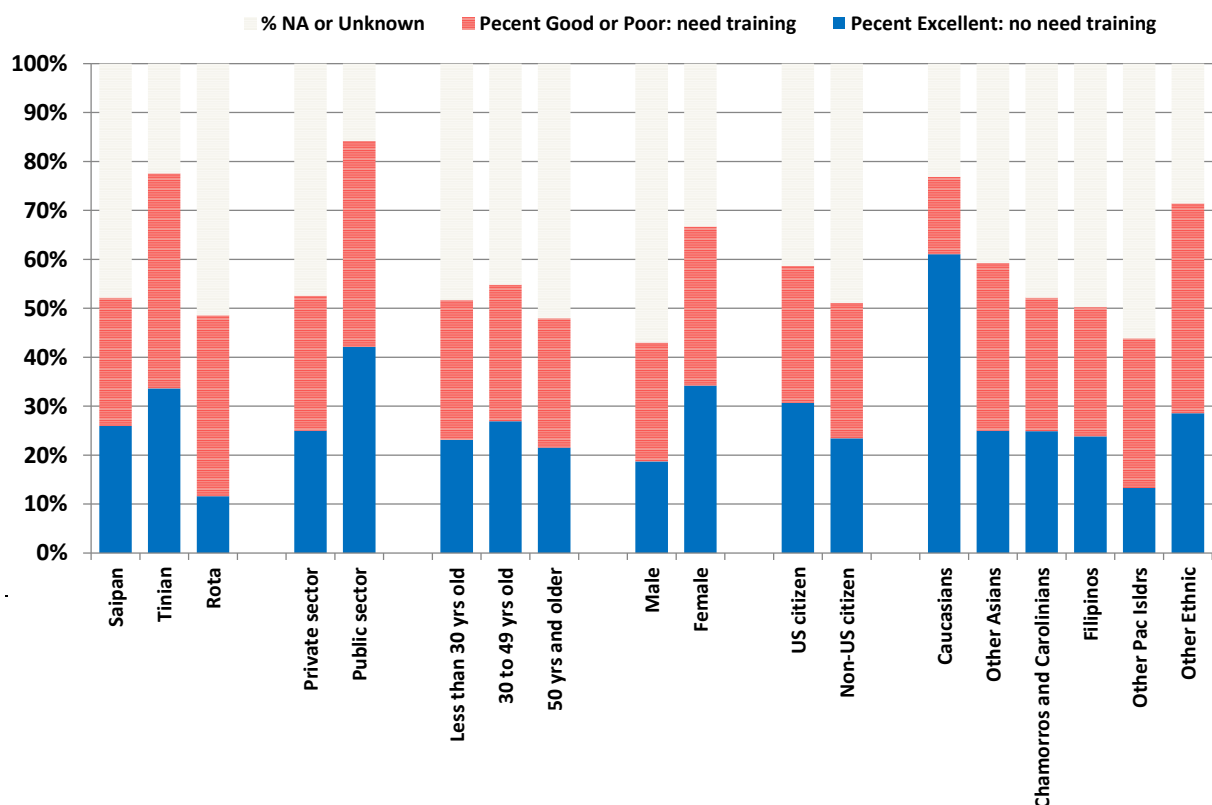
BY AGE GROUPS: About the same percentage in all Age groups need some training in Spreadsheet. Note, though, that about half of all Age groups may not require Spreadsheet skills in their jobs with small employers.

BY GENDER: A higher percentage of Females, compared to Males, need some training in Spreadsheet. A higher percentage of females have excellent skills in Spreadsheet. Almost 60% of Males and over 30% of Females had jobs that may not require Spreadsheet skills.

BY U.S. CITIZENSHIP: About the same percentage of both U.S. and non-U.S. citizens need some training in Spreadsheet and, again, many may not require spreadsheet skills.

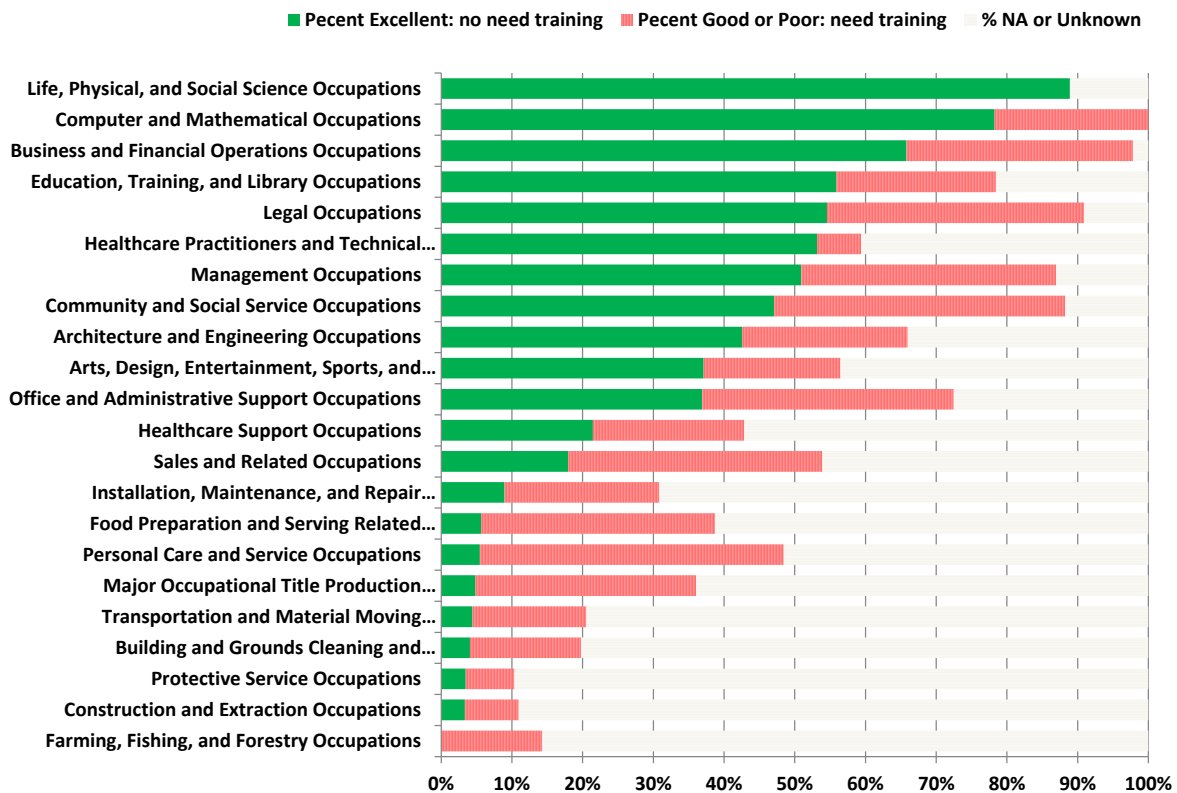
BY MAJOR ETHNIC GROUPS: A higher percentage of Other Asians and Other Pacific Islanders need some training in Spreadsheet. About the same percentage of Chamorros and Carolinians (27%) and Filipinos (26%) need some trainings in Spreadsheet. See Chart 24.1 and Table 24.1 for details.

Chart 24.1 Small Employers' Employees Business Spread Skills by Demographics: 2011 PWWAS, CNMI



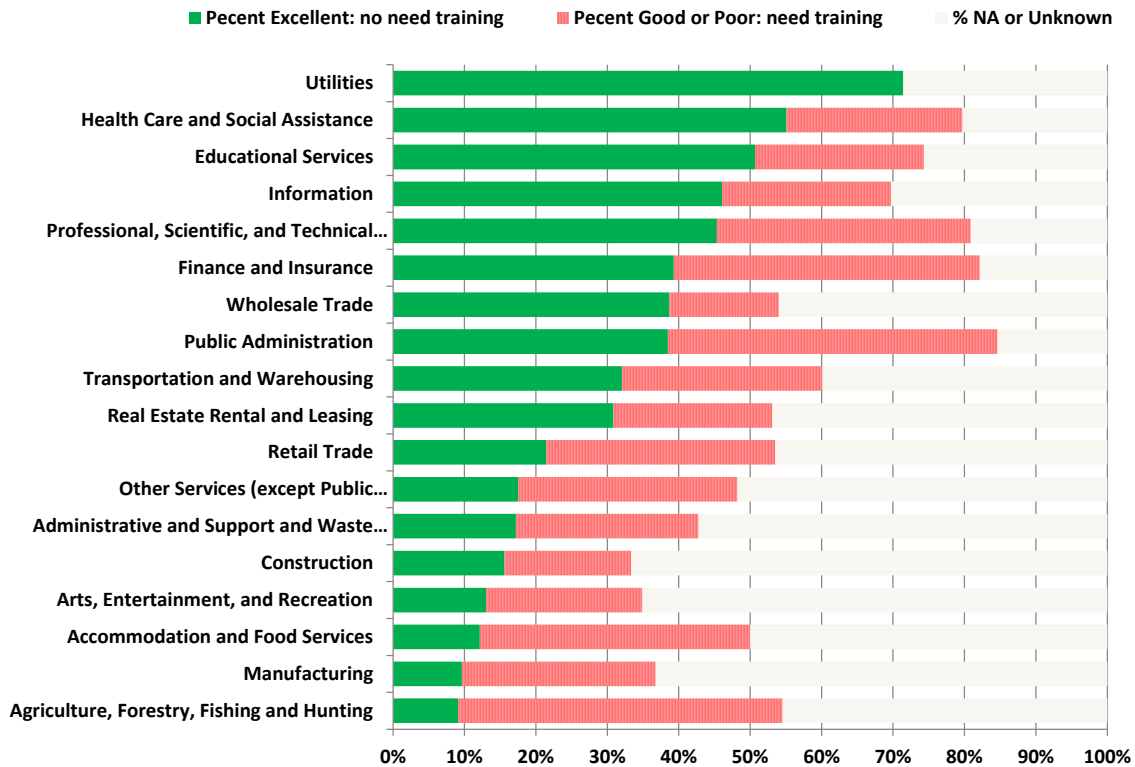
By SOC Major Group Titles: Higher percentage in the Personal Care and Service Occupations, Community and Social Service Occupations, Legal Occupations, Management Occupations, Sales and Related Occupations, Office and Administrative Support Occupations, Food Preparation and Serving Related Occupations, Business and Financial Operations Occupations, and in the Major Occupational Title Production Occupations need some training in Spreadsheet. Many jobs with small employers in many occupations may not require Spreadsheet skills, such as some of those in the Protective Service Occupations, Construction and Extraction Occupations, Farming, Fishing, and Forestry Occupations and others. See Chart 24.2 and Table 24.2 for more details.

Chart 24.2 Small Employers' Employees Business Spreadsheet Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentages of in the Public Administration, Agriculture, Forestry, Fishing and Hunting, Finance and Insurance, Accommodation and Food Services, Professional, Scientific, and Technical Services, Retail Trade, and in the Other Services (except Public Administration) needs some training in Spreadsheet. Many jobs with small employers in many industries may not require Spreadsheet skills. See Chart 24.3 and Table 24.2 for more details.

Chart 24.3 Small Employers' Employees Business Spreadsheet Skills by Industry Major Groups: 2011 PWWAS, CNMI



Windows Operating System Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Windows Operating System followed by Rota and Saipan. In numbers, though, Saipan had the majority in this group. Slightly less than half of all small employers' employees may not require Windows Operating System skills.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in Windows, compared to those in the Public sector. However, the Public sector is a small portion of this group as a whole. Again, many jobs with small employers may not require Windows skills.

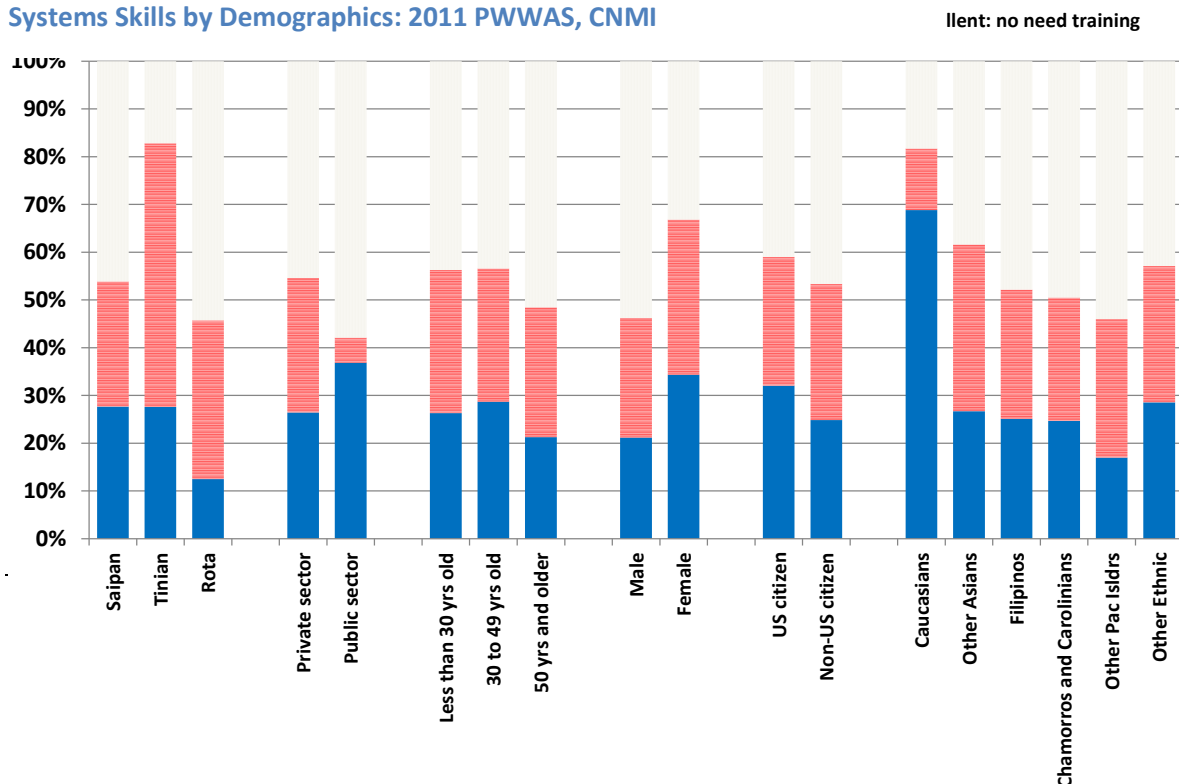
BY AGE GROUPS: A slightly higher percentage of the less than 30 age group need some training in Windows compared to those in the higher Age groups. Again, many jobs do not require Windows skills.

BY GENDER: A higher percentage of Females, than Males, need some training Windows. More than half of Males and about 30% of Females have jobs that may not require Windows Operating System skills.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Windows, but many may not need Windows skills working for small employers.

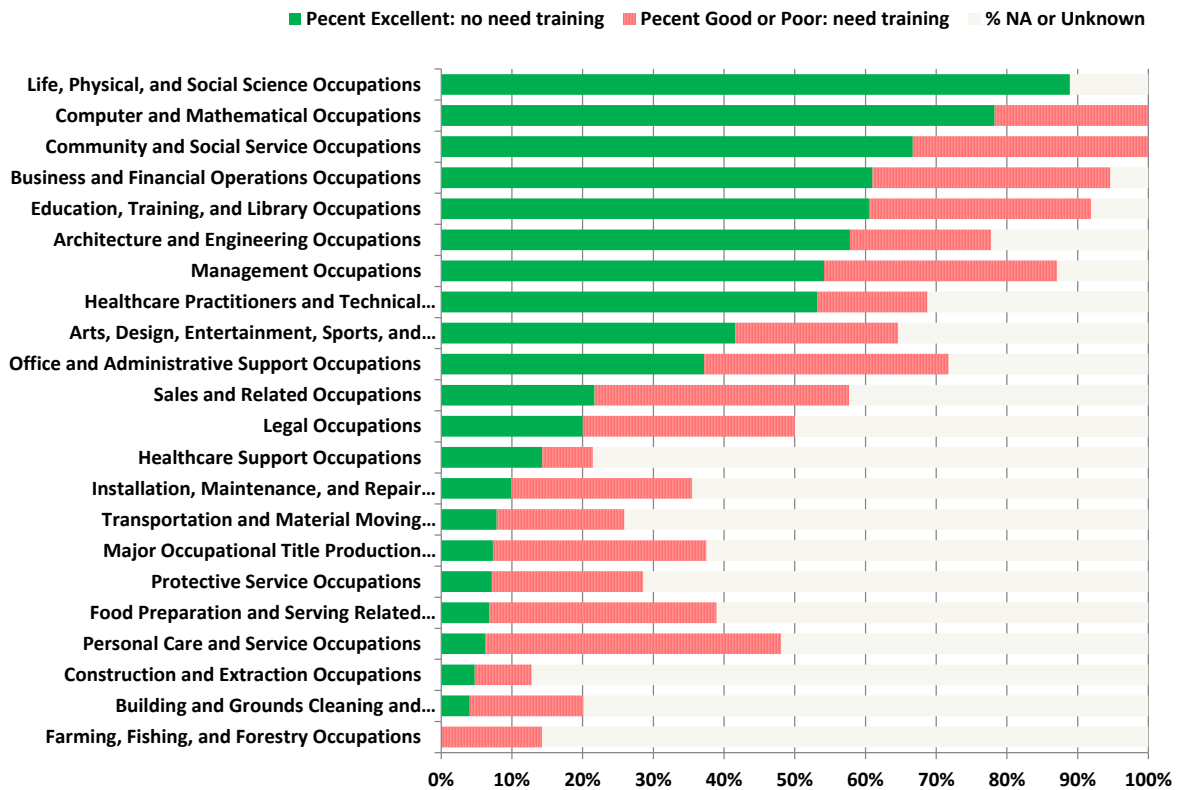
BY MAJOR ETHNIC GROUPS: Other Asians had the highest percentage that needs some training in Windows followed by others. Only about 13% of Caucasians need some training in Windows while almost 70% had excellent skills. See Chart 25.1 and Table 25.1 for details

Chart 25.1 Small Employers' Employees Business Windows Operating Systems Skills by Demographics: 2011 PWWAS, CNMI



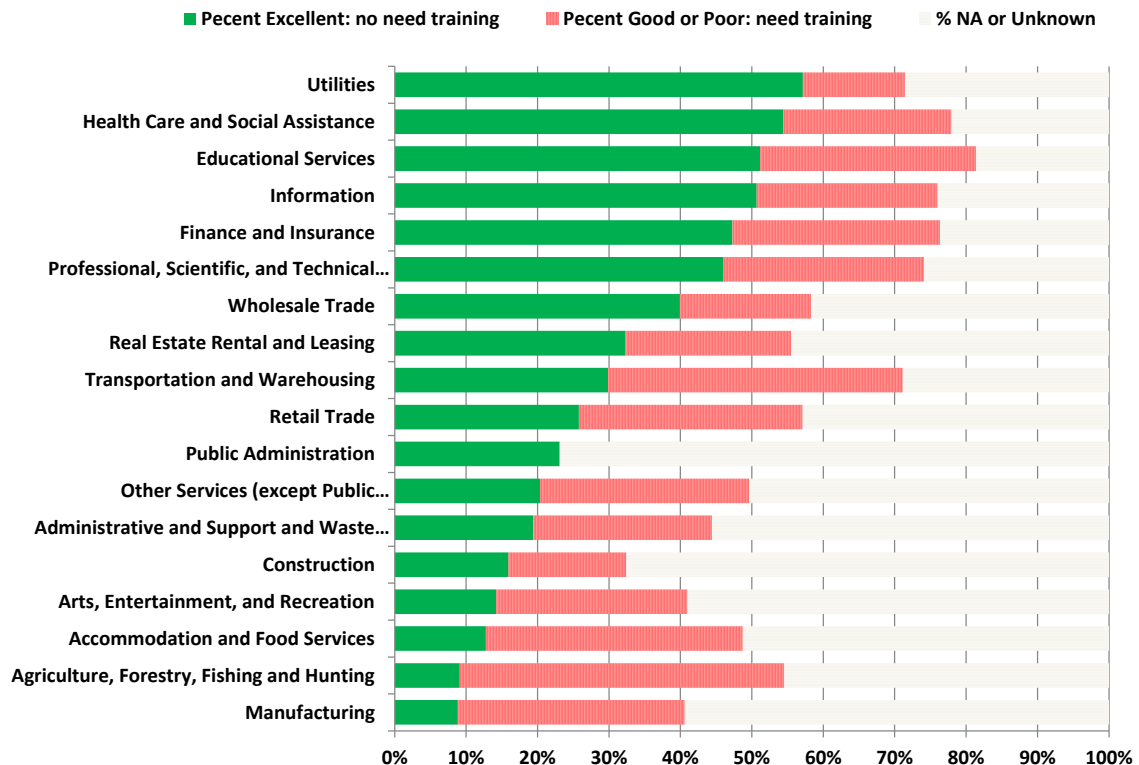
BY SOC MAJOR GROUP TITLES: Higher percentage in the Personal Care and Service Occupations, Sales and Related Occupations, Office and Administrative Support Occupations, Business and Financial Operations Occupations, Community and Social Service Occupations, Management Occupations, Food Preparation and Serving Related Occupations, Education, Training, and Library Occupations, Major Occupational Title Production Occupations, and in the Legal Occupations need some training in Windows. Many jobs with small employers, though, may not require Windows skills, like some of those in the Construction and Extraction Occupations, Building and Grounds Cleaning and Maintenance Occupations, Farming, Fishing, and Forestry Occupation, Healthcare Support Occupations, and others. See Chart 25.2 and Table 25.2 for more details.

Chart 25.2 Small Employers' Employees Windows Operating Systems Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUP: Higher percentage in the Agriculture, Forestry, Fishing and Hunting, Transportation and Warehousing, Accommodation and Food Services, Manufacturing, Retail Trade, Educational Services, Other Services (except Public Administration), Finance and Insurance, and in the Professional, Scientific, and Technical Services need some training in Windows. However, many small employers' employees in many industries may not require Windows skills. See Chart 25.3 and Table 25.2 for more details.

Chart 25.3 Small Employers' Employees Windows Operating Systems Skills by Industry Major Group: 2011 PWWAS, CNMI



Internet Skills

BY ISLAND: Rota had the highest percentage of small employers' employees who needs some training in Internet skills followed by Tinian and Saipan. In numbers though, most of these employees are in Saipan.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in Internet, compared to those in the public sector. In numbers, though, Public sector employees are only a tiny portion of the group as whole.

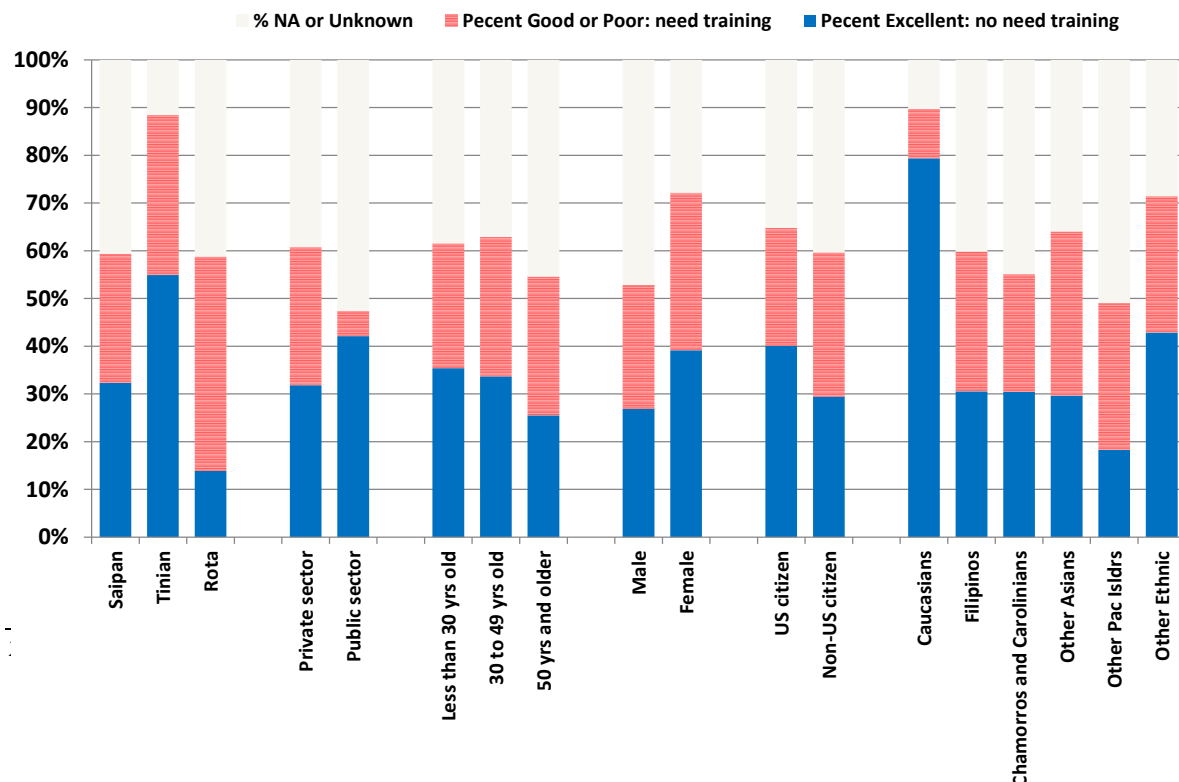
BY AGE GROUPS: A slightly higher percentage of the older Age Groups compared to the less than 30 years old, need some training in the Internet. But many jobs may not require Internet skills.

BY GENDER: A higher percentage of Females, compared to Males, need some training in the Internet. Note, though, that slightly less than half of males and about 30% of females may not require Internet skills in their jobs with small employers.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Windows. Again, note that many jobs may not require Internet skills.

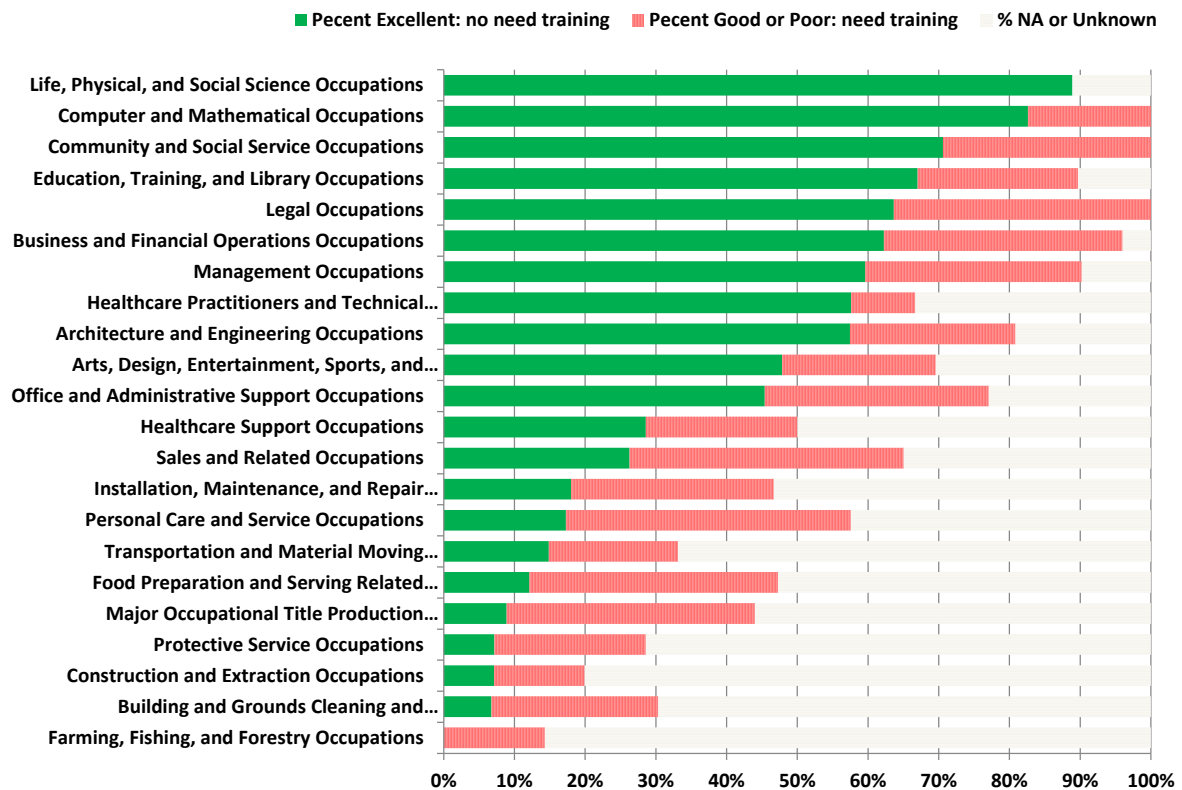
BY MAJOR ETHNIC GROUPS: Other Asians had the highest percentage that needs some training in Internet followed by others. Only about 10% of Caucasians need some training in Internet. See Chart 26.1 and Table 26.1 for details

Chart 26.1 Small Employers' Employees Internet Skills by Demographics:
2011 PWWAS, CNMI



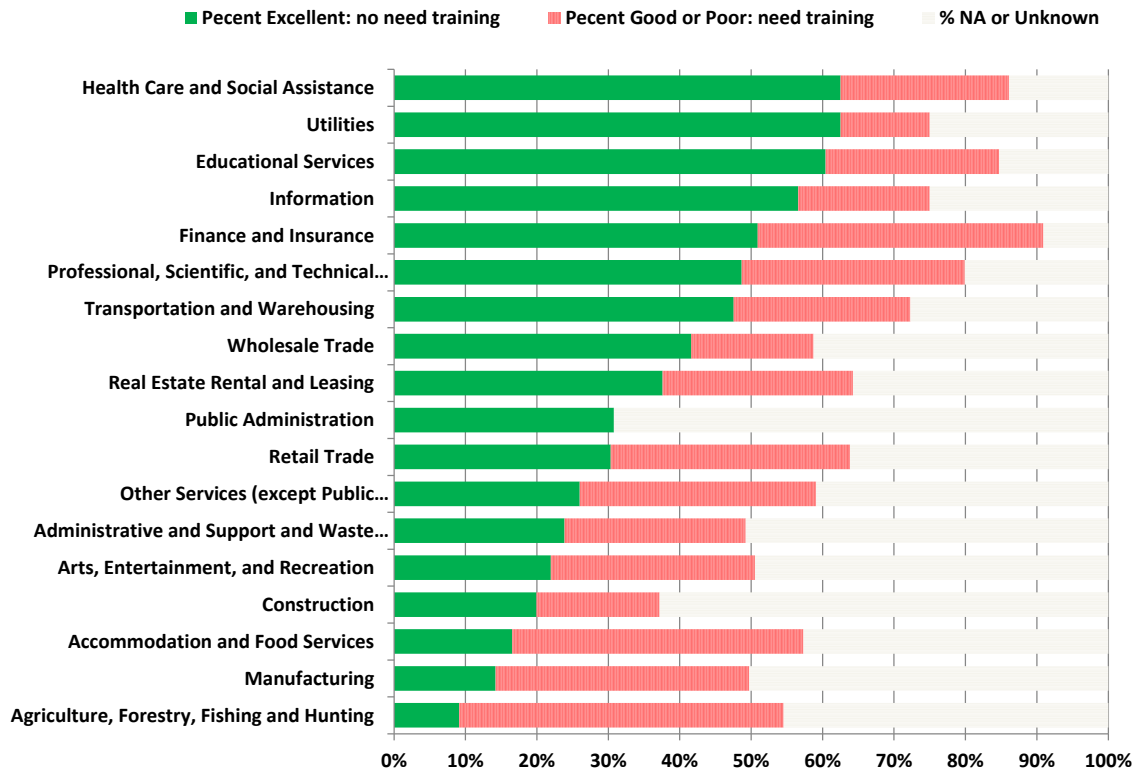
By SOC MAJOR GROUP TITLES: Higher percentage of employees in the Personal Care and Service Occupations, Sales and Related Occupations, Legal Occupations, Food Preparation and Serving Related Occupations, Major Occupational Title Production Occupations, Business and Financial Operations Occupations, Office and Administrative Support Occupations, Management Occupations, and in the Community and Social Service Occupations need some training in Internet. Many jobs with small employers may not require Internet skills, such as some of those in the Farming, Fishing, and Forestry Occupations, Construction and Extraction Occupations, and in others. See Chart 26.2 and Table 26.2 for more details.

