

THE 2021 PREVAILING WAGE STUDY
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE
CENTRAL STATISTICS DIVISION

MAY 25, 2021



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Ralph DLG. Torres, Governor ∞ Arnold I. Palacios, Lt. Governor ∞ Edward M. Deleon Guerrero, Acting Secretary

A MESSAGE FROM THE SECRETARY

Hafa Adai and Tirow!

On behalf of our Honorable Governor Ralph DLG. Torres and Lt. Governor Arnold I. Palacios, I am pleased to release the 2021 Prevailing Wage Study (PWS) Report.

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

In this 2021 Prevailing Wage Study (PWS) report, it describes:

- ❖ the methodology of the Survey,
- ❖ presents the hourly wage statistics derived from the survey,
- ❖ and analyzes the hourly wage statistics by
 - Employer Size,
 - Major Occupation Group,
 - Major Industry Group,
 - Sector,
 - Citizenship,
 - Employment by Visa Type,
 - Gender,
 - and Employment Status.

Additionally, there are four appendices to the report:

- ❖ Appendix A contains the Standard Occupational Codes (SOC) Detailed Titles Hourly Wage Statistics for the 470 Detailed Titles captured by the Survey in the CNMI economy in 2021;
- ❖ Appendix B shows a sample ETA Form 9165;
- ❖ Appendix C lists the definitions of the 470 Detailed Titles found in the 2021 PWS, and;
- ❖ Appendix D shows the 2021 PWS online forms.

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

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

Lastly, I am most grateful for the Technical Assistance Program funding from the US Department of the Interior's Office of Insular Affairs (DOI-OIA) for making this report possible.


EDWARD DELEON GUERRERO

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INTRODUCTION

This report documents the results of the 2021 Prevailing Wage Study (PWS) in the Commonwealth of the Northern Mariana Islands. It describes the methodology of the study and presents the hourly wage statistics derived from the study. In addition to presenting the hourly wage statistics by SOC Detailed Titles, the report shows hourly wage statistics by employer size, Major Occupation Group Titles, Major Industry, sector, citizenship, employment visa type, and gender. If you are primarily looking for the hourly wage and related statistics for visa application purposes, you can go directly to Appendix A. The body of the report describes the methodology, summarizes the results of the 2021 PWS, and discusses limitations of the 2021 PWS study. There are four appendices to this report: Appendix A contains the SOC Detailed Titles Hourly Wage Statistics for the 470 Detailed Titles captured by the study this year; Appendix B shows a sample ETA Form 9165 using the 2021 PWS wage statistics; Appendix C lists the definitions of the 470 SOC Detailed Titles found in the 2021 PWS; and Appendix D shows the 2021 PWS Online data collection forms.

BACKGROUND AND PURPOSE

The 2021 PWS is the sixth round of the Prevailing Wage Study in the CNMI. The 2021 PWS, like the 2019 and the 2020 rounds, was conducted primarily to meet the requirements of the [Northern Mariana Islands U.S. Workforce Act of 2018](#). In addition, the 2021 results may be used when applying for other visas, like H2Bs and others. The funding for the 2021 PWS was provided for by the US Department of the Interior's Office of Insular Affairs (US DOI – OIA).

The main purpose of the 2021 PWS remains the same as in prior years: to determine the types of occupations that exist and measure occupation-specific hourly wage rate for each of the identified occupations in the CNMI's economy.

THE TARGET POPULATION

As in the prior years, the target population of the 2021 PWS was all employees in the CNMI—Saipan, Tinian, and Rota, including employees in both the private and the public sectors.

THE REFERENCE PERIOD

The data collection reference period for the 2021 PWS was the month of February 2021. The study asked for payroll data for the month of February 2021.

THE METHODOLOGY

CENSUS OF EMPLOYERS AND EMPLOYEES

All CNMI employers and employees in the private and the public sectors were targeted in the 2021 PWS to ensure that a maximum number of occupational titles (SOC Detailed Titles) was captured and included in the final report. And, also, to maximize the number of titles that would meet the guideline requirement that the hourly wage rate for each Detailed Title is derived from at least 3 employers and at least 30 employees.

DATA COLLECTION, PROCESSING, AND TABULATION

The 2021 PWS was carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of DataTalks, a CNMI-based consultant. The 2021 PWS is the second year in which an online portal was the primary mode of collecting study data from employers in the Commonwealth. From the

end of 2020 to February 2021, the CSD worked with GuamWEBZ (a web design and development company based in Guam) to update the web portal used to collect data for study. The data collection period began on March 1st and ended on April 9, 2021. The CSD announced the 2021 PWS data collection with a press release by the Governor's Office which was published in the two CNMI newspaper outlets and on its social media and webpage. The CSD also announced the data collection efforts via email with various business organizations including the Saipan Chamber of Commerce and the Small Business Administration, the Rotary Club, the CNMI Society for Human Resource Management, the Hotel Association of the Northern Mariana Islands, the Mayors of Tinian and Rota Municipalities, and the Chinese and Korean Business Organizations. Initially, the data collection period was set for March 1st to the 31st. The portal, however, was left open until April 9, 2021 to allow for data clerks to contact employers who participated in 2020, but had not participated in 2021, and to have them participate again this year.

Two office clerks were hired and trained to assist the CSD staff and the consultant in tracking the survey progress, reviewing employer data submissions, calling back employers for clarifications, and obtaining missing or incomplete data. The data captured online were downloaded daily and checked for errors. After the online portal was closed for data submission, data cleaning continued with the office clerks calling employers and correcting errors that were not completed online.

The clean dataset was then used to produce the wage statistics in this report. To produce the statistics, measures were written in Data Analysis Expressions (DAX) to compute counts and averages (means and medians). Power Pivot was used to produce the tabular reports on wage statistics. Excel Chart was used to create graphical display of findings.

CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA

The data collection process for the 2021 PWS adhered to the confidentiality and data protection clauses in the CNMI Statistical Act and on procedures and practices implemented by CNMI Department of Commerce's Central Statistics Division. The CNMI Code, Public Law 7-35, the CNMI Statistical Act authorizes, and requires Commerce CSD to establish procedures and practices to ensure maximum confidentiality and protection of all data it collects under the Act. As standard procedure, the PWS clerks were trained on data confidentiality and protection practices and were sworn-in, with "The Oath of Office", as temporary government employees under Commerce CSD, to uphold data confidentiality and protection.

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

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

THE 2021 PWS QUESTIONS (OR DATA ITEMS)

As the data collection has evolved from paper-based to digital form, the questions (or data items) for the 2021 PWS were formatted via online forms, rather than the traditional questionnaire paper format. The [PWS Online Portal](#) has three related forms that each employer (company or organization) is required to complete for the 2021 PWS: 1) the Company form, 2) the DBA form, and the 3) the Employee form. The Company form collects directory-related information which includes company name, phone number, email, etc. The DBA form collects data specific to each business activity that an employer/company is engaged in. And the Employee form contains the data items, needed from each employee, to derive the appropriate prevailing wage statistics required for CW1 and other visas, and, also, allow for basic demographic and economic analysis. Appendix E

shows the three online forms for the 2020 PWS. Each data field (or item) in each online form contained a bubble info icon that when moused-over shows information and instructions on how to complete the field. In addition, the information and instruction on how to complete each data field was included as a hyperlinked pdf within the company dashboard.

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

THE RESULTS OF THE 2021 PWS

TOTAL ESTABLISHMENTS REGISTERED IN THE PORTAL

A total of 821 establishments registered in PWS Portal since 2020: 113 registered new in 2021 while the rest registered in 2020.

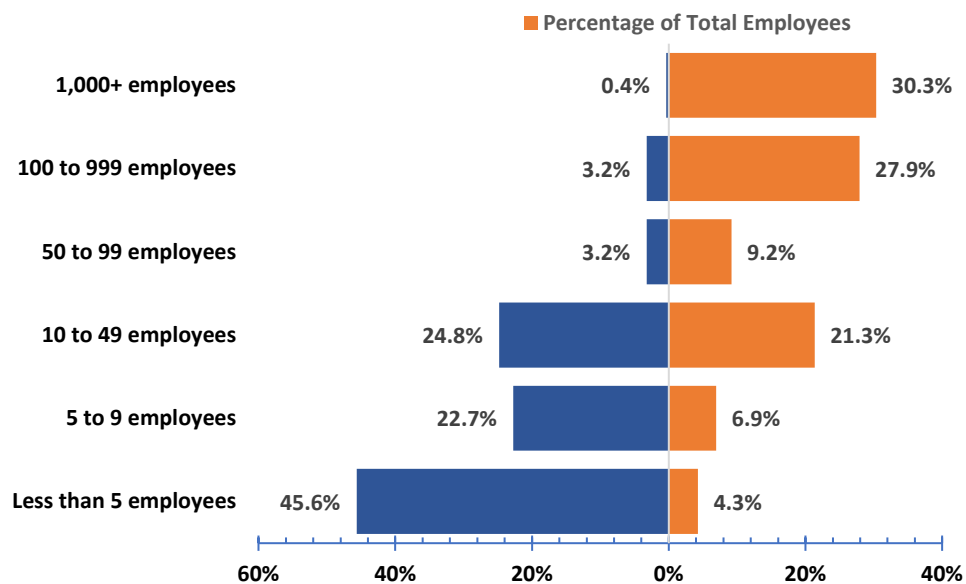
NUMBER OF EMPLOYERS AND EMPLOYEES USED IN PRODUCING HOURLY WAGE STATISTICS

Of 821 establishments registered in the portal, 550, hereon referred to as employers, reported on 12,122 employees. However, not all of the employers and employees were used in deriving the prevailing wage statistics. Some employers were not open for business and provided data on furloughed employees which were filtered and excluded from the eventual dataset used in the production of the 2021 wage statistics. A few employee records were incomplete, could not be corrected/validated by the office clerks and were also excluded from the final dataset. The clean dataset contained 528 total employers and 11,935 total employees used in producing the hourly wage statistics for this report. The CNMI's overall mean hourly wage was \$13.53 while the median was \$9.97.

HOURLY WAGE STATISTICS BY EMPLOYER SIZE

Most of the CNMI employers in the 2021 PWS were small employers, as observed in prior years. About 47% of total employers had less than 5 employees and employed about 4% of total employees in 2021; cumulatively, 68% had less than 10 employees with about 11% of total employees; and 93% had less than 50 employees with about 33% of total employees. Only about 7% of all employers had 50 or more employees but employed about 67% of total employees. See Chart 1 for detail.

Chart 1.0 Percentage of Total Employers vs Percentage of Total Employees: 2021 PWS, CNMI



The mean hourly wage was highest in the employer group with 1,000 + employees (\$15.02) and was lowest in the 50 to 99 employer group (\$10.13) See Table 1.0 for detail.

Table 1.0 Hourly Wage Statistics by Employer Size: 2021 PWS, CNMI

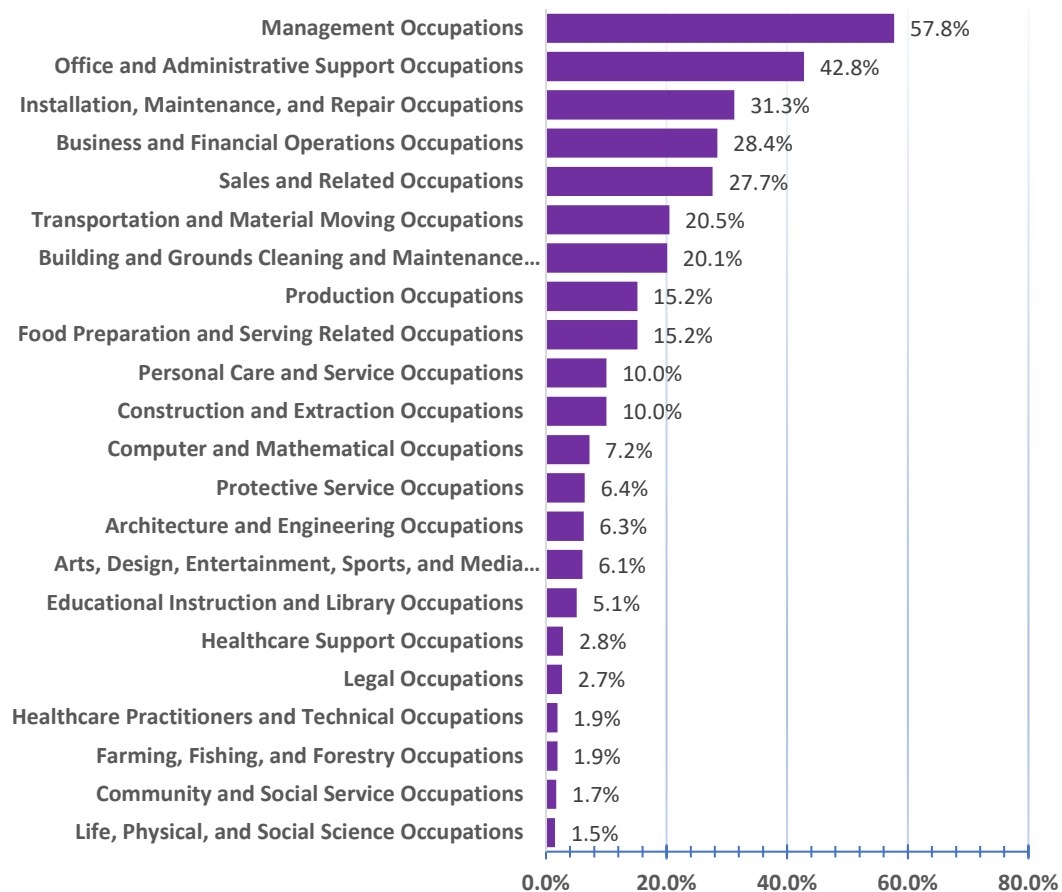
Employer Size	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
1,000+ employees	2	0.4%	3,620	30.3%	\$15.18	\$13.20
100 to 999 employees	17	3.2%	3,331	27.9%	\$15.20	\$9.97
50 to 99 employees	17	3.2%	1,096	9.2%	\$9.58	\$8.03
10 to 49 employees	131	24.8%	2,548	21.3%	\$11.46	\$8.57
5 to 9 employees	120	22.7%	829	6.9%	\$12.52	\$8.80
Less than 5 employees	241	45.6%	511	4.3%	\$11.33	\$8.80
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY MAJOR OCCUPATION TITLES

Employers by Occupation Major Group Titles

About 58% of all employers in the 2021 PWS had Management Occupations; about 43% had Office and Administrative Support Occupations, about 31% had Installation, Maintenance, and Repair Occupations. See Chart 2.a for detail.

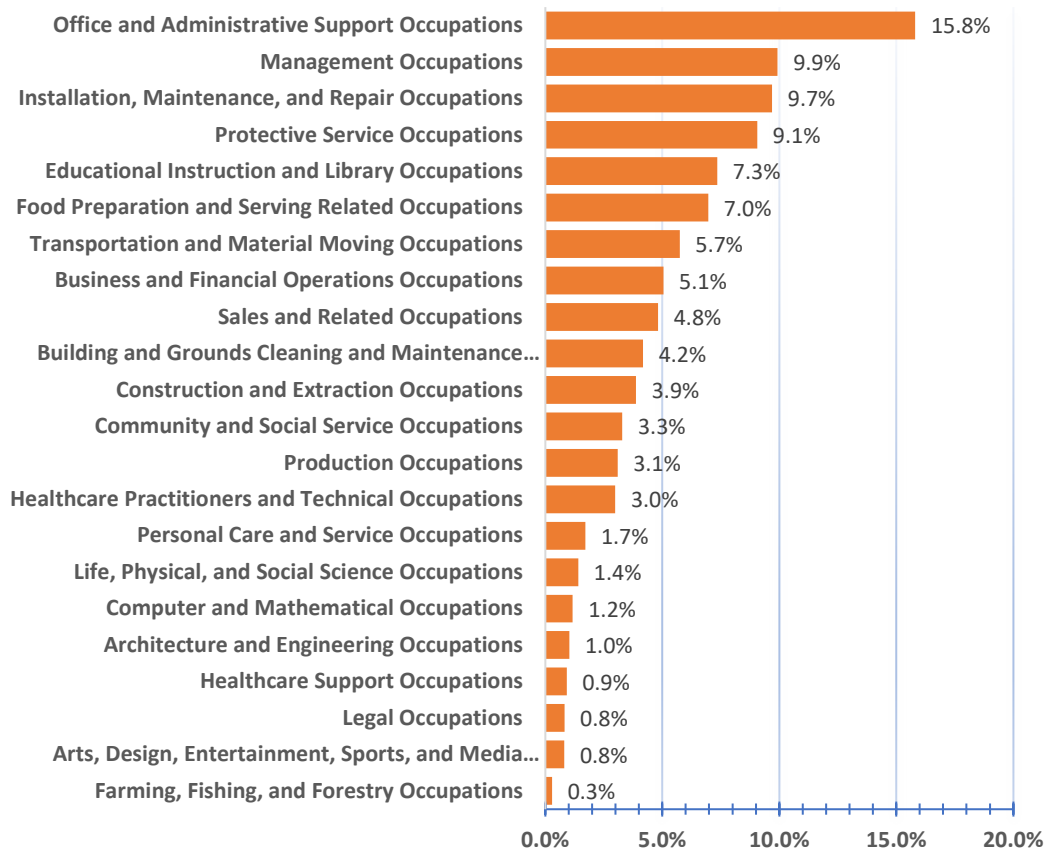
**Chart 2.a Percentage of Total Employers by SOC Major Group Titles:
2021 PWS, CNMI**



Employees by Occupation Major Group Titles

Office and Administrative Support Occupations had the largest share (about 16%) of total employees reported in the 2021 PWS; followed by Management and Food Preparation and Serving Related Occupations (both about 10%), and Protective Service Occupations, about 9%. See Chart 2.b for detail.

**Chart 2.b Percentage of Total Employees by SOC Major Group
Titles: 2021 PWS, CNMI**



Mean Hourly Wage by Occupation Major Group Titles

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$35.38), followed by Legal Occupations (\$29.02), Managerial Occupations (\$23.48) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.18). See Chart 2.c for detail.

**Chart 2.c Mean Hourly Wage by SOC Major Group Titles:
2021 PWS, CNMI**

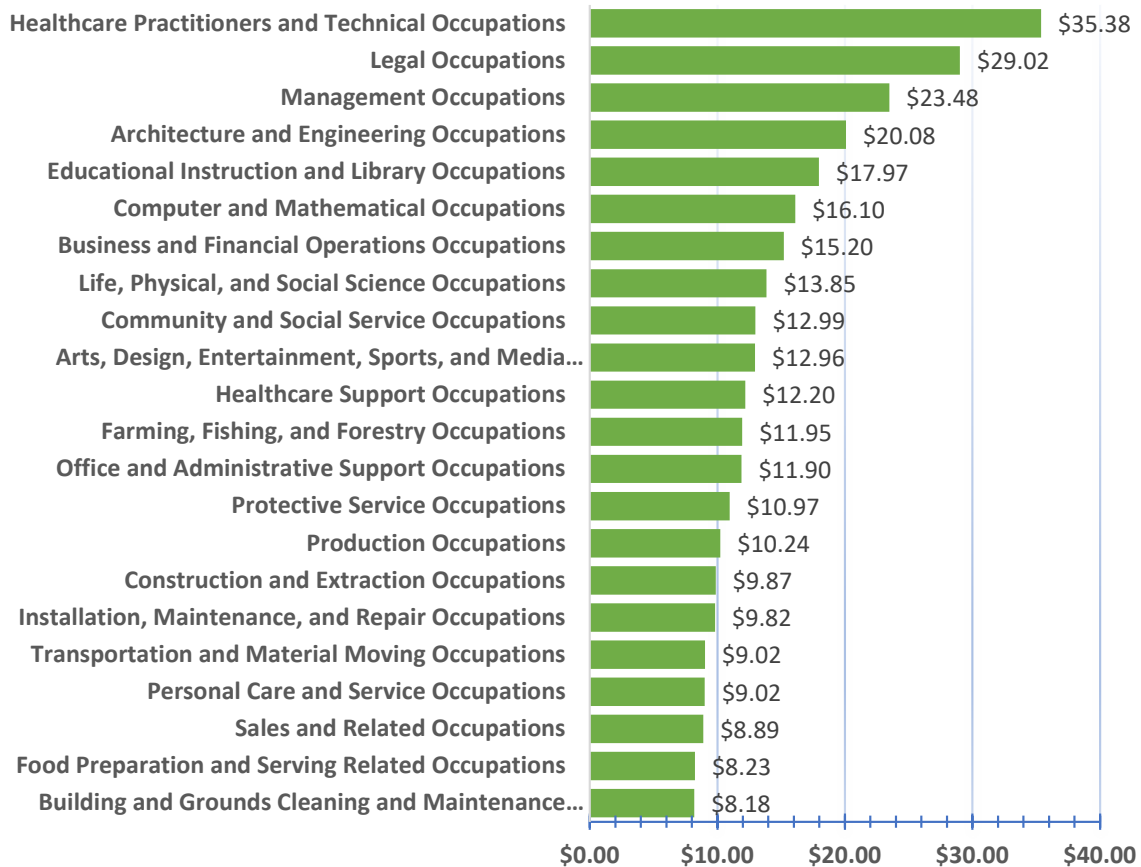


Table 2.0 below shows the employers count, the employees count, the mean and the median hourly wage by Major Occupation Group Titles in the Commonwealth in 2021.

Table 2.0 Hourly Wage Statistics by Major Occupation Titles: 2021 PWS, CNMI

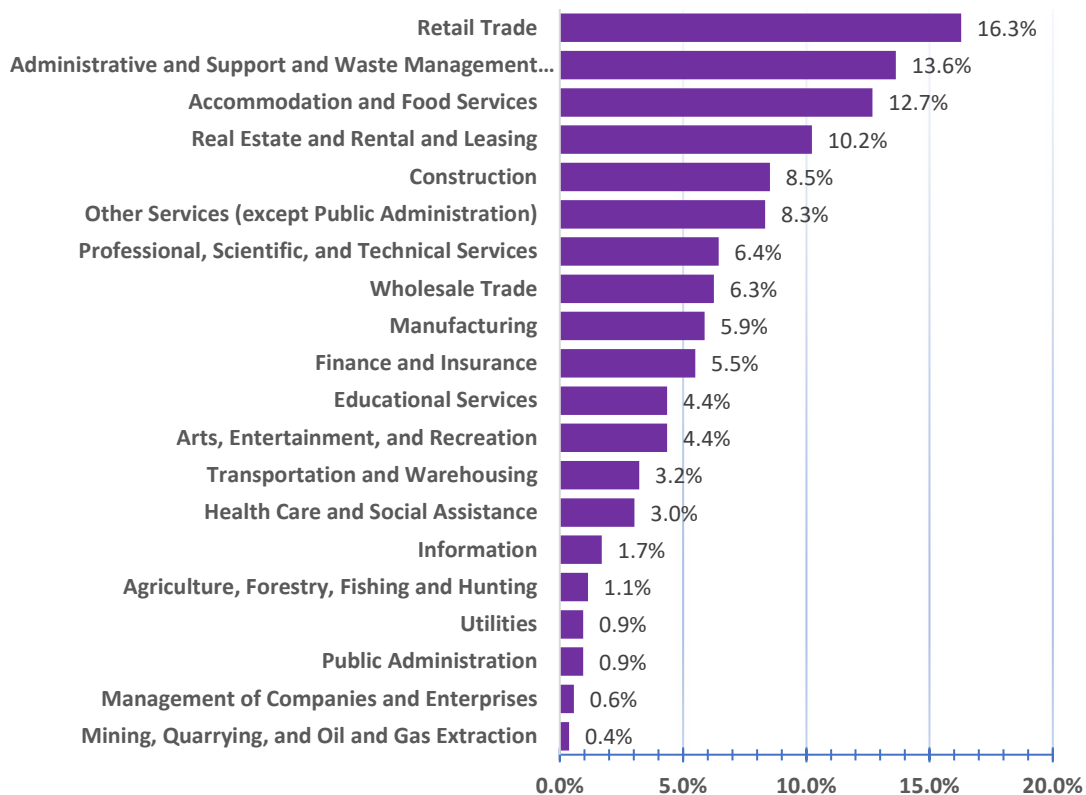
Major Occupation Title	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Architecture and Engineering Occupations	33	6.3%	123	1.0%	\$20.08	\$19.03
Arts, Design, Entertainment, Sports, and Media Occupations	32	6.1%	97	0.8%	\$12.96	\$10.00
Building and Grounds Cleaning and Maintenance Occupations	106	20.1%	498	4.2%	\$8.18	\$7.67
Business and Financial Operations Occupations	150	28.4%	603	5.1%	\$15.20	\$13.67
Community and Social Service Occupations	9	1.7%	393	3.3%	\$12.99	\$11.06
Computer and Mathematical Occupations	38	7.2%	140	1.2%	\$16.10	\$15.10
Construction and Extraction Occupations	53	10.0%	463	3.9%	\$9.87	\$9.00
Educational Instruction and Library Occupations	27	5.1%	877	7.3%	\$17.97	\$17.91
Farming, Fishing, and Forestry Occupations	10	1.9%	34	0.3%	\$11.95	\$11.20
Food Preparation and Serving Related Occupations	80	15.2%	831	7.0%	\$8.23	\$7.81
Healthcare Practitioners and Technical Occupations	10	1.9%	357	3.0%	\$35.38	\$23.10
Healthcare Support Occupations	15	2.8%	109	0.9%	\$12.20	\$11.81
Installation, Maintenance, and Repair Occupations	165	31.3%	1,157	9.7%	\$9.82	\$8.37
Legal Occupations	14	2.7%	98	0.8%	\$29.02	\$28.85
Life, Physical, and Social Science Occupations	8	1.5%	168	1.4%	\$13.85	\$11.67
Management Occupations	305	57.8%	1,185	9.9%	\$23.48	\$20.22
Office and Administrative Support Occupations	226	42.8%	1,887	15.8%	\$11.90	\$10.50
Personal Care and Service Occupations	53	10.0%	204	1.7%	\$9.02	\$7.73
Production Occupations	80	15.2%	369	3.1%	\$10.24	\$8.54
Protective Service Occupations	34	6.4%	1,081	9.1%	\$10.97	\$10.10
Sales and Related Occupations	146	27.7%	575	4.8%	\$8.89	\$8.00
Transportation and Material Moving Occupations	108	20.5%	686	5.7%	\$9.02	\$8.00
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

Employers by Major Industry

About 16% of total employers in the 2021 PWS were in the Retail Trade; about 14% were in the Administrative and Support and Waste Management and Remedial Services industry, 13% were in the Accommodation and Food Services industry, and about 10% were in the Real Estate and Rental and Leasing industry. See Chart 3.a for detail.

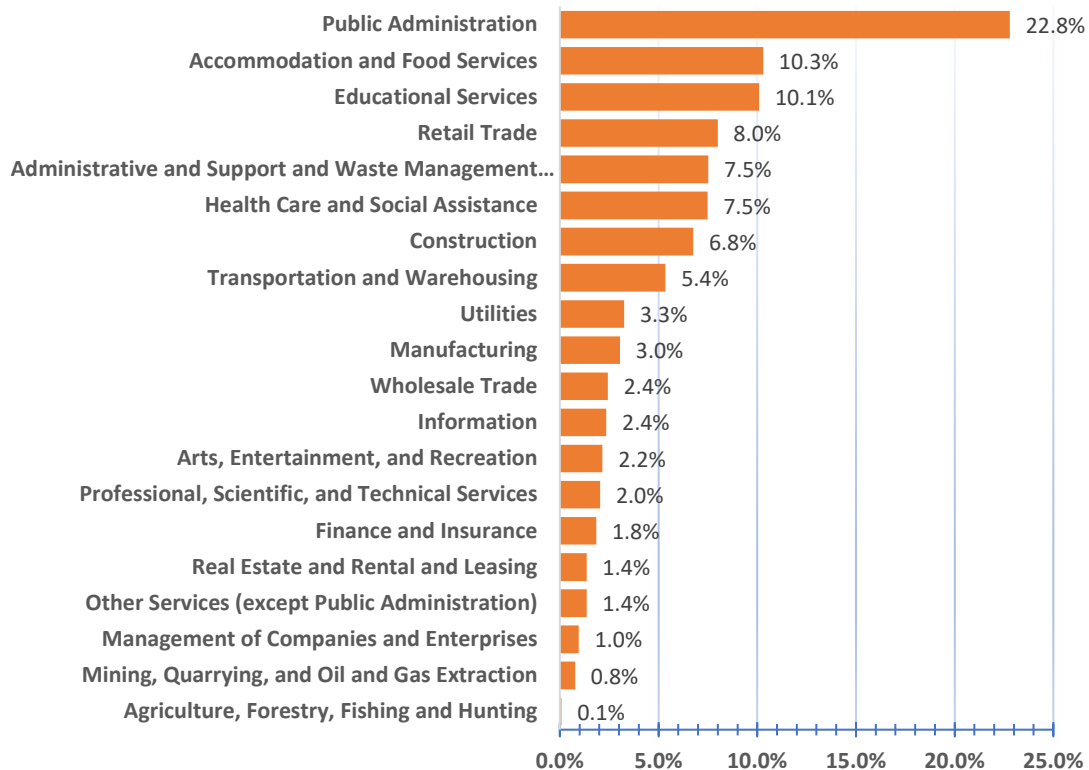
**Chart 3.a Percentage of Total Employers by Major Industry:
2021 PWS, CNMI**



Employees by Major Industry

The Public Administration had the largest share (about 23%) of total employees in the 2021 PWS, followed by Accommodation and Food Services industry and Education Services (both at about 10%), and Retail Trade (about 8%). See Chart 3.b for detail.

**Chart 3.b Percentage of Total Employees by Major Industry :
2021 PWS, CNMI**



Mean Hourly Wage by Major Industry

The Health Care and Social Assistance industry had the highest mean hourly wage (\$23.42) in 2021, followed by the Education Services industry (\$17.51), the Information (\$17.06); the Professional, Scientific, and Technical Services (\$16.79), the Management of Companies and Enterprises (\$15.90), the Finance and Insurance (\$15.68), and the Utilities (\$15.48). The Administrative and Support and Waste Management and Remediation Services had the lowest mean hourly wage (\$8.92). See Chart 3.a for detail.

**Chart 3.c Mean Hourly Wage by Major Industry:
2021 PWS, CNMI**

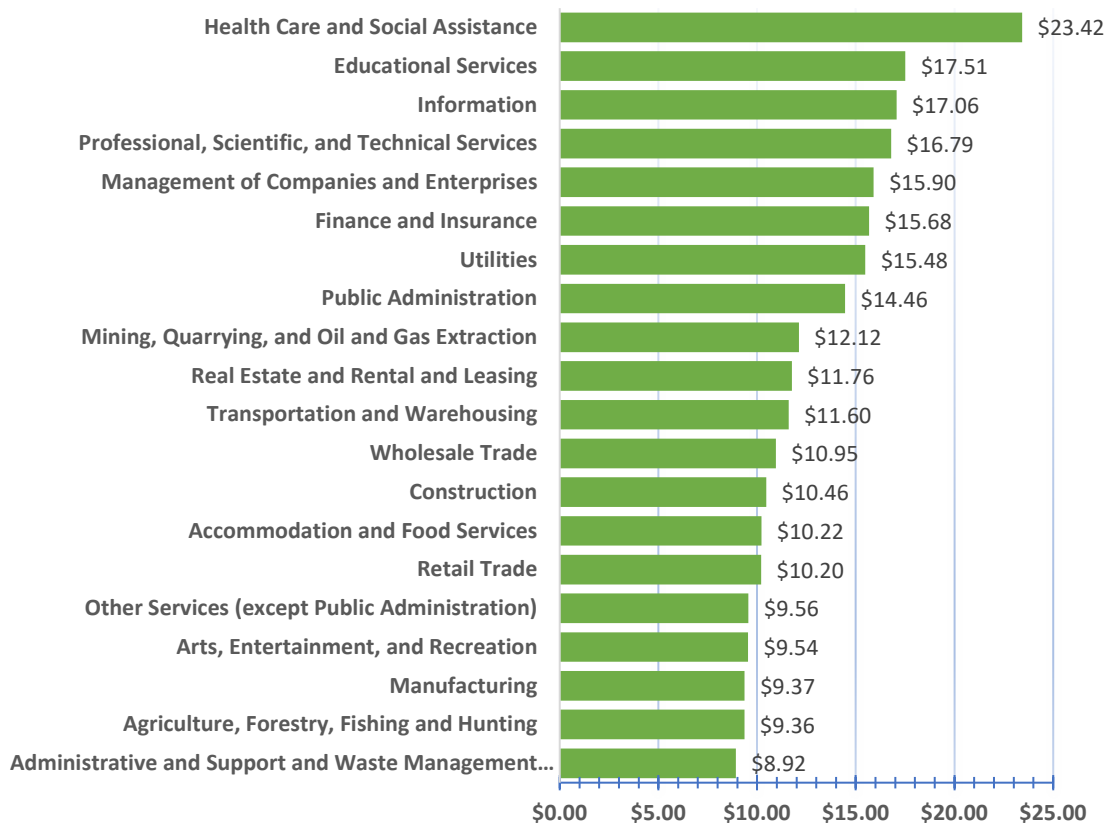


Table 3.0 below shows employers count, employees count, the mean and the median hourly wage by Major Industry in the CNMI in 2021.

Table 3.0 Hourly Wage Statistics by Major Industry Titles: 2021 PWS, CNMI

Major Industry Title	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Accommodation and Food Services	67	12.7%	1,229	10.3%	\$10.22	\$8.05
Administrative and Support and Waste Management and Remediation Services	72	13.6%	898	7.5%	\$8.92	\$7.90
Agriculture, Forestry, Fishing and Hunting	6	1.1%	10	0.1%	\$9.36	\$8.63
Arts, Entertainment, and Recreation	23	4.4%	258	2.2%	\$9.54	\$7.81
Construction	45	8.5%	806	6.8%	\$10.46	\$8.45
Educational Services	23	4.4%	1,205	10.1%	\$17.51	\$16.62
Finance and Insurance	29	5.5%	220	1.8%	\$15.68	\$11.53
Health Care and Social Assistance	16	3.0%	893	7.5%	\$23.42	\$17.45
Information	9	1.7%	281	2.4%	\$17.06	\$13.66
Management of Companies and Enterprises	3	0.6%	115	1.0%	\$15.90	\$11.50
Manufacturing	31	5.9%	364	3.0%	\$9.37	\$7.75
Mining, Quarrying, and Oil and Gas Extraction	2	0.4%	92	0.8%	\$12.12	\$9.99
Other Services (except Public Administration)	44	8.3%	162	1.4%	\$9.56	\$8.05
Professional, Scientific, and Technical Services	34	6.4%	244	2.0%	\$16.79	\$11.87
Public Administration	5	0.9%	2,721	22.8%	\$14.46	\$12.16
Real Estate and Rental and Leasing	54	10.2%	163	1.4%	\$11.76	\$8.71
Retail Trade	86	16.3%	955	8.0%	\$10.20	\$8.20
Transportation and Warehousing	17	3.2%	639	5.4%	\$11.60	\$9.77
Utilities	5	0.9%	389	3.3%	\$15.48	\$12.37
Wholesale Trade	33	6.3%	291	2.4%	\$10.95	\$8.39
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY SECTOR

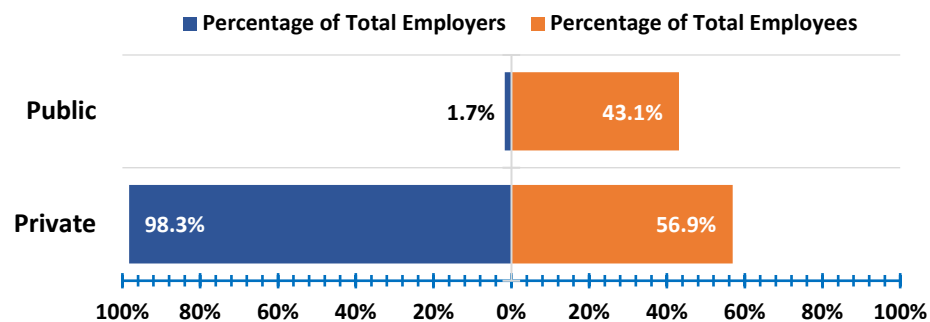
Employers by Sector

About 98% of total employers in the 2021 PWS were in the private sector while about 2% were in the public sector.

Employees by Sector

About 57% of total employees in the 2021 PWS were in the private sector while about 43% were in the public sector.

Chart 4.0 Percentage of Total Employers vs Percentage of Total Employees by Sector: 2021 PWS, CNMI



Mean Hourly Wage Sector

The mean hourly wage in the public sector was higher (\$16.80) than in the private sector (\$11.05), see Table 4.0 below for detail.

Table 4.0 Hourly Wage Statistics by Sector: 2021 PWS, CNMI

Sector	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Private	519	98.3%	6,789	56.9%	\$11.05	\$8.33
Public	9	1.7%	5,146	43.1%	\$16.80	\$14.16
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY CITIZENSHIP

Employers by Citizenship

About 61% of all employers in the 2021 PWS reported U.S. citizen employees while 39% had Non-U.S. citizens. see Table 4.0 below for detail.