Chart 26.2 Small Employers' Employees Internet Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentage in the Agriculture, Forestry, Fishing and Hunting, Accommodation and Food Services, Finance and Insurance, Manufacturing, Retail Trade, Other Services (except Public Administration), and in the Professional, Scientific, and Technical Services needs some training in the Internet skills. As noted already, many job positions with small employers in many industries may not require Internet skills. See Chart 26.3 and Table 26.2 for more details.

Chart 26.3 Small Employers' Employees Internet Skills by Industry Major Group:
2011 PWWAS, CNMI



Database Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Database skills followed by Rota and Saipan. However, in numbers, Saipan had the majority of this group. Also, about 60% of all small employers' employees may not require Database skills.

BY SECTOR: A higher percentage of the Private sector small employers employees need some training in Database, compared to those in the Public sector. Again, note that over 60% of small employers' employees may not require Database skills in jobs with small employers.

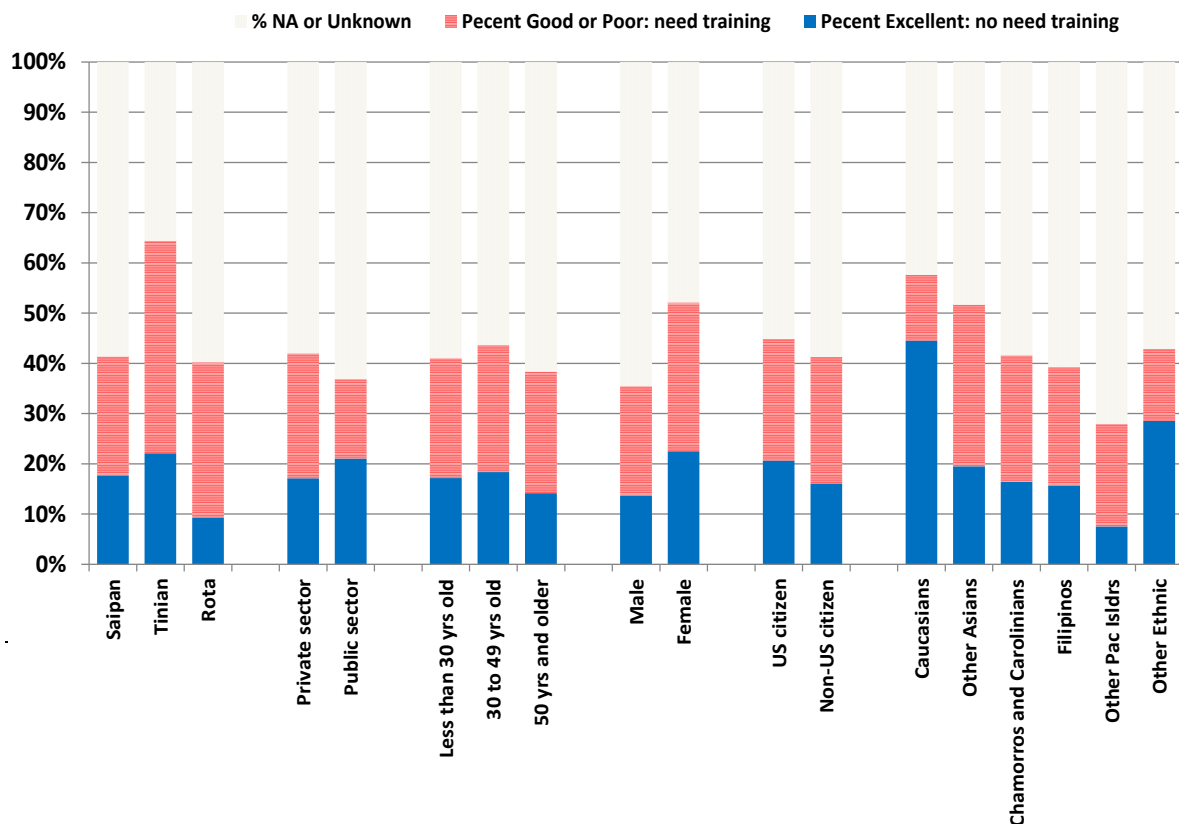
BY AGE GROUPS: A slightly higher percentage of the older age groups compared to the less than 30 age group, need some training in the Database. Again, note the high percentage of small employers' employees that may not require Database skills.

GENDER: A slightly higher percentage of Female, compared to Males, need some training Database. About 65% of Males and about 50% of Females may not require Database skills.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Database. Again, majority of small employers' jobs may not require Database skills.

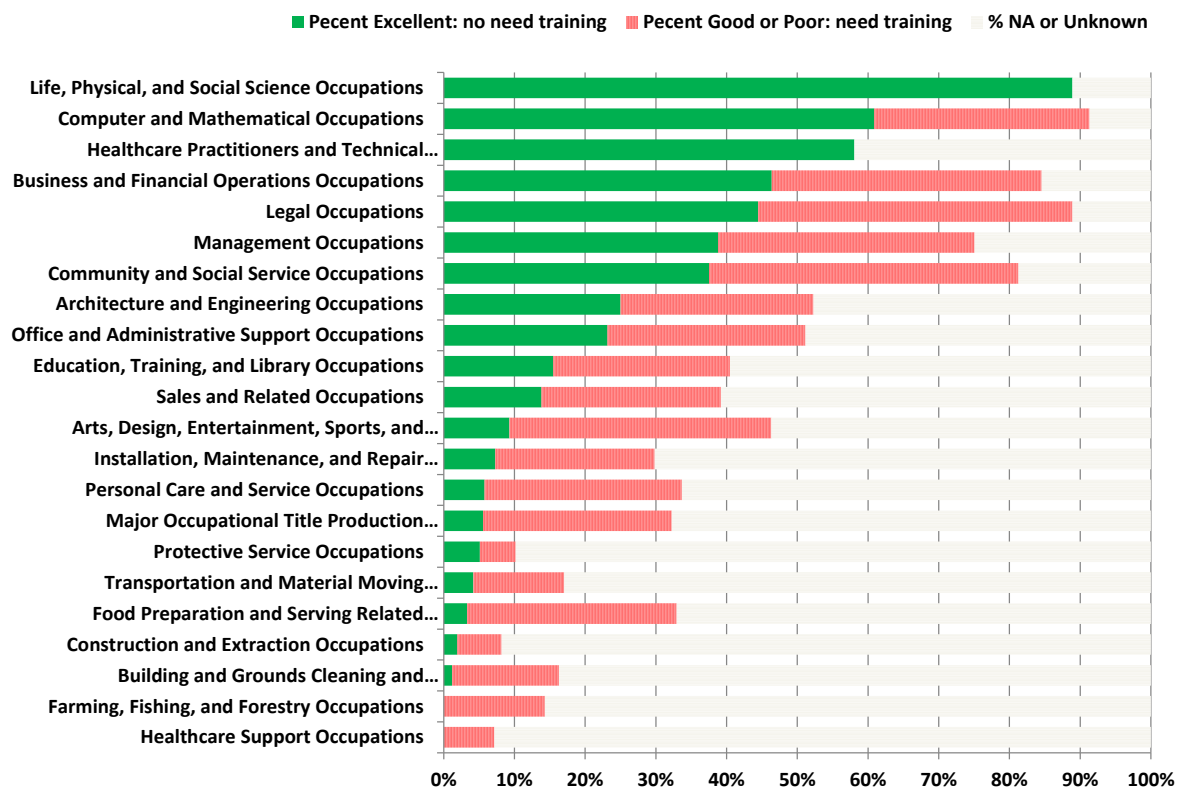
BY MAJOR ETHNIC GROUPS: Other Asians had the highest percentage that needs some training in Database followed by others. Only about 13% of Caucasians need some training in Database. See Chart 27.1 and Table 27.1 for details

Chart 27.1 Small Employers' Employees Database Skills by Demographics: 2011 PWWAS, CNMI



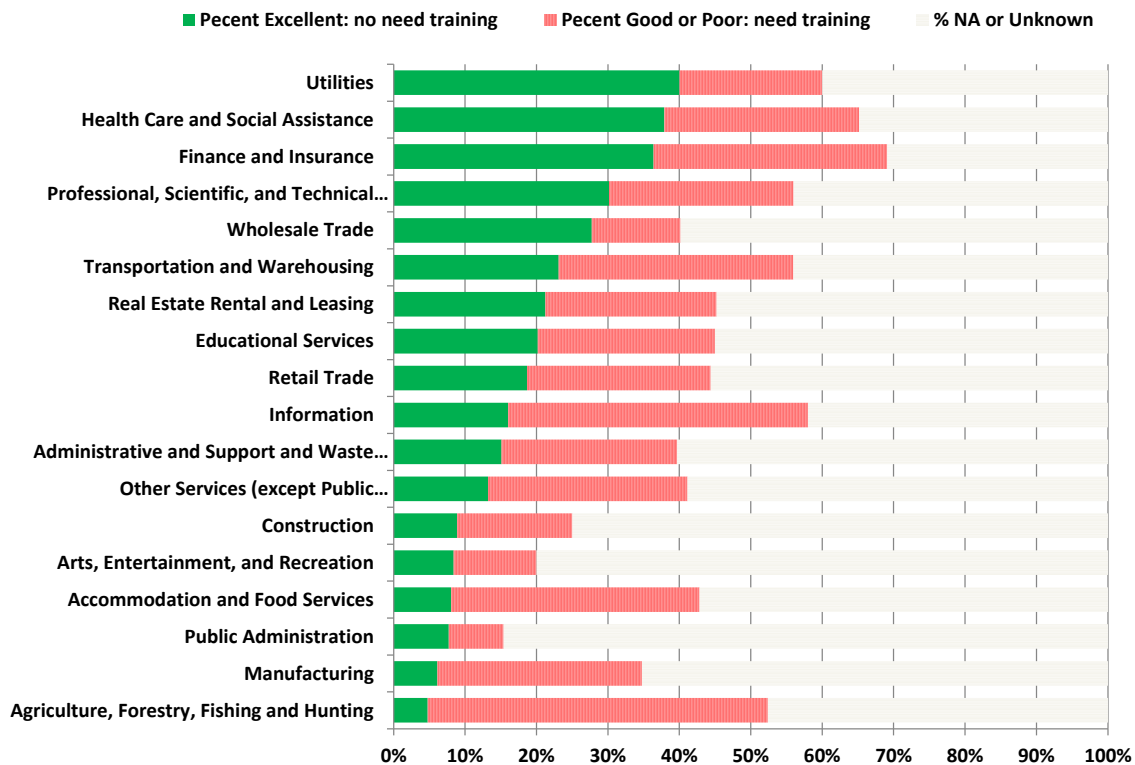
BY SOC MAJOR GROUP TITLES: Higher percentage of employees in the Legal Occupations, Community and Social Service Occupations, Business and Financial Operations Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, Management Occupations, Computer and Mathematical Occupations, and in the Food Preparation and Serving Related Occupations need some training in Database. Again, note, though, that many small employers' employees in many occupations may not require Database skills, such as some of those in Protective Service Occupations, Construction and Extraction Occupations, Healthcare Support Occupations, and in others. See Chart 27.2 and Table 27.2 for more details.

Chart 27.2 Small Employers' Employees Database Skills by SOC Major Group Titles:
2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentage in the Agriculture, Forestry, Fishing and Hunting, Information, Accommodation and Food Services, Transportation and Warehousing, and in the Finance and needs some training in Database skills. However, many small employers' jobs in many industries may not require Database skills. See Chart 27.3 and Table 27.2 for more details.

Chart 27.3 Small Employers' Employees Database Skills by Industry Major Group:
2011 PWAS, CNMI



Website and Web Pages Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in Website and Web Pages skills followed by Rota and Saipan. In numbers, though, Saipan had the majority of this group. Also, many small employers' employees may not require Website and Web Pages skills in their positions.

BY SECTOR: A higher percentage of the Public sector small-employers' employees need some training in Website and Web Pages, compared to those in the Private sector. However, the Public sector is a small portion of this group as a whole.

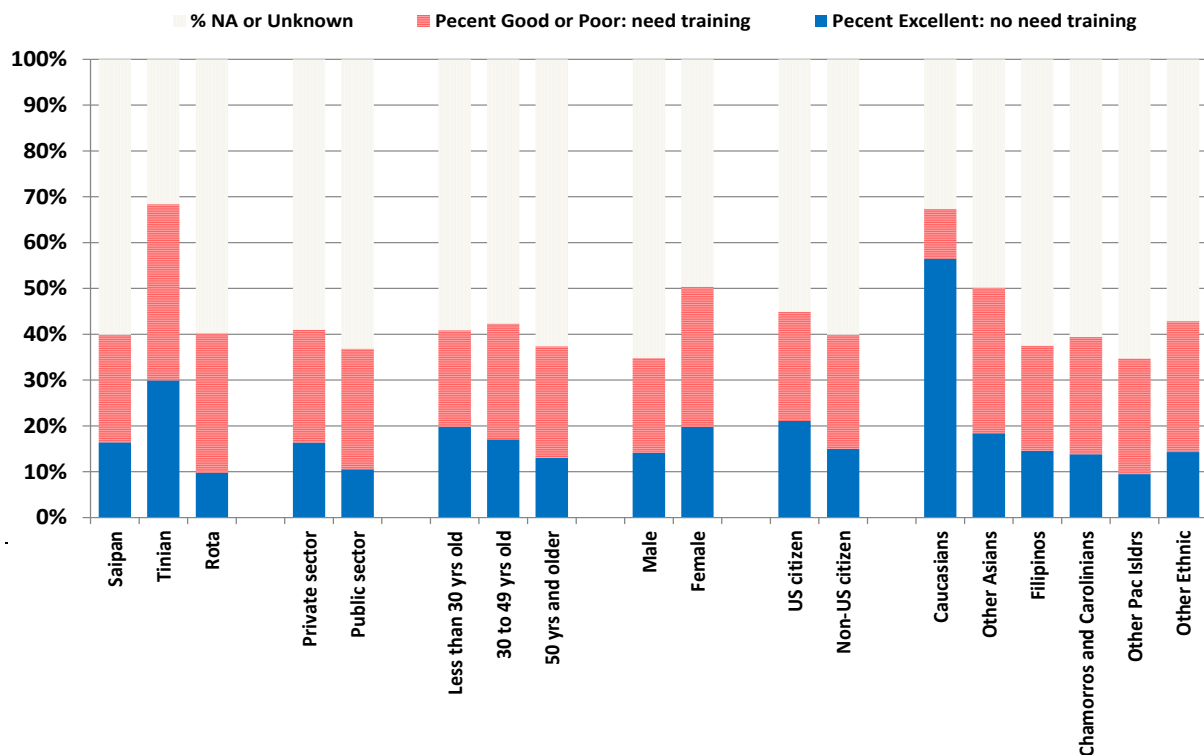
BY AGE GROUPS: About the same percentage in all Age groups need some training in Website and Web Pages. However, about 60% in each of the Age groups may not require Website and Web Pages skills.

BY GENDER: A higher percentage of Females, than Males, need some training in Website and Web Pages. However, about 65% of males and 50% of females may not need Website and Web Pages skills in their jobs with small employers.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Website and Web Pages. Again, note that a high percentage in both groups may not require Website and Web Pages skills in their positions.

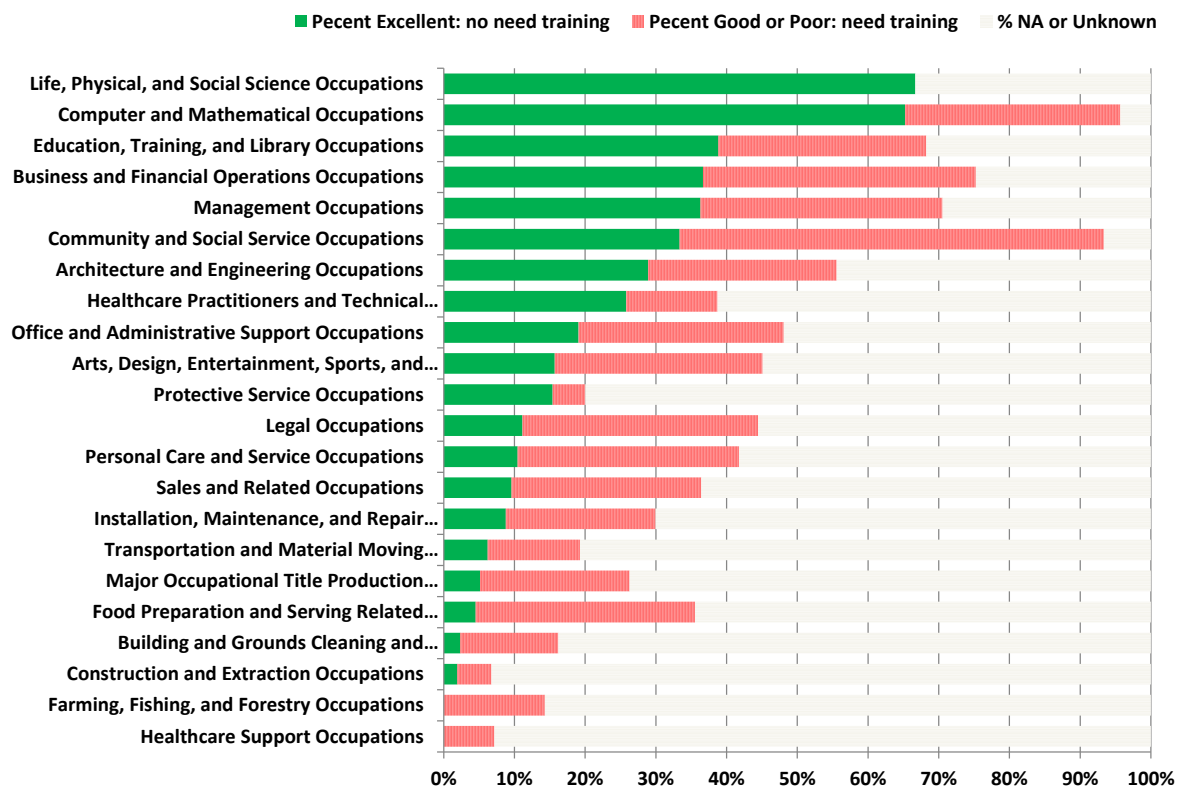
BY MAJOR ETHNIC GROUPS: Other Asians had the highest percentage that needs some training in Website and Web Pages followed by others. Only about 11% of Caucasians need some training in Website and Web Pages. See Chart 28.1 and Table 28.1 for details

Chart 28.1 Small Employers' Employees Website and Web Pages Skills by Demographics: 2011 PWAS, CNMI



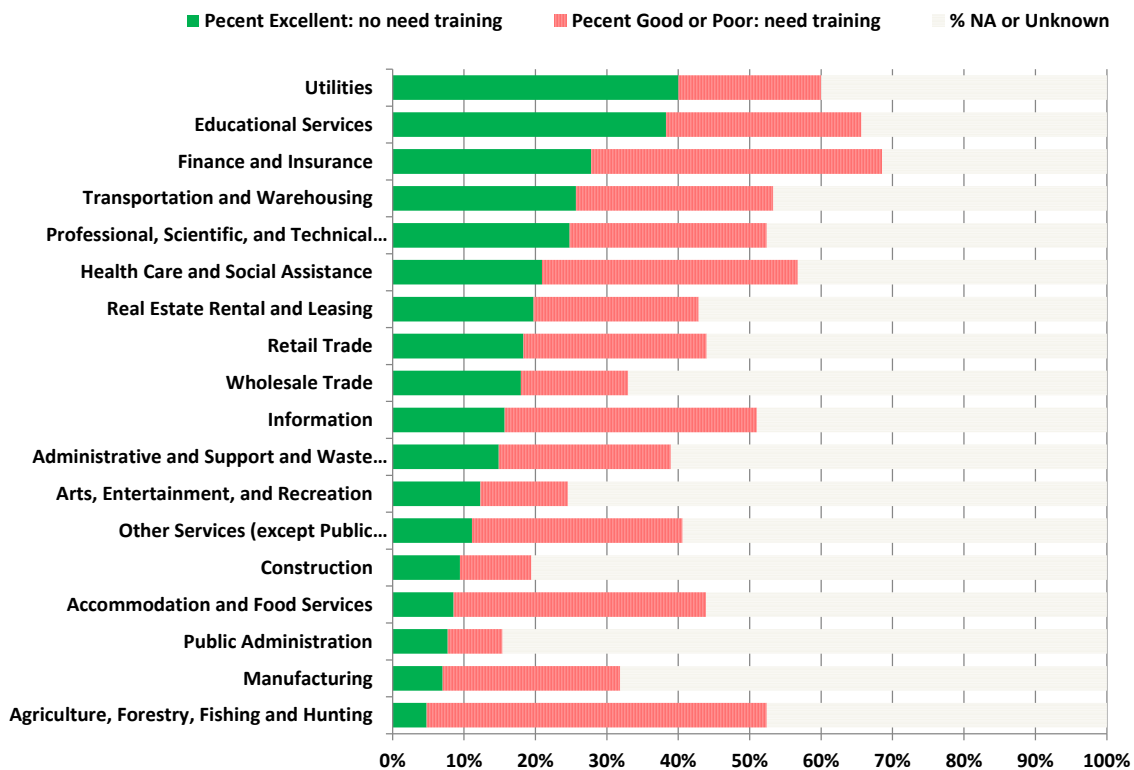
By SOC MAJOR GROUP TITLES: Higher percentage in the Community and Social Service Occupations, Business and Financial Operations Occupations, Management Occupations, Legal Occupations, Personal Care and Service Occupations, Food Preparation and Serving Related Occupations, Computer and Mathematical Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, Education, Training, and Library Occupations, and in the Office and Administrative Support Occupations need some training in Website and Web Pages. However, Website and Web Pages may not be required skills in many jobs with small employers in many occupations. See Chart 28.2 and Table 28.2 for more details.

Chart 28.2 Small Employers' Employees Website and Web Pages Skills by SOC Major Group Titles: 2011 PWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentages of employees in the Agriculture, Forestry, Fishing and Hunting, Finance and Insurance, Health Care and Social Assistance, Accommodation and Food Services, Information, Other Services (except Public Administration) need some training in Website and Web Pages. See Chart 28.3 and Table 28.2 for more details. However, Website and Web Pages may not be required skills in many jobs with small employers in many industries.

Chart 28.3 Small Employers' Employees Website and Web Pages Skills by Demographics:
2011 PWWAS, CNMI



Programming Language Skills

BY ISLAND: Tinian had the highest percentage of employees who need some training in programming language skills followed by Rota and Saipan. In numbers, though, Saipan had the majority of this group. Almost 70% of all small employers' jobs may not require programming language skills.

BY SECTOR: A higher percentage of the Public sector small employers' employees need some training in programming, compared to those in the Private sector; however, Public sector is a very small portion of this group as a whole.

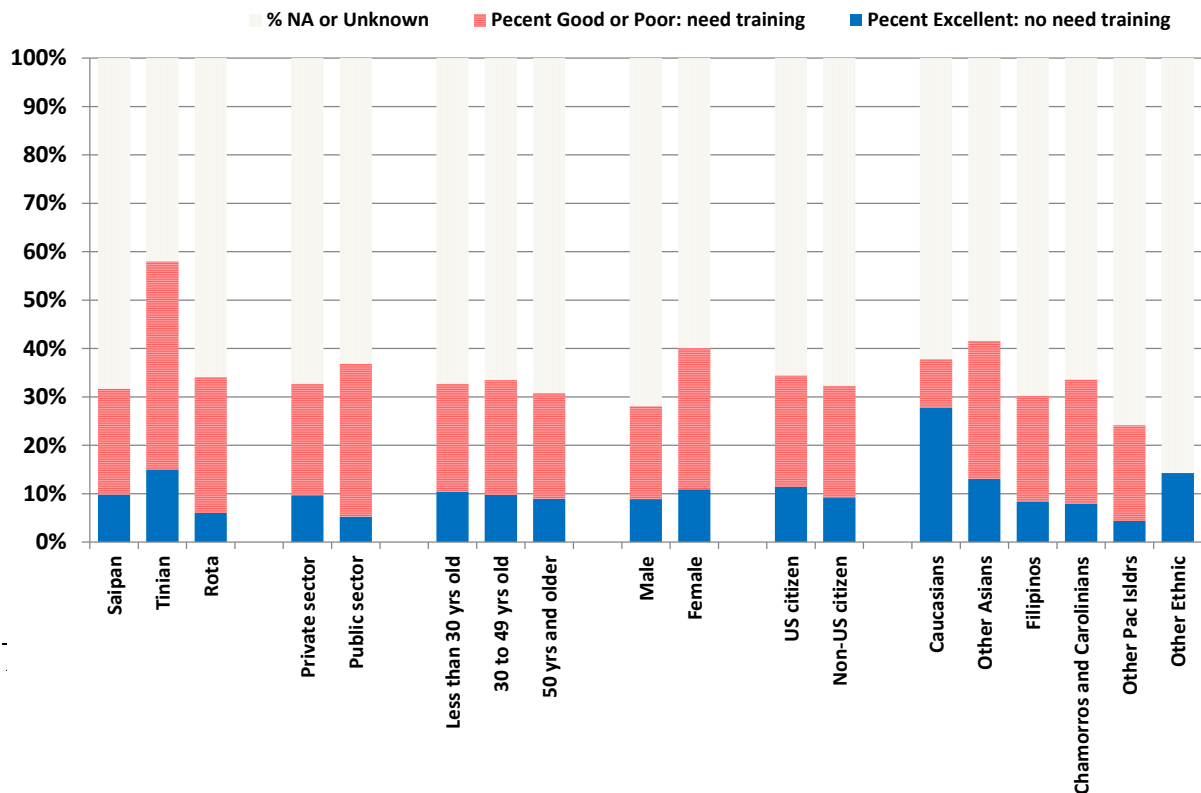
BY AGE GROUPS: About the same percentage in all Age groups need some training in programming; although about 70% in all Age group may not require programming skills.

BY GENDER: A higher percentage of Females, than Males, need some training in programming. But, again, majority in both are in positions that may not require programming skills.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Programming. But, again, many in both groups may not require programming skills.

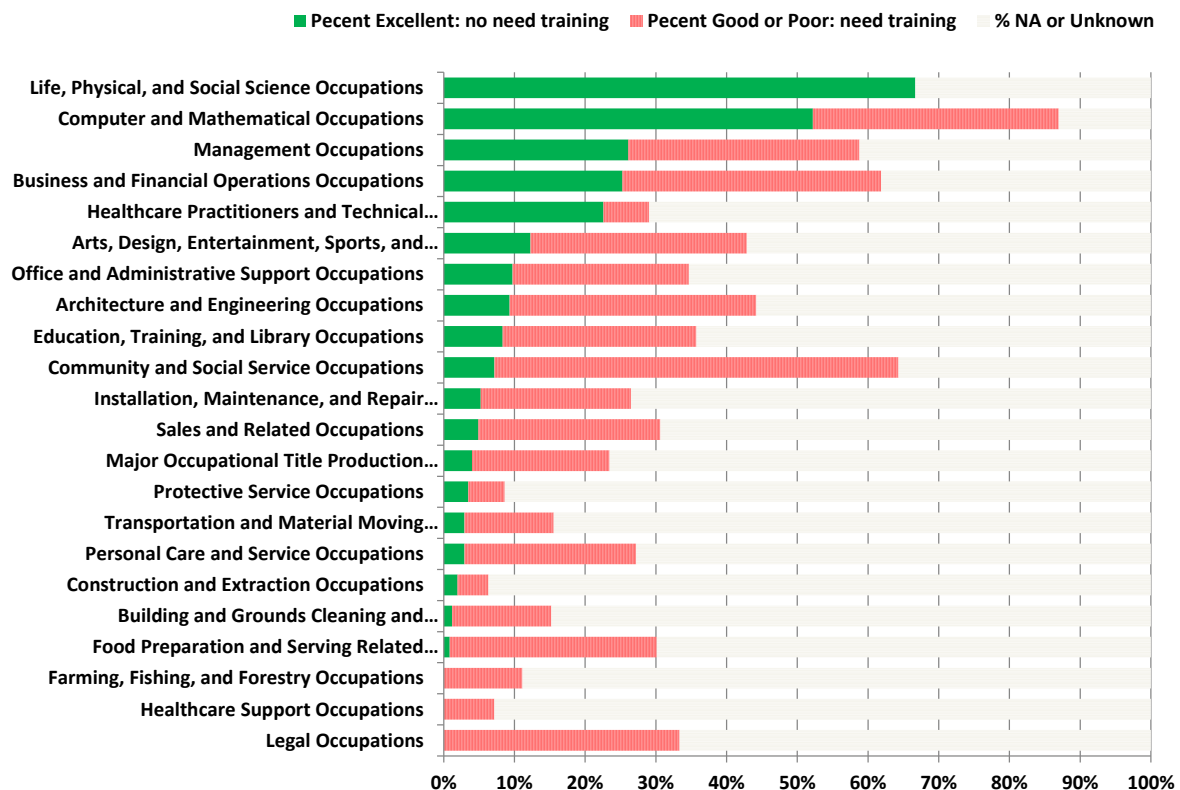
BY MAJOR ETHNIC GROUPS: Other Asians had the highest percentage that needs some training in programming followed by others. Only about 10% of Caucasians need some training in programming. Again, about 70% of small employers' jobs may not require programming skills. See Chart 29.1 and Table 29.1 for details.

Chart 29.1 Small Employers' Employees Programming Skills by Demographics:
2011 PWWAS, CNMI



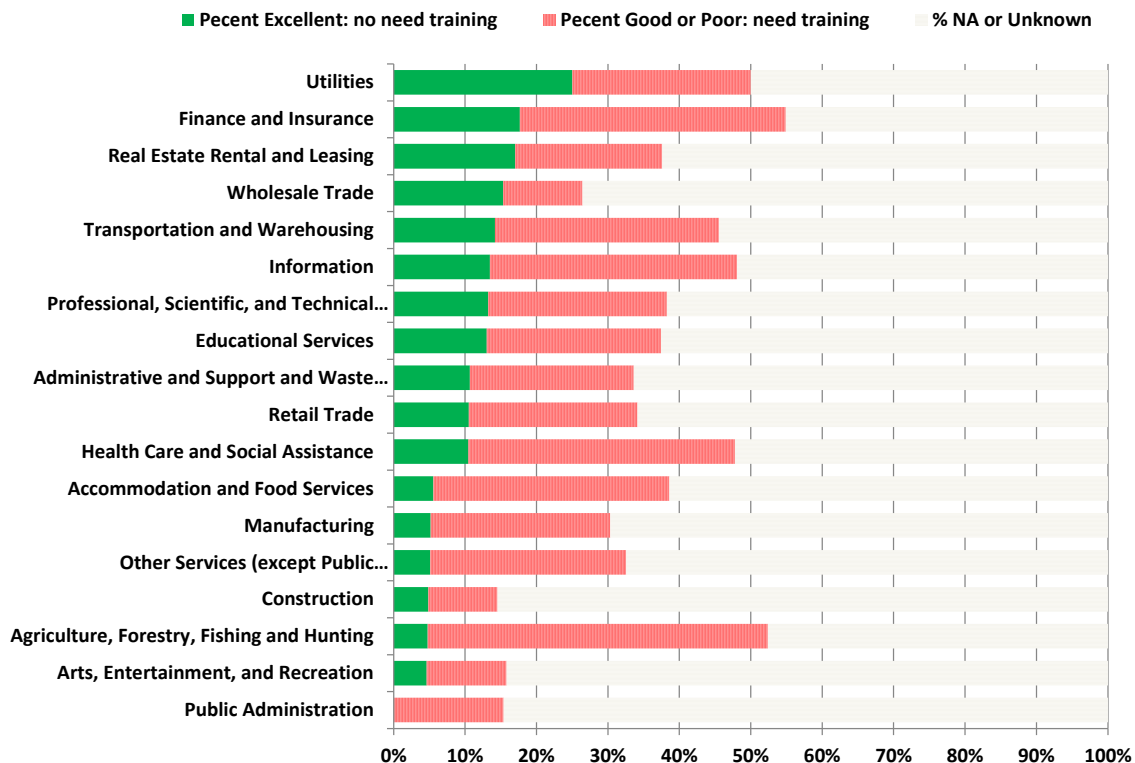
By SOC MAJOR GROUP TITLES: Higher percentage in the Community and Social Service Occupations, Business and Financial Operations Occupations. Architecture and Engineering Occupations, Computer and Mathematical Occupations, Legal Occupations, Management Occupations, Arts, Design, Entertainment, Sports, and Media Occupations, and in the Food Preparation and Serving Related Occupations need some training in Programming. However, programming may not be a required skill in many jobs with small employers in many occupations See Chart 29.2 and Table 29.2 for more details.