Employees by Citizenship

About 65% of total employees in the 2021 PWS were U.S. citizens while 35% were non-U.S. citizens. Note that under the 2018 CNMI Workforce Act, FAS (Freely Associated States) citizens are categorized as U.S. citizen, see Table 5.0 for detail.

Mean Hourly Wage by Citizenship

Generally, U.S. Citizen employees had mean hourly wages higher than non-U.S. citizen employees, see Table 5.0 below for detail.

Chart 5.0 Percentage of Total Employees by Citizenship: 2021 PWS, CNMI

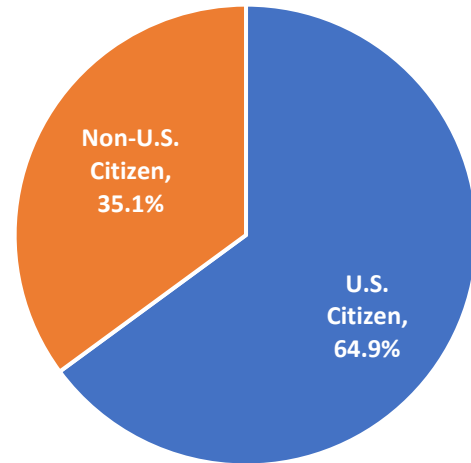


Table 5.0 Hourly Wage Statistics by Major Citizenship: 2021 PWS, CNMI

Citizenship	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
U.S. Citizen	322	61.0%	7,746	64.9%	\$14.85	\$11.54
U.S. Citizen	319	60.4%	7,399	62.0%	\$15.06	\$11.79
FAS	75	14.2%	347	2.9%	\$10.33	\$7.93
Non-U.S. Citizen	489	92.6%	4,189	35.1%	\$11.08	\$8.50
Bangladesh	31	5.9%	60	0.5%	\$8.69	\$7.94
China	69	13.1%	165	1.4%	\$11.57	\$9.14
Japan	37	7.0%	69	0.6%	\$17.49	\$15.15
Korea	97	18.4%	208	1.7%	\$16.07	\$12.79
Other	51	9.7%	91	0.8%	\$18.66	\$9.19
Philippines	402	76.1%	3,596	30.1%	\$10.50	\$8.39
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

Employers by Visa Type

About 61% of all employers in the 2021 PWS had U.S. citizen employees, about 75% had CW-1 employees while 49% had Green Card employees. see Table 6.0 below for detail.

Employees by Visa Type

About 65% of all employees reported in the PWS were U.S. citizens while 24% were CW-1s, 8% were Green Card holders, see Chart 6.0 for detail.

Mean Hourly Wage by Visa Type

Generally, U.S. citizen employees had hourly wages higher than employees on foreign worker visas, see Table 6.0 below for detail.

Chart 6. Percentage of Total Employees by Visa Type: 2021 PWS, CNMI

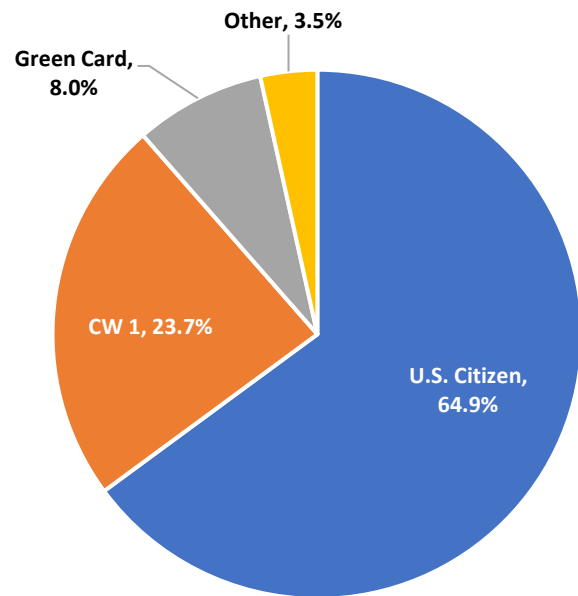


Table 6.0 Hourly Wage Statistics by Visa Types: 2021 PWS, CNMI

Visa Type	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
U.S. Citizen	322	61.0%	7,746	64.9%	\$14.85	\$11.54
U.S. Citizen	319	60.4%	7,399	62.0%	\$15.06	\$11.79
FAS	75	14.2%	347	2.9%	\$10.33	\$7.93
None-U.S. Citizen	489	92.6%	4,189	35.1%	\$11.08	\$8.50
CW 1	398	75.4%	2,823	23.7%	\$10.00	\$8.37
Green Card	261	49.4%	952	8.0%	\$12.25	\$8.92
EAD	118	22.3%	222	1.9%	\$10.11	\$8.25
H1B	47	8.9%	87	0.7%	\$25.01	\$20.00
Other	52	9.8%	105	0.9%	\$20.00	\$17.63
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY GENDER

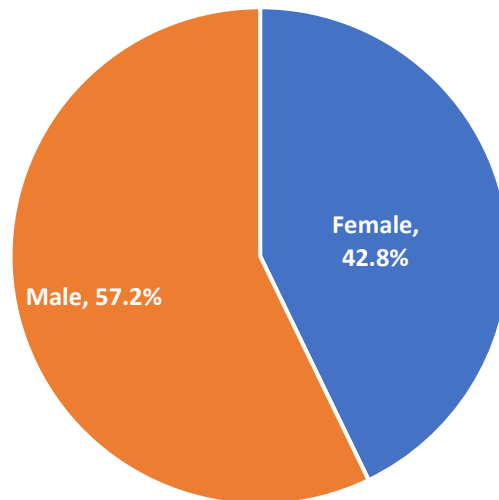
Employers by Gender

About 82% of all employers in the 2021 PWS had female employees, about 86% had male employees.

Employees by Gender

About 57% of all employees reported in the study were males while about 43% were females.

Chart 7.0 Percentage of Total Employees by Gender: 2021 PWS, CNMI



Mean Hourly Wage by Gender

Overall, the female employees mean hourly wage (\$13.97) was slightly higher than the male's (\$13.19), see Table 7.0 below for detail.

Table 7.0 Hourly Wage Statistics by Gender: 2021 PWS, CNMI

Gender	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Female	434	82.2%	5,113	42.8%	\$13.97	\$10.96
Male	452	85.6%	6,822	57.2%	\$13.19	\$9.62
Grand Total	528	100.0%	11,935	100.0%	\$13.53	\$9.97

HOURLY WAGE STATISTICS BY HOURS WORKED PER WEEK

Employers by Hours Worked Per Week

Many employers reported employee hours of work of less than full time (less than 40 hours) per week, as shown in Table 8.0 below. About 65% reported 40 or more hours per week, 49% reported 33 to 29 hours per week, 34% reported 25 to 32 hours per week, 34% reported 17 to 24 hours per week, and 25% reported 9 to 16 hours per week.

Employees by Hours Worked Per Week

About 57% of total employees in the 2021 PWS worked 40 or more hours per week, about 43% worked less than 40 hours, 28% worked less than 33 hours, and 12% worked less than 17 hours. See Chart 8.0 and Table 8.0 for detail.

Chart 8.0 Employee Count and Cumulative Percent Distribution of Employees by Hours Worked Per Week: 2021 PWS, CNMI

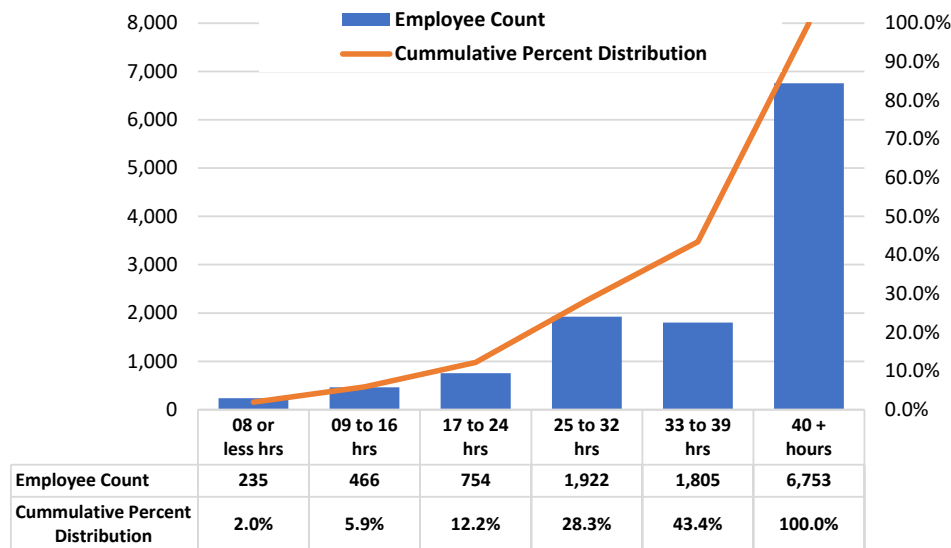


Table 8.0 Hourly Wage Statistics by Hours Worked Per Week: 2021 PWS, CNMI

Hours Worked Per Week	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Cummulative Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
08 or less hours	85	16.1%	235	2.0%	2.0%	\$12.22	\$8.36
09 to 16 hours	132	25.0%	466	3.9%	5.9%	\$11.03	\$8.03
17 to 24 hours	177	33.5%	754	6.3%	12.2%	\$10.49	\$8.01
25 to 32 hours	195	36.9%	1,922	16.1%	28.3%	\$11.71	\$9.14
33 to 39 hours	259	49.1%	1,805	15.1%	43.4%	\$10.57	\$8.46
40 + hours	343	65.0%	6,753	56.6%	100.0%	\$15.39	\$11.96
Grand Total	528	100.0%	11,935	100.0%		\$13.53	\$9.97

HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 11,935 employees in the 2021 PWS were classified into 470 different SOC Detailed Titles under the 2018 Standard Occupation Classification System. The hourly wage and related statistics for these Detailed Titles are contained in Table A.1, Appendix A. An important guideline requirement for deriving the prevailing wage rate is that the hourly wage amount must be derived from a minimum of 3 different employers and 30 different employees, hereon referred to as the 3-30 rule. Based on this guideline only 73 Detailed Titles met this rule in the 2021 PWS. A work-around, when the 3-30 rule is not satisfied at the Detailed Title level, is to move up the SOC aggregation levels and find the level where the rule is met, then, use the hourly wage statistics from that level as proxy for the Detailed Title. This approach, however, is acceptable up to the Minor Group level and is not acceptable on the Major Group level (except for the title 45-3031 - *Fishing and Hunting Workers*). When using this approach, 393 of the 470 Titles in the 2021 PWS had hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2021 PWS, CNMI*, in Appendix A shows the number of employers, number of employees, the mean and the median hourly wage rates for each of the Detailed Titles that can be used when applying for visas. Please see Appendix A for details. Note that when the 3-30 rule is not met at the Minor Group level, then the 2021 PWS cannot be used as the source for prevailing wage rate when applying a visa.

CHALLENGES AND LIMITATIONS

CHALLENGES

The COVID-19 Impacted the CNMI Employers' Participation in the 2021 PWS. The pandemic has caused many establishments to lay off some workers and/or cut back on employee hours worked. Completing the online survey was not too high a priority under the current circumstance.

LIMITATIONS

Lower Number of Employers and Employees in the 2021 PWS compared to Prior Years. The 2021 PWS has the lowest number of employers and employees in the dataset used in producing the hourly wage statistics compared to all the prior years the study was conducted. The low numbers are due to a decline in total economic activities in the Commonwealth that has led to business closures, increased layoffs, and increased reduction in hours worked.

The negative impact of the prolong COVID-19 pandemic continues to negatively impact Commonwealth's economy, especially the Accommodation and Food Services Industry. While the economy has reopened, parts of the economy are still closed (or only partially opened) especially the hotels, travel agencies, and related businesses. As discussed above, under *Hourly Wage Statistics by Hours Worked Last Week*, over 43% of the employed workforce was still working less than full time in January-February 2021. In effort to minimize cost, some employers may not have been able to participate in the 2021 PWS because employees who would have been responsible for completing the survey were not available.

Although only a very small percentage, a few employers reported employee pay on a monthly or biweekly basis that translated into hourly wage rates below the current minimum wage of \$7.25. Employee records with hourly wage below \$4.00 were excluded in the production of hourly wage statistics in this report.

APPENDICES

There are four appendices. Appendix A consists of two tables: Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2021 PWS, CNMI shows the 470 Detailed Titles captured by the study in the CNMI economy in 2021. Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2021 PWS, CNMI shows the hourly wage statistics at the different SOC levels of aggregation. Appendix B shows a sample ETA Form 9165 using the 2021 PWS. Appendix C lists the definitions of the 470 Detailed Titles found in the 2021 PWS. And Appendix D shows the data definitions and the screenshots of the 2021 PWS Online Portal forms.

APPENDIX A: 2021 CNMI HOURLY WAGE STATISTICS

This appendix contains the hourly wage statistics produced from the 2021 PWS to meet the prevailing wage requirements when applying for a visa in the Commonwealth of the Northern Mariana Islands. When completing a visa application, the guideline requires that the mean hourly wage for the occupation title in the application form must be derived from at least three (3) different employers and from at least thirty (30) different employees (or the 3-30 rule defined earlier). In Table A1, *Employers Count* is the count of unique employers, derived using the DISTINCTCOUNT() function in the Data Analysis Expression (DAX) in MS Excel to ensure that the count for employers is unique and avoids duplicate counting. Only 73 of the 470 Detailed Titles in the 2021 PWS met the 3-30 rule. In those Detailed Titles where this rule was not met, wage statistics from a higher level of aggregation (the Broad or the Minor) were used as proxies. For example, the number of employers (46), the number of employees (71), the mean hourly wage (\$17.53), and the median hourly wage (\$15.24) for the Detailed Title **11-2011 - Advertising and Promotions Managers**, in row #4 in Table A1, comes from the SOC Minor Group: **11-2000 - Advertising, Marketing, Promotions, Public Relations, and Sales Managers**, found in Table A2, row #9. Note, however, that when the 3-30 rule is not met at the Minor Group level, then the 2019 PWS cannot be used as the source for prevailing wage rate when applying for a visa, in which case, the hourly wage statistics will have to come from a different source. The only exception is for the title *45-3031 - Fishing and Hunting Workers*.

APPENDIX A

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
1	11-1011 - Chief Executives	82	202	\$34.35	\$25.96	Detailed
2	11-1021 - General and Operations Managers	188	361	\$21.00	\$17.75	Detailed
3	11-1031 - Legislators	234	591	\$25.29	\$20.63	Minor
4	11-2011 - Advertising and Promotions Managers	46	71	\$17.53	\$15.24	Minor
5	11-2021 - Marketing Managers	42	64	\$17.43	\$14.48	Broad
6	11-2022 - Sales Managers	31	45	\$17.74	\$15.24	Detailed
7	11-2032 - Public Relations Managers	46	71	\$17.53	\$15.24	Minor
8	11-3012 - Administrative Services Managers	26	82	\$18.58	\$19.23	Detailed
9	11-3013 - Facilities Managers	28	88	\$19.07	\$19.23	Broad
10	11-3021 - Computer and Information Systems Managers	72	200	\$21.85	\$20.20	Minor
11	11-3031 - Financial Managers	30	43	\$27.33	\$25.19	Detailed
12	11-3051 - Industrial Production Managers	72	200	\$21.85	\$20.20	Minor
13	11-3061 - Purchasing Managers	72	200	\$21.85	\$20.20	Minor
14	11-3071 - Transportation, Storage, and Distribution Managers	72	200	\$21.85	\$20.20	Minor
15	11-3111 - Compensation and Benefits Managers	72	200	\$21.85	\$20.20	Minor
16	11-3121 - Human Resources Managers	72	200	\$21.85	\$20.20	Minor
17	11-3131 - Training and Development Managers	72	200	\$21.85	\$20.20	Minor
18	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	79	323	\$22.48	\$22.60	Minor
19	11-9021 - Construction Managers	79	323	\$22.48	\$22.60	Minor
20	11-9031 - Education and Childcare Administrators, Preschool and Daycare	7	84	\$25.87	\$26.56	Broad
21	11-9032 - Education Administrators, Kindergarten through Secondary	7	84	\$25.87	\$26.56	Broad
22	11-9033 - Education Administrators, Postsecondary	7	84	\$25.87	\$26.56	Broad
23	11-9039 - Education Administrators, All Other	7	84	\$25.87	\$26.56	Broad
24	11-9041 - Architectural and Engineering Managers	79	323	\$22.48	\$22.60	Minor
25	11-9051 - Food Service Managers	19	33	\$17.59	\$17.20	Detailed
26	11-9071 - Gambling Managers	79	323	\$22.48	\$22.60	Minor
27	11-9072 - Entertainment and Recreation Managers, Except Gambling	79	323	\$22.48	\$22.60	Minor
28	11-9081 - Lodging Managers	79	323	\$22.48	\$22.60	Minor
29	11-9111 - Medical and Health Services Managers	79	323	\$22.48	\$22.60	Minor
30	11-9141 - Property, Real Estate, and Community Association Managers	79	323	\$22.48	\$22.60	Minor
31	11-9151 - Social and Community Service Managers	79	323	\$22.48	\$22.60	Minor
32	11-9161 - Emergency Management Directors	79	323	\$22.48	\$22.60	Minor
33	11-9179 - Personal Service Managers, All Other	79	323	\$22.48	\$22.60	Minor
34	11-9199 - Managers, All Other	39	86	\$22.25	\$20.19	Detailed
35	13-1021 - Buyers and Purchasing Agents, Farm Products	44	206	\$15.47	\$14.05	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
36	13-1022 - Wholesale and Retail Buyers, Except Farm Products	44	206	\$15.47	\$14.05	Minor
37	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	44	206	\$15.47	\$14.05	Minor
38	13-1031 - Claims Adjusters, Examiners, and Investigators	44	206	\$15.47	\$14.05	Minor
39	13-1041 - Compliance Officers	8	64	\$14.63	\$12.99	Detailed
40	13-1051 - Cost Estimators	44	206	\$15.47	\$14.05	Minor
41	13-1071 - Human Resources Specialists	23	58	\$15.04	\$14.28	Detailed
42	13-1081 - Logisticians	44	206	\$15.47	\$14.05	Minor
43	13-1082 - Project Management Specialists	44	206	\$15.47	\$14.05	Minor
44	13-1111 - Management Analysts	44	206	\$15.47	\$14.05	Minor
45	13-1121 - Meeting, Convention, and Event Planners	44	206	\$15.47	\$14.05	Minor
46	13-1141 - Compensation, Benefits, and Job Analysis Specialists	44	206	\$15.47	\$14.05	Minor
47	13-1151 - Training and Development Specialists	44	206	\$15.47	\$14.05	Minor
48	13-1161 - Market Research Analysts and Marketing Specialists	44	206	\$15.47	\$14.05	Minor
49	13-1199 - Business Operations Specialists, All Other	44	206	\$15.47	\$14.05	Minor
50	13-2011 - Accountants and Auditors	125	267	\$15.29	\$13.67	Detailed
51	13-2022 - Appraisers of Personal and Business Property	132	397	\$15.06	\$13.67	Minor
52	13-2031 - Budget Analysts	132	397	\$15.06	\$13.67	Minor
53	13-2041 - Credit Analysts	132	397	\$15.06	\$13.67	Minor
54	13-2051 - Financial and Investment Analysts	13	51	\$13.79	\$12.00	Broad
55	13-2052 - Personal Financial Advisors	13	51	\$13.79	\$12.00	Broad
56	13-2053 - Insurance Underwriters	9	31	\$10.74	\$10.56	Detailed
57	13-2061 - Financial Examiners	132	397	\$15.06	\$13.67	Minor
58	13-2071 - Credit Counselors	132	397	\$15.06	\$13.67	Minor
59	13-2072 - Loan Officers	132	397	\$15.06	\$13.67	Minor
60	13-2081 - Tax Examiners and Collectors, and Revenue Agents	3	49	\$11.65	\$10.20	Broad
61	13-2082 - Tax Preparers	3	49	\$11.65	\$10.20	Broad
62	13-2099 - Financial Specialists, All Other	132	397	\$15.06	\$13.67	Minor
63	15-1211 - Computer Systems Analysts	38	126	\$16.22	\$15.21	Minor
64	15-1231 - Computer Network Support Specialists	23	50	\$13.64	\$12.85	Broad
65	15-1232 - Computer User Support Specialists	16	34	\$12.32	\$12.12	Detailed
66	15-1241 - Computer Network Architects	12	37	\$20.06	\$19.24	Broad
67	15-1242 - Database Administrators	12	37	\$20.06	\$19.24	Broad
68	15-1244 - Network and Computer Systems Administrators	12	37	\$20.06	\$19.24	Broad
69	15-1251 - Computer Programmers	38	126	\$16.22	\$15.21	Minor
70	15-1253 - Software Quality Assurance Analysts and Testers	38	126	\$16.22	\$15.21	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
71	15-1254 - Web Developers	38	126	\$16.22	\$15.21	Minor
72	15-1299 - Computer Occupations, All Other	38	126	\$16.22	\$15.21	Minor
73	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
74	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
75	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
76	17-2051 - Civil Engineers	11	34	\$25.66	\$24.20	Detailed
77	17-2071 - Electrical Engineers	17	60	\$23.94	\$22.22	Minor
78	17-2072 - Electronics Engineers, Except Computer	17	60	\$23.94	\$22.22	Minor
79	17-2081 - Environmental Engineers	17	60	\$23.94	\$22.22	Minor
80	17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17	60	\$23.94	\$22.22	Minor
81	17-2121 - Marine Engineers and Naval Architects	17	60	\$23.94	\$22.22	Minor
82	17-2141 - Mechanical Engineers	17	60	\$23.94	\$22.22	Minor
83	17-2199 - Engineers, All Other	17	60	\$23.94	\$22.22	Minor
84	17-3011 - Architectural and Civil Drafters	22	58	\$16.33	\$16.00	Minor
85	17-3019 - Drafters, All Other	22	58	\$16.33	\$16.00	Minor
86	17-3022 - Civil Engineering Technologists and Technicians	22	58	\$16.33	\$16.00	Minor
87	17-3023 - Electrical and Electronic Engineering Technologists and Technicians	22	58	\$16.33	\$16.00	Minor
88	17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	22	58	\$16.33	\$16.00	Minor
89	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	22	58	\$16.33	\$16.00	Minor
90	17-3031 - Surveying and Mapping Technicians	22	58	\$16.33	\$16.00	Minor
91	19-1013 - Soil and Plant Scientists	4	58	\$14.65	\$11.67	Minor
92	19-1021 - Biochemists and Biophysicists	4	58	\$14.65	\$11.67	Minor
93	19-1022 - Microbiologists	4	58	\$14.65	\$11.67	Minor
94	19-1023 - Zoologists and Wildlife Biologists	4	58	\$14.65	\$11.67	Minor
95	19-1031 - Conservation Scientists	4	58	\$14.65	\$11.67	Minor
96	19-1032 - Foresters	4	58	\$14.65	\$11.67	Minor
97	19-1041 - Epidemiologists	4	58	\$14.65	\$11.67	Minor
98	19-2041 - Environmental Scientists and Specialists, Including Health	Not met	Not met	Not met	Not met	Not met
99	19-3011 - Economists	Not met	Not met	Not met	Not met	Not met
100	19-3033 - Clinical and Counseling Psychologists	Not met	Not met	Not met	Not met	Not met
101	19-3034 - School Psychologists	Not met	Not met	Not met	Not met	Not met
102	19-3051 - Urban and Regional Planners	Not met	Not met	Not met	Not met	Not met
103	19-3091 - Anthropologists and Archeologists	Not met	Not met	Not met	Not met	Not met
104	19-4012 - Agricultural Technicians	5	46	\$12.40	\$11.25	Minor
105	19-4021 - Biological Technicians	5	46	\$12.40	\$11.25	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
106	19-4042 - Environmental Science and Protection Technicians, Including Health	5	46	\$12.40	\$11.25	Minor
107	19-4061 - Social Science Research Assistants	5	46	\$12.40	\$11.25	Minor
108	19-4071 - Forest and Conservation Technicians	5	46	\$12.40	\$11.25	Minor
109	19-4092 - Forensic Science Technicians	5	46	\$12.40	\$11.25	Minor
110	19-5011 - Occupational Health and Safety Specialists	4	44	\$11.23	\$9.84	Detailed
111	19-5012 - Occupational Health and Safety Technicians	4	47	\$11.48	\$10.58	Broad
112	21-1011 - Substance Abuse and Behavioral Disorder Counselors	5	58	\$19.83	\$18.92	Broad
113	21-1012 - Educational, Guidance, and Career Counselors and Advisors	5	58	\$19.83	\$18.92	Broad
114	21-1014 - Mental Health Counselors	5	58	\$19.83	\$18.92	Broad
115	21-1019 - Counselors, All Other	5	58	\$19.83	\$18.92	Broad
116	21-1021 - Child, Family, and School Social Workers	3	31	\$12.26	\$11.25	Detailed
117	21-1022 - Healthcare Social Workers	4	71	\$13.91	\$12.98	Broad
118	21-1023 - Mental Health and Substance Abuse Social Workers	4	71	\$13.91	\$12.98	Broad
119	21-1029 - Social Workers, All Other	4	71	\$13.91	\$12.98	Broad
120	21-1091 - Health Education Specialists	6	387	\$12.78	\$11.06	Minor
121	21-1092 - Probation Officers and Correctional Treatment Specialists	6	387	\$12.78	\$11.06	Minor
122	21-1093 - Social and Human Service Assistants	6	387	\$12.78	\$11.06	Minor
123	21-1094 - Community Health Workers	6	387	\$12.78	\$11.06	Minor
124	21-1099 - Community and Social Service Specialists, All Other	6	387	\$12.78	\$11.06	Minor
125	21-2011 - Clergy	Not met	Not met	Not met	Not met	Not met
126	21-2021 - Directors, Religious Activities and Education	Not met	Not met	Not met	Not met	Not met
127	23-1011 - Lawyers	10	42	\$35.90	\$33.65	Detailed
128	23-1012 - Judicial Law Clerks	10	57	\$32.34	\$32.21	Broad
129	23-1023 - Judges, Magistrate Judges, and Magistrates	10	65	\$35.65	\$33.65	Minor
130	23-2011 - Paralegals and Legal Assistants	9	33	\$15.97	\$13.70	Minor
131	23-2093 - Title Examiners, Abstractors, and Searchers	9	33	\$15.97	\$13.70	Minor
132	23-2099 - Legal Support Workers, All Other	9	33	\$15.97	\$13.70	Minor
133	25-1011 - Business Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
134	25-1022 - Mathematical Science Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
135	25-1042 - Biological Science Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
136	25-1052 - Chemistry Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
137	25-1066 - Psychology Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
138	25-1069 - Social Sciences Teachers, Postsecondary, All Other	6	153	\$21.04	\$20.89	Minor
139	25-1072 - Nursing Instructors and Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
140	25-1081 - Education Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
141	25-1121 - Art, Drama, and Music Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
142	25-1123 - English Language and Literature Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
143	25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	6	153	\$21.04	\$20.89	Minor
144	25-2011 - Preschool Teachers, Except Special Education	14	433	\$19.45	\$19.33	Minor
145	25-2012 - Kindergarten Teachers, Except Special Education	14	433	\$19.45	\$19.33	Minor
146	25-2021 - Elementary School Teachers, Except Special Education	10	288	\$19.85	\$20.89	Detailed
147	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	10	309	\$19.61	\$19.73	Broad
148	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	4	94	\$19.71	\$19.33	Detailed
149	25-2056 - Special Education Teachers, Elementary School	14	433	\$19.45	\$19.33	Minor
150	25-2057 - Special Education Teachers, Middle School	14	433	\$19.45	\$19.33	Minor
151	25-2059 - Special Education Teachers, All Other	14	433	\$19.45	\$19.33	Minor
152	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	10	112	\$16.66	\$13.25	Minor
153	25-3021 - Self-Enrichment Teachers	10	112	\$16.66	\$13.25	Minor
154	25-3031 - Substitute Teachers, Short-Term	10	112	\$16.66	\$13.25	Minor
155	25-3041 - Tutors	10	112	\$16.66	\$13.25	Minor
156	25-3099 - Teachers and Instructors, All Other	4	88	\$17.69	\$14.56	Detailed
157	25-4011 - Archivists	Not met	Not met	Not met	Not met	Not met
158	25-4022 - Librarians and Media Collections Specialists	Not met	Not met	Not met	Not met	Not met
159	25-4031 - Library Technicians	Not met	Not met	Not met	Not met	Not met
160	25-9021 - Farm and Home Management Educators	6	159	\$12.27	\$10.69	Minor
161	25-9031 - Instructional Coordinators	6	159	\$12.27	\$10.69	Minor
162	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	41	\$10.04	\$10.18	Detailed
163	25-9043 - Teaching Assistants, Special Education	5	125	\$10.30	\$10.18	Broad
164	25-9044 - Teaching Assistants, Postsecondary	5	125	\$10.30	\$10.18	Broad
165	25-9049 - Teaching Assistants, All Other	5	125	\$10.30	\$10.18	Broad
166	25-9099 - Educational Instruction and Library Workers, All Other	6	159	\$12.27	\$10.69	Minor
167	27-1011 - Art Directors	19	39	\$10.14	\$8.87	Minor
168	27-1019 - Artists and Related Workers, All Other	19	39	\$10.14	\$8.87	Minor
169	27-1023 - Floral Designers	18	35	\$9.18	\$8.87	Broad
170	27-1024 - Graphic Designers	18	35	\$9.18	\$8.87	Broad
171	27-1025 - Interior Designers	18	35	\$9.18	\$8.87	Broad
172	27-1026 - Merchandise Displayers and Window Trimmers	18	35	\$9.18	\$8.87	Broad
173	27-2022 - Coaches and Scouts	Not met	Not met	Not met	Not met	Not met
174	27-2023 - Umpires, Referees, and Other Sports Officials	Not met	Not met	Not met	Not met	Not met
175	27-2031 - Dancers	Not met	Not met	Not met	Not met	Not met

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
176	27-2032 - Choreographers	Not met	Not met	Not met	Not met	Not met
177	27-2042 - Musicians and Singers	Not met	Not met	Not met	Not met	Not met
178	27-3023 - News Analysts, Reporters, and Journalists	11	34	\$14.98	\$13.57	Minor
179	27-3031 - Public Relations Specialists	11	34	\$14.98	\$13.57	Minor
180	27-3041 - Editors	11	34	\$14.98	\$13.57	Minor
181	27-3042 - Technical Writers	11	34	\$14.98	\$13.57	Minor
182	27-3091 - Interpreters and Translators	11	34	\$14.98	\$13.57	Minor
183	29-1021 - Dentists, General	9	256	\$42.97	\$23.39	Minor
184	29-1031 - Dietitians and Nutritionists	9	256	\$42.97	\$23.39	Minor
185	29-1051 - Pharmacists	9	256	\$42.97	\$23.39	Minor
186	29-1071 - Physician Assistants	9	256	\$42.97	\$23.39	Minor
187	29-1081 - Podiatrists	9	256	\$42.97	\$23.39	Minor
188	29-1123 - Physical Therapists	9	256	\$42.97	\$23.39	Minor
189	29-1126 - Respiratory Therapists	9	256	\$42.97	\$23.39	Minor
190	29-1129 - Therapists, All Other	9	256	\$42.97	\$23.39	Minor
191	29-1141 - Registered Nurses	5	160	\$21.83	\$23.26	Detailed
192	29-1151 - Nurse Anesthetists	9	256	\$42.97	\$23.39	Minor
193	29-1171 - Nurse Practitioners	9	256	\$42.97	\$23.39	Minor
194	29-1181 - Audiologists	9	256	\$42.97	\$23.39	Minor
195	29-1211 - Anesthesiologists	3	41	\$114.10	\$108.65	Broad
196	29-1212 - Cardiologists	3	41	\$114.10	\$108.65	Broad
197	29-1214 - Emergency Medicine Physicians	3	41	\$114.10	\$108.65	Broad
198	29-1216 - General Internal Medicine Physicians	3	41	\$114.10	\$108.65	Broad
199	29-1221 - Pediatricians, General	3	41	\$114.10	\$108.65	Broad
200	29-1223 - Psychiatrists	3	41	\$114.10	\$108.65	Broad
201	29-1229 - Physicians, All Other	3	41	\$114.10	\$108.65	Broad
202	29-1249 - Surgeons, All Other	9	256	\$42.97	\$23.39	Minor
203	29-2011 - Medical and Clinical Laboratory Technologists	4	92	\$14.78	\$13.64	Minor
204	29-2012 - Medical and Clinical Laboratory Technicians	4	92	\$14.78	\$13.64	Minor
205	29-2034 - Radiologic Technologists and Technicians	4	92	\$14.78	\$13.64	Minor
206	29-2042 - Emergency Medical Technicians	4	92	\$14.78	\$13.64	Minor
207	29-2052 - Pharmacy Technicians	4	92	\$14.78	\$13.64	Minor
208	29-2053 - Psychiatric Technicians	4	92	\$14.78	\$13.64	Minor
209	29-2056 - Veterinary Technologists and Technicians	4	92	\$14.78	\$13.64	Minor
210	29-2061 - Licensed Practical and Licensed Vocational Nurses	4	92	\$14.78	\$13.64	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
211	29-2072 - Medical Records Specialists	4	92	\$14.78	\$13.64	Minor
212	29-2099 - Health Technologists and Technicians, All Other	4	92	\$14.78	\$13.64	Minor
213	29-9021 - Health Information Technologists and Medical Registrars	Not met	Not met	Not met	Not met	Not met
214	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not met	Not met	Not met	Not met	Not met
215	31-1121 - Home Health Aides	5	35	\$11.91	\$12.40	Minor
216	31-1122 - Personal Care Aides	5	35	\$11.91	\$12.40	Minor
217	31-1131 - Nursing Assistants	5	35	\$11.91	\$12.40	Minor
218	31-2021 - Physical Therapist Assistants	Not met	Not met	Not met	Not met	Not met
219	31-9011 - Massage Therapists	12	72	\$12.35	\$10.62	Minor
220	31-9091 - Dental Assistants	6	61	\$13.09	\$11.98	Broad
221	31-9092 - Medical Assistants	5	30	\$14.45	\$13.73	Detailed
222	31-9095 - Pharmacy Aides	6	61	\$13.09	\$11.98	Broad
223	31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	6	61	\$13.09	\$11.98	Broad
224	31-9097 - Phlebotomists	6	61	\$13.09	\$11.98	Broad
225	31-9099 - Healthcare Support Workers, All Other	6	61	\$13.09	\$11.98	Broad
226	33-1011 - First-Line Supervisors of Correctional Officers	4	126	\$13.69	\$13.00	Minor
227	33-1012 - First-Line Supervisors of Police and Detectives	4	126	\$13.69	\$13.00	Minor
228	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	4	126	\$13.69	\$13.00	Minor
229	33-1091 - First-Line Supervisors of Security Workers	4	126	\$13.69	\$13.00	Minor
230	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	4	126	\$13.69	\$13.00	Minor
231	33-2011 - Firefighters	Not met	Not met	Not met	Not met	Not met
232	33-3011 - Bailiffs	Not met	Not met	Not met	Not met	Not met
233	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
234	33-3021 - Detectives and Criminal Investigators	Not met	Not met	Not met	Not met	Not met
235	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
236	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met
237	33-9011 - Animal Control Workers	33	314	\$8.08	\$7.25	Minor
238	33-9031 - Gambling Surveillance Officers and Gambling Investigators	29	297	\$8.01	\$7.25	Broad
239	33-9032 - Security Guards	28	282	\$7.60	\$7.25	Detailed
240	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33	314	\$8.08	\$7.25	Minor
241	33-9094 - School Bus Monitors	33	314	\$8.08	\$7.25	Minor
242	33-9099 - Protective Service Workers, All Other	33	314	\$8.08	\$7.25	Minor
243	35-1011 - Chefs and Head Cooks	26	90	\$10.90	\$9.16	Broad
244	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	20	70	\$9.59	\$9.13	Detailed
245	35-2011 - Cooks, Fast Food	56	220	\$8.35	\$7.95	Broad