Chart 29.2 Small Employers' Employees Programming Skills by SOC Major Group Titles: 2011 PWWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentage of employees in the Agriculture, Forestry, Fishing and Hunting, Health Care and Social Assistance, Finance and Insurance, Information, Accommodation and Food Services, and in the Transportation and Warehousing needs some training in Programming. However, Programming may not be a required skill in many jobs with small employers in many industries. See Chart 29.3 and Table 29.2 for more details.

Chart 29.3 Small Employers' Employees Programming Skills by Industry Major Group:
2011 PWAS, CNMI



Customer Service Skills

BY ISLAND: Rota had the highest percentage of employees who need some training in Customer Service skills followed by Saipan and Tinian. In numbers, however, the majority of this group is in Saipan.

BY SECTOR: A higher percentage of the Private sector small employers' employees need some training in Customer Service, compared to those in the Public sector. However, again, Public sector is a very small portion of this group as a whole.

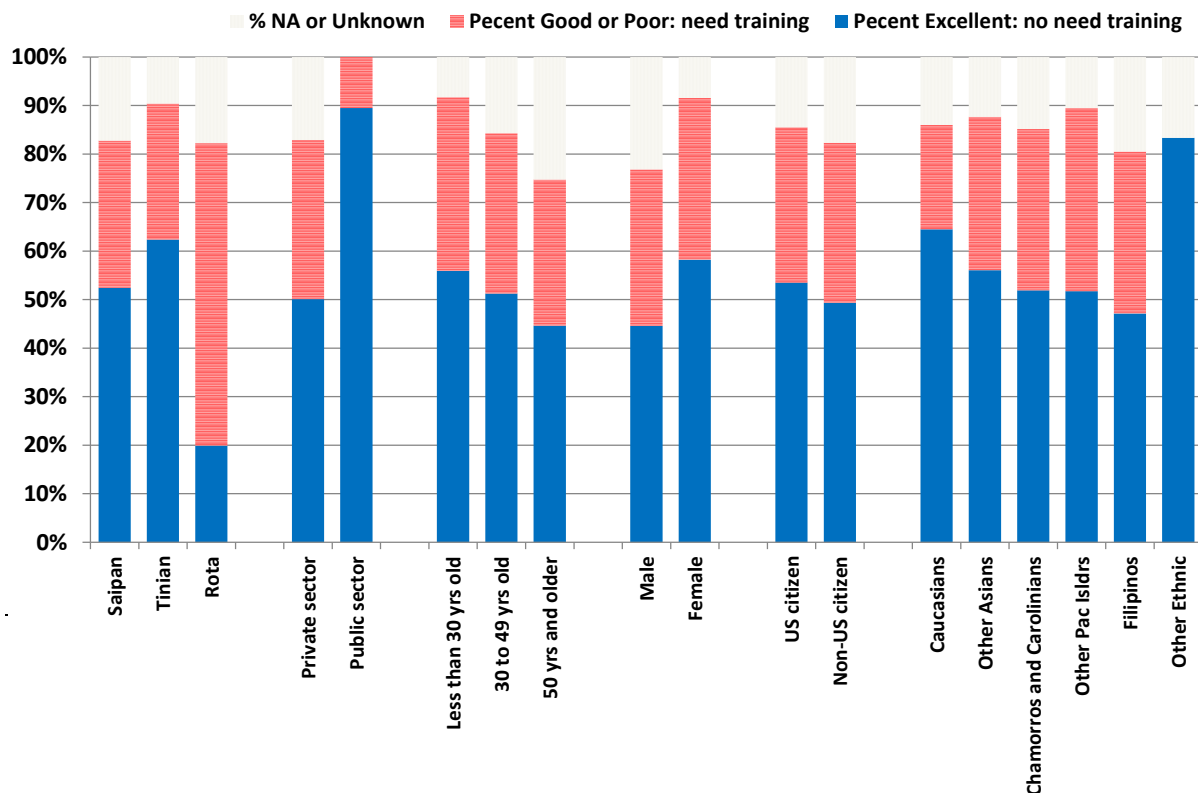
BY AGE GROUPS: A slightly higher percentage of the less than 30 Age group need some training in Customer Service compared to those in the higher Age groups.

BY GENDER: About the same percentage of Females and Males need some training in Customer Service.

BY U.S. CITIZENSHIP: About the same percentage of both the U.S. and non-U.S. citizens need some training in Customer Service.

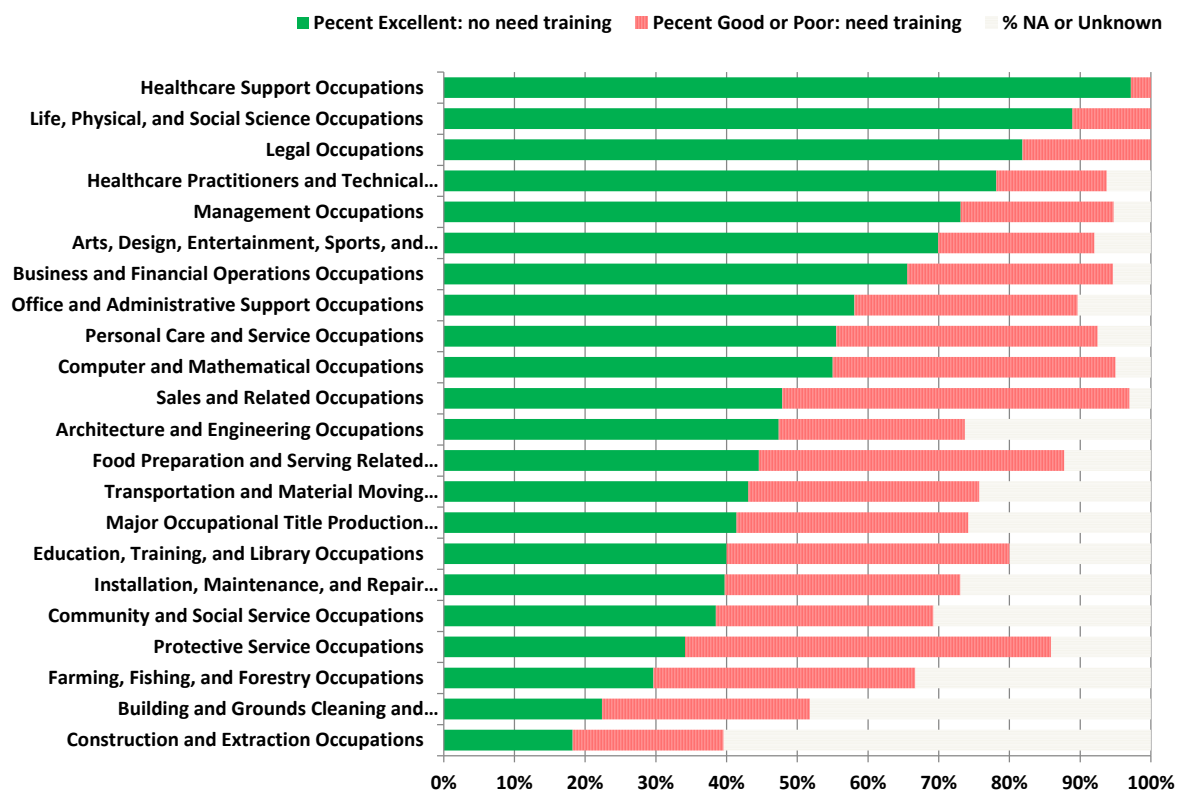
BY MAJOR ETHNIC GROUPS: Other Pacific Islanders had the highest percentage that needs some training in Customer Service followed Filipino, Chamorros and Carolinians, and Other Asians. See Chart 30.1 and Table 30.1 for details.

Chart 30.1 Small Employers' Employees Customer Service Skills by Demographics:
2011 PWWAS, CNMI



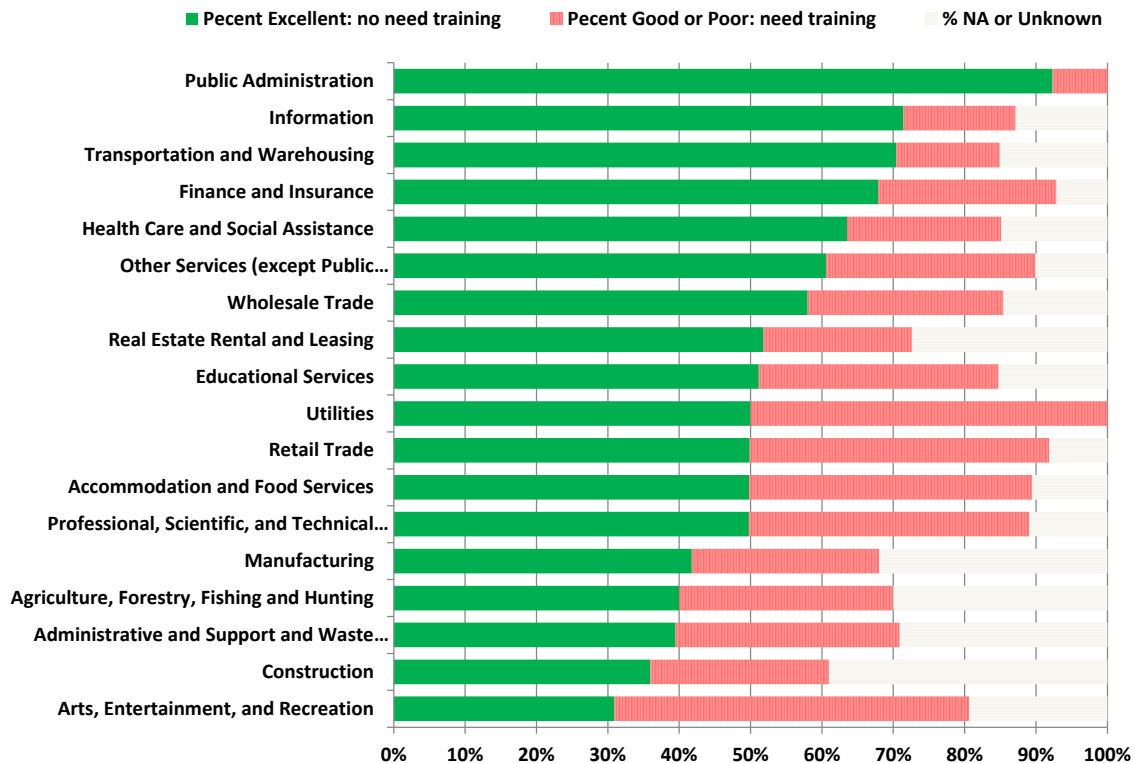
+BY SOC MAJOR GROUP TITLES: Higher percentage in the Protective Service Occupations, Sales and Related Occupations, Food Preparation and Serving Related Occupations, Education, Training, and Library Occupations, Computer and Mathematical Occupations, Farming, Fishing, and Forestry Occupations, Personal Care and Service Occupations, Installation, Maintenance, and Repair Occupations, Major Occupational Title Production Occupations, Transportation and Material Moving Occupations, Office and Administrative Support Occupations, Community and Social Service Occupations, Building and Grounds Cleaning and Maintenance Occupations, and in the Business and Financial Operations Occupations need some training in customer service. About 60% of small employers' jobs in the Construction and Extraction Occupations and slightly less than half in the Building and Grounds Cleaning and Maintenance Occupations may not require Customer Service skills. See Chart 30.2 and Table 30.2 for more details.

Chart 30.2 Small Employers' Employees Customer Service Skills by SOC Major Group Titles: 2011 PWAS, CNMI



BY INDUSTRY MAJOR GROUPS: Higher percentage of employees in the Utilities, Arts, Entertainment, and Recreation, Retail Trade, Accommodation and Food Services, Professional, Scientific, and Technical Services, Educational Services, Administrative and Support and Waste Management and Remediation Services, Agriculture, Forestry, Fishing and Hunting, and in the Other Services (except Public Administration) need some training in Customer Service. About 40% of small employers' jobs in the Construction industry, over 30% in Manufacturing, and about 30% in the Agriculture, Forestry, Fishing, and Hunting may not require Customer Service skills. See Chart 30.3 and Table 30.2 for more details.

Chart 30.3 Small Employers' Employees Customer Service Skills by Industry Major Group:
2011 PWWAS, CNMI



APPENDIX A

Table 1. SOC Major Group Titles by Island: 2011 PWAS, CNMI

SOC Major Group Titles	Island			Total
	Saipan	Tinian	Rota	
	Number			
Architecture and Engineering Occupations	125	2	3	130
Arts, Design, Entertainment, Sports, and Media Occupations	233	20	4	257
Building and Grounds Cleaning and Maintenance Occupations	612	80	45	737
Business and Financial Operations Occupations	599	20	28	647
Community and Social Service Occupations	301	10	61	372
Computer and Mathematical Occupations	99	1	3	103
Construction and Extraction Occupations	676	30	66	772
Education, Training, and Library Occupations	969	12	12	993
Farming, Fishing, and Forestry Occupations	99	12	24	135
Food Preparation and Serving Related Occupations	910	191	74	1,175
Healthcare Practitioners and Technical Occupations	382	18	6	406
Healthcare Support Occupations	155	10	13	178
Installation, Maintenance, and Repair Occupations	894	61	24	979
Legal Occupations	111	-	-	111
Life, Physical, and Social Science Occupations	115	3	9	127
Major Occupational Title Production Occupations	537	9	34	580
Management Occupations	1,390	104	52	1,546
Office and Administrative Support Occupations	2,055	151	45	2,251
Personal Care and Service Occupations	323	129	15	467
Protective Service Occupations	783	95	40	918
Sales and Related Occupations	845	28	29	902
Transportation and Material Moving Occupations	612	29	23	664
Total	12,825	1,015	610	14,450
	Percent by Island			
Architecture and Engineering Occupations	96.2%	1.5%	2.3%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	90.7%	7.8%	1.6%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	83.0%	10.9%	6.1%	100.0%
Business and Financial Operations Occupations	92.6%	3.1%	4.3%	100.0%
Community and Social Service Occupations	80.9%	2.7%	16.4%	100.0%
Computer and Mathematical Occupations	96.1%	1.0%	2.9%	100.0%
Construction and Extraction Occupations	87.6%	3.9%	8.5%	100.0%
Education, Training, and Library Occupations	97.6%	1.2%	1.2%	100.0%
Farming, Fishing, and Forestry Occupations	73.3%	8.9%	17.8%	100.0%
Food Preparation and Serving Related Occupations	77.4%	16.3%	6.3%	100.0%
Healthcare Practitioners and Technical Occupations	94.1%	4.4%	1.5%	100.0%
Healthcare Support Occupations	87.1%	5.6%	7.3%	100.0%
Installation, Maintenance, and Repair Occupations	91.3%	6.2%	2.5%	100.0%
Legal Occupations	100.0%	0.0%	0.0%	100.0%
Life, Physical, and Social Science Occupations	90.6%	2.4%	7.1%	100.0%
Major Occupational Title Production Occupations	92.6%	1.6%	5.9%	100.0%
Management Occupations	89.9%	6.7%	3.4%	100.0%
Office and Administrative Support Occupations	91.3%	6.7%	2.0%	100.0%
Personal Care and Service Occupations	69.2%	27.6%	3.2%	100.0%
Protective Service Occupations	85.3%	10.3%	4.4%	100.0%
Sales and Related Occupations	93.7%	3.1%	3.2%	100.0%
Transportation and Material Moving Occupations	92.2%	4.4%	3.5%	100.0%
Total	88.8%	7.0%	4.2%	100.0%
	Percent within Island			
Architecture and Engineering Occupations	1.0%	0.2%	0.5%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	1.8%	2.0%	0.7%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	4.8%	7.9%	7.4%	5.1%
Business and Financial Operations Occupations	4.7%	2.0%	4.6%	4.5%
Community and Social Service Occupations	2.3%	1.0%	10.0%	2.6%
Computer and Mathematical Occupations	0.8%	0.1%	0.5%	0.7%
Construction and Extraction Occupations	5.3%	3.0%	10.8%	5.3%
Education, Training, and Library Occupations	7.6%	1.2%	2.0%	6.9%
Farming, Fishing, and Forestry Occupations	0.8%	1.2%	3.9%	0.9%
Food Preparation and Serving Related Occupations	7.1%	18.8%	12.1%	8.1%
Healthcare Practitioners and Technical Occupations	3.0%	1.8%	1.0%	2.8%
Healthcare Support Occupations	1.2%	1.0%	2.1%	1.2%
Installation, Maintenance, and Repair Occupations	7.0%	6.0%	3.9%	6.8%
Legal Occupations	0.9%	0.0%	0.0%	0.8%
Life, Physical, and Social Science Occupations	0.9%	0.3%	1.5%	0.9%
Major Occupational Title Production Occupations	4.2%	0.9%	5.6%	4.0%
Management Occupations	10.8%	10.2%	8.5%	10.7%
Office and Administrative Support Occupations	16.0%	14.9%	7.4%	15.6%
Personal Care and Service Occupations	2.5%	12.7%	2.5%	3.2%
Protective Service Occupations	6.1%	9.4%	6.6%	6.4%
Sales and Related Occupations	6.6%	2.8%	4.8%	6.2%
Transportation and Material Moving Occupations	4.8%	2.9%	3.8%	4.6%
Total	100.0%	100.0%	100.0%	100.0%

Table 2. SOC Major Group Titles by Sector: 2011 PWWAS, CNMI

SOC Major Group Titles	Sector		Total
	Private	Public	
	Number		
Architecture and Engineering Occupations	108	22	130
Arts, Design, Entertainment, Sports, and Media Occupations	222	35	257
Building and Grounds Cleaning and Maintenance Occupations	692	45	737
Business and Financial Operations Occupations	408	239	647
Community and Social Service Occupations	33	339	372
Computer and Mathematical Occupations	59	44	103
Construction and Extraction Occupations	666	106	772
Education, Training, and Library Occupations	135	858	993
Farming, Fishing, and Forestry Occupations	96	39	135
Food Preparation and Serving Related Occupations	1,151	24	1,175
Healthcare Practitioners and Technical Occupations	83	323	406
Healthcare Support Occupations	108	70	178
Installation, Maintenance, and Repair Occupations	911	68	979
Legal Occupations	33	78	111
Life, Physical, and Social Science Occupations	18	109	127
Major Occupational Title Production Occupations	574	6	580
Management Occupations	1,049	497	1,546
Office and Administrative Support Occupations	1,152	1,099	2,251
Personal Care and Service Occupations	445	22	467
Protective Service Occupations	516	402	918
Sales and Related Occupations	900	2	902
Transportation and Material Moving Occupations	614	50	664
Total	9,973	4,477	14,450
	Percent by Sector		
Architecture and Engineering Occupations	83.1%	16.9%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	86.4%	13.6%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	93.9%	6.1%	100.0%
Business and Financial Operations Occupations	63.1%	36.9%	100.0%
Community and Social Service Occupations	8.9%	91.1%	100.0%
Computer and Mathematical Occupations	57.3%	42.7%	100.0%
Construction and Extraction Occupations	86.3%	13.7%	100.0%
Education, Training, and Library Occupations	13.6%	86.4%	100.0%
Farming, Fishing, and Forestry Occupations	71.1%	28.9%	100.0%
Food Preparation and Serving Related Occupations	98.0%	2.0%	100.0%
Healthcare Practitioners and Technical Occupations	20.4%	79.6%	100.0%
Healthcare Support Occupations	60.7%	39.3%	100.0%
Installation, Maintenance, and Repair Occupations	93.1%	6.9%	100.0%
Legal Occupations	29.7%	70.3%	100.0%
Life, Physical, and Social Science Occupations	14.2%	85.8%	100.0%
Major Occupational Title Production Occupations	99.0%	1.0%	100.0%
Management Occupations	67.9%	32.1%	100.0%
Office and Administrative Support Occupations	51.2%	48.8%	100.0%
Personal Care and Service Occupations	95.3%	4.7%	100.0%
Protective Service Occupations	56.2%	43.8%	100.0%
Sales and Related Occupations	99.8%	0.2%	100.0%
Transportation and Material Moving Occupations	92.5%	7.5%	100.0%
Total	69.0%	31.0%	100.0%
	Percent within Sector		
Architecture and Engineering Occupations	1.1%	0.5%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	2.2%	0.8%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	6.9%	1.0%	5.1%
Business and Financial Operations Occupations	4.1%	5.3%	4.5%
Community and Social Service Occupations	0.3%	7.6%	2.6%
Computer and Mathematical Occupations	0.6%	1.0%	0.7%
Construction and Extraction Occupations	6.7%	2.4%	5.3%
Education, Training, and Library Occupations	1.4%	19.2%	6.9%
Farming, Fishing, and Forestry Occupations	1.0%	0.9%	0.9%
Food Preparation and Serving Related Occupations	11.5%	0.5%	8.1%
Healthcare Practitioners and Technical Occupations	0.8%	7.2%	2.8%
Healthcare Support Occupations	1.1%	1.6%	1.2%
Installation, Maintenance, and Repair Occupations	9.1%	1.5%	6.8%
Legal Occupations	0.3%	1.7%	0.8%
Life, Physical, and Social Science Occupations	0.2%	2.4%	0.9%
Major Occupational Title Production Occupations	5.8%	0.1%	4.0%
Management Occupations	10.5%	11.1%	10.7%
Office and Administrative Support Occupations	11.6%	24.5%	15.6%
Personal Care and Service Occupations	4.5%	0.5%	3.2%
Protective Service Occupations	5.2%	9.0%	6.4%
Sales and Related Occupations	9.0%	0.0%	6.2%
Transportation and Material Moving Occupations	6.2%	1.1%	4.6%
Total	100.0%	100.0%	100.0%

Table 3. SOC Major Group Titles by Age Group: 2011 PWWAS

SOC Major Group	Age Group			Total
	Less than 30 yrs old	30 to 49 yrs old	50 yrs and older	
	Number			
Architecture and Engineering Occupations	10	85	31	126
Arts, Design, Entertainment, Sports, and Media Occupations	102	119	32	253
Building and Grounds Cleaning and Maintenance Occupations	37	460	236	733
Business and Financial Operations Occupations	69	415	157	641
Community and Social Service Occupations	134	182	50	366
Computer and Mathematical Occupations	21	65	17	103
Construction and Extraction Occupations	18	501	249	768
Education, Training, and Library Occupations	266	536	188	990
Farming, Fishing, and Forestry Occupations	2	92	41	135
Food Preparation and Serving Related Occupations	154	816	203	1,173
Healthcare Practitioners and Technical Occupations	35	251	102	388
Healthcare Support Occupations	25	119	26	170
Installation, Maintenance, and Repair Occupations	66	602	293	961
Legal Occupations	23	56	30	109
Life, Physical, and Social Science Occupations	23	82	20	125
Major Occupational Title Production Occupations	54	370	150	574
Management Occupations	79	871	571	1,521
Office and Administrative Support Occupations	849	1,036	291	2,176
Personal Care and Service Occupations	70	329	66	465
Protective Service Occupations	181	616	112	909
Sales and Related Occupations	229	574	86	889
Transportation and Material Moving Occupations	126	354	149	629
Total	2,573	8,531	3,100	14,204
	Percent by Age Group			
Architecture and Engineering Occupations	7.9%	67.5%	24.6%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	40.3%	47.0%	12.6%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	5.0%	62.8%	32.2%	100.0%
Business and Financial Operations Occupations	10.8%	64.7%	24.5%	100.0%
Community and Social Service Occupations	36.6%	49.7%	13.7%	100.0%
Computer and Mathematical Occupations	20.4%	63.1%	16.5%	100.0%
Construction and Extraction Occupations	2.3%	65.2%	32.4%	100.0%
Education, Training, and Library Occupations	26.9%	54.1%	19.0%	100.0%
Farming, Fishing, and Forestry Occupations	1.5%	68.1%	30.4%	100.0%
Food Preparation and Serving Related Occupations	13.1%	69.6%	17.3%	100.0%
Healthcare Practitioners and Technical Occupations	9.0%	64.7%	26.3%	100.0%
Healthcare Support Occupations	14.7%	70.0%	15.3%	100.0%
Installation, Maintenance, and Repair Occupations	6.9%	62.6%	30.5%	100.0%
Legal Occupations	21.1%	51.4%	27.5%	100.0%
Life, Physical, and Social Science Occupations	18.4%	65.6%	16.0%	100.0%
Major Occupational Title Production Occupations	9.4%	64.5%	26.1%	100.0%
Management Occupations	5.2%	57.3%	37.5%	100.0%
Office and Administrative Support Occupations	39.0%	47.6%	13.4%	100.0%
Personal Care and Service Occupations	15.1%	70.8%	14.2%	100.0%
Protective Service Occupations	19.9%	67.8%	12.3%	100.0%
Sales and Related Occupations	25.8%	64.6%	9.7%	100.0%
Transportation and Material Moving Occupations	20.0%	56.3%	23.7%	100.0%
Total	18.1%	60.1%	21.8%	100.0%
	Percent within Age Group			
Architecture and Engineering Occupations	0.4%	1.0%	1.0%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	4.0%	1.4%	1.0%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	1.4%	5.4%	7.6%	5.2%
Business and Financial Operations Occupations	2.7%	4.9%	5.1%	4.5%
Community and Social Service Occupations	5.2%	2.1%	1.6%	2.6%
Computer and Mathematical Occupations	0.8%	0.8%	0.5%	0.7%
Construction and Extraction Occupations	0.7%	5.9%	8.0%	5.4%
Education, Training, and Library Occupations	10.3%	6.3%	6.1%	7.0%
Farming, Fishing, and Forestry Occupations	0.1%	1.1%	1.3%	1.0%
Food Preparation and Serving Related Occupations	6.0%	9.6%	6.5%	8.3%
Healthcare Practitioners and Technical Occupations	1.4%	2.9%	3.3%	2.7%
Healthcare Support Occupations	1.0%	1.4%	0.8%	1.2%
Installation, Maintenance, and Repair Occupations	2.6%	7.1%	9.5%	6.8%
Legal Occupations	0.9%	0.7%	1.0%	0.8%
Life, Physical, and Social Science Occupations	0.9%	1.0%	0.6%	0.9%
Major Occupational Title Production Occupations	2.1%	4.3%	4.8%	4.0%
Management Occupations	3.1%	10.2%	18.4%	10.7%
Office and Administrative Support Occupations	33.0%	12.1%	9.4%	15.3%
Personal Care and Service Occupations	2.7%	3.9%	2.1%	3.3%
Protective Service Occupations	7.0%	7.2%	3.6%	6.4%
Sales and Related Occupations	8.9%	6.7%	2.8%	6.3%
Transportation and Material Moving Occupations	4.9%	4.1%	4.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%

Table 4. SOC Major Group Titles by Gender: 2011 PWWAS, CNMI

SOC Major Group Titles	Gender		Total
	Male	Female	
	Number		
Architecture and Engineering Occupations	120	9	129
Arts, Design, Entertainment, Sports, and Media Occupations	144	109	253
Building and Grounds Cleaning and Maintenance Occupations	350	357	707
Business and Financial Operations Occupations	216	428	644
Community and Social Service Occupations	178	188	366
Computer and Mathematical Occupations	74	29	103
Construction and Extraction Occupations	750	16	766
Education, Training, and Library Occupations	365	628	993
Farming, Fishing, and Forestry Occupations	122	13	135
Food Preparation and Serving Related Occupations	570	572	1,142
Healthcare Practitioners and Technical Occupations	136	252	388
Healthcare Support Occupations	30	140	170
Installation, Maintenance, and Repair Occupations	908	67	975
Legal Occupations	68	42	110
Life, Physical, and Social Science Occupations	95	30	125
Major Occupational Title Production Occupations	410	165	575
Management Occupations	851	668	1,519
Office and Administrative Support Occupations	941	1,265	2,206
Personal Care and Service Occupations	200	267	467
Protective Service Occupations	823	88	911
Sales and Related Occupations	251	626	877
Transportation and Material Moving Occupations	587	63	650
Total	8,189	6,022	14,211
	Percent by Gender		
Architecture and Engineering Occupations	93.0%	7.0%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	56.9%	43.1%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	49.5%	50.5%	100.0%
Business and Financial Operations Occupations	33.5%	66.5%	100.0%
Community and Social Service Occupations	48.6%	51.4%	100.0%
Computer and Mathematical Occupations	71.8%	28.2%	100.0%
Construction and Extraction Occupations	97.9%	2.1%	100.0%
Education, Training, and Library Occupations	36.8%	63.2%	100.0%
Farming, Fishing, and Forestry Occupations	90.4%	9.6%	100.0%
Food Preparation and Serving Related Occupations	49.9%	50.1%	100.0%
Healthcare Practitioners and Technical Occupations	35.1%	64.9%	100.0%
Healthcare Support Occupations	17.6%	82.4%	100.0%
Installation, Maintenance, and Repair Occupations	93.1%	6.9%	100.0%
Legal Occupations	61.8%	38.2%	100.0%
Life, Physical, and Social Science Occupations	76.0%	24.0%	100.0%
Major Occupational Title Production Occupations	71.3%	28.7%	100.0%
Management Occupations	56.0%	44.0%	100.0%
Office and Administrative Support Occupations	42.7%	57.3%	100.0%
Personal Care and Service Occupations	42.8%	57.2%	100.0%
Protective Service Occupations	90.3%	9.7%	100.0%
Sales and Related Occupations	28.6%	71.4%	100.0%
Transportation and Material Moving Occupations	90.3%	9.7%	100.0%
Total	57.6%	42.4%	100.0%
	Percent within Gender		
Architecture and Engineering Occupations	1.5%	0.1%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	1.8%	1.8%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	4.3%	5.9%	5.0%
Business and Financial Operations Occupations	2.6%	7.1%	4.5%
Community and Social Service Occupations	2.2%	3.1%	2.6%
Computer and Mathematical Occupations	0.9%	0.5%	0.7%
Construction and Extraction Occupations	9.2%	0.3%	5.4%
Education, Training, and Library Occupations	4.5%	10.4%	7.0%
Farming, Fishing, and Forestry Occupations	1.5%	0.2%	0.9%
Food Preparation and Serving Related Occupations	7.0%	9.5%	8.0%
Healthcare Practitioners and Technical Occupations	1.7%	4.2%	2.7%
Healthcare Support Occupations	0.4%	2.3%	1.2%
Installation, Maintenance, and Repair Occupations	11.1%	1.1%	6.9%
Legal Occupations	0.8%	0.7%	0.8%
Life, Physical, and Social Science Occupations	1.2%	0.5%	0.9%
Major Occupational Title Production Occupations	5.0%	2.7%	4.0%
Management Occupations	10.4%	11.1%	10.7%
Office and Administrative Support Occupations	11.5%	21.0%	15.5%
Personal Care and Service Occupations	2.4%	4.4%	3.3%
Protective Service Occupations	10.1%	1.5%	6.4%
Sales and Related Occupations	3.1%	10.4%	6.2%
Transportation and Material Moving Occupations	7.2%	1.0%	4.6%
Total	100.0%	100.0%	100.0%

Table 5. SOC Major Group Titles by Citizenship: 2011 PWWAS, CNMI

	Citizenship			Total
	Non-U.S. citizen	U.S. citizen	Unknown	
	Number			
Architecture and Engineering Occupations	79	40	4	123
Arts, Design, Entertainment, Sports, and Media Occupations	164	81	1	246
Building and Grounds Cleaning and Maintenance Occupations	606	91	39	736
Business and Financial Operations Occupations	361	271	8	640
Community and Social Service Occupations	45	296	19	360
Computer and Mathematical Occupations	42	55	2	99
Construction and Extraction Occupations	638	120	7	765
Education, Training, and Library Occupations	208	542	242	992
Farming, Fishing, and Forestry Occupations	94	41	-	135
Food Preparation and Serving Related Occupations	995	144	26	1,165
Healthcare Practitioners and Technical Occupations	234	138	21	393
Healthcare Support Occupations	103	65	8	176
Installation, Maintenance, and Repair Occupations	720	242	12	974
Legal Occupations	8	97	2	107
Life, Physical, and Social Science Occupations	13	104	3	120
Major Occupational Title Production Occupations	448	114	3	565
Management Occupations	712	793	30	1,535
Office and Administrative Support Occupations	671	1,374	36	2,081
Personal Care and Service Occupations	390	77	-	467
Protective Service Occupations	313	585	7	905
Sales and Related Occupations	591	304	7	902
Transportation and Material Moving Occupations	357	295	12	664
Total	7,792	5,869	489	14,150
	Percent by Citizenship			
Architecture and Engineering Occupations	64.2%	32.5%	3.3%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	66.7%	32.9%	0.4%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	82.3%	12.4%	5.3%	100.0%
Business and Financial Operations Occupations	56.4%	42.3%	1.3%	100.0%
Community and Social Service Occupations	12.5%	82.2%	5.3%	100.0%
Computer and Mathematical Occupations	42.4%	55.6%	2.0%	100.0%
Construction and Extraction Occupations	83.4%	15.7%	0.9%	100.0%
Education, Training, and Library Occupations	21.0%	54.6%	24.4%	100.0%
Farming, Fishing, and Forestry Occupations	69.6%	30.4%	0.0%	100.0%
Food Preparation and Serving Related Occupations	85.4%	12.4%	2.2%	100.0%
Healthcare Practitioners and Technical Occupations	59.5%	35.1%	5.3%	100.0%
Healthcare Support Occupations	58.5%	36.9%	4.5%	100.0%
Installation, Maintenance, and Repair Occupations	73.9%	24.8%	1.2%	100.0%
Legal Occupations	7.5%	90.7%	1.9%	100.0%
Life, Physical, and Social Science Occupations	10.8%	86.7%	2.5%	100.0%
Major Occupational Title Production Occupations	79.3%	20.2%	0.5%	100.0%
Management Occupations	46.4%	51.7%	2.0%	100.0%
Office and Administrative Support Occupations	32.2%	66.0%	1.7%	100.0%
Personal Care and Service Occupations	83.5%	16.5%	0.0%	100.0%
Protective Service Occupations	34.6%	64.6%	0.8%	100.0%
Sales and Related Occupations	65.5%	33.7%	0.8%	100.0%
Transportation and Material Moving Occupations	53.8%	44.4%	1.8%	100.0%
Total	55.1%	41.5%	3.5%	100.0%
	Percent within citizenship			
Architecture and Engineering Occupations	1.0%	0.7%	0.8%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	2.1%	1.4%	0.2%	1.7%
Building and Grounds Cleaning and Maintenance Occupations	7.8%	1.6%	8.0%	5.2%
Business and Financial Operations Occupations	4.6%	4.6%	1.6%	4.5%
Community and Social Service Occupations	0.6%	5.0%	3.9%	2.5%
Computer and Mathematical Occupations	0.5%	0.9%	0.4%	0.7%
Construction and Extraction Occupations	8.2%	2.0%	1.4%	5.4%
Education, Training, and Library Occupations	2.7%	9.2%	49.5%	7.0%
Farming, Fishing, and Forestry Occupations	1.2%	0.7%	0.0%	1.0%
Food Preparation and Serving Related Occupations	12.8%	2.5%	5.3%	8.2%
Healthcare Practitioners and Technical Occupations	3.0%	2.4%	4.3%	2.8%
Healthcare Support Occupations	1.3%	1.1%	1.6%	1.2%
Installation, Maintenance, and Repair Occupations	9.2%	4.1%	2.5%	6.9%
Legal Occupations	0.1%	1.7%	0.4%	0.8%
Life, Physical, and Social Science Occupations	0.2%	1.8%	0.6%	0.8%
Major Occupational Title Production Occupations	5.7%	1.9%	0.6%	4.0%
Management Occupations	9.1%	13.5%	6.1%	10.8%
Office and Administrative Support Occupations	8.6%	23.4%	7.4%	14.7%
Personal Care and Service Occupations	5.0%	1.3%	0.0%	3.3%
Protective Service Occupations	4.0%	10.0%	1.4%	6.4%
Sales and Related Occupations	7.6%	5.2%	1.4%	6.4%
Transportation and Material Moving Occupations	4.6%	5.0%	2.5%	4.7%
Total	100.0%	100.0%	100.0%	100.0%

Table 6. SOC Major Group Titles by Major Ethnic Group: 2011 PWWAS, CNMI

SOC Major Group Titles	Major Ethnic Group							Total
	Chamorros and Carolinians	Other Pac Islanders	Cau-casians	Filipinos	Other Asians	Other Ethnic	Unknown	
	Number							
Architecture and Engineering Occupations	17	6	2	72	6	-	6	109
Arts, Design, Entertainment, Sports, and Media Occupations	37	20	17	140	30	5	4	253
Building and Grounds Cleaning and Maintenance Occupations	51	56	3	509	88	-	29	736
Business and Financial Operations Occupations	183	29	9	320	59	4	29	633
Community and Social Service Occupations	148	33	18	27	62	1	77	366
Computer and Mathematical Occupations	27	15	8	34	9	-	7	100
Construction and Extraction Occupations	85	14	1	588	43	1	21	753
Education, Training, and Library Occupations	49	19	213	161	536	4	4	986
Farming, Fishing, and Forestry Occupations	33	6	1	77	15	-	3	135
Food Preparation and Serving Related Occupations	84	30	3	762	259	-	36	1,174
Healthcare Practitioners and Technical Occupations	35	14	62	219	12	4	33	379
Healthcare Support Occupations	41	4	1	47	58	-	19	170
Installation, Maintenance, and Repair Occupations	92	42	2	592	124	2	7	861
Legal Occupations	31	3	57	9	3	1	4	108
Life, Physical, and Social Science Occupations	69	4	11	9	2	1	25	121
Major Occupational Title Production Occupations	25	19	-	389	60	2	2	497
Management Occupations	468	58	87	341	477	8	68	1,507
Office and Administrative Support Occupations	596	221	34	532	193	2	543	2,121
Personal Care and Service Occupations	48	21	4	215	175	-	4	467
Protective Service Occupations	440	160	8	186	93	-	24	911
Sales and Related Occupations	139	105	-	390	245	-	13	892
Transportation and Material Moving Occupations	181	78	12	297	72	-	1	641
Total	2,879	957	553	5,916	2,621	35	959	13,920
	Percent by Ethnic Group							
Architecture and Engineering Occupations	15.6%	5.5%	1.8%	66.1%	5.5%	0.0%	5.5%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	14.6%	7.9%	6.7%	55.3%	11.9%	2.0%	1.6%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	6.9%	7.6%	0.4%	69.2%	12.0%	0.0%	3.9%	100.0%
Business and Financial Operations Occupations	28.9%	4.6%	1.4%	50.6%	9.3%	0.6%	4.6%	100.0%
Community and Social Service Occupations	40.4%	9.0%	4.9%	7.4%	16.9%	0.3%	21.0%	100.0%
Computer and Mathematical Occupations	27.0%	15.0%	8.0%	34.0%	9.0%	0.0%	7.0%	100.0%
Construction and Extraction Occupations	11.3%	1.9%	0.1%	78.1%	5.7%	0.1%	2.8%	100.0%
Education, Training, and Library Occupations	5.0%	1.9%	21.6%	16.3%	54.4%	0.4%	0.4%	100.0%
Farming, Fishing, and Forestry Occupations	24.4%	4.4%	0.7%	57.0%	11.1%	0.0%	2.2%	100.0%
Food Preparation and Serving Related Occupations	7.2%	2.6%	0.3%	64.9%	22.1%	0.0%	3.1%	100.0%
Healthcare Practitioners and Technical Occupations	9.2%	3.7%	16.4%	57.8%	3.2%	1.1%	8.7%	100.0%
Healthcare Support Occupations	24.1%	2.4%	0.6%	27.6%	34.1%	0.0%	11.2%	100.0%
Installation, Maintenance, and Repair Occupations	10.7%	4.9%	0.2%	68.8%	14.4%	0.2%	0.8%	100.0%
Legal Occupations	28.7%	2.8%	52.8%	8.3%	2.8%	0.9%	3.7%	100.0%
Life, Physical, and Social Science Occupations	57.0%	3.3%	9.1%	7.4%	1.7%	0.8%	20.7%	100.0%
Major Occupational Title Production Occupations	5.0%	3.8%	0.0%	78.3%	12.1%	0.4%	0.4%	100.0%
Management Occupations	31.1%	3.8%	5.8%	22.6%	31.7%	0.5%	4.5%	100.0%
Office and Administrative Support Occupations	28.1%	10.4%	1.6%	25.1%	9.1%	0.1%	25.6%	100.0%
Personal Care and Service Occupations	10.3%	4.5%	0.9%	46.0%	37.5%	0.0%	0.9%	100.0%
Protective Service Occupations	48.3%	17.6%	0.9%	20.4%	10.2%	0.0%	2.6%	100.0%
Sales and Related Occupations	15.6%	11.8%	0.0%	43.7%	27.5%	0.0%	1.5%	100.0%
Transportation and Material Moving Occupations	28.2%	12.2%	1.9%	46.3%	11.2%	0.0%	0.2%	100.0%
Total	20.7%	6.9%	4.0%	42.5%	18.8%	0.3%	6.9%	100.0%
	Percent within Ethnic Group							
Architecture and Engineering Occupations	0.6%	0.6%	0.4%	1.2%	0.2%	0.0%	0.6%	0.8%
Arts, Design, Entertainment, Sports, and Media Occupations	1.3%	2.1%	3.1%	2.4%	1.1%	14.3%	0.4%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	1.8%	5.9%	0.5%	8.6%	3.4%	0.0%	3.0%	5.3%
Business and Financial Operations Occupations	6.4%	3.0%	1.6%	5.4%	2.3%	11.4%	3.0%	4.5%
Community and Social Service Occupations	5.1%	3.4%	3.3%	0.5%	2.4%	2.9%	8.0%	2.6%
Computer and Mathematical Occupations	0.9%	1.6%	1.4%	0.6%	0.3%	0.0%	0.7%	0.7%
Construction and Extraction Occupations	3.0%	1.5%	0.2%	9.9%	1.6%	2.9%	2.2%	5.4%
Education, Training, and Library Occupations	1.7%	2.0%	38.5%	2.7%	20.5%	11.4%	0.4%	7.1%
Farming, Fishing, and Forestry Occupations	1.1%	0.6%	0.2%	1.3%	0.6%	0.0%	0.3%	1.0%
Food Preparation and Serving Related Occupations	2.9%	3.1%	0.5%	12.9%	9.9%	0.0%	3.8%	8.4%
Healthcare Practitioners and Technical Occupations	1.2%	1.5%	11.2%	3.7%	0.5%	11.4%	3.4%	2.7%
Healthcare Support Occupations	1.4%	0.4%	0.2%	0.8%	2.2%	0.0%	2.0%	1.2%
Installation, Maintenance, and Repair Occupations	3.2%	4.4%	0.4%	10.0%	4.7%	5.7%	0.7%	6.2%
Legal Occupations	1.1%	0.3%	10.3%	0.2%	0.1%	2.9%	0.4%	0.8%
Life, Physical, and Social Science Occupations	2.4%	0.4%	2.0%	0.2%	0.1%	2.9%	2.6%	0.9%
Major Occupational Title Production Occupations	0.9%	2.0%	0.0%	6.6%	2.3%	5.7%	0.2%	3.6%
Management Occupations	16.3%	6.1%	15.7%	5.8%	18.2%	22.9%	7.1%	10.8%
Office and Administrative Support Occupations	20.7%	23.1%	6.1%	9.0%	7.4%	5.7%	56.6%	15.2%
Personal Care and Service Occupations	1.7%	2.2%	0.7%	3.6%	6.7%	0.0%	0.4%	3.4%
Protective Service Occupations	15.3%	16.7%	1.4%	3.1%	3.5%	0.0%	2.5%	6.5%
Sales and Related Occupations	4.8%	11.0%	0.0%	6.6%	9.3%	0.0%	1.4%	6.4%
Transportation and Material Moving Occupations	6.3%	8.2%	2.2%	5.0%	2.7%	0.0%	0.1%	4.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 7. SOC Major Group Titles by Industry Major Groups: 2011 PWAS, CNMI

SOC Major Group Titles	Industry Major Groups (NAICS)									
	Agriculture, Forestry, Fishing and Hunting	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate Rental and Leasing
	Number									
Architecture and Engineering Occupations	-	17	32	2	-	5	3	3	-	2
Arts, Design, Entertainment, Sports, and Media Occupations	-	2	2	12	14	18	15	43	1	-
Building and Grounds Cleaning and Maintenance Occupations	-	-	17	1	7	68	28	-	1	100
Business and Financial Operations Occupations	2	13	28	9	30	82	24	10	31	29
Community and Social Service Occupations	-	-	-	-	-	-	-	-	-	-
Computer and Mathematical Occupations	-	3	1	-	5	10	1	20	2	1
Construction and Extraction Occupations	-	17	489	18	-	10	5	-	1	30
Education, Training, and Library Occupations	-	-	-	-	-	-	5	-	-	1
Farming, Fishing, and Forestry Occupations	33	-	2	2	1	43	-	-	-	5
Food Preparation and Serving Related Occupations	-	-	-	32	1	33	4	-	-	27
Healthcare Practitioners and Technical Occupations	-	3	1	1	21	-	-	-	-	-
Healthcare Support Occupations	-	-	-	-	-	1	-	-	-	12
Installation, Maintenance, and Repair Occupations	1	113	85	39	27	59	92	29	-	87
Legal Occupations	-	3	1	-	-	-	1	-	2	1
Life, Physical, and Social Science Occupations	-	3	-	2	-	-	-	-	-	-
Major Occupational Title Production Occupations	-	81	51	108	15	84	14	10	10	9
Management Occupations	8	20	62	32	63	204	55	26	30	67
Office and Administrative Support Occupations	-	84	37	15	80	224	152	101	62	46
Personal Care and Service Occupations	-	-	-	-	-	15	2	8	-	6
Protective Service Occupations	-	-	2	12	-	6	106	-	-	10
Sales and Related Occupations	1	5	5	6	72	582	4	7	5	50
Transportation and Material Moving Occupations	-	2	35	98	62	140	102	7	-	38
Total	45	366	850	389	398	1,584	613	264	145	521
	Percent by Industry									
Architecture and Engineering Occupations	0.0%	13.1%	24.6%	1.5%	0.0%	3.8%	2.3%	2.3%	0.0%	1.5%
Arts, Design, Entertainment, Sports, and Media Occupations	0.0%	0.8%	0.8%	4.7%	5.4%	7.0%	5.8%	16.7%	0.4%	0.0%
Building and Grounds Cleaning and Maintenance Occupations	0.0%	0.0%	2.3%	0.1%	0.9%	9.2%	3.8%	0.0%	0.1%	13.6%
Business and Financial Operations Occupations	0.3%	2.0%	4.3%	1.4%	4.6%	12.7%	3.7%	1.5%	4.8%	4.5%
Community and Social Service Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Mathematical Occupations	0.0%	2.9%	1.0%	0.0%	4.9%	9.7%	1.0%	19.4%	1.9%	1.0%
Construction and Extraction Occupations	0.0%	2.2%	63.3%	2.3%	0.0%	1.3%	0.6%	0.0%	0.1%	3.9%
Education, Training, and Library Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%
Farming, Fishing, and Forestry Occupations	24.4%	0.0%	1.5%	1.5%	0.7%	31.9%	0.0%	0.0%	0.0%	3.7%
Food Preparation and Serving Related Occupations	0.0%	0.0%	0.0%	2.7%	0.1%	2.8%	0.3%	0.0%	0.0%	2.3%
Healthcare Practitioners and Technical Occupations	0.0%	0.7%	0.2%	0.2%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Healthcare Support Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	6.7%
Installation, Maintenance, and Repair Occupations	0.1%	11.5%	8.7%	4.0%	2.8%	6.0%	9.4%	3.0%	0.0%	8.9%
Legal Occupations	0.0%	2.7%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	1.8%	0.9%
Life, Physical, and Social Science Occupations	0.0%	2.4%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Major Occupational Title Production Occupations	0.0%	14.0%	8.8%	18.6%	2.6%	14.5%	2.4%	1.7%	1.7%	1.6%
Management Occupations	0.5%	1.3%	4.0%	2.1%	4.1%	13.2%	3.6%	1.7%	1.9%	4.3%
Office and Administrative Support Occupations	0.0%	3.7%	1.6%	0.7%	3.6%	10.0%	6.8%	4.5%	2.8%	2.0%
Personal Care and Service Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	3.2%	0.4%	1.7%	0.0%	1.3%
Protective Service Occupations	0.0%	0.0%	0.2%	1.3%	0.0%	0.7%	11.5%	0.0%	0.0%	1.1%
Sales and Related Occupations	0.1%	0.6%	0.6%	0.7%	8.0%	64.5%	0.4%	0.8%	0.6%	5.5%
Transportation and Material Moving Occupations	0.0%	0.3%	5.3%	14.8%	9.3%	21.1%	15.4%	1.1%	0.0%	5.7%
Total	0.3%	2.5%	5.9%	2.7%	2.8%	11.0%	4.2%	1.8%	1.0%	3.6%
	Percent within Industry									
Architecture and Engineering Occupations	0.0%	4.6%	3.8%	0.5%	0.0%	0.3%	0.5%	1.1%	0.0%	0.4%
Arts, Design, Entertainment, Sports, and Media Occupations	0.0%	0.5%	0.2%	3.1%	3.5%	1.1%	2.4%	16.3%	0.7%	0.0%
Building and Grounds Cleaning and Maintenance Occupations	0.0%	0.0%	2.0%	0.3%	1.8%	4.3%	4.6%	0.0%	0.7%	19.2%
Business and Financial Operations Occupations	4.4%	3.6%	3.3%	2.3%	7.5%	5.2%	3.9%	3.8%	21.4%	5.6%
Community and Social Service Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Computer and Mathematical Occupations	0.0%	0.8%	0.1%	0.0%	1.3%	0.6%	0.2%	7.6%	1.4%	0.2%
Construction and Extraction Occupations	0.0%	4.6%	57.5%	4.6%	0.0%	0.6%	0.8%	0.0%	0.7%	5.8%
Education, Training, and Library Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.2%
Farming, Fishing, and Forestry Occupations	73.3%	0.0%	0.2%	0.5%	0.3%	2.7%	0.0%	0.0%	0.0%	1.0%
Food Preparation and Serving Related Occupations	0.0%	0.0%	0.0%	8.2%	0.3%	2.1%	0.7%	0.0%	0.0%	5.2%
Healthcare Practitioners and Technical Occupations	0.0%	0.8%	0.1%	0.3%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Healthcare Support Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	2.3%
Installation, Maintenance, and Repair Occupations	2.2%	30.9%	10.0%	10.0%	6.8%	3.7%	15.0%	11.0%	0.0%	16.7%
Legal Occupations	0.0%	0.8%	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	1.4%	0.2%
Life, Physical, and Social Science Occupations	0.0%	0.8%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Major Occupational Title Production Occupations	0.0%	22.1%	6.0%	27.8%	3.8%	5.3%	2.3%	3.8%	6.9%	1.7%
Management Occupations	17.8%	5.5%	7.3%	8.2%	15.8%	12.9%	9.0%	9.8%	20.7%	12.9%
Office and Administrative Support Occupations	0.0%	23.0%	4.4%	3.9%	20.1%	14.1%	24.8%	38.3%	42.8%	8.8%
Personal Care and Service Occupations	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.3%	3.0%	0.0%	1.2%
Protective Service Occupations	0.0%	0.0%	0.2%	3.1%	0.0%	0.4%	17.3%	0.0%	0.0%	1.9%
Sales and Related Occupations	2.2%	1.4%	0.6%	1.5%	18.1%	36.7%	0.7%	2.7%	3.4%	9.6%
Transportation and Material Moving Occupations	0.0%	0.5%	4.1%	25.2%	15.6%	8.8%	16.6%	2.7%	0.0%	7.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 7. SOC Major Group Titles by Industry Major Groups 2011 PWWAS, CNMI

SOC Major Group Titles	Industry Major Groups (NAICS) continued								Total
	Professional, Scientific, and Technical Services	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Public Administration	
	Number								
Architecture and Engineering Occupations	26	5	2	-	4	2	7	20	130
Arts, Design, Entertainment, Sports, and Media Occupations	15	4	2	2	27	67	2	31	257
Building and Grounds Cleaning and Maintenance Occupations	16	243	23	4	31	142	32	24	737
Business and Financial Operations Occupations	47	41	45	14	3	38	18	183	647
Community and Social Service Occupations	-	-	128	8	-	1	27	208	372
Computer and Mathematical Occupations	6	7	8	-	-	2	3	34	103
Construction and Extraction Occupations	6	36	-	-	7	41	13	99	772
Education, Training, and Library Occupations	1	2	956	14	-	-	-	14	993
Farming, Fishing, and Forestry Occupations	2	3	-	-	3	1	1	39	135
Food Preparation and Serving Related Occupations	-	1	2	-	14	1,000	37	24	1,175
Healthcare Practitioners and Technical Occupations	3	1	12	52	-	-	1	311	406
Healthcare Support Occupations	4	-	-	24	-	11	56	70	178
Installation, Maintenance, and Repair Occupations	9	80	69	1	26	52	164	46	979
Legal Occupations	22	3	2	-	-	-	-	76	111
Life, Physical, and Social Science Occupations	9	5	8	3	1	-	1	95	127
Major Occupational Title Production Occupations	3	55	1	10	2	55	66	6	580
Management Occupations	64	111	154	28	32	145	72	373	1,546
Office and Administrative Support Occupations	79	53	86	43	15	122	37	1,015	2,251
Personal Care and Service Occupations	3	46	1	24	66	154	120	22	467
Protective Service Occupations	-	251	7	-	37	92	-	395	918
Sales and Related Occupations	7	13	-	1	77	40	25	2	902
Transportation and Material Moving Occupations	16	60	48	-	20	18	11	7	664
Total	338	1,020	1,554	228	365	1,983	693	3,094	14,450
	Percent by Industry								
Architecture and Engineering Occupations	20.0%	3.8%	1.5%	0.0%	3.1%	1.5%	5.4%	15.4%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	5.8%	1.6%	0.8%	0.8%	10.5%	26.1%	0.8%	12.1%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	2.2%	33.0%	3.1%	0.5%	4.2%	19.3%	4.3%	3.3%	100.0%
Business and Financial Operations Occupations	7.3%	6.3%	7.0%	2.2%	0.5%	5.9%	2.8%	28.3%	100.0%
Community and Social Service Occupations	0.0%	0.0%	34.4%	2.2%	0.0%	0.3%	7.3%	55.9%	100.0%
Computer and Mathematical Occupations	5.8%	6.8%	7.8%	0.0%	0.0%	1.9%	2.9%	33.0%	100.0%
Construction and Extraction Occupations	0.8%	4.7%	0.0%	0.0%	0.9%	5.3%	1.7%	12.8%	100.0%
Education, Training, and Library Occupations	0.1%	0.2%	96.3%	1.4%	0.0%	0.0%	0.0%	1.4%	100.0%
Farming, Fishing, and Forestry Occupations	1.5%	2.2%	0.0%	0.0%	2.2%	0.7%	0.7%	28.9%	100.0%
Food Preparation and Serving Related Occupations	0.0%	0.1%	0.2%	0.0%	1.2%	85.1%	3.1%	2.0%	100.0%
Healthcare Practitioners and Technical Occupations	0.7%	0.2%	3.0%	12.8%	0.0%	0.0%	0.2%	76.6%	100.0%
Healthcare Support Occupations	2.2%	0.0%	0.0%	13.5%	0.0%	6.2%	31.5%	39.3%	100.0%
Installation, Maintenance, and Repair Occupations	0.9%	8.2%	7.0%	0.1%	2.7%	5.3%	16.8%	4.7%	100.0%
Legal Occupations	19.8%	2.7%	1.8%	0.0%	0.0%	0.0%	0.0%	68.5%	100.0%
Life, Physical, and Social Science Occupations	7.1%	3.9%	6.3%	2.4%	0.8%	0.0%	0.8%	74.8%	100.0%
Major Occupational Title Production Occupations	0.5%	9.5%	0.2%	1.7%	0.3%	9.5%	11.4%	1.0%	100.0%
Management Occupations	4.1%	7.2%	10.0%	1.8%	2.1%	9.4%	4.7%	24.1%	100.0%
Office and Administrative Support Occupations	3.5%	2.4%	3.8%	1.9%	0.7%	5.4%	1.6%	45.1%	100.0%
Personal Care and Service Occupations	0.6%	9.9%	0.2%	5.1%	14.1%	33.0%	25.7%	4.7%	100.0%
Protective Service Occupations	0.0%	27.3%	0.8%	0.0%	4.0%	10.0%	0.0%	43.0%	100.0%
Sales and Related Occupations	0.8%	1.4%	0.0%	0.1%	8.5%	4.4%	2.8%	0.2%	100.0%
Transportation and Material Moving Occupations	2.4%	9.0%	7.2%	0.0%	3.0%	2.7%	1.7%	1.1%	100.0%
Total	2.3%	7.1%	10.8%	1.6%	2.5%	13.7%	4.8%	21.4%	100.0%
	Percent within Industry								
Architecture and Engineering Occupations	7.7%	0.5%	0.1%	0.0%	1.1%	0.1%	1.0%	0.6%	0.9%
Arts, Design, Entertainment, Sports, and Media Occupations	4.4%	0.4%	0.1%	0.9%	7.4%	3.4%	0.3%	1.0%	1.8%
Building and Grounds Cleaning and Maintenance Occupations	4.7%	23.8%	1.5%	1.8%	8.5%	7.2%	4.6%	0.8%	5.1%
Business and Financial Operations Occupations	13.9%	4.0%	2.9%	6.1%	0.8%	1.9%	2.6%	5.9%	4.5%
Community and Social Service Occupations	0.0%	0.0%	8.2%	3.5%	0.0%	0.1%	3.9%	6.7%	2.6%
Computer and Mathematical Occupations	1.8%	0.7%	0.5%	0.0%	0.0%	0.1%	0.4%	1.1%	0.7%
Construction and Extraction Occupations	1.8%	3.5%	0.0%	0.0%	1.9%	2.1%	1.9%	3.2%	5.3%
Education, Training, and Library Occupations	0.3%	0.2%	61.5%	6.1%	0.0%	0.0%	0.0%	0.5%	6.9%
Farming, Fishing, and Forestry Occupations	0.6%	0.3%	0.0%	0.0%	0.8%	0.1%	0.1%	1.3%	0.9%
Food Preparation and Serving Related Occupations	0.0%	0.1%	0.1%	0.0%	3.8%	50.4%	5.3%	0.8%	8.1%
Healthcare Practitioners and Technical Occupations	0.9%	0.1%	0.8%	22.8%	0.0%	0.0%	0.1%	10.1%	2.8%
Healthcare Support Occupations	1.2%	0.0%	0.0%	10.5%	0.0%	0.6%	8.1%	2.3%	1.2%
Installation, Maintenance, and Repair Occupations	2.7%	7.8%	4.4%	0.4%	7.1%	2.6%	23.7%	1.5%	6.8%
Legal Occupations	6.5%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	2.5%	0.8%
Life, Physical, and Social Science Occupations	2.7%	0.5%	0.5%	1.3%	0.3%	0.0%	0.1%	3.1%	0.9%
Major Occupational Title Production Occupations	0.9%	5.4%	0.1%	4.4%	0.5%	2.8%	9.5%	0.2%	4.0%
Management Occupations	18.9%	10.9%	9.9%	12.3%	8.8%	7.3%	10.4%	12.1%	10.7%
Office and Administrative Support Occupations	23.4%	5.2%	5.5%	18.9%	4.1%	6.2%	5.3%	32.8%	15.6%
Personal Care and Service Occupations	0.9%	4.5%	0.1%	10.5%	18.1%	7.8%	17.3%	0.7%	3.2%
Protective Service Occupations	0.0%	24.6%	0.5%	0.0%	10.1%	4.6%	0.0%	12.8%	6.4%
Sales and Related Occupations	2.1%	1.3%	0.0%	0.4%	21.1%	2.0%	3.6%	0.1%	6.2%
Transportation and Material Moving Occupations	4.7%	5.9%	3.1%	0.0%	5.5%	0.9%	1.6%	0.2%	4.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8. Small Employers' Employees' Education Levels by Island: 2011
PWWAS, CNMI

Education level	Island			Total
	Saipan	Tinian	Rota	
Number				
Less than HS	168	14	10	192
High school	2,753	87	159	2,999
Some college	818	63	40	921
Vocational certificate	462	22	81	565
Associate's degree	173	17	21	211
Bachelor's degree	988	54	62	1,104
Master's degree plus	96	4	3	103
Total	5,458	261	376	6,095
Percent by Island				
Less than HS	87.5%	7.3%	5.2%	100.0%
High school	91.8%	2.9%	5.3%	100.0%
Some college	88.8%	6.8%	4.3%	100.0%
Vocational certificate	81.8%	3.9%	14.3%	100.0%
Associate's degree	82.0%	8.1%	10.0%	100.0%
Bachelor's degree	89.5%	4.9%	5.6%	100.0%
Master's degree plus	93.2%	3.9%	2.9%	100.0%
Total	89.5%	4.3%	6.2%	100.0%
Percent within Island				
Less than HS	3.1%	5.4%	2.7%	3.2%
High school	50.4%	33.3%	42.3%	49.2%
Some college	15.0%	24.1%	10.6%	15.1%
Vocational certificate	8.5%	8.4%	21.5%	9.3%
Associate's degree	3.2%	6.5%	5.6%	3.5%
Bachelor's degree	18.1%	20.7%	16.5%	18.1%
Master's degree plus	1.8%	1.5%	0.8%	1.7%
Total	100.0%	100.0%	100.0%	100.0%