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
246	35-2012 - Cooks, Institution and Cafeteria	56	220	\$8.35	\$7.95	Broad
247	35-2014 - Cooks, Restaurant	40	173	\$8.17	\$7.93	Detailed
248	35-2015 - Cooks, Short Order	56	220	\$8.35	\$7.95	Broad
249	35-2019 - Cooks, All Other	56	220	\$8.35	\$7.95	Broad
250	35-2021 - Food Preparation Workers	24	198	\$7.71	\$7.60	Detailed
251	35-3011 - Bartenders	37	195	\$7.79	\$7.75	Minor
252	35-3023 - Fast Food and Counter Workers	9	45	\$7.50	\$7.41	Detailed
253	35-3031 - Waiters and Waitresses	26	108	\$7.78	\$7.74	Detailed
254	35-3041 - Food Servers, Nonrestaurant	37	195	\$7.79	\$7.75	Minor
255	35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	6	30	\$7.60	\$7.64	Detailed
256	35-9021 - Dishwashers	11	32	\$7.55	\$7.42	Detailed
257	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	22	128	\$7.66	\$7.53	Minor
258	35-9099 - Food Preparation and Serving Related Workers, All Other	9	64	\$7.75	\$7.53	Detailed
259	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	15	36	\$11.42	\$9.57	Broad
260	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	15	36	\$11.42	\$9.57	Broad
261	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	59	166	\$7.93	\$7.69	Detailed
262	37-2012 - Maids and Housekeeping Cleaners	34	156	\$7.45	\$7.33	Detailed
263	37-2019 - Building Cleaning Workers, All Other	90	337	\$7.72	\$7.61	Broad
264	37-2021 - Pest Control Workers	91	339	\$7.72	\$7.61	Minor
265	37-3011 - Landscaping and Groundskeeping Workers	23	76	\$7.77	\$7.51	Detailed
266	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	31	123	\$8.48	\$7.75	Broad
267	37-3019 - Grounds Maintenance Workers, All Other	8	46	\$9.49	\$8.76	Detailed
268	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
269	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Not met	Not met	Not met	Not met	Not met
270	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
271	39-2021 - Animal Caretakers	Not met	Not met	Not met	Not met	Not met
272	39-3019 - Gambling Service Workers, All Other	7	53	\$7.85	\$7.65	Minor
273	39-3091 - Amusement and Recreation Attendants	5	42	\$7.85	\$7.34	Detailed
274	39-3099 - Entertainment Attendants and Related Workers, All Other	6	46	\$7.87	\$7.65	Broad
275	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	15	39	\$7.52	\$7.49	Detailed
276	39-6011 - Baggage Porters and Bellhops	Not met	Not met	Not met	Not met	Not met
277	39-6012 - Concierges	Not met	Not met	Not met	Not met	Not met
278	39-7011 - Tour Guides and Escorts	11	30	\$9.85	\$9.48	Detailed
279	39-7012 - Travel Guides	13	36	\$9.73	\$9.48	Broad
280	39-9011 - Childcare Workers	7	36	\$7.48	\$7.28	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
281	39-9031 - Exercise Trainers and Group Fitness Instructors	10	48	\$10.34	\$7.28	Minor
282	39-9032 - Recreation Workers	10	48	\$10.34	\$7.28	Minor
283	41-1011 - First-Line Supervisors of Retail Sales Workers	34	80	\$10.05	\$9.43	Detailed
284	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	39	85	\$10.34	\$9.43	Broad
285	41-2011 - Cashiers	49	227	\$7.79	\$7.48	Detailed
286	41-2012 - Gambling Change Persons and Booth Cashiers	58	256	\$7.78	\$7.50	Broad
287	41-2021 - Counter and Rental Clerks	97	392	\$8.05	\$7.81	Minor
288	41-2022 - Parts Salespersons	97	392	\$8.05	\$7.81	Minor
289	41-2031 - Retail Salespersons	40	114	\$8.48	\$8.57	Detailed
290	41-3021 - Insurance Sales Agents	Not met	Not met	Not met	Not met	Not met
291	41-3031 - Securities, Commodities, and Financial Services Sales Agents	Not met	Not met	Not met	Not met	Not met
292	41-3041 - Travel Agents	Not met	Not met	Not met	Not met	Not met
293	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Not met	Not met	Not met	Not met	Not met
294	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	32	63	\$10.03	\$9.28	Broad
295	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21	51	\$10.26	\$9.79	Detailed
296	41-9011 - Demonstrators and Product Promoters	Not met	Not met	Not met	Not met	Not met
297	41-9031 - Sales Engineers	Not met	Not met	Not met	Not met	Not met
298	41-9041 - Telemarketers	Not met	Not met	Not met	Not met	Not met
299	41-9099 - Sales and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
300	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	29	62	\$16.16	\$14.63	Detailed
301	43-2011 - Switchboard Operators, Including Answering Service	4	32	\$11.08	\$10.47	Minor
302	43-2021 - Telephone Operators	4	32	\$11.08	\$10.47	Minor
303	43-2099 - Communications Equipment Operators, All Other	4	32	\$11.08	\$10.47	Minor
304	43-3011 - Bill and Account Collectors	113	300	\$11.00	\$9.87	Minor
305	43-3021 - Billing and Posting Clerks	113	300	\$11.00	\$9.87	Minor
306	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	91	172	\$10.16	\$9.87	Detailed
307	43-3041 - Gambling Cage Workers	113	300	\$11.00	\$9.87	Minor
308	43-3051 - Payroll and Timekeeping Clerks	113	300	\$11.00	\$9.87	Minor
309	43-3061 - Procurement Clerks	13	33	\$13.60	\$13.00	Detailed
310	43-3071 - Tellers	3	30	\$11.75	\$10.70	Detailed
311	43-3099 - Financial Clerks, All Other	113	300	\$11.00	\$9.87	Minor
312	43-4031 - Court, Municipal, and License Clerks	61	527	\$12.02	\$11.06	Minor
313	43-4041 - Credit Authorizers, Checkers, and Clerks	61	527	\$12.02	\$11.06	Minor
314	43-4051 - Customer Service Representatives	24	171	\$10.91	\$10.71	Detailed
315	43-4061 - Eligibility Interviewers, Government Programs	61	527	\$12.02	\$11.06	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
316	43-4071 - File Clerks	61	527	\$12.02	\$11.06	Minor
317	43-4081 - Hotel, Motel, and Resort Desk Clerks	11	56	\$9.45	\$7.90	Detailed
318	43-4121 - Library Assistants, Clerical	61	527	\$12.02	\$11.06	Minor
319	43-4131 - Loan Interviewers and Clerks	61	527	\$12.02	\$11.06	Minor
320	43-4141 - New Accounts Clerks	61	527	\$12.02	\$11.06	Minor
321	43-4151 - Order Clerks	61	527	\$12.02	\$11.06	Minor
322	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	61	527	\$12.02	\$11.06	Minor
323	43-4171 - Receptionists and Information Clerks	61	527	\$12.02	\$11.06	Minor
324	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	61	527	\$12.02	\$11.06	Minor
325	43-4199 - Information and Record Clerks, All Other	61	527	\$12.02	\$11.06	Minor
326	43-5011 - Cargo and Freight Agents	7	54	\$8.50	\$8.33	Detailed
327	43-5021 - Couriers and Messengers	47	180	\$9.16	\$8.30	Minor
328	43-5031 - Public Safety Telecommunicators	47	180	\$9.16	\$8.30	Minor
329	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	47	180	\$9.16	\$8.30	Minor
330	43-5041 - Meter Readers, Utilities	47	180	\$9.16	\$8.30	Minor
331	43-5061 - Production, Planning, and Expediting Clerks	47	180	\$9.16	\$8.30	Minor
332	43-5071 - Shipping, Receiving, and Inventory Clerks	28	62	\$9.30	\$7.93	Detailed
333	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47	180	\$9.16	\$8.30	Minor
334	43-6011 - Executive Secretaries and Executive Administrative Assistants	21	144	\$15.16	\$12.50	Detailed
335	43-6012 - Legal Secretaries and Administrative Assistants	62	276	\$13.59	\$11.95	Broad
336	43-6013 - Medical Secretaries and Administrative Assistants	62	276	\$13.59	\$11.95	Broad
337	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45	122	\$11.63	\$11.54	Detailed
338	43-9021 - Data Entry Keyers	74	510	\$11.88	\$11.24	Minor
339	43-9022 - Word Processors and Typists	74	510	\$11.88	\$11.24	Minor
340	43-9041 - Insurance Claims and Policy Processing Clerks	74	510	\$11.88	\$11.24	Minor
341	43-9061 - Office Clerks, General	46	382	\$11.90	\$11.53	Detailed
342	43-9071 - Office Machine Operators, Except Computer	74	510	\$11.88	\$11.24	Minor
343	43-9081 - Proofreaders and Copy Markers	74	510	\$11.88	\$11.24	Minor
344	43-9199 - Office and Administrative Support Workers, All Other	23	108	\$11.82	\$10.94	Detailed
345	45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	Not met	Not met	Not met	Not met	Not met
346	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Not met	Not met	Not met	Not met	Not met
347	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met
348	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
349	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
350	47-2021 - Brickmasons and Blockmasons	48	326	\$9.52	\$9.00	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
351	47-2022 - Stonemasons	48	326	\$9.52	\$9.00	Minor
352	47-2031 - Carpenters	10	35	\$11.80	\$9.76	Detailed
353	47-2041 - Carpet Installers	48	326	\$9.52	\$9.00	Minor
354	47-2051 - Cement Masons and Concrete Finishers	15	73	\$8.24	\$7.86	Detailed
355	47-2061 - Construction Laborers	15	62	\$8.31	\$8.23	Detailed
356	47-2073 - Operating Engineers and Other Construction Equipment Operators	9	81	\$9.76	\$9.11	Detailed
357	47-2111 - Electricians	25	44	\$11.35	\$9.60	Detailed
358	47-2141 - Painters, Construction and Maintenance	48	326	\$9.52	\$9.00	Minor
359	47-2152 - Plumbers, Pipefitters, and Steamfitters	48	326	\$9.52	\$9.00	Minor
360	47-2211 - Sheet Metal Workers	48	326	\$9.52	\$9.00	Minor
361	47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	81	\$10.44	\$9.76	Broad
362	47-3012 - Helpers--Carpenters	10	81	\$10.44	\$9.76	Broad
363	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	10	81	\$10.44	\$9.76	Broad
364	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	10	81	\$10.44	\$9.76	Broad
365	47-3019 - Helpers, Construction Trades, All Other	6	51	\$10.81	\$9.25	Detailed
366	47-4011 - Construction and Building Inspectors	Not met	Not met	Not met	Not met	Not met
367	47-4041 - Hazardous Materials Removal Workers	Not met	Not met	Not met	Not met	Not met
368	47-5023 - Earth Drillers, Except Oil and Gas	Not met	Not met	Not met	Not met	Not met
369	47-5081 - Helpers--Extraction Workers	Not met	Not met	Not met	Not met	Not met
370	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	Not met	Not met	Not met	Not met	Not met
371	49-2011 - Computer, Automated Teller, and Office Machine Repairers	9	44	\$17.65	\$19.16	Minor
372	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	3	32	\$19.13	\$19.58	Broad
373	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	3	32	\$19.13	\$19.58	Broad
374	49-2091 - Avionics Technicians	9	44	\$17.65	\$19.16	Minor
375	49-2092 - Electric Motor, Power Tool, and Related Repairers	9	44	\$17.65	\$19.16	Minor
376	49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	9	44	\$17.65	\$19.16	Minor
377	49-2095 - Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	9	44	\$17.65	\$19.16	Minor
378	49-2098 - Security and Fire Alarm Systems Installers	9	44	\$17.65	\$19.16	Minor
379	49-3011 - Aircraft Mechanics and Service Technicians	51	178	\$10.10	\$8.73	Minor
380	49-3021 - Automotive Body and Related Repairers	35	93	\$9.07	\$8.11	Broad
381	49-3022 - Automotive Glass Installers and Repairers	35	93	\$9.07	\$8.11	Broad
382	49-3023 - Automotive Service Technicians and Mechanics	30	74	\$8.35	\$8.04	Detailed
383	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	51	178	\$10.10	\$8.73	Minor
384	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	14	53	\$10.15	\$9.00	Detailed
385	49-3051 - Motorboat Mechanics and Service Technicians	51	178	\$10.10	\$8.73	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
386	49-3092 - Recreational Vehicle Service Technicians	51	178	\$10.10	\$8.73	Minor
387	49-3093 - Tire Repairers and Changers	51	178	\$10.10	\$8.73	Minor
388	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	23	73	\$9.17	\$8.14	Detailed
389	49-9041 - Industrial Machinery Mechanics	135	914	\$9.20	\$8.33	Minor
390	49-9043 - Maintenance Workers, Machinery	135	914	\$9.20	\$8.33	Minor
391	49-9051 - Electrical Power-Line Installers and Repairers	135	914	\$9.20	\$8.33	Minor
392	49-9052 - Telecommunications Line Installers and Repairers	135	914	\$9.20	\$8.33	Minor
393	49-9062 - Medical Equipment Repairers	135	914	\$9.20	\$8.33	Minor
394	49-9071 - Maintenance and Repair Workers, General	118	668	\$8.72	\$8.33	Detailed
395	49-9092 - Commercial Divers	18	117	\$9.07	\$9.15	Broad
396	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	16	113	\$9.05	\$9.15	Detailed
397	49-9099 - Installation, Maintenance, and Repair Workers, All Other	18	117	\$9.07	\$9.15	Broad
398	51-1011 - First-Line Supervisors of Production and Operating Workers	Not met	Not met	Not met	Not met	Not met
399	51-2041 - Structural Metal Fabricators and Fitters	Not met	Not met	Not met	Not met	Not met
400	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
401	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
402	51-3011 - Bakers	21	72	\$7.96	\$7.75	Detailed
403	51-3021 - Butchers and Meat Cutters	24	92	\$8.10	\$7.76	Minor
404	51-3091 - Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	24	92	\$8.10	\$7.76	Minor
405	51-3092 - Food Batchmakers	24	92	\$8.10	\$7.76	Minor
406	51-4021 - Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
407	51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
408	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
409	51-4081 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
410	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
411	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
412	51-4199 - Metal Workers and Plastic Workers, All Other	Not met	Not met	Not met	Not met	Not met
413	51-5111 - Prepress Technicians and Workers	Not met	Not met	Not met	Not met	Not met
414	51-5112 - Printing Press Operators	Not met	Not met	Not met	Not met	Not met
415	51-5113 - Print Binding and Finishing Workers	Not met	Not met	Not met	Not met	Not met
416	51-6011 - Laundry and Dry-Cleaning Workers	19	37	\$8.55	\$7.56	Minor
417	51-6021 - Pressers, Textile, Garment, and Related Materials	19	37	\$8.55	\$7.56	Minor
418	51-6031 - Sewing Machine Operators	19	37	\$8.55	\$7.56	Minor
419	51-6052 - Tailors, Dressmakers, and Custom Sewers	19	37	\$8.55	\$7.56	Minor
420	51-6093 - Upholsterers	19	37	\$8.55	\$7.56	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
421	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
422	51-8013 - Power Plant Operators	4	59	\$12.60	\$12.65	Minor
423	51-8031 - Water and Wastewater Treatment Plant and System Operators	4	59	\$12.60	\$12.65	Minor
424	51-8092 - Gas Plant Operators	4	59	\$12.60	\$12.65	Minor
425	51-8099 - Plant and System Operators, All Other	4	59	\$12.60	\$12.65	Minor
426	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	26	114	\$9.04	\$8.00	Minor
427	51-9022 - Grinding and Polishing Workers, Hand	26	114	\$9.04	\$8.00	Minor
428	51-9023 - Mixing and Blending Machine Setters, Operators, and Tenders	26	114	\$9.04	\$8.00	Minor
429	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	26	114	\$9.04	\$8.00	Minor
430	51-9071 - Jewelers and Precious Stone and Metal Workers	26	114	\$9.04	\$8.00	Minor
431	51-9111 - Packaging and Filling Machine Operators and Tenders	26	114	\$9.04	\$8.00	Minor
432	51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	26	114	\$9.04	\$8.00	Minor
433	51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	17	87	\$8.00	\$7.60	Broad
434	51-9198 - Helpers--Production Workers	13	58	\$7.74	\$7.50	Detailed
435	51-9199 - Production Workers, All Other	17	87	\$8.00	\$7.60	Broad
436	53-1041 - Aircraft Cargo Handling Supervisors	Not met	Not met	Not met	Not met	Not met
437	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Not met	Not met	Not met	Not met	Not met
438	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Not met	Not met	Not met	Not met	Not met
439	53-1044 - First-Line Supervisors of Passenger Attendants	Not met	Not met	Not met	Not met	Not met
440	53-1049 - First-Line Supervisors of Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
441	53-2012 - Commercial Pilots	Not met	Not met	Not met	Not met	Not met
442	53-2021 - Air Traffic Controllers	Not met	Not met	Not met	Not met	Not met
443	53-2022 - Airfield Operations Specialists	Not met	Not met	Not met	Not met	Not met
444	53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	62	271	\$8.64	\$8.11	Minor
445	53-3031 - Driver/Sales Workers	30	85	\$7.82	\$7.65	Detailed
446	53-3032 - Heavy and Tractor-Trailer Truck Drivers	14	52	\$9.05	\$9.00	Detailed
447	53-3033 - Light Truck Drivers	18	55	\$8.06	\$8.00	Detailed
448	53-3051 - Bus Drivers, School	6	72	\$9.77	\$9.88	Broad
449	53-3052 - Bus Drivers, Transit and Intercity	6	72	\$9.77	\$9.88	Broad
450	53-3053 - Shuttle Drivers and Chauffeurs	6	72	\$9.77	\$9.88	Broad
451	53-3054 - Taxi Drivers	6	72	\$9.77	\$9.88	Broad
452	53-3099 - Motor Vehicle Operators, All Other	62	271	\$8.64	\$8.11	Minor
453	53-5011 - Sailors and Marine Oilers	Not met	Not met	Not met	Not met	Not met
454	53-5021 - Captains, Mates, and Pilots of Water Vessels	Not met	Not met	Not met	Not met	Not met
455	53-6021 - Parking Attendants	5	31	\$7.86	\$7.31	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2021 PWS, CNMI

Row #	SOC Six-digit Code and Title	Employer Count with 3-30	Employee Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule met at
456	53-6031 - Automotive and Watercraft Service Attendants	5	31	\$7.86	\$7.31	Minor
457	53-6041 - Traffic Technicians	5	31	\$7.86	\$7.31	Minor
458	53-6051 - Transportation Inspectors	5	31	\$7.86	\$7.31	Minor
459	53-7011 - Conveyor Operators and Tenders	53	315	\$8.67	\$7.93	Minor
460	53-7021 - Crane and Tower Operators	53	315	\$8.67	\$7.93	Minor
461	53-7031 - Dredge Operators	53	315	\$8.67	\$7.93	Minor
462	53-7041 - Hoist and Winch Operators	53	315	\$8.67	\$7.93	Minor
463	53-7061 - Cleaners of Vehicles and Equipment	43	244	\$8.19	\$7.93	Broad
464	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	3	57	\$9.13	\$8.45	Detailed
465	53-7063 - Machine Feeders and Offbearers	43	244	\$8.19	\$7.93	Broad
466	53-7064 - Packers and Packagers, Hand	43	244	\$8.19	\$7.93	Broad
467	53-7065 - Stockers and Order Fillers	34	155	\$7.92	\$7.93	Detailed
468	53-7071 - Gas Compressor and Gas Pumping Station Operators	53	315	\$8.67	\$7.93	Minor
469	53-7081 - Refuse and Recyclable Material Collectors	53	315	\$8.67	\$7.93	Minor
470	53-7199 - Material Moving Workers, All Other	53	315	\$8.67	\$7.93	Minor
471	Grand Total	528	11,935	\$13.53	\$9.97	