Table 9. Small Employers' Employees' Education Level by Sector: 2011
PWWAS, CNMI

Education Level	Sector		Total
	Private sector	Public sector	
Number			
Less than HS	187	5	192
High school	2,986	13	2,999
Some college	914	7	921
Vocational certificate	565	-	565
Associate's degree	202	9	211
Bachelor's degree	1,096	8	1,104
Master's degree plus	99	4	103
Total	6,049	46	6,095
Percent by Sector			
Less than HS	97.4%	2.6%	100.0%
High school	99.6%	0.4%	100.0%
Some college	99.2%	0.8%	100.0%
Vocational certificate	100.0%	0.0%	100.0%
Associate's degree	95.7%	4.3%	100.0%
Bachelor's degree	99.3%	0.7%	100.0%
Master's degree plus	96.1%	3.9%	100.0%
Total	99.2%	0.8%	100.0%
Percent within Sector			
Less than HS	3.1%	10.9%	3.2%
High school	49.4%	28.3%	49.2%
Some college	15.1%	15.2%	15.1%
Vocational certificate	9.3%	0.0%	9.3%
Associate's degree	3.3%	19.6%	3.5%
Bachelor's degree	18.1%	17.4%	18.1%
Master's degree plus	1.6%	8.7%	1.7%
Total	100.0%	100.0%	100.0%

**Table 10. Small Employers' Employees' Education Level by Age Group:
2011 PWWAS, CNMI**

Education Level	Age Group			Total
	Less than 30 yrs old	30 to 49 yrs old	50 yrs and older	
Number				
Less than HS	25	107	60	192
High school	400	1,849	739	2,988
Some college	137	577	205	919
Vocational certificate	26	356	181	563
Associate's degree	33	135	43	211
Bachelor's degree	77	755	264	1,096
Master's degree plus	9	51	42	102
Total	707	3,830	1,534	6,071
Percent by Age Group				
Less than HS	13.0%	55.7%	31.3%	100.0%
High school	13.4%	61.9%	24.7%	100.0%
Some college	14.9%	62.8%	22.3%	100.0%
Vocational certificate	4.6%	63.2%	32.1%	100.0%
Associate's degree	15.6%	64.0%	20.4%	100.0%
Bachelor's degree	7.0%	68.9%	24.1%	100.0%
Master's degree plus	8.8%	50.0%	41.2%	100.0%
Total	11.6%	63.1%	25.3%	100.0%
Percent within Age Group				
Less than HS	3.5%	2.8%	3.9%	3.2%
High school	56.6%	48.3%	48.2%	49.2%
Some college	19.4%	15.1%	13.4%	15.1%
Vocational certificate	3.7%	9.3%	11.8%	9.3%
Associate's degree	4.7%	3.5%	2.8%	3.5%
Bachelor's degree	10.9%	19.7%	17.2%	18.1%
Master's degree plus	1.3%	1.3%	2.7%	1.7%
Total	100.0%	100.0%	100.0%	100.0%

Table 11. Small Employers' Employees' Education Level by Gender: 2011
PWWAS, CNMI

	Gender		Total
	Male	Female	
Number			
Less than HS	128	64	192
High school	1,887	1,102	2,989
Some college	509	411	920
Vocational certificate	436	129	565
Associate's degree	91	120	211
Bachelor's degree	532	572	1,104
Master's degree plus	68	35	103
Total	3,651	2,433	6,084
Percent by Gender			
Less than HS	66.7%	33.3%	100.0%
High school	63.1%	36.9%	100.0%
Some college	55.3%	44.7%	100.0%
Vocational certificate	77.2%	22.8%	100.0%
Associate's degree	43.1%	56.9%	100.0%
Bachelor's degree	48.2%	51.8%	100.0%
Master's degree plus	66.0%	34.0%	100.0%
Total	60.0%	40.0%	100.0%
Percent within Gender			
Less than HS	3.5%	2.6%	3.2%
High school	51.7%	45.3%	49.1%
Some college	13.9%	16.9%	15.1%
Vocational certificate	11.9%	5.3%	9.3%
Associate's degree	2.5%	4.9%	3.5%
Bachelor's degree	14.6%	23.5%	18.1%
Master's degree plus	1.9%	1.4%	1.7%
Total	100.0%	100.0%	100.0%

Table 12. Small Employers' Employees' Education Level by Citizenship: 2011 PWWAS, CNMI

	Citizenship			Total
	Non-U.S. citizen	U.S. citizen	Unknown	
Number				
Less than HS	129	63	-	192
High school	2,246	723	27	2,996
Some college	722	199	-	921
Vocational certificate	499	64	-	563
Associate's degree	144	67	-	211
Bachelor's degree	929	173	1	1,103
Master's degree plus	48	55	-	103
Total	4,717	1,344	28	6,089
Percent by Citizenship				
Less than HS	67.2%	32.8%	0.0%	100.0%
High school	75.0%	24.1%	0.9%	100.0%
Some college	78.4%	21.6%	0.0%	100.0%
Vocational certificate	88.6%	11.4%	0.0%	100.0%
Associate's degree	68.2%	31.8%	0.0%	100.0%
Bachelor's degree	84.2%	15.7%	0.1%	100.0%
Master's degree plus	46.6%	53.4%	0.0%	100.0%
Total	77.5%	22.1%	0.5%	100.0%
Percent within Citizenship				
Less than HS	2.7%	4.7%	0.0%	3.2%
High school	47.6%	53.8%	96.4%	49.2%
Some college	15.3%	14.8%	0.0%	15.1%
Vocational certificate	10.6%	4.8%	0.0%	9.2%
Associate's degree	3.1%	5.0%	0.0%	3.5%
Bachelor's degree	19.7%	12.9%	3.6%	18.1%
Master's degree plus	1.0%	4.1%	0.0%	1.7%
Total	100.0%	100.0%	100.0%	100.0%

Table 13. Education Level by Major Ethnic Group: 2011 PWWAS, CNMI

Education Level	Major Ethnic Group							Total
	Chamorros and Carolinians	Other Pac Islanders	Caucasians	Filipinos	Other Asians	Other Ethnic	Unknown	
Number								
Less than HS	54	8	2	71	57	-	-	192
High school	437	286	15	1,598	645	4	2	2,987
Some college	117	21	16	595	166	1	-	916
Vocational certificate	28	8	15	446	59	2	2	560
Associate's degree	41	9	3	115	40	1	1	210
Bachelor's degree	52	6	45	791	185	5	1	1,085
Master's degree plus	13	1	28	26	31	1	1	101
Total	742	339	124	3,642	1,183	14	7	6,051
Percent by Ethnic Group								
Less than HS	28.1%	4.2%	1.0%	37.0%	29.7%	0.0%	0.0%	100.0%
High school	14.6%	9.6%	0.5%	53.5%	21.6%	0.1%	0.1%	100.0%
Some college	12.8%	2.3%	1.7%	65.0%	18.1%	0.1%	0.0%	100.0%
Vocational certificate	5.0%	1.4%	2.7%	79.6%	10.5%	0.4%	0.4%	100.0%
Associate's degree	19.5%	4.3%	1.4%	54.8%	19.0%	0.5%	0.5%	100.0%
Bachelor's degree	4.8%	0.6%	4.1%	72.9%	17.1%	0.5%	0.1%	100.0%
Master's degree plus	12.9%	1.0%	27.7%	25.7%	30.7%	1.0%	1.0%	100.0%
Total	12.3%	5.6%	2.0%	60.2%	19.6%	0.2%	0.1%	100.0%
Percent within Ethnic Group								
Less than HS	7.3%	2.4%	1.6%	1.9%	4.8%	0.0%	0.0%	3.2%
High school	58.9%	84.4%	12.1%	43.9%	54.5%	28.6%	28.6%	49.4%
Some college	15.8%	6.2%	12.9%	16.3%	14.0%	7.1%	0.0%	15.1%
Vocational certificate	3.8%	2.4%	12.1%	12.2%	5.0%	14.3%	28.6%	9.3%
Associate's degree	5.5%	2.7%	2.4%	3.2%	3.4%	7.1%	14.3%	3.5%
Bachelor's degree	7.0%	1.8%	36.3%	21.7%	15.6%	35.7%	14.3%	17.9%
Master's degree plus	1.8%	0.3%	22.6%	0.7%	2.6%	7.1%	14.3%	1.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 14.1 Small Employers' Employees' Education Levels by Industry Major Groups (NAICS): 2011 PWAS, CNMI

Industry Major Group (NAICS)	Education Level							Total
	Less than HS	High school	Some college	Vocational certificate	Associate's degree	Bachelor's degree	Master's degree plus	
	Number							
Agriculture, Forestry, Fishing and Hunting	4	31	2	3	-	5	-	45
Utilities	-	3	3	2	3	2	-	13
Construction	15	261	64	83	3	86	6	518
Manufacturing	10	134	38	56	8	35	2	283
Wholesale Trade	11	134	53	27	12	99	4	340
Retail Trade	35	601	161	69	42	196	10	1,114
Transportation and Warehousing	17	265	50	21	17	64	4	438
Information	3	33	15	6	13	42	2	114
Finance and Insurance	2	20	19	2	4	28	2	77
Real Estate Rental and Leasing	14	279	51	28	10	53	1	436
Professional, Scientific, and Technical Services	3	66	55	38	12	129	6	309
Administrative and Support and Waste Management and Remediation Services	29	249	86	29	23	91	7	514
Educational Services	4	39	26	12	9	92	36	218
Health Care and Social Assistance	-	21	16	21	10	42	6	116
Arts, Entertainment, and Recreation	10	168	48	17	11	18	-	272
Accommodation and Food Services	21	408	156	69	16	60	5	735
Other Services (except Public Administration)	14	285	74	82	17	59	9	540
Public Administration	-	2	4	-	1	3	3	13
Total	192	2,999	921	565	211	1,104	103	6,095
	Percent within Industry							
Agriculture, Forestry, Fishing and Hunting	8.9%	68.9%	4.4%	6.7%	0.0%	11.1%	0.0%	100.0%
Utilities	0.0%	23.1%	23.1%	15.4%	23.1%	15.4%	0.0%	100.0%
Construction	2.9%	50.4%	12.4%	16.0%	0.6%	16.6%	1.2%	100.0%
Manufacturing	3.5%	47.3%	13.4%	19.8%	2.8%	12.4%	0.7%	100.0%
Wholesale Trade	3.2%	39.4%	15.6%	7.9%	3.5%	29.1%	1.2%	100.0%
Retail Trade	3.1%	53.9%	14.5%	6.2%	3.8%	17.6%	0.9%	100.0%
Transportation and Warehousing	3.9%	60.5%	11.4%	4.8%	3.9%	14.6%	0.9%	100.0%
Information	2.6%	28.9%	13.2%	5.3%	11.4%	36.8%	1.8%	100.0%
Finance and Insurance	2.6%	26.0%	24.7%	2.6%	5.2%	36.4%	2.6%	100.0%
Real Estate Rental and Leasing	3.2%	64.0%	11.7%	6.4%	2.3%	12.2%	0.2%	100.0%
Professional, Scientific, and Technical Services	1.0%	21.4%	17.8%	12.3%	3.9%	41.7%	1.9%	100.0%
Administrative and Support and Waste Management and Remediation Services	5.6%	48.4%	16.7%	5.6%	4.5%	17.7%	1.4%	100.0%
Educational Services	1.8%	17.9%	11.9%	5.5%	4.1%	42.2%	16.5%	100.0%
Health Care and Social Assistance	0.0%	18.1%	13.8%	18.1%	8.6%	36.2%	5.2%	100.0%
Arts, Entertainment, and Recreation	3.7%	61.8%	17.6%	6.3%	4.0%	6.6%	0.0%	100.0%
Accommodation and Food Services	2.9%	55.5%	21.2%	9.4%	2.2%	8.2%	0.7%	100.0%
Other Services (except Public Administration)	2.6%	52.8%	13.7%	15.2%	3.1%	10.9%	1.7%	100.0%
Public Administration	0.0%	15.4%	30.8%	0.0%	7.7%	23.1%	23.1%	100.0%
Total	3.2%	49.2%	15.1%	9.3%	3.5%	18.1%	1.7%	100.0%
	Percent by Industry							
Agriculture, Forestry, Fishing and Hunting	2.1%	1.0%	0.2%	0.5%	0.0%	0.5%	0.0%	0.7%
Utilities	0.0%	0.1%	0.3%	0.4%	1.4%	0.2%	0.0%	0.2%
Construction	7.8%	8.7%	6.9%	14.7%	1.4%	7.8%	5.8%	8.5%
Manufacturing	5.2%	4.5%	4.1%	9.9%	3.8%	3.2%	1.9%	4.6%
Wholesale Trade	5.7%	4.5%	5.8%	4.8%	5.7%	9.0%	3.9%	5.6%
Retail Trade	18.2%	20.0%	17.5%	12.2%	19.9%	17.8%	9.7%	18.3%
Transportation and Warehousing	8.9%	8.8%	5.4%	3.7%	8.1%	5.8%	3.9%	7.2%
Information	1.6%	1.1%	1.6%	1.1%	6.2%	3.8%	1.9%	1.9%
Finance and Insurance	1.0%	0.7%	2.1%	0.4%	1.9%	2.5%	1.9%	1.3%
Real Estate Rental and Leasing	7.3%	9.3%	5.5%	5.0%	4.7%	4.8%	1.0%	7.2%
Professional, Scientific, and Technical Services	1.6%	2.2%	6.0%	6.7%	5.7%	11.7%	5.8%	5.1%
Administrative and Support and Waste Management and Remediation Services	15.1%	8.3%	9.3%	5.1%	10.9%	8.2%	6.8%	8.4%
Educational Services	2.1%	1.3%	2.8%	2.1%	4.3%	8.3%	35.0%	3.6%
Health Care and Social Assistance	0.0%	0.7%	1.7%	3.7%	4.7%	3.8%	5.8%	1.9%
Arts, Entertainment, and Recreation	5.2%	5.6%	5.2%	3.0%	5.2%	1.6%	0.0%	4.5%
Accommodation and Food Services	10.9%	13.6%	16.9%	12.2%	7.6%	5.4%	4.9%	12.1%
Other Services (except Public Administration)	7.3%	9.5%	8.0%	14.5%	8.1%	5.3%	8.7%	8.9%
Public Administration	0.0%	0.1%	0.4%	0.0%	0.5%	0.3%	2.9%	0.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 14.2 Small Employers' Employees' Education Levels by Citizenship and Place of Education: 2011 PWWAS, CNMI

Citizenship	Education Level	CNMI	United States	Not United States	Don't know	Total
Number						
Non-U.S. citizen	Less than HS	11	-	111	7	129
	High school	69	27	2,088	62	2,246
	Some college	21	17	668	16	722
	Vocational certificate	12	6	475	6	499
	Associate's degree	12	4	127	1	144
	Bachelor's degree	9	8	905	7	929
	Master's degree Plus	1	7	39	1	48
	Total	135	69	4,413	100	4,717
U.S. citizen	Less than HS	56	5	2	-	63
	High school	429	54	59	181	723
	Some college	106	53	30	10	199
	Vocational certificate	16	34	14	-	64
	Associate's degree	33	19	15	-	67
	Bachelor's degree	14	111	43	5	173
	Master's degree Plus	2	48	4	1	55
	Total	656	324	167	197	1,344
Total	Less than HS	67	5	113	7	192
	High school	498	81	2,147	243	2,969
	Some college	127	70	698	26	921
	Vocational certificate	28	40	489	6	563
	Associate's degree	45	23	142	1	211
	Bachelor's degree	23	119	948	12	1,102
	Master's degree Plus	3	55	43	2	103
	Total	791	393	4,580	297	6,061
Percentage						
Non-U.S. citizen	Less than HS	8.5%	0.0%	86.0%	5.4%	100.0%
	High school	3.1%	1.2%	93.0%	2.8%	100.0%
	Some college	2.9%	2.4%	92.5%	2.2%	100.0%
	Vocational certificate	2.4%	1.2%	95.2%	1.2%	100.0%
	Associate's degree	8.3%	2.8%	88.2%	0.7%	100.0%
	Bachelor's degree	1.0%	0.9%	97.4%	0.8%	100.0%
	Master's degree Plus	2.1%	14.6%	81.3%	2.1%	100.0%
	Total	2.9%	1.5%	93.6%	2.1%	100.0%
U.S. citizen	Less than HS	88.9%	7.9%	3.2%	0.0%	100.0%
	High school	59.3%	7.5%	8.2%	25.0%	100.0%
	Some college	53.3%	26.6%	15.1%	5.0%	100.0%
	Vocational certificate	25.0%	53.1%	21.9%	0.0%	100.0%
	Associate's degree	49.3%	28.4%	22.4%	0.0%	100.0%
	Bachelor's degree	8.1%	64.2%	24.9%	2.9%	100.0%
	Master's degree Plus	3.6%	87.3%	7.3%	1.8%	100.0%
	Total	48.8%	24.1%	12.4%	14.7%	100.0%
Total	Less than HS	34.9%	2.6%	58.9%	3.6%	100.0%
	High school	16.8%	2.7%	72.3%	8.2%	100.0%
	Some college	13.8%	7.6%	75.8%	2.8%	100.0%
	Vocational certificate	5.0%	7.1%	86.9%	1.1%	100.0%
	Associate's degree	21.3%	10.9%	67.3%	0.5%	100.0%
	Bachelor's degree	2.1%	10.8%	86.0%	1.1%	100.0%
	Master's degree Plus	2.9%	53.4%	41.7%	1.9%	100.0%
	Total	13.1%	6.5%	75.6%	4.9%	100.0%

Table 15.1 Small Employers' Employees' English Reading Skills by Island, Sector, Age, Gender, Citizenship, and Ethnic Group

	English Reading					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
Island									
Saipan	2,278	1,390	188	68	35	3,959	57.5%	39.9%	2.6%
Tinian	84	98	7	1	-	190	44.2%	55.3%	0.5%
Rota	77	255	8	1	1	342	22.5%	76.9%	0.6%
Sector									
Private sector	2,421	1,742	203	70	36	4,472	54.1%	43.5%	2.4%
Public sector	18	1	-	-	-	19	94.7%	5.3%	0.0%
Age Group									
Less than 30 yrs old	316	229	19	3	5	572	55.2%	43.4%	1.4%
30 to 49 yrs old	1,503	1,050	134	55	21	2,763	54.4%	42.9%	2.8%
50 yrs and older	602	463	49	12	10	1,136	53.0%	45.1%	1.9%
Gender									
Male	1,452	1,085	97	37	20	2,691	54.0%	43.9%	2.1%
Female	977	633	106	33	16	1,765	55.4%	41.9%	2.8%
Citizenship									
Non-U.S. citizen	1,679	1,489	199	63	32	3,462	48.5%	48.8%	2.7%
U.S. citizen	750	253	4	7	4	1,018	73.7%	25.2%	1.1%
Unknown	1	1	-	-	-	2	50.0%	50.0%	0.0%
Major Ethnic Group									
Chamorros and Carolinians	504	156	2	3	4	669	75.3%	23.6%	1.0%
Other Pac Islanders	93	45	1	5	-	144	64.6%	31.9%	3.5%
Caucasians	99	5	-	-	-	104	95.2%	4.8%	0.0%
Filipinos	1,465	1,226	48	25	11	2,775	52.8%	45.9%	1.3%
Other Asians	245	298	152	37	21	753	32.5%	59.8%	7.7%
Other Ethnic	4	3	-	-	-	7	57.1%	42.9%	0.0%
Unknown	5	-	-	-	-	5	100.0%	0.0%	0.0%

Table 15.2 Small Employers' Employees' English Reading Skills by Major Group Titles and Industry Major Groups

	English Reading					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Group Titles									
Management Occupations	388	149	30	13	4	584	66.4%	30.7%	2.9%
Business and Financial Operations Occupations	186	51	1	1	-	239	77.8%	21.8%	0.4%
Computer and Mathematical Occupations	16	6	-	-	-	22	72.7%	27.3%	0.0%
Architecture and Engineering Occupations	38	10	-	-	-	48	79.2%	20.8%	0.0%
Life, Physical, and Social Science Occupations	9	1	-	-	-	10	90.0%	10.0%	0.0%
Community and Social Service Occupations	10	9	-	-	-	19	52.6%	47.4%	0.0%
Legal Occupations	8	4	-	-	-	12	66.7%	33.3%	0.0%
Education, Training, and Library Occupations	88	16	-	-	-	104	84.6%	15.4%	0.0%
Arts, Design, Entertainment, Sports, and Media Occupations	58	51	4	3	-	116	50.0%	47.4%	2.6%
Healthcare Practitioners and Technical Occupations	29	4	-	-	1	34	85.3%	11.8%	2.9%
Healthcare Support Occupations	10	10	14	2	-	36	27.8%	66.7%	5.6%
Protective Service Occupations	239	51	-	-	-	290	82.4%	17.6%	0.0%
Food Preparation and Serving Related Occupations	125	180	28	12	6	351	35.6%	59.3%	5.1%
Building and Grounds Cleaning and Maintenance Occupations	78	127	13	4	1	223	35.0%	62.8%	2.2%
Personal Care and Service Occupations	53	83	17	1	2	156	34.0%	64.1%	1.9%
Sales and Related Occupations	208	204	24	6	3	445	46.7%	51.2%	2.0%
Office and Administrative Support Occupations	313	144	8	3	4	472	66.3%	32.2%	1.5%
Farming, Fishing, and Forestry Occupations	10	27	11	-	-	48	20.8%	79.2%	0.0%
Construction and Extraction Occupations	71	153	7	2	8	241	29.5%	66.4%	4.1%
Installation, Maintenance, and Repair Occupations	148	171	26	10	3	358	41.3%	55.0%	3.6%
Major Occupational Title Production Occupations	107	126	14	11	1	259	41.3%	54.1%	4.6%
Transportation and Material Moving Occupations	247	166	6	2	3	424	58.3%	40.6%	1.2%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	10	14	7	-	-	31	32.3%	67.7%	0.0%
Utilities	7	2	-	-	-	9	77.8%	22.2%	0.0%
Construction	155	204	9	5	7	380	40.8%	56.1%	3.2%
Manufacturing	122	85	6	26	2	241	50.6%	37.8%	11.6%
Wholesale Trade	209	89	4	-	1	303	69.0%	30.7%	0.3%
Retail Trade	425	363	33	6	5	832	51.1%	47.6%	1.3%
Transportation and Warehousing	162	68	2	-	-	232	69.8%	30.2%	0.0%
Information	67	6	4	1	-	78	85.9%	12.8%	1.3%
Finance and Insurance	37	22	-	-	-	59	62.7%	37.3%	0.0%
Real Estate Rental and Leasing	123	72	10	2	1	208	59.1%	39.4%	1.4%
Professional, Scientific, and Technical Services	151	79	2	2	-	234	64.5%	34.6%	0.9%
Administrative and Support and Waste Management and Remediation Services	386	140	22	4	2	554	69.7%	29.2%	1.1%
Educational Services	100	37	9	4	4	154	64.9%	29.9%	5.2%
Health Care and Social Assistance	65	17	-	-	-	82	79.3%	20.7%	0.0%
Arts, Entertainment, and Recreation	83	111	13	3	2	212	39.2%	58.5%	2.4%
Accommodation and Food Services	187	287	32	15	2	523	35.8%	61.0%	3.3%
Other Services (except Public Administration)	138	146	50	2	10	346	39.9%	56.6%	3.5%
Public Administration	12	1	-	-	-	13	92.3%	7.7%	0.0%

Table 16.1 Small Employers' Employees' English Speaking Skills by Island, Sector, Age, Gender, Citizenship, and Ethnic Group

	English Speaking					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	2,247	1,453	210	51	16	3,977	56.5%	41.8%	1.7%
Tinian	81	102	8	-	-	191	42.4%	57.6%	0.0%
Rota	76	259	6	-	1	342	22.2%	77.5%	0.3%
<i>Sector</i>									
Private sector	2,387	1,812	224	51	17	4,491	53.2%	45.3%	1.5%
Public sector	17	2	-	-	-	19	89.5%	10.5%	0.0%
<i>Age Group</i>									
Less than 30 yrs old	316	239	16	4	1	576	54.9%	44.3%	0.9%
30 to 49 yrs old	1,475	1,098	152	41	12	2,778	53.1%	45.0%	1.9%
50 yrs and older	595	475	56	6	4	1,136	52.4%	46.7%	0.9%
<i>Gender</i>									
Male	1,433	1,106	125	24	13	2,701	53.1%	45.6%	1.4%
Female	961	683	99	27	4	1,774	54.2%	44.1%	1.7%
<i>Citizenship</i>									
Non-U.S. citizen	1,640	1,560	218	46	13	3,477	47.2%	51.1%	1.7%
U.S. citizen	758	250	5	5	4	1,022	74.2%	25.0%	0.9%
Unknown	1	-	1	-	-	2	50.0%	50.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	512	154	1	2	4	673	76.1%	23.0%	0.9%
Other Pac Islanders	95	48	1	3	-	147	64.6%	33.3%	2.0%
Caucasians	99	5	-	-	-	104	95.2%	4.8%	0.0%
Filipinos	1,397	1,271	80	24	6	2,778	50.3%	48.6%	1.1%
Other Asians	266	326	141	22	7	762	34.9%	61.3%	3.8%
Other Ethnic	5	2	-	-	-	7	71.4%	28.6%	0.0%
Unknown	5	-	-	-	-	5	100.0%	0.0%	0.0%

Table 16.2 Small Employers' Employees' English Speaking Skills by SOC Major Group Titles and Industry Major Groups

	English Speaking						Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	388	163	26	8	2	587	66.1%	32.2%	1.7%
Business and Financial Operations Occupations	178	60	1	2	-	241	73.9%	25.3%	0.8%
Computer and Mathematical Occupations	16	6	-	-	-	22	72.7%	27.3%	0.0%
Architecture and Engineering Occupations	37	11	-	-	-	48	77.1%	22.9%	0.0%
Life, Physical, and Social Science Occupations	9	1	-	-	-	10	90.0%	10.0%	0.0%
Community and Social Service Occupations	9	10	-	-	-	19	47.4%	52.6%	0.0%
Legal Occupations	8	4	-	-	-	12	66.7%	33.3%	0.0%
Education, Training, and Library Occupations	88	16	-	-	-	104	84.6%	15.4%	0.0%
Arts, Design, Entertainment, Sports, and Media Occupations	57	54	2	3	-	116	49.1%	48.3%	2.6%
Healthcare Practitioners and Technical Occupations	31	3	1	-	-	35	88.6%	11.4%	0.0%
Healthcare Support Occupations	12	10	14	-	-	36	33.3%	66.7%	0.0%
Protective Service Occupations	240	49	-	-	-	289	83.0%	17.0%	0.0%
Food Preparation and Serving Related Occupations	124	190	31	8	2	355	34.9%	62.3%	2.8%
Building and Grounds Cleaning and Maintenance Occupations	76	127	17	2	1	223	34.1%	64.6%	1.3%
Personal Care and Service Occupations	51	88	16	1	-	156	32.7%	66.7%	0.6%
Sales and Related Occupations	199	223	24	5	1	452	44.0%	54.6%	1.3%
Office and Administrative Support Occupations	302	158	10	-	2	472	64.0%	35.6%	0.4%
Farming, Fishing, and Forestry Occupations	10	28	10	-	-	48	20.8%	79.2%	0.0%
Construction and Extraction Occupations	68	150	19	-	4	241	28.2%	70.1%	1.7%
Installation, Maintenance, and Repair Occupations	143	173	32	7	3	358	39.9%	57.3%	2.8%
Major Occupational Title Production Occupations	109	123	15	14	-	261	41.8%	52.9%	5.4%
Transportation and Material Moving Occupations	249	167	6	1	2	425	58.6%	40.7%	0.7%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	10	15	6	-	-	31	32.3%	67.7%	0.0%
Utilities	7	2	-	-	-	9	77.8%	22.2%	0.0%
Construction	155	198	24	-	2	379	40.9%	58.6%	0.5%
Manufacturing	118	91	4	26	2	241	49.0%	39.4%	11.6%
Wholesale Trade	196	101	6	-	1	304	64.5%	35.2%	0.3%
Retail Trade	430	366	37	3	1	837	51.4%	48.1%	0.5%
Transportation and Warehousing	161	68	2	-	-	231	69.7%	30.3%	0.0%
Information	61	12	4	1	-	78	78.2%	20.5%	1.3%
Finance and Insurance	37	22	-	-	-	59	62.7%	37.3%	0.0%
Real Estate Rental and Leasing	116	85	11	1	1	214	54.2%	44.9%	0.9%
Professional, Scientific, and Technical Services	148	82	2	2	-	234	63.2%	35.9%	0.9%
Administrative and Support and Waste Management and Remediation Services	391	139	23	2	2	557	70.2%	29.1%	0.7%
Educational Services	101	37	8	4	4	154	65.6%	29.2%	5.2%
Health Care and Social Assistance	62	19	1	-	-	82	75.6%	24.4%	0.0%
Arts, Entertainment, and Recreation	76	117	14	3	2	212	35.8%	61.8%	2.4%
Accommodation and Food Services	183	302	33	9	2	529	34.6%	63.3%	2.1%
Other Services (except Public Administration)	140	157	49	-	-	346	40.5%	59.5%	0.0%
Public Administration	12	1	-	-	-	13	92.3%	7.7%	0.0%

Table 17.1 Small Employers' Employees' English Writing Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	English Writing					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	2,141	1,406	280	89	32	3,948	54.2%	42.7%	3.1%
Tinian	78	100	12	1	-	191	40.8%	58.6%	0.5%
Rota	69	264	8	-	1	342	20.2%	79.5%	0.3%
<i>Sector</i>									
Private sector	2,271	1,768	300	90	33	4,462	50.9%	46.3%	2.8%
Public sector	17	2	-	-	-	19	89.5%	10.5%	0.0%
<i>Age Group</i>									
Less than 30 yrs old	294	226	33	11	5	569	51.7%	45.5%	2.8%
30 to 49 yrs old	1,417	1,061	198	62	19	2,757	51.4%	45.7%	2.9%
50 yrs and older	560	481	68	17	9	1,135	49.3%	48.4%	2.3%
<i>Gender</i>									
Male	1,351	1,104	157	53	18	2,683	50.4%	47.0%	2.6%
Female	927	641	143	37	15	1,763	52.6%	44.5%	2.9%
<i>Citizenship</i>									
Non-U.S. citizen	1,572	1,493	283	76	29	3,453	45.5%	51.4%	3.0%
U.S. citizen	712	271	16	14	4	1,017	70.0%	28.2%	1.8%
Unknown	1	-	1	-	-	2	50.0%	50.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	475	175	8	7	4	669	71.0%	27.4%	1.6%
Other Pac Islanders	85	47	5	7	-	144	59.0%	36.1%	4.9%
Caucasians	95	8	-	1	-	104	91.3%	7.7%	1.0%
Filipinos	1,367	1,247	109	33	10	2,766	49.4%	49.0%	1.6%
Other Asians	233	282	177	41	19	752	31.0%	61.0%	8.0%
Other Ethnic	4	3	-	-	-	7	57.1%	42.9%	0.0%
Unknown	5	-	-	-	-	5	100.0%	0.0%	0.0%

Table 17.2 Small Employers' Employees' English Writing Skills by SOC Major Group Titles and Industry Major Group:

	English Writing					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	369	164	35	12	3	583	63.3%	34.1%	2.6%
Business and Financial Operations Occupations	181	55	2	1	-	239	75.7%	23.8%	0.4%
Computer and Mathematical Occupations	16	6	-	-	-	22	72.7%	27.3%	0.0%
Architecture and Engineering Occupations	36	11	-	-	-	47	76.6%	23.4%	0.0%
Life, Physical, and Social Science Occupations	9	1	-	-	-	10	90.0%	10.0%	0.0%
Community and Social Service Occupations	9	9	1	-	-	19	47.4%	52.6%	0.0%
Legal Occupations	8	4	-	-	-	12	66.7%	33.3%	0.0%
Education, Training, and Library Occupations	87	17	-	-	-	104	83.7%	16.3%	0.0%
Arts, Design, Entertainment, Sports, and Media Occupations	53	47	8	8	-	116	45.7%	47.4%	6.9%
Healthcare Practitioners and Technical Occupations	30	3	1	-	1	35	85.7%	11.4%	2.9%
Healthcare Support Occupations	10	9	15	2	-	36	27.8%	66.7%	5.6%
Protective Service Occupations	239	49	2	-	-	290	82.4%	17.6%	0.0%
Food Preparation and Serving Related Occupations	108	176	44	13	6	347	31.1%	63.4%	5.5%
Building and Grounds Cleaning and Maintenance Occupations	71	122	22	5	1	221	32.1%	65.2%	2.7%
Personal Care and Service Occupations	49	82	22	1	2	156	31.4%	66.7%	1.9%
Sales and Related Occupations	193	203	35	12	2	445	43.4%	53.5%	3.1%
Office and Administrative Support Occupations	289	153	19	5	4	470	61.5%	36.6%	1.9%
Farming, Fishing, and Forestry Occupations	10	24	14	-	-	48	20.8%	79.2%	0.0%
Construction and Extraction Occupations	66	156	10	2	7	241	27.4%	68.9%	3.7%
Installation, Maintenance, and Repair Occupations	132	178	33	11	3	357	37.0%	59.1%	3.9%
Major Occupational Title Production Occupations	104	115	26	12	1	258	40.3%	54.7%	5.0%
Transportation and Material Moving Occupations	219	186	11	6	3	425	51.5%	46.4%	2.1%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	10	12	9	-	-	31	32.3%	67.7%	0.0%
Utilities	7	2	-	-	-	9	77.8%	22.2%	0.0%
Construction	153	204	11	4	6	378	40.5%	56.9%	2.6%
Manufacturing	116	92	6	25	1	240	48.3%	40.8%	10.8%
Wholesale Trade	190	94	12	6	1	303	62.7%	35.0%	2.3%
Retail Trade	385	376	54	14	3	832	46.3%	51.7%	2.0%
Transportation and Warehousing	156	71	4	1	-	232	67.2%	32.3%	0.4%
Information	56	10	11	1	-	78	71.8%	26.9%	1.3%
Finance and Insurance	37	20	1	-	-	58	63.8%	36.2%	0.0%
Real Estate Rental and Leasing	114	72	17	3	1	207	55.1%	43.0%	1.9%
Professional, Scientific, and Technical Services	146	79	4	3	1	233	62.7%	35.6%	1.7%
Administrative and Support and Waste Management and Remediation Services	376	137	32	6	2	553	68.0%	30.6%	1.4%
Educational Services	97	37	12	4	4	154	63.0%	31.8%	5.2%
Health Care and Social Assistance	61	20	1	-	-	82	74.4%	25.6%	0.0%
Arts, Entertainment, and Recreation	76	114	15	5	2	212	35.8%	60.8%	3.3%
Accommodation and Food Services	169	282	51	16	2	520	32.5%	64.0%	3.5%
Other Services (except Public Administration)	127	147	60	2	10	346	36.7%	59.8%	3.5%
Public Administration	12	1	-	-	-	13	92.3%	7.7%	0.0%

Table 18.1 Small Employers' Employees' Basic Arithmetic Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Basic Arithmetic					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	1,801	1,206	104	107	321	3,539	50.9%	37.0%	12.1%
Tinian	80	53	5	6	2	146	54.8%	39.7%	5.5%
Rota	62	258	2	7	2	331	18.7%	78.5%	2.7%
<i>Sector</i>									
Private sector	1,925	1,516	111	120	325	3,997	48.2%	40.7%	11.1%
Public sector	18	1	-	-	-	19	94.7%	5.3%	0.0%
<i>Age Group</i>									
Less than 30 yrs old	226	224	15	20	16	501	45.1%	47.7%	7.2%
30 to 49 yrs old	1,188	909	76	71	229	2,473	48.0%	39.8%	12.1%
50 yrs and older	514	380	20	29	80	1,023	50.2%	39.1%	10.7%
<i>Gender</i>									
Male	1,101	929	62	87	281	2,460	44.8%	40.3%	15.0%
Female	838	587	49	33	43	1,550	54.1%	41.0%	4.9%
<i>Citizenship</i>									
Non-U.S. citizen	1,404	1,241	100	87	244	3,076	45.6%	43.6%	10.8%
U.S. citizen	529	276	11	33	81	930	56.9%	30.9%	12.3%
Unknown	1	-	-	-	-	1	100.0%	0.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	329	183	8	23	74	617	53.3%	31.0%	15.7%
Other Pac Islanders	53	45	5	7	20	130	40.8%	38.5%	20.8%
Caucasians	81	8	-	2	2	93	87.1%	8.6%	4.3%
Filipinos	1,159	1,023	41	72	152	2,447	47.4%	43.5%	9.2%
Other Asians	289	247	57	16	77	686	42.1%	44.3%	13.6%
Other Ethnic	5	2	-	-	-	7	71.4%	28.6%	0.0%
Unknown	4	-	-	-	-	4	100.0%	0.0%	0.0%

Table 18.2 Small Employers' Employees' Basic Arithmetic Skills by SOC Major Group Titles and Industry Major Groups

	Basic Arithmetic					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	374	128	6	11	12	531	70.4%	25.2%	4.3%
Business and Financial Operations Occupations	176	46	1	2	-	225	78.2%	20.9%	0.9%
Computer and Mathematical Occupations	16	5	-	-	-	21	76.2%	23.8%	0.0%
Architecture and Engineering Occupations	40	7	-	-	1	48	83.3%	14.6%	2.1%
Life, Physical, and Social Science Occupations	8	1	-	-	-	9	88.9%	11.1%	0.0%
Community and Social Service Occupations	10	6	-	-	-	16	62.5%	37.5%	0.0%
Legal Occupations	9	2	-	-	-	11	81.8%	18.2%	0.0%
Education, Training, and Library Occupations	76	15	-	-	2	93	81.7%	16.1%	2.2%
Arts, Design, Entertainment, Sports, and Media Occupations	35	45	4	10	1	95	36.8%	51.6%	11.6%
Healthcare Practitioners and Technical Occupations	27	5	-	-	1	33	81.8%	15.2%	3.0%
Healthcare Support Occupations	7	5	7	-	-	19	36.8%	63.2%	0.0%
Protective Service Occupations	33	43	2	1	201	280	11.8%	16.1%	72.1%
Food Preparation and Serving Related Occupations	109	147	12	5	11	284	38.4%	56.0%	5.6%
Building and Grounds Cleaning and Maintenance Occupations	59	104	9	7	7	186	31.7%	60.8%	7.5%
Personal Care and Service Occupations	49	72	14	2	6	143	34.3%	60.1%	5.6%
Sales and Related Occupations	178	196	12	8	6	400	44.5%	52.0%	3.5%
Office and Administrative Support Occupations	242	156	7	13	14	432	56.0%	37.7%	6.2%
Farming, Fishing, and Forestry Occupations	8	25	6	2	1	42	19.0%	73.8%	7.1%
Construction and Extraction Occupations	68	138	4	7	17	234	29.1%	60.7%	10.3%
Installation, Maintenance, and Repair Occupations	151	122	12	10	17	312	48.4%	42.9%	8.7%
Major Occupational Title Production Occupations	79	95	10	19	8	211	37.4%	49.8%	12.8%
Transportation and Material Moving Occupations	189	154	5	23	20	391	48.3%	40.7%	11.0%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	13	10	4	2	1	30	43.3%	46.7%	10.0%
Utilities	5	3	-	-	-	8	62.5%	37.5%	0.0%
Construction	148	181	5	8	18	360	41.1%	51.7%	7.2%
Manufacturing	103	73	7	32	3	218	47.2%	36.7%	16.1%
Wholesale Trade	193	75	-	21	3	292	66.1%	25.7%	8.2%
Retail Trade	348	342	14	9	14	727	47.9%	49.0%	3.2%
Transportation and Warehousing	152	48	2	2	3	207	73.4%	24.2%	2.4%
Information	55	11	9	2	-	77	71.4%	26.0%	2.6%
Finance and Insurance	32	17	-	1	1	51	62.7%	33.3%	3.9%
Real Estate Rental and Leasing	116	55	9	1	12	193	60.1%	33.2%	6.7%
Professional, Scientific, and Technical Services	146	70	1	1	9	227	64.3%	31.3%	4.4%
Administrative and Support and Waste Management and Remediation Services	132	104	7	21	225	489	27.0%	22.7%	50.3%
Educational Services	100	27	3	4	6	140	71.4%	21.4%	7.1%
Health Care and Social Assistance	47	23	-	-	-	70	67.1%	32.9%	0.0%
Arts, Entertainment, and Recreation	66	111	10	2	3	192	34.4%	63.0%	2.6%
Accommodation and Food Services	157	245	9	11	7	429	36.6%	59.2%	4.2%
Other Services (except Public Administration)	117	122	31	3	20	293	39.9%	52.2%	7.8%
Public Administration	13	-	-	-	-	13	100.0%	0.0%	0.0%

Table 19.1 Small Employers' Employees' Accounting Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Accounting					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	553	515	228	283	1,322	2,901	19.1%	25.6%	55.3%
Tinian	22	39	30	20	7	118	18.6%	58.5%	22.9%
Rota	23	59	21	12	163	278	8.3%	28.8%	62.9%
<i>Sector</i>									
Private sector	592	604	277	315	1,490	3,278	18.1%	26.9%	55.1%
Public sector	6	9	2	-	2	19	31.6%	57.9%	10.5%
<i>Age Group</i>									
Less than 30 yrs old	41	67	41	42	195	386	10.6%	28.0%	61.4%
30 to 49 yrs old	384	401	151	183	899	2,018	19.0%	27.4%	53.6%
50 yrs and older	171	142	84	89	395	881	19.4%	25.7%	54.9%
<i>Gender</i>									
Male	261	275	174	211	1,052	1,973	13.2%	22.8%	64.0%
Female	337	338	104	103	439	1,321	25.5%	33.5%	41.0%
<i>Citizenship</i>									
Non-U.S. citizen	455	465	203	250	1,167	2,540	17.9%	26.3%	55.8%
U.S. citizen	142	148	76	64	317	747	19.0%	30.0%	51.0%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	72	93	55	38	224	482	14.9%	30.7%	54.4%
Other Pac Islanders	9	16	11	13	50	99	9.1%	27.3%	63.6%
Caucasians	29	15	6	17	26	93	31.2%	22.6%	46.2%
Filipinos	371	338	148	201	994	2,052	18.1%	23.7%	58.2%
Other Asians	112	145	57	44	192	550	20.4%	36.7%	42.9%
Other Ethnic	1	3	-	1	2	7	14.3%	42.9%	42.9%
Unknown	-	1	-	-	3	4	0.0%	25.0%	75.0%

Table 19.2 Small Employers' Employees' Accounting Skills by SOC Major Group Titles and Industry Major Groups

	Accounting					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	208	166	29	20	64	487	42.7%	40.0%	17.2%
Business and Financial Operations Occupations	162	52	6	0	9	229	70.7%	25.3%	3.9%
Computer and Mathematical Occupations	2	8	1	1	5	17	11.8%	52.9%	35.3%
Architecture and Engineering Occupations	2	10	2	4	26	44	4.5%	27.3%	68.2%
Life, Physical, and Social Science Occupations	3	1	0	0	6	10	30.0%	10.0%	60.0%
Community and Social Service Occupations	2	7	4	2	3	18	11.1%	61.1%	27.8%
Legal Occupations	3	4	1	0	2	10	30.0%	50.0%	20.0%
Education, Training, and Library Occupations	8	18	10	22	27	85	9.4%	32.9%	57.6%
Arts, Design, Entertainment, Sports, and Media Occupations	15	6	9	16	18	64	23.4%	23.4%	53.1%
Healthcare Practitioners and Technical Occupations	6	2	1	2	20	31	19.4%	9.7%	71.0%
Healthcare Support Occupations	0	0	1	1	10	12	0.0%	8.3%	91.7%
Protective Service Occupations	3	0	4	9	40	56	5.4%	7.1%	87.5%
Food Preparation and Serving Related Occupations	12	27	33	33	126	231	5.2%	26.0%	68.8%
Building and Grounds Cleaning and Maintenance Occupations	5	16	12	14	128	175	2.9%	16.0%	81.1%
Personal Care and Service Occupations	5	29	9	11	59	113	4.4%	33.6%	61.9%
Sales and Related Occupations	32	88	35	29	147	331	9.7%	37.2%	53.2%
Office and Administrative Support Occupations	92	95	27	32	120	366	25.1%	33.3%	41.5%
Farming, Fishing, and Forestry Occupations	0	1	4	2	23	30	0.0%	16.7%	83.3%
Construction and Extraction Occupations	2	12	6	17	171	208	1.0%	8.7%	90.4%
Installation, Maintenance, and Repair Occupations	12	25	45	40	157	279	4.3%	25.1%	70.6%
Major Occupational Title Production Occupations	8	23	16	39	101	187	4.3%	20.9%	74.9%
Transportation and Material Moving Occupations	16	23	24	21	230	314	5.1%	15.0%	79.9%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	4	4	4	1	9	22	18.2%	36.4%	45.5%
Utilities	2	1	-	-	2	5	40.0%	20.0%	40.0%
Construction	34	30	11	32	208	315	10.8%	13.0%	76.2%
Manufacturing	17	26	16	21	79	159	10.7%	26.4%	62.9%
Wholesale Trade	64	40	4	31	137	276	23.2%	15.9%	60.9%
Retail Trade	126	129	53	51	279	638	19.7%	28.5%	51.7%
Transportation and Warehousing	37	24	21	14	48	144	25.7%	31.3%	43.1%
Information	34	9	14	10	9	76	44.7%	30.3%	25.0%
Finance and Insurance	21	17	3	6	8	55	38.2%	36.4%	25.5%
Real Estate Rental and Leasing	26	39	8	11	66	150	17.3%	31.3%	51.3%
Professional, Scientific, and Technical Services	69	53	5	6	84	217	31.8%	26.7%	41.5%
Administrative and Support and Waste Management and Remediation Services	46	49	13	19	133	260	17.7%	23.8%	58.5%
Educational Services	23	21	19	36	30	129	17.8%	31.0%	51.2%
Health Care and Social Assistance	16	21	1	7	21	66	24.2%	33.3%	42.4%
Arts, Entertainment, and Recreation	15	29	15	16	94	169	8.9%	26.0%	65.1%
Accommodation and Food Services	32	59	51	33	159	334	9.6%	32.9%	57.5%
Other Services (except Public Administration)	27	55	41	21	125	269	10.0%	35.7%	54.3%
Public Administration	5	7	-	-	1	13	38.5%	53.8%	7.7%

Table 20.1 Small Employers' Employees' Management Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Management					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	620	553	180	269	1,307	2,929	21.2%	25.0%	53.8%
Tinian	27	47	23	19	6	122	22.1%	57.4%	20.5%
Rota	31	67	19	8	163	288	10.8%	29.9%	59.4%
<i>Sector</i>									
Private sector	672	657	221	296	1,474	3,320	20.2%	26.4%	53.3%
Public sector	6	10	1	-	2	19	31.6%	57.9%	10.5%
<i>Age Group</i>									
Less than 30 yrs old	41	62	37	42	207	389	10.5%	25.4%	64.0%
30 to 49 yrs old	409	440	118	180	896	2,043	20.0%	27.3%	52.7%
50 yrs and older	223	162	65	73	372	895	24.9%	25.4%	49.7%
<i>Gender</i>									
Male	356	320	140	195	1,009	2,020	17.6%	22.8%	59.6%
Female	322	347	81	100	466	1,316	24.5%	32.5%	43.0%
<i>Citizenship</i>									
Non-U.S. citizen	480	522	169	235	1,158	2,564	18.7%	27.0%	54.3%
U.S. citizen	197	143	53	60	312	765	25.8%	25.6%	48.6%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	101	91	38	36	228	494	20.4%	26.1%	53.4%
Other Pac Islanders	7	16	10	12	51	96	7.3%	27.1%	65.6%
Caucasians	41	16	3	14	20	94	43.6%	20.2%	36.2%
Filipinos	350	388	125	194	1,001	2,058	17.0%	24.9%	58.1%
Other Asians	169	153	44	38	172	576	29.3%	34.2%	36.5%
Other Ethnic	3	1	-	1	2	7	42.9%	14.3%	42.9%
Unknown	1	1	-	-	2	4	25.0%	25.0%	50.0%

Table 20.2 Small Employers' Employees' Management Skills by SOC Major Group Titles and Industry Major Groups

	Management					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	351	152	9	8	22	542	0.0%	15.4%	84.6%
Business and Financial Operations Occupations	102	79	3	-	24	208	0.0%	21.4%	78.6%
Computer and Mathematical Occupations	3	9	-	1	5	18	1.7%	15.4%	82.9%
Architecture and Engineering Occupations	10	15	-	1	20	46	2.9%	9.1%	88.0%
Life, Physical, and Social Science Occupations	4	1	-	1	4	10	4.1%	15.8%	80.1%
Community and Social Service Occupations	5	8	2	-	2	17	5.3%	27.9%	66.8%
Legal Occupations	5	5	-	-	-	10	5.6%	27.5%	67.0%
Education, Training, and Library Occupations	5	22	8	22	29	86	5.8%	34.9%	59.3%
Arts, Design, Entertainment, Sports, and Media Occupations	16	6	7	15	20	64	6.9%	23.3%	69.8%
Healthcare Practitioners and Technical Occupations	8	-	-	3	20	31	7.0%	7.0%	86.0%
Healthcare Support Occupations	-	1	1	1	10	13	7.1%	33.9%	58.9%
Protective Service Occupations	4	1	3	10	39	57	8.6%	34.2%	57.2%
Food Preparation and Serving Related Occupations	13	34	30	32	124	233	16.7%	50.0%	33.3%
Building and Grounds Cleaning and Maintenance Occupations	3	16	11	13	132	175	18.5%	32.4%	49.1%
Personal Care and Service Occupations	8	31	7	11	55	112	21.7%	32.6%	45.7%
Sales and Related Occupations	29	84	32	29	165	339	25.0%	20.3%	54.7%
Office and Administrative Support Occupations	65	94	20	35	138	352	25.8%	0.0%	74.2%
Farming, Fishing, and Forestry Occupations	-	2	4	3	19	28	29.4%	58.8%	11.8%
Construction and Extraction Occupations	6	13	6	15	169	209	40.0%	10.0%	50.0%
Installation, Maintenance, and Repair Occupations	15	40	39	38	151	283	49.0%	39.4%	11.5%
Major Occupational Title Production Occupations	13	27	17	33	99	189	50.0%	50.0%	0.0%
Transportation and Material Moving Occupations	13	27	23	25	229	317	64.8%	29.7%	5.5%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	3	5	4	1	9	22	9.0%	21.0%	70.1%
Utilities	3	-	-	-	2	5	11.8%	24.2%	64.0%
Construction	51	39	10	28	201	329	13.6%	40.9%	45.5%
Manufacturing	19	27	12	23	80	161	14.1%	30.2%	55.7%
Wholesale Trade	62	44	4	31	142	283	15.5%	14.9%	69.6%
Retail Trade	136	152	41	39	282	650	15.8%	37.1%	47.1%
Transportation and Warehousing	31	24	20	15	47	137	17.8%	32.6%	49.6%
Information	29	6	12	17	11	75	18.5%	25.1%	56.4%
Finance and Insurance	25	14	2	4	10	55	20.9%	29.7%	49.4%
Real Estate Rental and Leasing	44	28	11	10	64	157	21.9%	17.0%	61.1%
Professional, Scientific, and Technical Services	73	57	1	2	79	212	22.6%	32.1%	45.3%
Administrative and Support and Waste Management and Remediation Services	48	55	10	17	129	259	28.0%	24.8%	47.1%
Educational Services	23	31	11	33	31	129	28.8%	31.8%	39.4%
Health Care and Social Assistance	19	19	2	7	19	66	34.4%	27.4%	38.2%
Arts, Entertainment, and Recreation	15	23	12	18	99	167	38.5%	53.8%	7.7%
Accommodation and Food Services	48	66	37	32	158	341	38.7%	24.0%	37.3%
Other Services (except Public Administration)	44	70	33	19	112	278	45.5%	29.1%	25.5%
Public Administration	5	7	-	-	1	13	60.0%	0.0%	40.0%

Table 21.1 Small Employers' Employees' Marketing, Sales, and Advertising Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Marketing, Sales, and Advertising					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	617	647	160	2	268	1,694	36.4%	47.6%	15.9%
Tinian	30	42	24	-	20	116	25.9%	56.9%	17.2%
Rota	38	61	17	-	7	123	30.9%	63.4%	5.7%
<i>Sector</i>									
Private sector	681	741	200	2	295	1,919	35.5%	49.0%	15.5%
Public sector	4	9	1	-	-	14	28.6%	71.4%	0.0%
<i>Age Group</i>									
Less than 30 yrs old	53	96	27	-	45	221	24.0%	55.7%	20.4%
30 to 49 yrs old	442	485	107	2	171	1,207	36.6%	49.0%	14.3%
50 yrs and older	184	166	67	-	78	495	37.2%	47.1%	15.8%
<i>Gender</i>									
Male	346	367	125	-	192	1,030	33.6%	47.8%	18.6%
Female	339	382	76	2	102	901	37.6%	50.8%	11.5%
<i>Citizenship</i>									
Non-U.S. citizen	513	578	159	2	226	1,478	34.7%	49.9%	15.4%
U.S. citizen	171	171	42	-	68	452	37.8%	47.1%	15.0%
Unknown	1	-	-	-	1	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	89	114	32	-	40	275	32.4%	53.1%	14.5%
Other Pac Islanders	15	17	10	-	14	56	26.8%	48.2%	25.0%
Caucasians	27	13	2	-	18	60	45.0%	25.0%	30.0%
Filipinos	384	444	121	2	183	1,134	33.9%	49.8%	16.3%
Other Asians	163	158	35	-	38	394	41.4%	49.0%	9.6%
Other Ethnic	2	1	-	-	1	4	50.0%	25.0%	25.0%
Unknown	-	-	-	-	-	-			100.0%

Table 21.2 Small Employers' Employees' Marketing, Sales, and Advertising Skills by SOC Major Group Titles and Industry Major Groups

	Marketing, Sales, and Advertising					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	300	161	11	-	11	483	62.1%	35.6%	2.3%
Business and Financial Operations Occupations	83	80	5	-	5	173	48.0%	49.1%	2.9%
Computer and Mathematical Occupations	6	7	1	-	2	16	37.5%	50.0%	12.5%
Architecture and Engineering Occupations	7	11	2	-	4	24	29.2%	54.2%	16.7%
Life, Physical, and Social Science Occupations	4	1	-	-	-	5	80.0%	20.0%	0.0%
Community and Social Service Occupations	-	7	1	-	1	9	0.0%	88.9%	11.1%
Legal Occupations	2	4	-	-	-	6	33.3%	66.7%	0.0%
Education, Training, and Library Occupations	5	12	8	-	26	51	9.8%	39.2%	51.0%
Arts, Design, Entertainment, Sports, and Media Occupations	17	15	5	-	12	49	34.7%	40.8%	24.5%
Healthcare Practitioners and Technical Occupations	13	3	-	-	3	19	68.4%	15.8%	15.8%
Healthcare Support Occupations	1	1	1	-	1	4	25.0%	50.0%	25.0%
Protective Service Occupations	3	-	1	-	12	16	18.8%	6.3%	75.0%
Food Preparation and Serving Related Occupations	13	55	30	2	26	126	10.3%	67.5%	22.2%
Building and Grounds Cleaning and Maintenance Occupations	2	17	10	-	13	42	4.8%	64.3%	31.0%
Personal Care and Service Occupations	9	38	3	-	10	60	15.0%	68.3%	16.7%
Sales and Related Occupations	88	128	21	-	22	259	34.0%	57.5%	8.5%
Office and Administrative Support Occupations	73	101	20	-	36	230	31.7%	52.6%	15.7%
Farming, Fishing, and Forestry Occupations	-	1	5	-	3	9	0.0%	66.7%	33.3%
Construction and Extraction Occupations	5	11	7	-	15	38	13.2%	47.4%	39.5%
Installation, Maintenance, and Repair Occupations	20	35	34	-	39	128	15.6%	53.9%	30.5%
Major Occupational Title Production Occupations	14	25	16	-	29	84	16.7%	48.8%	34.5%
Transportation and Material Moving Occupations	20	37	20	-	25	102	19.6%	55.9%	24.5%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	4	4	4	-	1	13	30.8%	61.5%	7.7%
Utilities	3	1	-	-	-	4	75.0%	25.0%	0.0%
Construction	42	35	8	-	32	117	35.9%	36.8%	27.4%
Manufacturing	13	43	11	-	17	84	15.5%	64.3%	20.2%
Wholesale Trade	103	61	4	-	22	190	54.2%	34.2%	11.6%
Retail Trade	171	197	36	-	35	439	39.0%	53.1%	8.0%
Transportation and Warehousing	24	25	20	-	17	86	27.9%	52.3%	19.8%
Information	27	13	9	-	17	66	40.9%	33.3%	25.8%
Finance and Insurance	26	15	1	-	4	46	56.5%	34.8%	8.7%
Real Estate Rental and Leasing	35	27	6	-	13	81	43.2%	40.7%	16.0%
Professional, Scientific, and Technical Services	51	57	5	-	2	115	44.3%	53.9%	1.7%
Administrative and Support and Waste Management and Remediation Services	43	55	9	-	17	124	34.7%	51.6%	13.7%
Educational Services	20	19	10	-	41	90	22.2%	32.2%	45.6%
Health Care and Social Assistance	15	18	3	-	8	44	34.1%	47.7%	18.2%
Arts, Entertainment, and Recreation	26	22	9	-	18	75	34.7%	41.3%	24.0%
Accommodation and Food Services	40	89	38	2	27	196	20.4%	64.8%	14.8%
Other Services (except Public Administration)	38	63	28	-	24	153	24.8%	59.5%	15.7%
Public Administration	4	6	-	-	-	10	40.0%	60.0%	0.0%

Table 22.1 Small Employers' Employees' Business Writing Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Business Writing and Speaking					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	637	569	169	271	1,243	2,889	22.0%	25.5%	52.4%
Tinian	35	47	23	11	5	121	28.9%	57.9%	13.2%
Rota	30	69	17	6	157	279	10.8%	30.8%	58.4%
<i>Sector</i>									
Private sector	695	677	208	288	1,402	3,270	21.3%	27.1%	51.7%
Public sector	7	8	1	-	3	19	36.8%	47.4%	15.8%
<i>Age Group</i>									
Less than 30 yrs old	51	78	25	38	198	390	13.1%	26.4%	60.5%
30 to 49 yrs old	444	441	119	172	839	2,015	22.0%	27.8%	50.2%
50 yrs and older	202	163	64	77	368	874	23.1%	26.0%	50.9%
<i>Gender</i>									
Male	348	335	135	191	963	1,972	17.6%	23.8%	58.5%
Female	354	349	74	96	441	1,314	26.9%	32.2%	40.9%
<i>Citizenship</i>									
Non-U.S. citizen	498	519	171	232	1,097	2,517	19.8%	27.4%	52.8%
U.S. citizen	203	166	38	55	300	762	26.6%	26.8%	46.6%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	97	107	28	35	227	494	19.6%	27.3%	53.0%
Other Pac Islanders	12	18	8	12	46	96	12.5%	27.1%	60.4%
Caucasians	50	14	1	11	13	89	56.2%	16.9%	27.0%
Filipinos	404	379	121	179	939	2,022	20.0%	24.7%	55.3%
Other Asians	127	161	49	49	178	564	22.5%	37.2%	40.2%
Other Ethnic	2	2	1	1	1	7	28.6%	42.9%	28.6%
Unknown	2	1	-	-	1	4	50.0%	25.0%	25.0%

Table 22.2 Small Employers' Employees' Business Writing Skills by SOC Major Group Titles and Industry Major Groups

	Business Writing and Speaking					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	283	161	15	16	34	509	55.6%	34.6%	9.8%
Business and Financial Operations Occupations	124	69	3	-	13	209	59.3%	34.4%	6.2%
Computer and Mathematical Occupations	7	11	-	1	2	21	33.3%	52.4%	14.3%
Architecture and Engineering Occupations	15	16	1	-	15	47	31.9%	36.2%	31.9%
Life, Physical, and Social Science Occupations	5	1	-	-	3	9	55.6%	11.1%	33.3%
Community and Social Service Occupations	7	5	2	-	3	17	41.2%	41.2%	17.6%
Legal Occupations	7	3	1	-	-	11	63.6%	36.4%	0.0%
Education, Training, and Library Occupations	22	18	3	19	19	81	27.2%	25.9%	46.9%
Arts, Design, Entertainment, Sports, and Media Occupations	20	10	6	11	17	64	31.3%	25.0%	43.8%
Healthcare Practitioners and Technical Occupations	6	1	1	2	21	31	19.4%	6.5%	74.2%
Healthcare Support Occupations	4	4	1	1	10	20	20.0%	25.0%	55.0%
Protective Service Occupations	3	1	1	12	39	56	5.4%	3.6%	91.1%
Food Preparation and Serving Related Occupations	7	34	31	31	125	228	3.1%	28.5%	68.4%
Building and Grounds Cleaning and Maintenance Occupations	4	18	10	12	127	171	2.3%	16.4%	81.3%
Personal Care and Service Occupations	8	34	6	11	53	112	7.1%	35.7%	57.1%
Sales and Related Occupations	51	99	22	26	142	340	15.0%	35.6%	49.4%
Office and Administrative Support Occupations	86	115	10	31	117	359	24.0%	34.8%	41.2%
Farming, Fishing, and Forestry Occupations	-	1	4	4	19	28	0.0%	17.9%	82.1%
Construction and Extraction Occupations	3	11	8	17	167	206	1.5%	9.2%	89.3%
Installation, Maintenance, and Repair Occupations	14	27	37	39	154	271	5.2%	23.6%	71.2%
Major Occupational Title Production Occupations	11	16	20	31	103	181	6.1%	19.9%	74.0%
Transportation and Material Moving Occupations	15	30	27	24	222	318	4.7%	17.9%	77.4%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	4	4	4	1	9	22	18.2%	36.4%	45.5%
Utilities	3	-	-	-	2	5	60.0%	0.0%	40.0%
Construction	46	40	9	28	202	325	14.2%	15.1%	70.8%
Manufacturing	12	25	19	18	82	156	7.7%	28.2%	64.1%
Wholesale Trade	81	54	5	26	113	279	29.0%	21.1%	49.8%
Retail Trade	147	162	38	34	266	647	22.7%	30.9%	46.4%
Transportation and Warehousing	36	27	18	18	43	142	25.4%	31.7%	43.0%
Information	28	14	10	14	10	76	36.8%	31.6%	31.6%
Finance and Insurance	22	14	1	5	6	48	45.8%	31.3%	22.9%
Real Estate Rental and Leasing	40	31	6	13	63	153	26.1%	24.2%	49.7%
Professional, Scientific, and Technical Services	77	62	5	2	69	215	35.8%	31.2%	33.0%
Administrative and Support and Waste Management and Remediation Services	48	53	7	15	128	251	19.1%	23.9%	57.0%
Educational Services	38	28	6	31	19	122	31.1%	27.9%	41.0%
Health Care and Social Assistance	17	17	3	7	20	64	26.6%	31.3%	42.2%
Arts, Entertainment, and Recreation	15	22	9	17	102	165	9.1%	18.8%	72.1%
Accommodation and Food Services	37	74	34	31	153	329	11.2%	32.8%	55.9%
Other Services (except Public Administration)	44	53	35	28	117	277	15.9%	31.8%	52.3%
Public Administration	7	5	-	-	1	13	53.8%	38.5%	7.7%