Met at Detailed: 73
Met at Broad: 79
Met at Minor: 241
Total Met: 393
Not Met: 77
Total Titles: 470

APPENDIX A

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
1	11-0000		Management Occupations		305	1,185	\$23.48	\$20.22
2		11-1000	Top Executives		234	591	\$25.29	\$20.63
3			11-1010	Chief Executives	82	202	\$34.35	\$25.96
4				11-1011 - Chief Executives	82	202	\$34.35	\$25.96
5			11-1020	General and Operations Managers	188	361	\$21.00	\$17.75
6				11-1021 - General and Operations Managers	188	361	\$21.00	\$17.75
7			11-1030	Legislators	D	D	D	D
8				11-1031 - Legislators	D	D	D	D
9		11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers		46	71	\$17.53	\$15.24
10			11-2010	Advertising and Promotions Managers	3	D	D	D
11				11-2011 - Advertising and Promotions Managers	3	D	D	D
12			11-2020	Marketing and Sales Managers	42	64	\$17.43	\$14.48
13				11-2021 - Marketing Managers	15	D	D	D
14				11-2022 - Sales Managers	31	45	\$17.74	\$15.24
15			11-2030	Public Relations and Fundraising Managers	3	D	D	D
16				11-2032 - Public Relations Managers	3	D	D	D
17		11-3000	Operations Specialties Managers		72	200	\$21.85	\$20.20
18			11-3010	Administrative Services and Facilities Managers	28	88	\$19.07	\$19.23
19				11-3012 - Administrative Services Managers	26	82	\$18.58	\$19.23
20				11-3013 - Facilities Managers	6	D	D	D
21			11-3020	Computer and Information Systems Managers	11	D	D	D
22				11-3021 - Computer and Information Systems Managers	11	D	D	D
23			11-3030	Financial Managers	30	43	\$27.33	\$25.19
24				11-3031 - Financial Managers	30	43	\$27.33	\$25.19
25			11-3050	Industrial Production Managers	D	D	D	D
26				11-3051 - Industrial Production Managers	D	D	D	D
27			11-3060	Purchasing Managers	12	D	D	D
28				11-3061 - Purchasing Managers	12	D	D	D
29			11-3070	Transportation, Storage, and Distribution Managers	6	D	D	D
30				11-3071 - Transportation, Storage, and Distribution Managers	6	D	D	D
31			11-3110	Compensation and Benefits Managers	D	D	D	D
32				11-3111 - Compensation and Benefits Managers	D	D	D	D
33			11-3120	Human Resources Managers	25	D	D	D
34				11-3121 - Human Resources Managers	25	D	D	D
35			11-3130	Training and Development Managers	D	D	D	D
36				11-3131 - Training and Development Managers	D	D	D	D
37		11-9000	Other Management Occupations		79	323	\$22.48	\$22.60
38			11-9010	Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
39				11-9013 - Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
40			11-9020	Construction Managers	10	D	D	D
41				11-9021 - Construction Managers	10	D	D	D
42			11-9030	Education and Childcare Administrators	7	84	\$25.87	\$26.56
43				11-9031 - Education and Childcare Administrators, Preschool and Daycare	3	D	D	D
44				11-9032 - Education Administrators, Kindergarten through Secondary	3	D	D	D
45				11-9033 - Education Administrators, Postsecondary	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
46				11-9039 - Education Administrators, All Other	3	D	D	D
47				11-9040 - Architectural and Engineering Managers	9	D	D	D
48				11-9041 - Architectural and Engineering Managers	9	D	D	D
49				11-9050 - Food Service Managers	19	33	\$17.59	\$17.20
50				11-9051 - Food Service Managers	19	33	\$17.59	\$17.20
51				11-9070 - Entertainment and Recreation Managers	5	D	D	D
52				11-9071 - Gambling Managers	3	D	D	D
53				11-9072 - Entertainment and Recreation Managers, Except Gambling	D	D	D	D
54				11-9080 - Lodging Managers	6	D	D	D
55				11-9081 - Lodging Managers	6	D	D	D
56				11-9110 - Medical and Health Services Managers	D	31	D	D
57				11-9111 - Medical and Health Services Managers	D	31	D	D
58				11-9140 - Property, Real Estate, and Community Association Managers	6	D	D	D
59				11-9141 - Property, Real Estate, and Community Association Managers	6	D	D	D
60				11-9150 - Social and Community Service Managers	3	D	D	D
61				11-9151 - Social and Community Service Managers	3	D	D	D
62				11-9160 - Emergency Management Directors	D	D	D	D
63				11-9161 - Emergency Management Directors	D	D	D	D
64				11-9170 - Personal Service Managers	D	D	D	D
65				11-9179 - Personal Service Managers, All Other	D	D	D	D
66				11-9190 - Miscellaneous Managers	39	86	\$22.25	\$20.19
67				11-9199 - Managers, All Other	39	86	\$22.25	\$20.19
68	13-0000 - Business and Financial Operations Occupations				150	603	\$15.20	\$13.67
69		13-1000 - Business Operations Specialists			44	206	\$15.47	\$14.05
70				13-1020 - Buyers and Purchasing Agents	10	D	D	D
71				13-1021 - Buyers and Purchasing Agents, Farm Products	D	D	D	D
72				13-1022 - Wholesale and Retail Buyers, Except Farm Products	6	D	D	D
73				13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	3	D	D	D
74				13-1030 - Claims Adjusters, Appraisers, Examiners, and Investigators	D	D	D	D
75				13-1031 - Claims Adjusters, Examiners, and Investigators	D	D	D	D
76				13-1040 - Compliance Officers	8	64	\$14.63	\$12.99
77				13-1041 - Compliance Officers	8	64	\$14.63	\$12.99
78				13-1050 - Cost Estimators	D	D	D	D
79				13-1051 - Cost Estimators	D	D	D	D
80				13-1070 - Human Resources Workers	23	58	\$15.04	\$14.28
81				13-1071 - Human Resources Specialists	23	58	\$15.04	\$14.28
82				13-1080 - Logisticians and Project Management Specialists	6	D	D	D
83				13-1081 - Logisticians	D	D	D	D
84				13-1082 - Project Management Specialists	4	D	D	D
85				13-1110 - Management Analysts	4	D	D	D
86				13-1111 - Management Analysts	4	D	D	D
87				13-1120 - Meeting, Convention, and Event Planners	D	D	D	D
88				13-1121 - Meeting, Convention, and Event Planners	D	D	D	D
89				13-1140 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
90				13-1141 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
91			13-1150 - Training and Development Specialists		6	D	D	D
92				13-1151 - Training and Development Specialists	6	D	D	D
93			13-1160 - Market Research Analysts and Marketing Specialists		8	D	D	D
94				13-1161 - Market Research Analysts and Marketing Specialists	8	D	D	D
95			13-1190 - Miscellaneous Business Operations Specialists		4	D	D	D
96				13-1199 - Business Operations Specialists, All Other	4	D	D	D
97			13-2000 - Financial Specialists		132	397	\$15.06	\$13.67
98			13-2010 - Accountants and Auditors		125	267	\$15.29	\$13.67
99				13-2011 - Accountants and Auditors	125	267	\$15.29	\$13.67
100			13-2020 - Property Appraisers and Assessors		D	D	D	D
101				13-2022 - Appraisers of Personal and Business Property	D	D	D	D
102			13-2030 - Budget Analysts		5	D	D	D
103				13-2031 - Budget Analysts	5	D	D	D
104			13-2040 - Credit Analysts		D	D	D	D
105				13-2041 - Credit Analysts	D	D	D	D
106			13-2050 - Financial Analysts and Advisors		13	51	\$13.79	\$12.00
107				13-2051 - Financial and Investment Analysts	3	D	D	D
108				13-2052 - Personal Financial Advisors	D	D	D	D
109				13-2053 - Insurance Underwriters	9	31	\$10.74	\$10.56
110			13-2060 - Financial Examiners		3	D	D	D
111				13-2061 - Financial Examiners	3	D	D	D
112			13-2070 - Credit Counselors and Loan Officers		4	D	D	D
113				13-2071 - Credit Counselors	D	D	D	D
114				13-2072 - Loan Officers	D	D	D	D
115			13-2080 - Tax Examiners, Collectors and Preparers, and Revenue Agents		3	49	\$11.65	\$10.20
116				13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	47	D	D
117				13-2082 - Tax Preparers	D	D	D	D
118			13-2090 - Miscellaneous Financial Specialists		3	D	D	D
119				13-2099 - Financial Specialists, All Other	3	D	D	D
120			15-0000 - Computer and Mathematical Occupations		38	140	\$16.10	\$15.10
121			15-1200 - Computer Occupations		38	126	\$16.22	\$15.21
122			15-1210 - Computer and Information Analysts		5	D	D	D
123				15-1211 - Computer Systems Analysts	5	D	D	D
124			15-1230 - Computer Support Specialists		23	50	\$13.64	\$12.85
125				15-1231 - Computer Network Support Specialists	10	D	D	D
126				15-1232 - Computer User Support Specialists	16	34	\$12.32	\$12.12
127			15-1240 - Database and Network Administrators and Architects		12	37	\$20.06	\$19.24
128				15-1241 - Computer Network Architects	D	D	D	D
129				15-1242 - Database Administrators	4	D	D	D
130				15-1244 - Network and Computer Systems Administrators	11	D	D	D
131			15-1250 - Software and Web Developers, Programmers, and Testers		5	D	D	D
132				15-1251 - Computer Programmers	4	D	D	D
133				15-1253 - Software Quality Assurance Analysts and Testers	D	D	D	D
134				15-1254 - Web Developers	D	D	D	D
135			15-1290 - Miscellaneous Computer Occupations		6	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
136				15-1299 - Computer Occupations, All Other	6	D	D	D
137				15-2000 - Mathematical Science Occupations	4	D	D	D
138				15-2040 - Statisticians	4	D	D	D
139				15-2041 - Statisticians	4	D	D	D
140				17-0000 - Architecture and Engineering Occupations	33	123	\$20.08	\$19.03
141				17-1000 - Architects, Surveyors, and Cartographers	4	D	D	D
142				17-1010 - Architects, Except Naval	D	D	D	D
143				17-1011 - Architects, Except Landscape and Naval	D	D	D	D
144				17-1020 - Surveyors, Cartographers, and Photogrammetrists	3	D	D	D
145				17-1022 - Surveyors	3	D	D	D
146				17-2000 - Engineers	17	60	\$23.94	\$22.22
147				17-2050 - Civil Engineers	11	34	\$25.66	\$24.20
148				17-2051 - Civil Engineers	11	34	\$25.66	\$24.20
149				17-2070 - Electrical and Electronics Engineers	6	D	D	D
150				17-2071 - Electrical Engineers	6	D	D	D
151				17-2072 - Electronics Engineers, Except Computer	D	D	D	D
152				17-2080 - Environmental Engineers	D	D	D	D
153				17-2081 - Environmental Engineers	D	D	D	D
154				17-2110 - Industrial Engineers, Including Health and Safety	3	D	D	D
155				17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	3	D	D	D
156				17-2120 - Marine Engineers and Naval Architects	D	D	D	D
157				17-2121 - Marine Engineers and Naval Architects	D	D	D	D
158				17-2140 - Mechanical Engineers	3	D	D	D
159				17-2141 - Mechanical Engineers	3	D	D	D
160				17-2190 - Miscellaneous Engineers	D	D	D	D
161				17-2199 - Engineers, All Other	D	D	D	D
162				17-3000 - Drafters, Engineering Technicians, and Mapping Technicians	22	58	\$16.33	\$16.00
163				17-3010 - Drafters	10	D	D	D
164				17-3011 - Architectural and Civil Drafters	7	D	D	D
165				17-3019 - Drafters, All Other	3	D	D	D
166				17-3020 - Engineering Technologists and Technicians, Except Drafters	12	D	D	D
167				17-3022 - Civil Engineering Technologists and Technicians	7	D	D	D
168				17-3023 - Electrical and Electronic Engineering Technologists and Technicians	D	D	D	D
169				17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	D	D	D	D
170				17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
171				17-3030 - Surveying and Mapping Technicians	4	D	D	D
172				17-3031 - Surveying and Mapping Technicians	4	D	D	D
173				19-0000 - Life, Physical, and Social Science Occupations	8	168	\$13.85	\$11.67
174				19-1000 - Life Scientists	4	58	\$14.65	\$11.67
175				19-1010 - Agricultural and Food Scientists	3	D	D	D
176				19-1013 - Soil and Plant Scientists	3	D	D	D
177				19-1020 - Biological Scientists	D	D	D	D
178				19-1021 - Biochemists and Biophysicists	D	D	D	D
179				19-1022 - Microbiologists	D	D	D	D
180				19-1023 - Zoologists and Wildlife Biologists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
181			19-1030 - Conservation Scientists and Foresters		D	D	D	D
182				19-1031 - Conservation Scientists	D	D	D	D
183				19-1032 - Foresters	D	D	D	D
184			19-1040 - Medical Scientists		D	D	D	D
185				19-1041 - Epidemiologists	D	D	D	D
186			19-2000 - Physical Scientists		D	D	D	D
187			19-2040 - Environmental Scientists and Geoscientists		D	D	D	D
188				19-2041 - Environmental Scientists and Specialists, Including Health	D	D	D	D
189			19-3000 - Social Scientists and Related Workers		3	D	D	D
190			19-3010 - Economists		D	D	D	D
191				19-3011 - Economists	D	D	D	D
192			19-3030 - Psychologists		D	D	D	D
193				19-3033 - Clinical and Counseling Psychologists	D	D	D	D
194				19-3034 - School Psychologists	D	D	D	D
195			19-3050 - Urban and Regional Planners		D	D	D	D
196				19-3051 - Urban and Regional Planners	D	D	D	D
197			19-3090 - Miscellaneous Social Scientists and Related Workers		D	D	D	D
198				19-3091 - Anthropologists and Archeologists	D	D	D	D
199			19-4000 - Life, Physical, and Social Science Technicians		5	46	\$12.40	\$11.25
200			19-4010 - Agricultural and Food Science Technicians		D	D	D	D
201				19-4012 - Agricultural Technicians	D	D	D	D
202			19-4020 - Biological Technicians		D	D	D	D
203				19-4021 - Biological Technicians	D	D	D	D
204			19-4040 - Environmental Science and Geoscience Technicians		D	D	D	D
205				19-4042 - Environmental Science and Protection Technicians, Including Health	D	D	D	D
206			19-4060 - Social Science Research Assistants		D	D	D	D
207				19-4061 - Social Science Research Assistants	D	D	D	D
208			19-4070 - Forest and Conservation Technicians		D	D	D	D
209				19-4071 - Forest and Conservation Technicians	D	D	D	D
210			19-4090 - Miscellaneous Life, Physical, and Social Science Technicians		D	D	D	D
211				19-4092 - Forensic Science Technicians	D	D	D	D
212			19-5000 - Occupational Health and Safety Specialists and Technicians		4	47	\$11.48	\$10.58
213			19-5010 - Occupational Health and Safety Specialists and Technicians		4	47	\$11.48	\$10.58
214				19-5011 - Occupational Health and Safety Specialists	4	44	\$11.23	\$9.84
215				19-5012 - Occupational Health and Safety Technicians	D	D	D	D
216			21-0000 - Community and Social Service Occupations		9	393	\$12.99	\$11.06
217			21-1000 - Counselors, Social Workers, and Other Community and Social Service Specialists		6	387	\$12.78	\$11.06
218			21-1010 - Counselors		5	58	\$19.83	\$18.92
219				21-1011 - Substance Abuse and Behavioral Disorder Counselors	D	D	D	D
220				21-1012 - Educational, Guidance, and Career Counselors and Advisors	D	D	D	D
221				21-1014 - Mental Health Counselors	D	D	D	D
222				21-1019 - Counselors, All Other	3	D	D	D
223			21-1020 - Social Workers		4	71	\$13.91	\$12.98
224				21-1021 - Child, Family, and School Social Workers	3	31	\$12.26	\$11.25
225				21-1022 - Healthcare Social Workers	3	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
226				21-1023 - Mental Health and Substance Abuse Social Workers	D	D	D	D
227				21-1029 - Social Workers, All Other	D	D	D	D
228			21-1090 - Miscellaneous Community and Social Service Specialists		D	258	D	D
229				21-1091 - Health Education Specialists	D	D	D	D
230				21-1092 - Probation Officers and Correctional Treatment Specialists	D	D	D	D
231				21-1093 - Social and Human Service Assistants	D	35	D	D
232				21-1094 - Community Health Workers	D	D	D	D
233				21-1099 - Community and Social Service Specialists, All Other	D	181	D	D
234			21-2000 - Religious Workers		4	D	D	D
235			21-2010 - Clergy		D	D	D	D
236				21-2011 - Clergy	D	D	D	D
237			21-2020 - Directors, Religious Activities and Education		3	D	D	D
238				21-2021 - Directors, Religious Activities and Education	3	D	D	D
239			23-0000 - Legal Occupations		14	98	\$29.02	\$28.85
240			23-1000 - Lawyers, Judges, and Related Workers		10	65	\$35.65	\$33.65
241			23-1010 - Lawyers and Judicial Law Clerks		10	57	\$32.34	\$32.21
242				23-1011 - Lawyers	10	42	\$35.90	\$33.65
243				23-1012 - Judicial Law Clerks	D	D	D	D
244			23-1020 - Judges, Magistrates, and Other Judicial Workers		D	D	D	D
245				23-1023 - Judges, Magistrate Judges, and Magistrates	D	D	D	D
246			23-2000 - Legal Support Workers		9	33	\$15.97	\$13.70
247			23-2010 - Paralegals and Legal Assistants		9	D	D	D
248				23-2011 - Paralegals and Legal Assistants	9	D	D	D
249			23-2090 - Miscellaneous Legal Support Workers		D	D	D	D
250				23-2093 - Title Examiners, Abstractors, and Searchers	D	D	D	D
251				23-2099 - Legal Support Workers, All Other	D	D	D	D
252			25-0000 - Educational Instruction and Library Occupations		27	877	\$17.97	\$17.91
253			25-1000 - Postsecondary Teachers		6	153	\$21.04	\$20.89
254			25-1010 - Business Teachers, Postsecondary		D	D	D	D
255				25-1011 - Business Teachers, Postsecondary	D	D	D	D
256			25-1020 - Math and Computer Science Teachers, Postsecondary		D	D	D	D
257				25-1022 - Mathematical Science Teachers, Postsecondary	D	D	D	D
258			25-1040 - Life Sciences Teachers, Postsecondary		D	D	D	D
259				25-1042 - Biological Science Teachers, Postsecondary	D	D	D	D
260			25-1050 - Physical Sciences Teachers, Postsecondary		D	D	D	D
261				25-1052 - Chemistry Teachers, Postsecondary	D	D	D	D
262			25-1060 - Social Sciences Teachers, Postsecondary		D	D	D	D
263				25-1066 - Psychology Teachers, Postsecondary	D	D	D	D
264				25-1069 - Social Sciences Teachers, Postsecondary, All Other	D	D	D	D
265			25-1070 - Health Teachers, Postsecondary		D	D	D	D
266				25-1072 - Nursing Instructors and Teachers, Postsecondary	D	D	D	D
267			25-1080 - Education and Library Science Teachers, Postsecondary		D	122	D	D
268				25-1081 - Education Teachers, Postsecondary	D	122	D	D
269			25-1120 - Arts, Communications, History, and Humanities Teachers, Postsecondary		3	D	D	D
270				25-1121 - Art, Drama, and Music Teachers, Postsecondary	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
271				25-1123 - English Language and Literature Teachers, Postsecondary	D	D	D	D
272				25-1190 - Miscellaneous Postsecondary Teachers	D	D	D	D
273				25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	D	D	D	D
274				25-2000 - Preschool, Elementary, Middle, Secondary, and Special Education Teachers	14	433	\$19.45	\$19.33
275				25-2010 - Preschool and Kindergarten Teachers	7	D	D	D
276				25-2011 - Preschool Teachers, Except Special Education	5	D	D	D
277				25-2012 - Kindergarten Teachers, Except Special Education	D	D	D	D
278				25-2020 - Elementary and Middle School Teachers	10	309	\$19.61	\$19.73
279				25-2021 - Elementary School Teachers, Except Special Education	10	288	\$19.85	\$20.89
280				25-2022 - Middle School Teachers, Except Special and Career/Technical Education	4	D	D	D
281				25-2030 - Secondary School Teachers	4	94	\$19.71	\$19.33
282				25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	4	94	\$19.71	\$19.33
283				25-2050 - Special Education Teachers	D	D	D	D
284				25-2056 - Special Education Teachers, Elementary School	D	D	D	D
285				25-2057 - Special Education Teachers, Middle School	D	D	D	D
286				25-2059 - Special Education Teachers, All Other	D	D	D	D
287				25-3000 - Other Teachers and Instructors	10	112	\$16.66	\$13.25
288				25-3010 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
289				25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
290				25-3020 - Self-Enrichment Teachers	5	D	D	D
291				25-3021 - Self-Enrichment Teachers	5	D	D	D
292				25-3030 - Substitute Teachers, Short-Term	D	D	D	D
293				25-3031 - Substitute Teachers, Short-Term	D	D	D	D
294				25-3040 - Tutors	D	D	D	D
295				25-3041 - Tutors	D	D	D	D
296				25-3090 - Miscellaneous Teachers and Instructors	4	88	\$17.69	\$14.56
297				25-3099 - Teachers and Instructors, All Other	4	88	\$17.69	\$14.56
298				25-4000 - Librarians, Curators, and Archivists	3	D	D	D
299				25-4010 - Archivists, Curators, and Museum Technicians	D	D	D	D
300				25-4011 - Archivists	D	D	D	D
301				25-4020 - Librarians and Media Collections Specialists	D	D	D	D
302				25-4022 - Librarians and Media Collections Specialists	D	D	D	D
303				25-4030 - Library Technicians	D	D	D	D
304				25-4031 - Library Technicians	D	D	D	D
305				25-9000 - Other Educational Instruction and Library Occupations	6	159	\$12.27	\$10.69
306				25-9020 - Farm and Home Management Educators	D	D	D	D
307				25-9021 - Farm and Home Management Educators	D	D	D	D
308				25-9030 - Instructional Coordinators	D	D	D	D
309				25-9031 - Instructional Coordinators	D	D	D	D
310				25-9040 - Teaching Assistants	5	125	\$10.30	\$10.18
311				25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	41	\$10.04	\$10.18
312				25-9043 - Teaching Assistants, Special Education	D	D	D	D
313				25-9044 - Teaching Assistants, Postsecondary	D	D	D	D
314				25-9049 - Teaching Assistants, All Other	D	55	D	D
315				25-9090 - Miscellaneous Educational Instruction and Library Workers	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
316				25-9099 - Educational Instruction and Library Workers, All Other	D	D	D	D
317	27-0000 - Arts, Design, Entertainment, Sports, and Media Occupations				32	97	\$12.96	\$10.00
318				27-1000 - Art and Design Workers	19	39	\$10.14	\$8.87
319				27-1010 - Artists and Related Workers	4	D	D	D
320				27-1011 - Art Directors	3	D	D	D
321				27-1019 - Artists and Related Workers, All Other	D	D	D	D
322				27-1020 - Designers	18	35	\$9.18	\$8.87
323				27-1023 - Floral Designers	D	D	D	D
324				27-1024 - Graphic Designers	11	D	D	D
325				27-1025 - Interior Designers	D	D	D	D
326				27-1026 - Merchandise Displayers and Window Trimmers	7	D	D	D
327				27-2000 - Entertainers and Performers, Sports and Related Workers	5	D	D	D
328				27-2020 - Athletes, Coaches, Umpires, and Related Workers	D	D	D	D
329				27-2022 - Coaches and Scouts	D	D	D	D
330				27-2023 - Umpires, Referees, and Other Sports Officials	D	D	D	D
331				27-2030 - Dancers and Choreographers	D	D	D	D
332				27-2031 - Dancers	D	D	D	D
333				27-2032 - Choreographers	D	D	D	D
334				27-2040 - Musicians, Singers, and Related Workers	D	D	D	D
335				27-2042 - Musicians and Singers	D	D	D	D
336				27-3000 - Media and Communication Workers	11	34	\$14.98	\$13.57
337				27-3020 - News Analysts, Reporters and Journalists	D	D	D	D
338				27-3023 - News Analysts, Reporters, and Journalists	D	D	D	D
339				27-3030 - Public Relations Specialists	6	D	D	D
340				27-3031 - Public Relations Specialists	6	D	D	D
341				27-3040 - Writers and Editors	5	D	D	D
342				27-3041 - Editors	D	D	D	D
343				27-3042 - Technical Writers	3	D	D	D
344				27-3090 - Miscellaneous Media and Communication Workers	D	D	D	D
345				27-3091 - Interpreters and Translators	D	D	D	D
346	29-0000 - Healthcare Practitioners and Technical Occupations				10	357	\$35.38	\$23.10
347				29-1000 - Healthcare Diagnosing or Treating Practitioners	9	256	\$42.97	\$23.39
348				29-1020 - Dentists	D	D	D	D
349				29-1021 - Dentists, General	D	D	D	D
350				29-1030 - Dietitians and Nutritionists	D	D	D	D
351				29-1031 - Dietitians and Nutritionists	D	D	D	D
352				29-1050 - Pharmacists	D	D	D	D
353				29-1051 - Pharmacists	D	D	D	D
354				29-1070 - Physician Assistants	D	D	D	D
355				29-1071 - Physician Assistants	D	D	D	D
356				29-1080 - Podiatrists	D	D	D	D
357				29-1081 - Podiatrists	D	D	D	D
358				29-1120 - Therapists	3	D	D	D
359				29-1123 - Physical Therapists	D	D	D	D
360				29-1126 - Respiratory Therapists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
361				29-1129 - Therapists, All Other	D	D	D	D
362				29-1140 - Registered Nurses	5	160	\$21.83	\$23.26
363				29-1141 - Registered Nurses	5	160	\$21.83	\$23.26
364				29-1150 - Nurse Anesthetists	D	D	D	D
365				29-1151 - Nurse Anesthetists	D	D	D	D
366				29-1170 - Nurse Practitioners	D	D	D	D
367				29-1171 - Nurse Practitioners	D	D	D	D
368				29-1180 - Audiologists	D	D	D	D
369				29-1181 - Audiologists	D	D	D	D
370				29-1210 - Physicians	3	41	\$114.10	\$108.65
371				29-1211 - Anesthesiologists	D	D	D	D
372				29-1212 - Cardiologists	D	D	D	D
373				29-1214 - Emergency Medicine Physicians	D	D	D	D
374				29-1216 - General Internal Medicine Physicians	D	D	D	D
375				29-1221 - Pediatricians, General	D	D	D	D
376				29-1223 - Psychiatrists	D	D	D	D
377				29-1229 - Physicians, All Other	D	D	D	D
378				29-1240 - Surgeons	D	D	D	D
379				29-1249 - Surgeons, All Other	D	D	D	D
380				29-2000 - Health Technologists and Technicians	4	92	\$14.78	\$13.64
381				29-2010 - Clinical Laboratory Technologists and Technicians	D	D	D	D
382				29-2011 - Medical and Clinical Laboratory Technologists	D	D	D	D
383				29-2012 - Medical and Clinical Laboratory Technicians	D	D	D	D
384				29-2030 - Diagnostic Related Technologists and Technicians	D	D	D	D
385				29-2034 - Radiologic Technologists and Technicians	D	D	D	D
386				29-2040 - Emergency Medical Technicians and Paramedics	D	D	D	D
387				29-2042 - Emergency Medical Technicians	D	D	D	D
388				29-2050 - Health Practitioner Support Technologists and Technicians	D	D	D	D
389				29-2052 - Pharmacy Technicians	D	D	D	D
390				29-2053 - Psychiatric Technicians	D	D	D	D
391				29-2056 - Veterinary Technologists and Technicians	D	D	D	D
392				29-2060 - Licensed Practical and Licensed Vocational Nurses	D	D	D	D
393				29-2061 - Licensed Practical and Licensed Vocational Nurses	D	D	D	D
394				29-2070 - Medical Records Specialists	D	D	D	D
395				29-2072 - Medical Records Specialists	D	D	D	D
396				29-2090 - Miscellaneous Health Technologists and Technicians	D	D	D	D
397				29-2099 - Health Technologists and Technicians, All Other	D	D	D	D
398				29-9000 - Other Healthcare Practitioners and Technical Occupations	D	D	D	D
399				29-9020 - Health Information Technologists and Medical Registrars	D	D	D	D
400				29-9021 - Health Information Technologists and Medical Registrars	D	D	D	D
401				29-9090 - Miscellaneous Health Practitioners and Technical Workers	D	D	D	D
402				29-9099 - Healthcare Practitioners and Technical Workers, All Other	D	D	D	D
403				31-0000 - Healthcare Support Occupations	15	109	\$12.20	\$11.81
404				31-1100 - Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	5	35	\$11.91	\$12.40
405				31-1120 - Home Health and Personal Care Aides	3	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
406				31-1121 - Home Health Aides	D	D	D	D
407				31-1122 - Personal Care Aides	D	D	D	D
408				31-1130 - Nursing Assistants, Orderlies, and Psychiatric Aides	D	D	D	D
409				31-1131 - Nursing Assistants	D	D	D	D
410				31-2000 - Occupational Therapy and Physical Therapist Assistants and Aides	D	D	D	D
411				31-2020 - Physical Therapist Assistants and Aides	D	D	D	D
412				31-2021 - Physical Therapist Assistants	D	D	D	D
413				31-9000 - Other Healthcare Support Occupations	12	72	\$12.35	\$10.62
414				31-9010 - Massage Therapists	6	D	D	D
415				31-9011 - Massage Therapists	6	D	D	D
416				31-9090 - Miscellaneous Healthcare Support Occupations	6	61	\$13.09	\$11.98
417				31-9091 - Dental Assistants	D	D	D	D
418				31-9092 - Medical Assistants	5	D	\$14.45	\$13.73
419				31-9095 - Pharmacy Aides	D	D	D	D
420				31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	D	D	D	D
421				31-9097 - Phlebotomists	D	D	D	D
422				31-9099 - Healthcare Support Workers, All Other	D	D	D	D
423				33-0000 - Protective Service Occupations	34	1,081	\$10.97	\$10.10
424				33-1000 - Supervisors of Protective Service Workers	4	126	\$13.69	\$13.00
425				33-1010 - First-Line Supervisors of Law Enforcement Workers	D	101	D	D
426				33-1011 - First-Line Supervisors of Correctional Officers	D	D	D	D
427				33-1012 - First-Line Supervisors of Police and Detectives	D	84	D	D
428				33-1020 - First-Line Supervisors of Firefighting and Prevention Workers	D	D	D	D
429				33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	D	D	D	D
430				33-1090 - Miscellaneous First-Line Supervisors, Protective Service Workers	4	D	D	D
431				33-1091 - First-Line Supervisors of Security Workers	3	D	D	D
432				33-1099 - First-Line Supervisors of Protective Service Workers, All Other	D	D	D	D
433				33-2000 - Firefighting and Prevention Workers	D	207	D	D
434				33-2010 - Firefighters	D	207	D	D
435				33-2011 - Firefighters	D	207	D	D
436				33-3000 - Law Enforcement Workers	D	434	D	D
437				33-3010 - Bailiffs, Correctional Officers, and Jailers	D	84	D	D
438				33-3011 - Bailiffs	D	D	D	D
439				33-3012 - Correctional Officers and Jailers	D	83	D	D
440				33-3020 - Detectives and Criminal Investigators	D	88	D	D
441				33-3021 - Detectives and Criminal Investigators	D	88	D	D
442				33-3030 - Fish and Game Wardens	D	D	D	D
443				33-3031 - Fish and Game Wardens	D	D	D	D
444				33-3050 - Police Officers	D	248	D	D
445				33-3051 - Police and Sheriff's Patrol Officers	D	248	D	D
446				33-9000 - Other Protective Service Workers	33	314	\$8.08	\$7.25
447				33-9010 - Animal Control Workers	D	D	D	D
448				33-9011 - Animal Control Workers	D	D	D	D
449				33-9030 - Security Guards and Gambling Surveillance Officers	29	297	\$8.01	\$7.25
450				33-9031 - Gambling Surveillance Officers and Gambling Investigators	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
451				33-9032 - Security Guards	28	282	\$7.60	\$7.25
452			33-9090 - Miscellaneous Protective Service Workers		6	D	D	D
453				33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3	D	D	D
454				33-9094 - School Bus Monitors	D	D	D	D
455				33-9099 - Protective Service Workers, All Other	D	D	D	D
456	35-0000 - Food Preparation and Serving Related Occupations				80	831	\$8.23	\$7.81
457			35-1000 - Supervisors of Food Preparation and Serving Workers		26	90	\$10.90	\$9.16
458			35-1010 - Supervisors of Food Preparation and Serving Workers		26	90	\$10.90	\$9.16
459				35-1011 - Chefs and Head Cooks	9	D	D	D
460				35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	20	70	\$9.59	\$9.13
461			35-2000 - Cooks and Food Preparation Workers		67	418	\$8.04	\$7.89
462			35-2010 - Cooks		56	220	\$8.35	\$7.95
463				35-2011 - Cooks, Fast Food	4	D	D	D
464				35-2012 - Cooks, Institution and Cafeteria	7	D	D	D
465				35-2014 - Cooks, Restaurant	40	173	\$8.17	\$7.93
466				35-2015 - Cooks, Short Order	5	D	D	D
467				35-2019 - Cooks, All Other	5	D	D	D
468			35-2020 - Food Preparation Workers		24	198	\$7.71	\$7.60
469				35-2021 - Food Preparation Workers	24	198	\$7.71	\$7.60
470			35-3000 - Food and Beverage Serving Workers		37	195	\$7.79	\$7.75
471			35-3010 - Bartenders		10	D	D	D
472				35-3011 - Bartenders	10	D	D	D
473			35-3020 - Fast Food and Counter Workers		9	45	\$7.50	\$7.41
474				35-3023 - Fast Food and Counter Workers	9	45	\$7.50	\$7.41
475			35-3030 - Waiters and Waitresses		26	108	\$7.78	\$7.74
476				35-3031 - Waiters and Waitresses	26	108	\$7.78	\$7.74
477			35-3040 - Food Servers, Nonrestaurant		3	D	D	D
478				35-3041 - Food Servers, Nonrestaurant	3	D	D	D
479			35-9000 - Other Food Preparation and Serving Related Workers		22	128	\$7.66	\$7.53
480			35-9010 - Dining Room and Cafeteria Attendants and Bartender Helpers		6	D	\$7.60	\$7.64
481				35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	6	D	\$7.60	\$7.64
482			35-9020 - Dishwashers		11	32	\$7.55	\$7.42
483				35-9021 - Dishwashers	11	32	\$7.55	\$7.42
484			35-9030 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		D	D	D	D
485				35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
486			35-9090 - Miscellaneous Food Preparation and Serving Related Workers		9	64	\$7.75	\$7.53
487				35-9099 - Food Preparation and Serving Related Workers, All Other	9	64	\$7.75	\$7.53
488	37-0000 - Building and Grounds Cleaning and Maintenance Occupations				106	498	\$8.18	\$7.67
489			37-1000 - Supervisors of Building and Grounds Cleaning and Maintenance Workers		15	36	\$11.42	\$9.57
490			37-1010 - First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers		15	36	\$11.42	\$9.57
491				37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	9	D	D	D
492				37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	10	D	D	D
493			37-2000 - Building Cleaning and Pest Control Workers		91	339	\$7.72	\$7.61
494			37-2010 - Building Cleaning Workers		90	337	\$7.72	\$7.61
495				37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	59	166	\$7.93	\$7.69