Table 23.1 Small Employers' Employees' Word Processing Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Word Processing					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<u>Island</u>									
Saipan	902	636	165	275	1,100	3,078	29.3%	26.0%	44.7%
Tinian	46	29	19	19	7	120	38.3%	40.0%	21.7%
Rota	35	100	14	9	131	289	12.1%	39.4%	48.4%
<u>Sector</u>									
Private sector	973	759	198	303	1,235	3,468	28.1%	27.6%	44.3%
Public sector	10	6	-	-	3	19	52.6%	31.6%	15.8%
<u>Age Group</u>									
Less than 30 yrs old	125	102	24	43	138	432	28.9%	29.2%	41.9%
30 to 49 yrs old	639	484	108	167	740	2,138	29.9%	27.7%	42.4%
50 yrs and older	213	172	65	92	360	902	23.6%	26.3%	50.1%
<u>Gender</u>									
Male	451	358	131	213	888	2,041	22.1%	24.0%	53.9%
Female	532	406	67	89	349	1,443	36.9%	32.8%	30.4%
<u>Citizenship</u>									
Non-U.S. citizen	688	595	152	247	989	2,671	25.8%	28.0%	46.3%
U.S. citizen	293	170	46	55	241	805	36.4%	26.8%	36.8%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<u>Major Ethnic Group</u>									
Chamorros and Carolinians	150	101	32	43	190	516	29.1%	25.8%	45.2%
Other Pac Islanders	16	22	10	12	40	100	16.0%	32.0%	52.0%
Caucasians	73	11	3	1	9	97	75.3%	14.4%	10.3%
Filipinos	570	470	112	198	810	2,160	26.4%	26.9%	46.7%
Other Asians	162	155	40	46	187	590	27.5%	33.1%	39.5%
Other Ethnic	3	1	1	1	1	7	42.9%	28.6%	28.6%
Unknown	2	1	-	-	1	4	50.0%	25.0%	25.0%

Table 23.2 Small Employers' Employees' Word Processing Skills by SOC Major Group Titles and Industry Major Groups

	Word Processing					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Group									
SOC Major Groups									
Management Occupations	292	147	23	17	40	519	56.3%	32.8%	11.0%
Business and Financial Operations Occupations	150	69	4	-	3	226	66.4%	32.3%	1.3%
Computer and Mathematical Occupations	19	4	-	-	-	23	82.6%	17.4%	0.0%
Architecture and Engineering Occupations	27	9	-	1	10	47	57.4%	19.1%	23.4%
Life, Physical, and Social Science Occupations	8	-	-	-	1	9	88.9%	0.0%	11.1%
Community and Social Service Occupations	11	6	1	-	-	18	61.1%	38.9%	0.0%
Legal Occupations	8	4	-	-	-	12	66.7%	33.3%	0.0%
Education, Training, and Library Occupations	62	23	2	2	5	94	66.0%	26.6%	7.4%
Arts, Design, Entertainment, Sports, and Media Occupations	26	11	-	13	14	64	40.6%	17.2%	42.2%
Healthcare Practitioners and Technical Occupations	17	3	1	2	9	32	53.1%	12.5%	34.4%
Healthcare Support Occupations	3	2	1	-	8	14	21.4%	21.4%	57.1%
Protective Service Occupations	7	1	3	12	37	60	11.7%	6.7%	81.7%
Food Preparation and Serving Related Occupations	15	57	24	29	123	248	6.0%	32.7%	61.3%
Building and Grounds Cleaning and Maintenance Occupations	7	22	6	10	125	170	4.1%	16.5%	79.4%
Personal Care and Service Occupations	11	46	10	11	54	132	8.3%	42.4%	49.2%
Sales and Related Occupations	82	125	18	48	111	384	21.4%	37.2%	41.4%
Office and Administrative Support Occupations	164	117	22	25	75	403	40.7%	34.5%	24.8%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	10	10	7	19	163	209	4.8%	8.1%	87.1%
Installation, Maintenance, and Repair Occupations	26	35	31	42	147	281	9.3%	23.5%	67.3%
Major Occupational Title Production Occupations	20	44	16	31	85	196	10.2%	30.6%	59.2%
Transportation and Material Moving Occupations	18	29	26	38	207	318	5.7%	17.3%	77.0%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	2	6	4	1	9	22	9.1%	45.5%	45.5%
Utilities	5	-	-	-	2	7	71.4%	0.0%	28.6%
Construction	60	43	13	26	186	328	18.3%	17.1%	64.6%
Manufacturing	18	32	16	21	81	168	10.7%	28.6%	60.7%
Wholesale Trade	114	47	2	29	97	289	39.4%	17.0%	43.6%
Retail Trade	168	178	39	72	224	681	24.7%	31.9%	43.5%
Transportation and Warehousing	56	28	20	17	40	161	34.8%	29.8%	35.4%
Information	39	11	4	13	10	77	50.6%	19.5%	29.9%
Finance and Insurance	26	22	1	4	3	56	46.4%	41.1%	12.5%
Real Estate Rental and Leasing	60	30	8	11	57	166	36.1%	22.9%	41.0%
Professional, Scientific, and Technical Services	114	69	5	3	35	226	50.4%	32.7%	16.8%
Administrative and Support and Waste Management and Remediation Services	64	59	8	17	126	274	23.4%	24.5%	52.2%
Educational Services	79	30	7	11	12	139	56.8%	26.6%	16.5%
Health Care and Social Assistance	40	19	2	3	6	70	57.1%	30.0%	12.9%
Arts, Entertainment, and Recreation	28	29	7	15	93	172	16.3%	20.9%	62.8%
Accommodation and Food Services	48	100	32	30	144	354	13.6%	37.3%	49.2%
Other Services (except Public Administration)	55	58	30	30	111	284	19.4%	31.0%	49.6%
Public Administration	7	4	-	-	2	13	53.8%	30.8%	15.4%

Table 24.1 Small Employers' Employees' Spreadsheet Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Spreadsheet					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	790	596	202	307	1,147	3,042	26.0%	26.2%	47.8%
Tinian	39	29	22	19	7	116	33.6%	44.0%	22.4%
Rota	32	87	15	9	133	276	11.6%	37.0%	51.4%
<i>Sector</i>									
Private sector	853	704	239	335	1,284	3,415	25.0%	27.6%	47.4%
Public sector	8	8	-	-	3	19	42.1%	42.1%	15.8%
<i>Age Group</i>									
Less than 30 yrs old	98	92	29	56	149	424	23.1%	28.5%	48.3%
30 to 49 yrs old	565	452	134	183	766	2,100	26.9%	27.9%	45.2%
50 yrs and older	193	163	74	95	371	896	21.5%	26.5%	52.0%
<i>Gender</i>									
Male	377	337	153	227	922	2,016	18.7%	24.3%	57.0%
Female	484	374	86	107	364	1,415	34.2%	32.5%	33.3%
<i>Citizenship</i>									
Non-U.S. citizen	617	553	177	264	1,023	2,634	23.4%	27.7%	48.9%
U.S. citizen	242	159	62	70	256	789	30.7%	28.0%	41.3%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	126	92	46	46	196	506	24.9%	27.3%	47.8%
Other Pac Islanders	13	16	14	13	42	98	13.3%	30.6%	56.1%
Caucasians	58	11	4	10	12	95	61.1%	15.8%	23.2%
Filipinos	507	436	125	214	844	2,126	23.8%	26.4%	49.8%
Other Asians	146	151	49	48	190	584	25.0%	34.2%	40.8%
Other Ethnic	2	2	1	1	1	7	28.6%	42.9%	28.6%
Unknown	2	1	-	-	2	5	40.0%	20.0%	40.0%

Table 24.2 Small Employers' Employees' Spreadsheet Skills by SOC Major Group Titles and Industry Major Industry

	Spreadsheet					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	257	146	36	20	46	505	50.9%	36.0%	13.1%
Business and Financial Operations Occupations	150	69	4	-	5	228	65.8%	32.0%	2.2%
Computer and Mathematical Occupations	18	5	-	-	-	23	78.3%	21.7%	0.0%
Architecture and Engineering Occupations	20	11	-	2	14	47	42.6%	23.4%	34.0%
Life, Physical, and Social Science Occupations	8	-	-	-	1	9	88.9%	0.0%	11.1%
Community and Social Service Occupations	8	7	-	2	-	17	47.1%	41.2%	11.8%
Legal Occupations	6	3	1	-	1	11	54.5%	36.4%	9.1%
Education, Training, and Library Occupations	57	21	2	13	9	102	55.9%	22.5%	21.6%
Arts, Design, Entertainment, Sports, and Media Occupations	23	12	-	13	14	62	37.1%	19.4%	43.5%
Healthcare Practitioners and Technical Occupations	17	-	2	3	10	32	53.1%	6.3%	40.6%
Healthcare Support Occupations	3	2	1	-	8	14	21.4%	21.4%	57.1%
Protective Service Occupations	2	1	3	14	38	58	3.4%	6.9%	89.7%
Food Preparation and Serving Related Occupations	14	50	32	30	122	248	5.6%	33.1%	61.3%
Building and Grounds Cleaning and Maintenance Occupations	7	21	6	13	125	172	4.1%	15.7%	80.2%
Personal Care and Service Occupations	7	45	10	12	54	128	5.5%	43.0%	51.6%
Sales and Related Occupations	67	105	29	53	119	373	18.0%	35.9%	46.1%
Office and Administrative Support Occupations	142	113	24	25	81	385	36.9%	35.6%	27.5%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	7	8	8	20	167	210	3.3%	7.6%	89.0%
Installation, Maintenance, and Repair Occupations	25	28	33	41	152	279	9.0%	21.9%	69.2%
Major Occupational Title Production Occupations	9	40	18	31	88	186	4.8%	31.2%	64.0%
Transportation and Material Moving Occupations	14	24	27	40	212	317	4.4%	16.1%	79.5%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	2	6	4	1	9	22	9.1%	45.5%	45.5%
Utilities	5	-	-	-	2	7	71.4%	0.0%	28.6%
Construction	51	43	15	30	188	327	15.6%	17.7%	66.7%
Manufacturing	16	27	18	21	84	166	9.6%	27.1%	63.3%
Wholesale Trade	111	42	2	28	104	287	38.7%	15.3%	46.0%
Retail Trade	141	159	52	76	230	658	21.4%	32.1%	46.5%
Transportation and Warehousing	49	21	22	17	44	153	32.0%	28.1%	39.9%
Information	35	14	4	13	10	76	46.1%	23.7%	30.3%
Finance and Insurance	22	21	3	4	6	56	39.3%	42.9%	17.9%
Real Estate Rental and Leasing	50	29	7	12	64	162	30.9%	22.2%	46.9%
Professional, Scientific, and Technical Services	102	70	10	3	40	225	45.3%	35.6%	19.1%
Administrative and Support and Waste Management and Remediation Services	45	60	7	22	128	262	17.2%	25.6%	57.3%
Educational Services	75	29	6	25	13	148	50.7%	23.6%	25.7%
Health Care and Social Assistance	38	14	3	5	9	69	55.1%	24.6%	20.3%
Arts, Entertainment, and Recreation	22	29	8	15	95	169	13.0%	21.9%	65.1%
Accommodation and Food Services	43	90	44	32	145	354	12.1%	37.9%	50.0%
Other Services (except Public Administration)	49	52	34	31	114	280	17.5%	30.7%	51.8%
Public Administration	5	6	-	-	2	13	38.5%	46.2%	15.4%

Table 25.1 Small Employers' Employees' Windows Operating System Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Windows Operating system					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	848	591	210	277	1,136	3,062	27.7%	26.2%	46.1%
Tinian	45	68	22	21	7	163	27.6%	55.2%	17.2%
Rota	35	78	15	8	144	280	12.5%	33.2%	54.3%
<i>Sector</i>									
Private sector	921	736	247	306	1,276	3,486	26.4%	28.2%	45.4%
Public sector	7	1	-	-	11	19	36.8%	5.3%	57.9%
<i>Age Group</i>									
Less than 30 yrs old	115	97	34	46	145	437	26.3%	30.0%	43.7%
30 to 49 yrs old	616	465	135	165	767	2,148	28.7%	27.9%	43.4%
50 yrs and older	193	170	77	93	375	908	21.3%	27.2%	51.5%
<i>Gender</i>									
Male	442	364	159	212	910	2,087	21.2%	25.1%	53.8%
Female	486	372	88	93	376	1,415	34.3%	32.5%	33.1%
<i>Citizenship</i>									
Non-U.S. citizen	668	571	195	247	1,006	2,687	24.9%	28.5%	46.6%
U.S. citizen	259	166	52	58	273	808	32.1%	27.0%	41.0%
Unknown	1	-	-	1	-	2	50.0%	0.0%	50.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	126	95	37	44	209	511	24.7%	25.8%	49.5%
Other Pac Islanders	17	15	14	11	43	100	17.0%	29.0%	54.0%
Caucasians	64	10	2	2	15	93	68.8%	12.9%	18.3%
Filipinos	546	437	151	204	836	2,174	25.1%	27.0%	47.8%
Other Asians	156	162	42	42	182	584	26.7%	34.9%	38.4%
Other Ethnic	2	1	1	1	2	7	28.6%	28.6%	42.9%
Unknown	3	1	-	-	-	4	75.0%	25.0%	0.0%

Table 25.2 Small Employers' Employees' Windows Operating System Skills by SOC Major Group Titles and Industry Major Group

	Windows Operating system					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	276	137	31	18	48	510	54.1%	32.9%	12.9%
Business and Financial Operations Occupations	136	65	10	1	11	223	61.0%	33.6%	5.4%
Computer and Mathematical Occupations	18	5	-	-	-	23	78.3%	21.7%	0.0%
Architecture and Engineering Occupations	26	9	-	2	8	45	57.8%	20.0%	22.2%
Life, Physical, and Social Science Occupations	8	-	-	-	1	9	88.9%	0.0%	11.1%
Community and Social Service Occupations	12	5	1	-	-	18	66.7%	33.3%	0.0%
Legal Occupations	2	2	1	1	4	10	20.0%	30.0%	50.0%
Education, Training, and Library Occupations	52	25	2	2	5	86	60.5%	31.4%	8.1%
Arts, Design, Entertainment, Sports, and Media Occupations	27	13	2	12	11	65	41.5%	23.1%	35.4%
Healthcare Practitioners and Technical Occupations	17	4	1	3	7	32	53.1%	15.6%	31.3%
Healthcare Support Occupations	2	-	1	1	10	14	14.3%	7.1%	78.6%
Protective Service Occupations	5	12	3	13	37	70	7.1%	21.4%	71.4%
Food Preparation and Serving Related Occupations	17	38	42	28	124	249	6.8%	32.1%	61.0%
Building and Grounds Cleaning and Maintenance Occupations	7	20	8	12	127	174	4.0%	16.1%	79.9%
Personal Care and Service Occupations	8	45	9	11	56	129	6.2%	41.9%	51.9%
Sales and Related Occupations	82	114	22	47	113	378	21.7%	36.0%	42.3%
Office and Administrative Support Occupations	154	119	24	27	90	414	37.2%	34.5%	28.3%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	10	10	7	19	165	211	4.7%	8.1%	87.2%
Installation, Maintenance, and Repair Occupations	29	42	33	41	148	293	9.9%	25.6%	64.5%
Major Occupational Title Production Occupations	14	39	19	29	91	192	7.3%	30.2%	62.5%
Transportation and Material Moving Occupations	26	32	28	36	210	332	7.8%	18.1%	74.1%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	2	6	4	1	9	22	9.1%	45.5%	45.5%
Utilities	4	1	-	-	2	7	57.1%	14.3%	28.6%
Construction	52	42	12	29	192	327	15.9%	16.5%	67.6%
Manufacturing	15	35	19	21	80	170	8.8%	31.8%	59.4%
Wholesale Trade	113	50	2	28	90	283	39.9%	18.4%	41.7%
Retail Trade	176	167	47	71	222	683	25.8%	31.3%	42.9%
Transportation and Warehousing	60	59	24	15	43	201	29.9%	41.3%	28.9%
Information	38	14	5	9	9	75	50.7%	25.3%	24.0%
Finance and Insurance	26	15	1	2	11	55	47.3%	29.1%	23.6%
Real Estate Rental and Leasing	53	31	7	11	62	164	32.3%	23.2%	44.5%
Professional, Scientific, and Technical Services	103	55	8	4	54	224	46.0%	28.1%	25.9%
Administrative and Support and Waste Management and Remediation Services	52	56	11	20	129	268	19.4%	25.0%	55.6%
Educational Services	66	31	8	12	12	129	51.2%	30.2%	18.6%
Health Care and Social Assistance	37	14	2	7	8	68	54.4%	23.5%	22.1%
Arts, Entertainment, and Recreation	26	41	8	14	94	183	14.2%	26.8%	59.0%
Accommodation and Food Services	45	70	57	31	150	353	12.7%	36.0%	51.3%
Other Services (except Public Administration)	57	50	32	31	110	280	20.4%	29.3%	50.4%
Public Administration	3	-	-	-	10	13	23.1%	0.0%	76.9%

Table 26.1 Small Employers' Employees' Internet Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Internet (WWW, email, etc)					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	1,013	704	144	223	1,050	3,134	32.3%	27.1%	40.6%
Tinian	95	40	18	14	6	173	54.9%	33.5%	11.6%
Rota	41	116	17	5	117	296	13.9%	44.9%	41.2%
<i>Sector</i>									
Private sector	1,141	859	179	242	1,163	3,584	31.8%	29.0%	39.2%
Public sector	8	1	-	-	10	19	42.1%	5.3%	52.6%
<i>Age Group</i>									
Less than 30 yrs old	164	111	10	40	138	463	35.4%	26.1%	38.4%
30 to 49 yrs old	743	548	96	129	689	2,205	33.7%	29.2%	37.1%
50 yrs and older	235	195	73	72	346	921	25.5%	29.1%	45.4%
<i>Gender</i>									
Male	572	430	122	166	837	2,127	26.9%	26.0%	47.2%
Female	577	429	57	75	335	1,473	39.2%	33.0%	27.8%
<i>Citizenship</i>									
Non-U.S. citizen	811	685	146	190	921	2,753	29.5%	30.2%	40.4%
U.S. citizen	337	175	33	52	244	841	40.1%	24.7%	35.2%
Unknown	1	-	-	-	-	1	100.0%	0.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	160	106	24	41	195	526	30.4%	24.7%	44.9%
Other Pac Islanders	19	22	10	11	42	104	18.3%	30.8%	51.0%
Caucasians	77	9	1	-	10	97	79.4%	10.3%	10.3%
Filipinos	684	543	113	148	752	2,240	30.5%	29.3%	40.2%
Other Asians	176	174	30	40	173	593	29.7%	34.4%	35.9%
Other Ethnic	3	1	1	1	1	7	42.9%	28.6%	28.6%
Unknown	4	1	-	-	-	5	80.0%	20.0%	0.0%

Table 26.2 Small Employers' Employees' Internet Skills by SOC Major Group Titles and Industry Major Industry

	Internet (WWW, email, etc)					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	310	135	24	12	39	520	59.6%	30.6%	9.8%
Business and Financial Operations Occupations	140	73	3	1	8	225	62.2%	33.8%	4.0%
Computer and Mathematical Occupations	19	4	-	-	-	23	82.6%	17.4%	0.0%
Architecture and Engineering Occupations	27	11	-	-	9	47	57.4%	23.4%	19.1%
Life, Physical, and Social Science Occupations	8	-	-	-	1	9	88.9%	0.0%	11.1%
Community and Social Service Occupations	12	4	1	-	-	17	70.6%	29.4%	0.0%
Legal Occupations	7	4	-	-	-	11	63.6%	36.4%	0.0%
Education, Training, and Library Occupations	65	20	2	2	8	97	67.0%	22.7%	10.3%
Arts, Design, Entertainment, Sports, and Media Occupations	33	13	2	10	11	69	47.8%	21.7%	30.4%
Healthcare Practitioners and Technical Occupations	19	2	1	2	9	33	57.6%	9.1%	33.3%
Healthcare Support Occupations	4	2	1	-	7	14	28.6%	21.4%	50.0%
Protective Service Occupations	5	13	2	12	38	70	7.1%	21.4%	71.4%
Food Preparation and Serving Related Occupations	31	67	23	25	110	256	12.1%	35.2%	52.7%
Building and Grounds Cleaning and Maintenance Occupations	12	34	8	7	117	178	6.7%	23.6%	69.7%
Personal Care and Service Occupations	24	49	7	7	52	139	17.3%	40.3%	42.4%
Sales and Related Occupations	103	135	17	37	100	392	26.3%	38.8%	34.9%
Office and Administrative Support Occupations	192	114	20	25	72	423	45.4%	31.7%	22.9%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	15	17	10	11	158	211	7.1%	12.8%	80.1%
Installation, Maintenance, and Repair Occupations	54	60	26	29	131	300	18.0%	28.7%	53.3%
Major Occupational Title Production Occupations	17	54	13	26	81	191	8.9%	35.1%	56.0%
Transportation and Material Moving Occupations	52	48	16	33	201	350	14.9%	18.3%	66.9%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	2	6	4	1	9	22	9.1%	45.5%	45.5%
Utilities	5	1	-	-	2	8	62.5%	12.5%	25.0%
Construction	66	46	11	21	187	331	19.9%	17.2%	62.8%
Manufacturing	26	52	13	18	74	183	14.2%	35.5%	50.3%
Wholesale Trade	119	47	2	21	97	286	41.6%	17.1%	41.3%
Retail Trade	219	208	34	60	201	722	30.3%	33.5%	36.1%
Transportation and Warehousing	96	35	15	15	41	202	47.5%	24.8%	27.7%
Information	43	10	4	10	9	76	56.6%	18.4%	25.0%
Finance and Insurance	28	21	1	2	3	55	50.9%	40.0%	9.1%
Real Estate Rental and Leasing	62	36	8	7	52	165	37.6%	26.7%	35.8%
Professional, Scientific, and Technical Services	109	65	5	3	42	224	48.7%	31.3%	20.1%
Administrative and Support and Waste Management and Remediation Services	62	55	11	12	120	260	23.8%	25.4%	50.8%
Educational Services	87	30	5	9	13	144	60.4%	24.3%	15.3%
Health Care and Social Assistance	45	14	3	4	6	72	62.5%	23.6%	13.9%
Arts, Entertainment, and Recreation	43	49	7	14	83	196	21.9%	28.6%	49.5%
Accommodation and Food Services	60	115	33	27	128	363	16.5%	40.8%	42.7%
Other Services (except Public Administration)	73	70	23	18	97	281	26.0%	33.1%	40.9%
Public Administration	4	-	-	-	9	13	30.8%	0.0%	69.2%

Table 27.1 Small Employers' Employees' Database Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Database					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	503	408	264	356	1,311	2,842	17.7%	23.6%	58.7%
Tinian	23	22	22	24	13	104	22.1%	42.3%	35.6%
Rota	25	69	15	9	153	271	9.2%	31.0%	59.8%
<i>Sector</i>									
Private sector	547	496	301	389	1,465	3,198	17.1%	24.9%	58.0%
Public sector	4	3	-	-	12	19	21.1%	15.8%	63.2%
<i>Age Group</i>									
Less than 30 yrs old	67	54	39	60	170	390	17.2%	23.8%	59.0%
30 to 49 yrs old	360	322	173	212	893	1,960	18.4%	25.3%	56.4%
50 yrs and older	121	121	86	115	412	855	14.2%	24.2%	61.6%
<i>Gender</i>									
Male	267	256	169	249	1,011	1,952	13.7%	21.8%	64.5%
Female	284	242	132	139	465	1,262	22.5%	29.6%	47.9%
<i>Citizenship</i>									
Non-U.S. citizen	398	385	237	306	1,146	2,472	16.1%	25.2%	58.7%
U.S. citizen	152	114	64	83	323	736	20.7%	24.2%	55.2%
Unknown	1	-	-	-	-	1	100.0%	0.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	79	74	47	53	228	481	16.4%	25.2%	58.4%
Other Pac Islanders	7	10	9	19	48	93	7.5%	20.4%	72.0%
Caucasians	41	7	5	12	27	92	44.6%	13.0%	42.4%
Filipinos	310	284	183	244	959	1,980	15.7%	23.6%	60.8%
Other Asians	108	122	56	59	208	553	19.5%	32.2%	48.3%
Other Ethnic	2	-	1	1	3	7	28.6%	14.3%	57.1%
Unknown	-	-	-	-	4	4	0.0%	0.0%	100.0%

Table 27.2 Small Employers' Employees' Database Skills by SOC Major Group Titles and Industry Major Group

	Database					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	185	119	54	31	88	477	38.8%	36.3%	24.9%
Business and Financial Operations Occupations	96	63	16	4	28	207	46.4%	38.2%	15.5%
Computer and Mathematical Occupations	14	7	-	1	1	23	60.9%	30.4%	8.7%
Architecture and Engineering Occupations	11	12	-	5	16	44	25.0%	27.3%	47.7%
Life, Physical, and Social Science Occupations	8	-	-	-	1	9	88.9%	0.0%	11.1%
Community and Social Service Occupations	6	7	-	3	-	16	37.5%	43.8%	18.8%
Legal Occupations	4	3	1	-	1	9	44.4%	44.4%	11.1%
Education, Training, and Library Occupations	13	17	4	15	35	84	15.5%	25.0%	59.5%
Arts, Design, Entertainment, Sports, and Media Occupations	5	16	4	13	16	54	9.3%	37.0%	53.7%
Healthcare Practitioners and Technical Occupations	18	-	-	6	7	31	58.1%	0.0%	41.9%
Healthcare Support Occupations	-	-	1	3	10	14	0.0%	7.1%	92.9%
Protective Service Occupations	3	1	2	15	38	59	5.1%	5.1%	89.8%
Food Preparation and Serving Related Occupations	8	28	44	35	128	243	3.3%	29.6%	67.1%
Building and Grounds Cleaning and Maintenance Occupations	2	16	10	11	133	172	1.2%	15.1%	83.7%
Personal Care and Service Occupations	6	18	11	11	58	104	5.8%	27.9%	66.3%
Sales and Related Occupations	44	55	26	53	141	319	13.8%	25.4%	60.8%
Office and Administrative Support Occupations	81	62	36	42	129	350	23.1%	28.0%	48.9%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	4	6	7	22	169	208	1.9%	6.3%	91.8%
Installation, Maintenance, and Repair Occupations	20	23	39	43	150	275	7.3%	22.5%	70.2%
Major Occupational Title Production Occupations	10	26	22	32	90	180	5.6%	26.7%	67.8%
Transportation and Material Moving Occupations	13	19	21	41	217	311	4.2%	12.9%	83.0%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	1	6	4	1	9	21	4.8%	47.6%	47.6%
Utilities	2	1	-	-	2	5	40.0%	20.0%	40.0%
Construction	28	38	13	38	199	316	8.9%	16.1%	75.0%
Manufacturing	10	23	24	21	86	164	6.1%	28.7%	65.2%
Wholesale Trade	76	29	5	34	130	274	27.7%	12.4%	59.9%
Retail Trade	113	107	49	88	249	606	18.6%	25.7%	55.6%
Transportation and Warehousing	33	22	25	16	47	143	23.1%	32.9%	44.1%
Information	8	15	6	11	10	50	16.0%	42.0%	42.0%
Finance and Insurance	20	10	8	5	12	55	36.4%	32.7%	30.9%
Real Estate Rental and Leasing	31	27	8	12	68	146	21.2%	24.0%	54.8%
Professional, Scientific, and Technical Services	63	39	15	5	87	209	30.1%	25.8%	44.0%
Administrative and Support and Waste Management and Remediation Services	38	42	20	19	133	252	15.1%	24.6%	60.3%
Educational Services	26	20	12	30	41	129	20.2%	24.8%	55.0%
Health Care and Social Assistance	25	14	4	12	11	66	37.9%	27.3%	34.8%
Arts, Entertainment, and Recreation	13	13	5	20	104	155	8.4%	11.6%	80.0%
Accommodation and Food Services	28	55	66	38	161	348	8.0%	34.8%	57.2%
Other Services (except Public Administration)	35	37	37	39	117	265	13.2%	27.9%	58.9%
Public Administration	1	1	-	-	11	13	7.7%	7.7%	84.6%

Table 28.1 Small Employers' Employees' Website and Web Pages Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Website and Web Pages					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	471	424	249	365	1,358	2,867	16.4%	23.5%	60.1%
Tinian	35	21	24	25	12	117	29.9%	38.5%	31.6%
Rota	27	68	16	13	152	276	9.8%	30.4%	59.8%
<i>Sector</i>									
Private sector	531	509	288	403	1,510	3,241	16.4%	24.6%	59.0%
Public sector	2	4	1	-	12	19	10.5%	26.3%	63.2%
<i>Age Group</i>									
Less than 30 yrs old	78	49	34	51	182	394	19.8%	21.1%	59.1%
30 to 49 yrs old	340	340	163	224	925	1,992	17.1%	25.3%	57.7%
50 yrs and older	112	119	91	126	413	861	13.0%	24.4%	62.6%
<i>Gender</i>									
Male	279	250	158	268	1,017	1,972	14.1%	20.7%	65.2%
Female	254	262	131	134	504	1,285	19.8%	30.6%	49.6%
<i>Citizenship</i>									
Non-U.S. citizen	374	395	229	327	1,177	2,502	14.9%	24.9%	60.1%
U.S. citizen	158	118	60	76	337	749	21.1%	23.8%	55.1%
Unknown	1	-	-	-	-	1	100.0%	0.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	68	78	48	54	244	492	13.8%	25.6%	60.6%
Other Pac Islanders	9	13	11	15	47	95	9.5%	25.3%	65.3%
Caucasians	52	8	2	5	25	92	56.5%	10.9%	32.6%
Filipinos	291	279	181	260	990	2,001	14.5%	23.0%	62.5%
Other Asians	103	132	46	67	212	560	18.4%	31.8%	49.8%
Other Ethnic	1	1	1	1	3	7	14.3%	28.6%	57.1%
Unknown	3	-	-	-	1	4	75.0%	0.0%	25.0%

Table 28.2 Small Employers' Employees' Website and Web Pages Skills by SOC Major Group Titles and Industry Major Groups

	Website and Web Pages					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	176	119	47	43	100	485	36.3%	34.2%	29.5%
Business and Financial Operations Occupations	74	58	20	8	42	202	36.6%	38.6%	24.8%
Computer and Mathematical Occupations	15	7	-	1	-	23	65.2%	30.4%	4.3%
Architecture and Engineering Occupations	13	12	-	7	13	45	28.9%	26.7%	44.4%
Life, Physical, and Social Science Occupations	6	-	-	-	3	9	66.7%	0.0%	33.3%
Community and Social Service Occupations	5	6	3	1	-	15	33.3%	60.0%	6.7%
Legal Occupations	1	2	1	-	5	9	11.1%	33.3%	55.6%
Education, Training, and Library Occupations	33	20	5	5	22	85	38.8%	29.4%	31.8%
Arts, Design, Entertainment, Sports, and Media Occupations	8	8	7	12	16	51	15.7%	29.4%	54.9%
Healthcare Practitioners and Technical Occupations	8	4	-	6	13	31	25.8%	12.9%	61.3%
Healthcare Support Occupations	-	-	1	3	10	14	0.0%	7.1%	92.9%
Protective Service Occupations	10	1	2	14	38	65	15.4%	4.6%	80.0%
Food Preparation and Serving Related Occupations	11	33	43	35	123	245	4.5%	31.0%	64.5%
Building and Grounds Cleaning and Maintenance Occupations	4	13	11	10	135	173	2.3%	13.9%	83.8%
Personal Care and Service Occupations	12	27	9	12	55	115	10.4%	31.3%	58.3%
Sales and Related Occupations	31	66	21	53	153	324	9.6%	26.9%	63.6%
Office and Administrative Support Occupations	69	70	35	44	144	362	19.1%	29.0%	51.9%
Farming, Fishing, and Forestry Occupations	-	1	3	3	21	28	0.0%	14.3%	85.7%
Construction and Extraction Occupations	4	3	7	23	171	208	1.9%	4.8%	93.3%
Installation, Maintenance, and Repair Occupations	24	21	37	42	150	274	8.8%	21.2%	70.1%
Major Occupational Title Production Occupations	9	21	16	39	90	175	5.1%	21.1%	73.7%
Transportation and Material Moving Occupations	20	21	21	42	218	322	6.2%	13.0%	80.7%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	1	6	4	1	9	21	4.8%	47.6%	47.6%
Utilities	2	1	-	-	2	5	40.0%	20.0%	40.0%
Construction	30	19	13	53	204	319	9.4%	10.0%	80.6%
Manufacturing	11	16	23	21	86	157	7.0%	24.8%	68.2%
Wholesale Trade	49	37	4	36	147	273	17.9%	15.0%	67.0%
Retail Trade	117	124	40	90	268	639	18.3%	25.7%	56.0%
Transportation and Warehousing	39	19	23	25	46	152	25.7%	27.6%	46.7%
Information	8	11	7	11	14	51	15.7%	35.3%	49.0%
Finance and Insurance	15	16	6	4	13	54	27.8%	40.7%	31.5%
Real Estate Rental and Leasing	29	24	10	12	72	147	19.7%	23.1%	57.1%
Professional, Scientific, and Technical Services	52	41	17	6	94	210	24.8%	27.6%	47.6%
Administrative and Support and Waste Management and Remediation Services	37	38	22	18	134	249	14.9%	24.1%	61.0%
Educational Services	49	23	12	16	28	128	38.3%	27.3%	34.4%
Health Care and Social Assistance	14	17	7	13	16	67	20.9%	35.8%	43.3%
Arts, Entertainment, and Recreation	20	14	6	19	104	163	12.3%	12.3%	75.5%
Accommodation and Food Services	30	62	62	36	161	351	8.5%	35.3%	56.1%
Other Services (except Public Administration)	29	44	33	42	113	261	11.1%	29.5%	59.4%
Public Administration	1	1	-	-	11	13	7.7%	7.7%	84.6%

Table 29.1 Small Employers' Employees' Programming Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Programming Language					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	270	319	283	426	1,453	2,751	9.8%	21.9%	68.3%
Tinian	15	19	24	29	13	100	15.0%	43.0%	42.0%
Rota	16	58	17	14	162	267	6.0%	28.1%	65.9%
<i>Sector</i>									
Private sector	300	391	323	469	1,616	3,099	9.7%	23.0%	67.3%
Public sector	1	5	1	-	12	19	5.3%	31.6%	63.2%
<i>Age Group</i>									
Less than 30 yrs old	39	39	45	66	187	376	10.4%	22.3%	67.3%
30 to 49 yrs old	185	265	184	264	997	1,895	9.8%	23.7%	66.5%
50 yrs and older	75	90	92	137	441	835	9.0%	21.8%	69.2%
<i>Gender</i>									
Male	169	184	182	287	1,083	1,905	8.9%	19.2%	71.9%
Female	132	211	142	181	544	1,210	10.9%	29.2%	59.9%
<i>Citizenship</i>									
Non-U.S. citizen	219	298	259	369	1,256	2,401	9.1%	23.2%	67.7%
U.S. citizen	81	98	65	100	364	708	11.4%	23.0%	65.5%
Unknown	1	-	-	-	-	1	100.0%	0.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	37	66	53	63	245	464	8.0%	25.6%	66.4%
Other Pac Islanders	4	4	14	17	52	91	4.4%	19.8%	75.8%
Caucasians	25	6	3	18	38	90	27.8%	10.0%	62.2%
Filipinos	161	219	200	292	1,048	1,920	8.4%	21.8%	69.8%
Other Asians	70	100	53	77	236	536	13.1%	28.5%	58.4%
Other Ethnic	1	-	-	1	5	7	14.3%	0.0%	85.7%
Unknown	-	-	-	-	4	4	0.0%	0.0%	100.0%

Table 29.2 Small Employers' Employees' Programming Skills by SOC Major Group Titles and Industry Major Groups

	Programming Language					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	119	97	52	61	127	456	26.1%	32.7%	41.2%
Business and Financial Operations Occupations	49	51	20	19	55	194	25.3%	36.6%	38.1%
Computer and Mathematical Occupations	12	6	2	2	1	23	52.2%	34.8%	13.0%
Architecture and Engineering Occupations	4	10	5	4	20	43	9.3%	34.9%	55.8%
Life, Physical, and Social Science Occupations	6	-	-	-	3	9	66.7%	0.0%	33.3%
Community and Social Service Occupations	1	6	2	3	2	14	7.1%	57.1%	35.7%
Legal Occupations	-	1	2	-	6	9	0.0%	33.3%	66.7%
Education, Training, and Library Occupations	7	15	8	17	37	84	8.3%	27.4%	64.3%
Arts, Design, Entertainment, Sports, and Media Occupations	6	7	8	13	15	49	12.2%	30.6%	57.1%
Healthcare Practitioners and Technical Occupations	7	2	-	6	16	31	22.6%	6.5%	71.0%
Healthcare Support Occupations	-	-	1	3	10	14	0.0%	7.1%	92.9%
Protective Service Occupations	2	1	2	15	38	58	3.4%	5.2%	91.4%
Food Preparation and Serving Related Occupations	2	20	50	38	129	239	0.8%	29.3%	69.9%
Building and Grounds Cleaning and Maintenance Occupations	2	13	11	10	135	171	1.2%	14.0%	84.8%
Personal Care and Service Occupations	3	19	6	15	60	103	2.9%	24.3%	72.8%
Sales and Related Occupations	15	48	31	56	157	307	4.9%	25.7%	69.4%
Office and Administrative Support Occupations	32	48	34	55	160	329	9.7%	24.9%	65.3%
Farming, Fishing, and Forestry Occupations	-	-	3	3	21	27	0.0%	11.1%	88.9%
Construction and Extraction Occupations	4	3	6	23	170	206	1.9%	4.4%	93.7%
Installation, Maintenance, and Repair Occupations	14	20	37	43	154	268	5.2%	21.3%	73.5%
Major Occupational Title Production Occupations	7	14	20	41	93	175	4.0%	19.4%	76.6%
Transportation and Material Moving Occupations	9	15	24	42	219	309	2.9%	12.6%	84.5%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	1	5	5	1	9	21	4.8%	47.6%	47.6%
Utilities	1	1	-	1	1	4	25.0%	25.0%	50.0%
Construction	15	14	16	57	208	310	4.8%	9.7%	85.5%
Manufacturing	8	13	26	21	87	155	5.2%	25.2%	69.7%
Wholesale Trade	40	24	5	37	155	261	15.3%	11.1%	73.6%
Retail Trade	62	87	52	99	289	589	10.5%	23.6%	65.9%
Transportation and Warehousing	19	22	20	25	48	134	14.2%	31.3%	54.5%
Information	7	10	8	13	14	52	13.5%	34.6%	51.9%
Finance and Insurance	9	9	10	8	15	51	17.6%	37.3%	45.1%
Real Estate Rental and Leasing	24	22	7	16	72	141	17.0%	20.6%	62.4%
Professional, Scientific, and Technical Services	27	32	19	11	115	204	13.2%	25.0%	61.8%
Administrative and Support and Waste Management and Remediation Services	26	35	21	27	135	244	10.7%	23.0%	66.4%
Educational Services	16	16	14	32	45	123	13.0%	24.4%	62.6%
Health Care and Social Assistance	7	18	7	15	20	67	10.4%	37.3%	52.2%
Arts, Entertainment, and Recreation	7	10	7	21	107	152	4.6%	11.2%	84.2%
Accommodation and Food Services	19	43	70	42	168	342	5.6%	33.0%	61.4%
Other Services (except Public Administration)	13	33	37	43	129	255	5.1%	27.5%	67.5%
Public Administration	-	2	-	-	11	13	0.0%	15.4%	84.6%

Table 30.1 Small Employers' Employees' Customer Service Skills by Island, Sector, Age, Citizenship, and Ethnic Group

	Customer Service					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
<i>Island</i>									
Saipan	1,683	923	51	86	466	3,209	52.4%	30.4%	17.2%
Tinian	78	31	4	8	4	125	62.4%	28.0%	9.6%
Rota	55	166	6	7	42	276	19.9%	62.3%	17.8%
<i>Sector</i>									
Private sector	1,799	1,118	61	101	512	3,591	50.1%	32.8%	17.1%
Public sector	17	2	-	-	-	19	89.5%	10.5%	0.0%
<i>Age Group</i>									
Less than 30 yrs old	278	170	8	12	29	497	55.9%	35.8%	8.2%
30 to 49 yrs old	1,125	691	34	54	290	2,194	51.3%	33.0%	15.7%
50 yrs and older	403	254	18	35	193	903	44.6%	30.1%	25.2%
<i>Gender</i>									
Male	933	635	40	75	409	2,092	44.6%	32.3%	23.1%
Female	882	484	21	25	103	1,515	58.2%	33.3%	8.4%
<i>Citizenship</i>									
Non-U.S. citizen	1,368	861	53	73	417	2,772	49.4%	33.0%	17.7%
U.S. citizen	443	258	7	28	92	828	53.5%	32.0%	14.5%
Unknown	1	1	-	-	-	2	50.0%	50.0%	0.0%
<i>Major Ethnic Group</i>									
Chamorros and Carolinians	287	178	6	19	63	553	51.9%	33.3%	14.8%
Other Pac Islanders	59	41	2	1	11	114	51.8%	37.7%	10.5%
Caucasians	60	20	-	2	11	93	64.5%	21.5%	14.0%
Filipinos	1,040	701	35	67	362	2,205	47.2%	33.4%	19.5%
Other Asians	346	177	18	12	64	617	56.1%	31.6%	12.3%
Other Ethnic	5	-	-	-	1	6	83.3%	0.0%	16.7%
Unknown	4	-	-	-	-	4	100.0%	0.0%	0.0%

Table 30.2 Small Employers' Employees' Customer Service Skills by SOC Major Group Titles and Industry Major Groups

	Customer Service					Total	Percent Excellent: no need training	Percent Good or Poor: need training	Percent Don't know or NA
	Excellent: no need training	Good: but can use some training	Poor: training is a must	Don't know/ not sure	NA				
SOC Major Groups									
Management Occupations	361	100	7	4	22	494	73.1%	21.7%	5.3%
Business and Financial Operations Occupations	135	60	-	1	10	206	65.5%	29.1%	5.3%
Computer and Mathematical Occupations	11	8	-	-	1	20	55.0%	40.0%	5.0%
Architecture and Engineering Occupations	18	10	-	-	10	38	47.4%	26.3%	26.3%
Life, Physical, and Social Science Occupations	8	1	-	-	-	9	88.9%	11.1%	0.0%
Community and Social Service Occupations	5	4	-	-	4	13	38.5%	30.8%	30.8%
Legal Occupations	9	2	-	-	-	11	81.8%	18.2%	0.0%
Education, Training, and Library Occupations	32	32	-	7	9	80	40.0%	40.0%	20.0%
Arts, Design, Entertainment, Sports, and Media Occupations	79	22	3	6	3	113	69.9%	22.1%	8.0%
Healthcare Practitioners and Technical Occupations	25	5	-	1	1	32	78.1%	15.6%	6.3%
Healthcare Support Occupations	34	1	-	-	-	35	97.1%	2.9%	0.0%
Protective Service Occupations	29	42	2	8	4	85	34.1%	51.8%	14.1%
Food Preparation and Serving Related Occupations	131	120	7	5	31	294	44.6%	43.2%	12.2%
Building and Grounds Cleaning and Maintenance Occupations	38	49	1	9	73	170	22.4%	29.4%	48.2%
Personal Care and Service Occupations	81	54	-	4	7	146	55.5%	37.0%	7.5%
Sales and Related Occupations	189	184	10	3	9	395	47.8%	49.1%	3.0%
Office and Administrative Support Occupations	241	127	4	14	29	415	58.1%	31.6%	10.4%
Farming, Fishing, and Forestry Occupations	8	9	1	-	9	27	29.6%	37.0%	33.3%
Construction and Extraction Occupations	35	36	5	9	107	192	18.2%	21.4%	60.4%
Installation, Maintenance, and Repair Occupations	112	83	11	10	66	282	39.7%	33.3%	27.0%
Major Occupational Title Production Occupations	77	54	7	9	39	186	41.4%	32.8%	25.8%
Transportation and Material Moving Occupations	158	117	3	11	78	367	43.1%	32.7%	24.3%
Industry Major Groups (NAICS)									
Agriculture, Forestry, Fishing and Hunting	8	5	1	-	6	20	40.0%	30.0%	30.0%
Utilities	2	2	-	-	-	4	50.0%	50.0%	0.0%
Construction	106	71	3	11	104	295	35.9%	25.1%	39.0%
Manufacturing	81	48	3	3	59	194	41.8%	26.3%	32.0%
Wholesale Trade	167	78	1	14	28	288	58.0%	27.4%	14.6%
Retail Trade	355	289	10	6	52	712	49.9%	42.0%	8.1%
Transportation and Warehousing	126	21	5	10	17	179	70.4%	14.5%	15.1%
Information	50	6	5	8	1	70	71.4%	15.7%	12.9%
Finance and Insurance	38	13	1	1	3	56	67.9%	25.0%	7.1%
Real Estate Rental and Leasing	87	33	2	6	40	168	51.8%	20.8%	27.4%
Professional, Scientific, and Technical Services	100	78	1	-	22	201	49.8%	39.3%	10.9%
Administrative and Support and Waste Management and Remediation Services	103	77	5	10	66	261	39.5%	31.4%	29.1%
Educational Services	67	39	5	13	7	131	51.1%	33.6%	15.3%
Health Care and Social Assistance	47	16	-	3	8	74	63.5%	21.6%	14.9%
Arts, Entertainment, and Recreation	59	87	8	4	33	191	30.9%	49.7%	19.4%
Accommodation and Food Services	222	170	7	7	40	446	49.8%	39.7%	10.5%
Other Services (except Public Administration)	186	86	4	5	26	307	60.6%	29.3%	10.1%
Public Administration	12	1	-	-	-	13	92.3%	7.7%	0.0%

APPENDIX B

Table 31 Cross Tabulation Case Processing Summary

Table	Chart	Cross Tabulation Variables	Cases					
			Valid		Missing		Total	
			N	Percent	N	Percent	N	Percent
Table 1	Chart 1	SOC Major Group * Island	14,450	100.0%	0	0.0%	14,450	100.0%
Table 2	Chart 2	SOC Major Group * Sector	14,450	100.0%	0	0.0%	14,450	100.0%
Table 3	Chart 3	SOC Major Group * Age Group	14,204	98.3%	246	1.7%	14,450	100.0%
Table 4	Chart 4	SOC Major Group * Gender	14,211	98.3%	239	1.7%	14,450	100.0%
Table 5	Chart 5	SOC Major Group * Citizenship	14,150	97.9%	300	2.1%	14,450	100.0%
Table 6	Chart 6	SOC Major Group * Major Ethnic Group	13,920	96.3%	530	3.7%	14,450	100.0%
Table 7	Chart 7	SOC Major Group * Industry Major Group (NAICS)	14,450	100.0%	0	0.0%	14,450	100.0%
Table 8	Chart 8	Education Level * Island	6,533	45.2%	7,917	54.8%	14,450	100.0%
Table 9	Chart 9	Education Level * Sector	6,533	45.2%	7,917	54.8%	14,450	100.0%
Table 10	Chart 10	Education Level * Age Group	6,508	45.0%	7,942	55.0%	14,450	100.0%
Table 11	Chart 11	Education Level * Gender	6,442	44.6%	8,008	55.4%	14,450	100.0%
Table 12	Chart 12	Education Level * Citizenship	6,524	45.1%	7,926	54.9%	14,450	100.0%
Table 13	Chart 13	Education Level * Major Ethnic Group	6,485	44.9%	7,965	55.1%	14,450	100.0%
Table 14.1		Education Level * SOC Major Group	6,533	45.2%	7,917	54.8%	14,450	100.0%
Table 14.2		Education Level * Industry Major Group (NAICS)	6,533	45.2%	7,917	54.8%	14,450	100.0%
Table 14.3	Chart 14	Education Level * Education place	6,533	45.2%	7,917	54.8%	14,450	100.0%
Table 15.1	Chart 15.1	Island * English skills - Reading	4,491	31.1%	9,959	68.9%	14,450	100.0%
		Sector * English skills - Reading	4,491	31.1%	9,959	68.9%	14,450	100.0%
		Citizenship * English skills - Reading	4,482	31.0%	9,968	69.0%	14,450	100.0%
		Age Group * English skills - Reading	4,471	30.9%	9,979	69.1%	14,450	100.0%
		Gender * English skills - Reading	4,456	30.8%	9,994	69.2%	14,450	100.0%
		Ethnic Major Group * English skills - Reading	4,457	30.8%	9,993	69.2%	14,450	100.0%
Table 15.2	Chart 15.2	SOC Major Group * English skills - Reading	4,491	31.1%	9,959	68.9%	14,450	100.0%
Table 15.2	Chart 15.3	Industry Major Group (NAICS) * English skills - Reading	4,491	31.1%	9,959	68.9%	14,450	100.0%
Table 16.1	Chart 16.1	Island * English skills - Speaking	4,510	31.2%	9,940	68.8%	14,450	100.0%
		Sector * English skills - Speaking	4,510	31.2%	9,940	68.8%	14,450	100.0%
		Citizenship * English skills - Speaking	4,501	31.1%	9,949	68.9%	14,450	100.0%
		Age Group * English skills - Speaking	4,490	31.1%	9,960	68.9%	14,450	100.0%
		Gender * English skills - Speaking	4,475	31.0%	9,975	69.0%	14,450	100.0%
		Ethnic Major Group * English skills - Speaking	4,476	31.0%	9,974	69.0%	14,450	100.0%
Table 16.2	Chart 16.2	SOC Major Group * English skills - Speaking	4,510	31.2%	9,940	68.8%	14,450	100.0%
Table 16.2	Chart 16.3	Industry Major Group (NAICS) * English skills - Speaking	4,510	31.2%	9,940	68.8%	14,450	100.0%
Table 17.1	Chart 17.1	Island * English skills - Writing	4,481	31.0%	9,969	69.0%	14,450	100.0%
		Sector * English skills - Writing	4,481	31.0%	9,969	69.0%	14,450	100.0%
		Citizenship * English skills - Writing	4,472	30.9%	9,978	69.1%	14,450	100.0%
		Age Group * English skills - Writing	4,461	30.9%	9,989	69.1%	14,450	100.0%
		Gender * English skills - Writing	4,446	30.8%	10,004	69.2%	14,450	100.0%
		Ethnic Major Group * English skills - Writing	4,447	30.8%	10,003	69.2%	14,450	100.0%
Table 17.2	Chart 17.2	SOC Major Group * English skills - Writing	4,481	31.0%	9,969	69.0%	14,450	100.0%
Table 17.2	Chart 17.3	Industry Major Group (NAICS) * English skills - Writing	4,481	31.0%	9,969	69.0%	14,450	100.0%
Table 18.1	Chart 18.1	Island * Basic arithmetic skills	4,016	27.8%	10,434	72.2%	14,450	100.0%
		Sector * Basic arithmetic skills	4,016	27.8%	10,434	72.2%	14,450	100.0%
		Citizenship * Basic arithmetic skills	4,007	27.7%	10,443	72.3%	14,450	100.0%
		Age Group * Basic arithmetic skills	3,997	27.7%	10,453	72.3%	14,450	100.0%
		Gender * Basic arithmetic skills	4,010	27.8%	10,440	72.2%	14,450	100.0%
		Ethnic Major Group * Basic arithmetic skills	3,984	27.6%	10,466	72.4%	14,450	100.0%
Table 18.2	Chart 18.2	SOC Major Group * Basic arithmetic skills	4,016	27.8%	10,434	72.2%	14,450	100.0%
Table 18.2	Chart 18.3	Industry Major Group (NAICS) * Basic arithmetic skills	4,016	27.8%	10,434	72.2%	14,450	100.0%
Table 19.1	Chart 19.1	Island * Accounting skills	3,297	22.8%	11,153	77.2%	14,450	100.0%
		Sector * Accounting skills	3,297	22.8%	11,153	77.2%	14,450	100.0%
		Citizenship * Accounting skills	3,289	22.8%	11,161	77.2%	14,450	100.0%
		Age Group * Accounting skills	3,285	22.7%	11,165	77.3%	14,450	100.0%
		Gender * Accounting skills	3,294	22.8%	11,156	77.2%	14,450	100.0%
		Ethnic Major Group * Accounting skills	3,287	22.7%	11,163	77.3%	14,450	100.0%
Table 19.2	Chart 19.2	SOC Major Group * Accounting skills	3,297	22.8%	11,153	77.2%	14,450	100.0%
Table 19.2	Chart 19.3	Industry Major Group (NAICS) * Accounting skills	3,297	22.8%	11,153	77.2%	14,450	100.0%

Table 31 Cross Tabulation Case Processing Summary

Table	Chart	Cross Tabulation Variables	Cases					
			Valid		Missing		Total	
			N	Percent	N	Percent	N	Percent
Table 20.1	Chart 20.1	Island * Management skills	3,339	23.1%	11,111	76.9%	14,450	100.0%
		Sector * Management skills	3,339	23.1%	11,111	76.9%	14,450	100.0%
		Citizenship * Management skills	3,331	23.1%	11,119	76.9%	14,450	100.0%
		Age Group * Management skills	3,327	23.0%	11,123	77.0%	14,450	100.0%
		Gender * Management skills	3,336	23.1%	11,114	76.9%	14,450	100.0%
		Ethnic Major Group * Management skills	3,329	23.0%	11,121	77.0%	14,450	100.0%
Table 20.2	Chart 20.2	SOC Major Group * Management skills	3,339	23.1%	11,111	76.9%	14,450	100.0%
Table 20.2	Chart 20.3	Industry Major Group (NAICS) * Management skills	3,339	23.1%	11,111	76.9%	14,450	100.0%
Table 21.1	Chart 21.1	Island * Marketing, sales, and advertising	3,349	23.2%	11,101	76.8%	14,450	100.0%
		Sector * Marketing, sales, and advertising	3,349	23.2%	11,101	76.8%	14,450	100.0%
		Citizenship * Marketing, sales, and advertising	3,341	23.1%	11,109	76.9%	14,450	100.0%
		Age Group * Marketing, sales, and advertising	3,338	23.1%	11,112	76.9%	14,450	100.0%
		Gender * Marketing, sales, and advertising	3,346	23.2%	11,104	76.8%	14,450	100.0%
		Ethnic Major Group * Marketing, sales, and advertising	3,339	23.1%	11,111	76.9%	14,450	100.0%
Table 21.2	Chart 21.2	SOC Major Group * Marketing, sales, and advertising	3,349	23.2%	11,101	76.8%	14,450	100.0%
Table 21.2	Chart 21.3	Industry Major Group (NAICS) * Marketing, sales, and advertising	3,349	23.2%	11,101	76.8%	14,450	100.0%
Table 22.1	Chart 22.1	Island * Business writing and speaking	3,289	22.8%	11,161	77.2%	14,450	100.0%
		Sector * Business writing and speaking	3,289	22.8%	11,161	77.2%	14,450	100.0%
		Citizenship * Business writing and speaking	3,281	22.7%	11,169	77.3%	14,450	100.0%
		Age Group * Business writing and speaking	3,279	22.7%	11,171	77.3%	14,450	100.0%
		Gender * Business writing and speaking	3,286	22.7%	11,164	77.3%	14,450	100.0%
		Ethnic Major Group * Business writing and speaking	3,276	22.7%	11,174	77.3%	14,450	100.0%
Table 22.2	Chart 22.2	SOC Major Group * Business writing and speaking	3,289	22.8%	11,161	77.2%	14,450	100.0%
Table 22.2	Chart 22.3	Industry Major Group (NAICS) * Business writing and speaking	3,289	22.8%	11,161	77.2%	14,450	100.0%
Table 23.1	Chart 23.1	Island * Word processing	3,487	24.1%	10,963	75.9%	14,450	100.0%
		Sector * Word processing	3,487	24.1%	10,963	75.9%	14,450	100.0%
		Citizenship * Word processing	3,478	24.1%	10,972	75.9%	14,450	100.0%
		Age Group * Word processing	3,472	24.0%	10,978	76.0%	14,450	100.0%
		Gender * Word processing	3,484	24.1%	10,966	75.9%	14,450	100.0%
		Ethnic Major Group * Word processing	3,474	24.0%	10,976	76.0%	14,450	100.0%
Table 23.2	Chart 23.2	SOC Major Group * Word processing	3,487	24.1%	10,963	75.9%	14,450	100.0%
Table 23.2	Chart 23.3	Industry Major Group (NAICS) * Word processing	3,487	24.1%	10,963	75.9%	14,450	100.0%
Table 24.1	Chart 24.1	Island * Spreadsheet	3,434	23.8%	11,016	76.2%	14,450	100.0%
		Sector * Spreadsheet	3,434	23.8%	11,016	76.2%	14,450	100.0%
		Citizenship * Spreadsheet	3,425	23.7%	11,025	76.3%	14,450	100.0%
		Age Group * Spreadsheet	3,420	23.7%	11,030	76.3%	14,450	100.0%
		Gender * Spreadsheet	3,431	23.7%	11,019	76.3%	14,450	100.0%
		Ethnic Major Group * Spreadsheet	3,421	23.7%	11,029	76.3%	14,450	100.0%
Table 24.2	Chart 24.2	SOC Major Group * Spreadsheet	3,434	23.8%	11,016	76.2%	14,450	100.0%
Table 24.2	Chart 24.3	Industry Major Group (NAICS) * Spreadsheet	3,434	23.8%	11,016	76.2%	14,450	100.0%
Table 25.1	Chart 25.1	Island * Windows operating system	3,505	24.3%	10,945	75.7%	14,450	100.0%
		Sector * Windows operating system	3,505	24.3%	10,945	75.7%	14,450	100.0%
		Citizenship * Windows operating system	3,497	24.2%	10,953	75.8%	14,450	100.0%
		Age Group * Windows operating system	3,493	24.2%	10,957	75.8%	14,450	100.0%
		Gender * Windows operating system	3,502	24.2%	10,948	75.8%	14,450	100.0%
		Ethnic Major Group * Windows operating system	3,473	24.0%	10,977	76.0%	14,450	100.0%
Table 25.2	Chart 25.2	SOC Major Group * Windows operating system	3,505	24.3%	10,945	75.7%	14,450	100.0%
Table 25.2	Chart 25.3	Industry Major Group (NAICS) * Windows operating system	3,505	24.3%	10,945	75.7%	14,450	100.0%
Table 26.1	Chart 26.1	Island * Internet (WWW, email, etc)	3,603	24.9%	10,847	75.1%	14,450	100.0%
		Sector * Internet (WWW, email, etc)	3,603	24.9%	10,847	75.1%	14,450	100.0%
		Citizenship * Internet (WWW, email, etc)	3,595	24.9%	10,855	75.1%	14,450	100.0%
		Age Group * Internet (WWW, email, etc)	3,589	24.8%	10,861	75.2%	14,450	100.0%
		Gender * Internet (WWW, email, etc)	3,600	24.9%	10,850	75.1%	14,450	100.0%
		Ethnic Major Group * Internet (WWW, email, etc)	3,572	24.7%	10,878	75.3%	14,450	100.0%
Table 26.2	Chart 26.2	SOC Major Group * Internet (WWW, email, etc)	3,603	24.9%	10,847	75.1%	14,450	100.0%
Table 26.2	Chart 26.3	Industry Major Group (NAICS) * Internet (WWW, email, etc)	3,603	24.9%	10,847	75.1%	14,450	100.0%

Table 31 Cross Tabulation Case Processing Summary

Table	Chart	Cross Tabulation Variables	Cases					
			Valid		Missing		Total	
			N	Percent	N	Percent	N	Percent
Table 27.1	Chart 27.1	Island * Database	3,217	22.3%	11,233	77.7%	14,450	100.0%
		Sector * Database	3,217	22.3%	11,233	77.7%	14,450	100.0%
		Citizenship * Database	3,209	22.2%	11,241	77.8%	14,450	100.0%
		Age Group * Database	3,205	22.2%	11,245	77.8%	14,450	100.0%
		Gender * Database	3,214	22.2%	11,236	77.8%	14,450	100.0%
		Ethnic Major Group * Database	3,210	22.2%	11,240	77.8%	14,450	100.0%
Table 27.2	Chart 27.2	SOC Major Group * Database	3,217	22.3%	11,233	77.7%	14,450	100.0%
Table 27.2	Chart 27.3	Industry Major Group (NAICS) * Database	3,217	22.3%	11,233	77.7%	14,450	100.0%
Table 28.1	Chart 28.1	Island * Website and Web Pages	3,260	22.6%	11,190	77.4%	14,450	100.0%
		Sector * Website and Web Pages	3,260	22.6%	11,190	77.4%	14,450	100.0%
		Citizenship * Website and Web Pages	3,252	22.5%	11,198	77.5%	14,450	100.0%
		Age Group * Website and Web Pages	3,247	22.5%	11,203	77.5%	14,450	100.0%
		Gender * Website and Web Pages	3,257	22.5%	11,193	77.5%	14,450	100.0%
		Ethnic Major Group * Website and Web Pages	3,251	22.5%	11,199	77.5%	14,450	100.0%
Table 28.2	Chart 28.2	SOC Major Group * Website and Web Pages	3,260	22.6%	11,190	77.4%	14,450	100.0%
Table 28.2	Chart 28.3	Industry Major Group (NAICS) * Website and Web Pages	3,260	22.6%	11,190	77.4%	14,450	100.0%
Table 29.1	Chart 29.1	Island * Programming language	3,118	21.6%	11,332	78.4%	14,450	100.0%
		Sector * Programming language	3,118	21.6%	11,332	78.4%	14,450	100.0%
		Citizenship * Programming language	3,110	21.5%	11,340	78.5%	14,450	100.0%
		Age Group * Programming language	3,106	21.5%	11,344	78.5%	14,450	100.0%
		Gender * Programming language	3,115	21.6%	11,335	78.4%	14,450	100.0%
		Ethnic Major Group * Programming language	3,112	21.5%	11,338	78.5%	14,450	100.0%
Table 29.2	Chart 29.2	SOC Major Group * Programming language	3,118	21.6%	11,332	78.4%	14,450	100.0%
Table 29.2	Chart 29.3	Industry Major Group (NAICS) * Programming language	3,118	21.6%	11,332	78.4%	14,450	100.0%
Table 30.1	Chart 30.1	Island * Customer service	3,610	25.0%	10,840	75.0%	14,450	100.0%
		Sector * Customer service	3,610	25.0%	10,840	75.0%	14,450	100.0%
		Citizenship * Customer service	3,602	24.9%	10,848	75.1%	14,450	100.0%
		Age Group * Customer service	3,594	24.9%	10,856	75.1%	14,450	100.0%
		Gender * Customer service	3,607	25.0%	10,843	75.0%	14,450	100.0%
		Ethnic Major Group * Customer service	3,592	24.9%	10,858	75.1%	14,450	100.0%
Table 30.2	Chart 30.2	SOC Major Group * Customer service	3,610	25.0%	10,840	75.0%	14,450	100.0%
Table 30.2	Chart 30.3	Industry Major Group (NAICS) * Customer service	3,610	25.0%	10,840	75.0%	14,450	100.0%