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
496				37-2012 - Maids and Housekeeping Cleaners	34	156	\$7.45	\$7.33
497				37-2019 - Building Cleaning Workers, All Other	6	D	D	D
498				37-2020 - Pest Control Workers	D	D	D	D
499				37-2021 - Pest Control Workers	D	D	D	D
500				37-3000 - Grounds Maintenance Workers	31	123	\$8.48	\$7.75
501				37-3010 - Grounds Maintenance Workers	31	123	\$8.48	\$7.75
502				37-3011 - Landscaping and Groundskeeping Workers	23	76	\$7.77	\$7.51
503				37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D
504				37-3019 - Grounds Maintenance Workers, All Other	8	46	\$9.49	\$8.76
505				39-0000 - Personal Care and Service Occupations	53	204	\$9.02	\$7.73
506				39-1000 - Supervisors of Personal Care and Service Workers	8	D	D	D
507				39-1010 - First-Line Supervisors of Entertainment and Recreation Workers	5	D	D	D
508				39-1013 - First-Line Supervisors of Gambling Services Workers	4	D	D	D
509				39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	D	D	D	D
510				39-1020 - First-Line Supervisors of Personal Service Workers	3	D	D	D
511				39-1022 - First-Line Supervisors of Personal Service Workers	3	D	D	D
512				39-2000 - Animal Care and Service Workers	D	D	D	D
513				39-2020 - Animal Caretakers	D	D	D	D
514				39-2021 - Animal Caretakers	D	D	D	D
515				39-3000 - Entertainment Attendants and Related Workers	7	53	\$7.85	\$7.65
516				39-3010 - Gambling Services Workers	D	D	D	D
517				39-3019 - Gambling Service Workers, All Other	D	D	D	D
518				39-3090 - Miscellaneous Entertainment Attendants and Related Workers	6	46	\$7.87	\$7.65
519				39-3091 - Amusement and Recreation Attendants	5	42	\$7.85	\$7.34
520				39-3099 - Entertainment Attendants and Related Workers, All Other	D	D	D	D
521				39-5000 - Personal Appearance Workers	15	39	\$7.52	\$7.49
522				39-5010 - Barbers, Hairdressers, Hairstylists and Cosmetologists	15	39	\$7.52	\$7.49
523				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	15	39	\$7.52	\$7.49
524				39-6000 - Baggage Porters, Bellhops, and Concierges	5	D	D	D
525				39-6010 - Baggage Porters, Bellhops, and Concierges	5	D	D	D
526				39-6011 - Baggage Porters and Bellhops	D	D	D	D
527				39-6012 - Concierges	4	D	D	D
528				39-7000 - Tour and Travel Guides	13	36	\$9.73	\$9.48
529				39-7010 - Tour and Travel Guides	13	36	\$9.73	\$9.48
530				39-7011 - Tour Guides and Escorts	11	D	\$9.85	\$9.48
531				39-7012 - Travel Guides	3	D	D	D
532				39-9000 - Other Personal Care and Service Workers	10	48	\$10.34	\$7.28
533				39-9010 - Childcare Workers	7	36	\$7.48	\$7.28
534				39-9011 - Childcare Workers	7	36	\$7.48	\$7.28
535				39-9030 - Recreation and Fitness Workers	3	D	D	D
536				39-9031 - Exercise Trainers and Group Fitness Instructors	D	D	D	D
537				39-9032 - Recreation Workers	D	D	D	D
538				41-0000 - Sales and Related Occupations	146	575	\$8.89	\$8.00
539				41-1000 - Supervisors of Sales Workers	39	85	\$10.34	\$9.43
540				41-1010 - First-Line Supervisors of Sales Workers	39	85	\$10.34	\$9.43

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
541				41-1011 - First-Line Supervisors of Retail Sales Workers	34	80	\$10.05	\$9.43
542				41-1012 - First-Line Supervisors of Non-Retail Sales Workers	5	D	D	D
543				41-2000 - Retail Sales Workers	97	392	\$8.05	\$7.81
544				41-2010 - Cashiers	58	256	\$7.78	\$7.50
545				41-2011 - Cashiers	49	227	\$7.79	\$7.48
546				41-2012 - Gambling Change Persons and Booth Cashiers	9	D	D	D
547				41-2020 - Counter and Rental Clerks and Parts Salespersons	11	D	D	D
548				41-2021 - Counter and Rental Clerks	6	D	D	D
549				41-2022 - Parts Salespersons	5	D	D	D
550				41-2030 - Retail Salespersons	40	114	\$8.48	\$8.57
551				41-2031 - Retail Salespersons	40	114	\$8.48	\$8.57
552				41-3000 - Sales Representatives, Services	13	D	D	D
553				41-3020 - Insurance Sales Agents	5	D	D	D
554				41-3021 - Insurance Sales Agents	5	D	D	D
555				41-3030 - Securities, Commodities, and Financial Services Sales Agents	D	D	D	D
556				41-3031 - Securities, Commodities, and Financial Services Sales Agents	D	D	D	D
557				41-3040 - Travel Agents	D	D	D	D
558				41-3041 - Travel Agents	D	D	D	D
559				41-3090 - Miscellaneous Sales Representatives, Services	6	D	D	D
560				41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	6	D	D	D
561				41-4000 - Sales Representatives, Wholesale and Manufacturing	32	63	\$10.03	\$9.28
562				41-4010 - Sales Representatives, Wholesale and Manufacturing	32	63	\$10.03	\$9.28
563				41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	12	D	D	D
564				41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21	51	\$10.26	\$9.79
565				41-9000 - Other Sales and Related Workers	6	D	D	D
566				41-9010 - Models, Demonstrators, and Product Promoters	D	D	D	D
567				41-9011 - Demonstrators and Product Promoters	D	D	D	D
568				41-9030 - Sales Engineers	D	D	D	D
569				41-9031 - Sales Engineers	D	D	D	D
570				41-9040 - Telemarketers	D	D	D	D
571				41-9041 - Telemarketers	D	D	D	D
572				41-9090 - Miscellaneous Sales and Related Workers	4	D	D	D
573				41-9099 - Sales and Related Workers, All Other	4	D	D	D
574				43-0000 - Office and Administrative Support Occupations	226	1,887	\$11.90	\$10.50
575				43-1000 - Supervisors of Office and Administrative Support Workers	29	62	\$16.16	\$14.63
576				43-1010 - First-Line Supervisors of Office and Administrative Support Workers	29	62	\$16.16	\$14.63
577				43-1011 - First-Line Supervisors of Office and Administrative Support Workers	29	62	\$16.16	\$14.63
578				43-2000 - Communications Equipment Operators	4	32	\$11.08	\$10.47
579				43-2010 - Switchboard Operators, Including Answering Service	D	D	D	D
580				43-2011 - Switchboard Operators, Including Answering Service	D	D	D	D
581				43-2020 - Telephone Operators	D	D	D	D
582				43-2021 - Telephone Operators	D	D	D	D
583				43-2090 - Miscellaneous Communications Equipment Operators	D	D	D	D
584				43-2099 - Communications Equipment Operators, All Other	D	D	D	D
585				43-3000 - Financial Clerks	113	300	\$11.00	\$9.87

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
586			43-3010 - Bill and Account Collectors		7	D	D	D
587				43-3011 - Bill and Account Collectors	7	D	D	D
588			43-3020 - Billing and Posting Clerks		12	D	D	D
589				43-3021 - Billing and Posting Clerks	12	D	D	D
590			43-3030 - Bookkeeping, Accounting, and Auditing Clerks		91	172	\$10.16	\$9.87
591				43-3031 - Bookkeeping, Accounting, and Auditing Clerks	91	172	\$10.16	\$9.87
592			43-3040 - Gambling Cage Workers		D	D	D	D
593				43-3041 - Gambling Cage Workers	D	D	D	D
594			43-3050 - Payroll and Timekeeping Clerks		5	D	D	D
595				43-3051 - Payroll and Timekeeping Clerks	5	D	D	D
596			43-3060 - Procurement Clerks		13	33	\$13.60	\$13.00
597				43-3061 - Procurement Clerks	13	33	\$13.60	\$13.00
598			43-3070 - Tellers		3	D	\$11.75	\$10.70
599				43-3071 - Tellers	3	D	\$11.75	\$10.70
600			43-3090 - Miscellaneous Financial Clerks		5	D	D	D
601				43-3099 - Financial Clerks, All Other	5	D	D	D
602			43-4000 - Information and Record Clerks		61	527	\$12.02	\$11.06
603			43-4030 - Court, Municipal, and License Clerks		D	D	D	D
604				43-4031 - Court, Municipal, and License Clerks	D	D	D	D
605			43-4040 - Credit Authorizers, Checkers, and Clerks		D	D	D	D
606				43-4041 - Credit Authorizers, Checkers, and Clerks	D	D	D	D
607			43-4050 - Customer Service Representatives		24	171	\$10.91	\$10.71
608				43-4051 - Customer Service Representatives	24	171	\$10.91	\$10.71
609			43-4060 - Eligibility Interviewers, Government Programs		D	163	D	D
610				43-4061 - Eligibility Interviewers, Government Programs	D	163	D	D
611			43-4070 - File Clerks		6	D	D	D
612				43-4071 - File Clerks	6	D	D	D
613			43-4080 - Hotel, Motel, and Resort Desk Clerks		11	56	\$9.45	\$7.90
614				43-4081 - Hotel, Motel, and Resort Desk Clerks	11	56	\$9.45	\$7.90
615			43-4120 - Library Assistants, Clerical		D	D	D	D
616				43-4121 - Library Assistants, Clerical	D	D	D	D
617			43-4130 - Loan Interviewers and Clerks		D	D	D	D
618				43-4131 - Loan Interviewers and Clerks	D	D	D	D
619			43-4140 - New Accounts Clerks		3	D	D	D
620				43-4141 - New Accounts Clerks	3	D	D	D
621			43-4150 - Order Clerks		3	D	D	D
622				43-4151 - Order Clerks	3	D	D	D
623			43-4160 - Human Resources Assistants, Except Payroll and Timekeeping		9	D	D	D
624				43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	9	D	D	D
625			43-4170 - Receptionists and Information Clerks		13	D	D	D
626				43-4171 - Receptionists and Information Clerks	13	D	D	D
627			43-4180 - Reservation and Transportation Ticket Agents and Travel Clerks		7	D	D	D
628				43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	7	D	D	D
629			43-4190 - Miscellaneous Information and Record Clerks		D	D	D	D
630				43-4199 - Information and Record Clerks, All Other	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
631			43-5000 - Material Recording, Scheduling, Dispatching, and Distributing Workers		47	180	\$9.16	\$8.30
632			43-5010 - Cargo and Freight Agents		7	54	\$8.50	\$8.33
633				43-5011 - Cargo and Freight Agents	7	54	\$8.50	\$8.33
634			43-5020 - Couriers and Messengers		9	D	D	D
635				43-5021 - Couriers and Messengers	9	D	D	D
636			43-5030 - Dispatchers		7	D	D	D
637				43-5031 - Public Safety Telecommunicators	D	D	D	D
638				43-5032 - Dispatchers, Except Police, Fire, and Ambulance	6	D	D	D
639			43-5040 - Meter Readers, Utilities		D	D	D	D
640				43-5041 - Meter Readers, Utilities	D	D	D	D
641			43-5060 - Production, Planning, and Expediting Clerks		5	D	D	D
642				43-5061 - Production, Planning, and Expediting Clerks	5	D	D	D
643			43-5070 - Shipping, Receiving, and Inventory Clerks		28	62	\$9.30	\$7.93
644				43-5071 - Shipping, Receiving, and Inventory Clerks	28	62	\$9.30	\$7.93
645			43-5110 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping		D	D	D	D
646				43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
647			43-6000 - Secretaries and Administrative Assistants		62	276	\$13.59	\$11.95
648			43-6010 - Secretaries and Administrative Assistants		62	276	\$13.59	\$11.95
649				43-6011 - Executive Secretaries and Executive Administrative Assistants	21	144	\$15.16	\$12.50
650				43-6012 - Legal Secretaries and Administrative Assistants	6	D	D	D
651				43-6013 - Medical Secretaries and Administrative Assistants	D	D	D	D
652				43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45	122	\$11.63	\$11.54
653			43-9000 - Other Office and Administrative Support Workers		74	510	\$11.88	\$11.24
654			43-9020 - Data Entry and Information Processing Workers		6	D	D	D
655				43-9021 - Data Entry Keyers	4	D	D	D
656				43-9022 - Word Processors and Typists	3	D	D	D
657			43-9040 - Insurance Claims and Policy Processing Clerks		3	D	D	D
658				43-9041 - Insurance Claims and Policy Processing Clerks	3	D	D	D
659			43-9060 - Office Clerks, General		46	382	\$11.90	\$11.53
660				43-9061 - Office Clerks, General	46	382	\$11.90	\$11.53
661			43-9070 - Office Machine Operators, Except Computer		D	D	D	D
662				43-9071 - Office Machine Operators, Except Computer	D	D	D	D
663			43-9080 - Proofreaders and Copy Markers		D	D	D	D
664				43-9081 - Proofreaders and Copy Markers	D	D	D	D
665			43-9190 - Miscellaneous Office and Administrative Support Workers		23	108	\$11.82	\$10.94
666				43-9199 - Office and Administrative Support Workers, All Other	23	108	\$11.82	\$10.94
667			45-0000 - Farming, Fishing, and Forestry Occupations		10	34	\$11.95	\$11.20
668			45-1000 - Supervisors of Farming, Fishing, and Forestry Workers		D	D	D	D
669			45-1010 - First-Line Supervisors of Farming, Fishing, and Forestry Workers		D	D	D	D
670				45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
671			45-2000 - Agricultural Workers		5	D	D	D
672			45-2090 - Miscellaneous Agricultural Workers		5	D	D	D
673				45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	5	D	D	D
674			45-3000 - Fishing and Hunting Workers		4	D	D	D
675			45-3030 - Fishing and Hunting Workers		4	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
676				45-3031 - Fishing and Hunting Workers	4	D	D	D
677		45-4000 - Forest, Conservation, and Logging Workers			D	D	D	D
678				45-4010 - Forest and Conservation Workers	D	D	D	D
679				45-4011 - Forest and Conservation Workers	D	D	D	D
680				47-0000 - Construction and Extraction Occupations	53	463	\$9.87	\$9.00
681				47-1000 - Supervisors of Construction and Extraction Workers	D	D	D	D
682				47-1010 - First-Line Supervisors of Construction Trades and Extraction Workers	D	D	D	D
683				47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	D	D	D	D
684				47-2000 - Construction Trades Workers	48	326	\$9.52	\$9.00
685				47-2020 - Brickmasons, Blockmasons, and Stonemasons	3	D	D	D
686				47-2021 - Brickmasons and Blockmasons	D	D	D	D
687				47-2022 - Stonemasons	D	D	D	D
688				47-2030 - Carpenters	10	35	\$11.80	\$9.76
689				47-2031 - Carpenters	10	35	\$11.80	\$9.76
690				47-2040 - Carpet, Floor, and Tile Installers and Finishers	D	D	D	D
691				47-2041 - Carpet Installers	D	D	D	D
692				47-2050 - Cement Masons, Concrete Finishers, and Terrazzo Workers	15	73	\$8.24	\$7.86
693				47-2051 - Cement Masons and Concrete Finishers	15	73	\$8.24	\$7.86
694				47-2060 - Construction Laborers	15	62	\$8.31	\$8.23
695				47-2061 - Construction Laborers	15	62	\$8.31	\$8.23
696				47-2070 - Construction Equipment Operators	9	81	\$9.76	\$9.11
697				47-2073 - Operating Engineers and Other Construction Equipment Operators	9	81	\$9.76	\$9.11
698				47-2110 - Electricians	25	44	\$11.35	\$9.60
699				47-2111 - Electricians	25	44	\$11.35	\$9.60
700				47-2140 - Painters and Paperhangers	D	D	D	D
701				47-2141 - Painters, Construction and Maintenance	D	D	D	D
702				47-2150 - Pipelayers, Plumbers, Pipefitters, and Steamfitters	4	D	D	D
703				47-2152 - Plumbers, Pipefitters, and Steamfitters	4	D	D	D
704				47-2210 - Sheet Metal Workers	4	D	D	D
705				47-2211 - Sheet Metal Workers	4	D	D	D
706				47-3000 - Helpers, Construction Trades	10	81	\$10.44	\$9.76
707				47-3010 - Helpers, Construction Trades	10	81	\$10.44	\$9.76
708				47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	D	D	D	D
709				47-3012 - Helpers--Carpenters	4	D	D	D
710				47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
711				47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
712				47-3019 - Helpers, Construction Trades, All Other	6	51	\$10.81	\$9.25
713				47-4000 - Other Construction and Related Workers	D	52	D	D
714				47-4010 - Construction and Building Inspectors	D	D	D	D
715				47-4011 - Construction and Building Inspectors	D	D	D	D
716				47-4040 - Hazardous Materials Removal Workers	D	38	D	D
717				47-4041 - Hazardous Materials Removal Workers	D	38	D	D
718				47-5000 - Extraction Workers	D	D	D	D
719				47-5020 - Surface Mining Machine Operators and Earth Drillers	D	D	D	D
720				47-5023 - Earth Drillers, Except Oil and Gas	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
721			47-5080	Helpers--Extraction Workers	D	D	D	D
722				47-5081 - Helpers--Extraction Workers	D	D	D	D
723	49-0000			Installation, Maintenance, and Repair Occupations	165	1,157	\$9.82	\$8.37
724		49-1000		Supervisors of Installation, Maintenance, and Repair Workers	12	D	D	D
725			49-1010	First-Line Supervisors of Mechanics, Installers, and Repairers	12	D	D	D
726				49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	12	D	D	D
727	49-2000			Electrical and Electronic Equipment Mechanics, Installers, and Repairers	9	44	\$17.65	\$19.16
728			49-2010	Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
729				49-2011 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
730			49-2020	Radio and Telecommunications Equipment Installers and Repairers	3	32	\$19.13	\$19.58
731				49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	D	D	D	D
732				49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	D	D	D	D
733			49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	6	D	D	D
734				49-2091 - Avionics Technicians	D	D	D	D
735				49-2092 - Electric Motor, Power Tool, and Related Repairers	D	D	D	D
736				49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	D	D	D	D
737				49-2095 - Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	D	D	D	D
738				49-2098 - Security and Fire Alarm Systems Installers	D	D	D	D
739	49-3000			Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	51	178	\$10.10	\$8.73
740			49-3010	Aircraft Mechanics and Service Technicians	3	D	D	D
741				49-3011 - Aircraft Mechanics and Service Technicians	3	D	D	D
742			49-3020	Automotive Technicians and Repairers	35	93	\$9.07	\$8.11
743				49-3021 - Automotive Body and Related Repairers	8	D	D	D
744				49-3022 - Automotive Glass Installers and Repairers	D	D	D	D
745				49-3023 - Automotive Service Technicians and Mechanics	30	74	\$8.35	\$8.04
746			49-3030	Bus and Truck Mechanics and Diesel Engine Specialists	5	D	D	D
747				49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	5	D	D	D
748			49-3040	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	14	53	\$10.15	\$9.00
749				49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	14	53	\$10.15	\$9.00
750			49-3050	Small Engine Mechanics	D	D	D	D
751				49-3051 - Motorboat Mechanics and Service Technicians	D	D	D	D
752			49-3090	Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	D	D	D	D
753				49-3092 - Recreational Vehicle Service Technicians	D	D	D	D
754				49-3093 - Tire Repairers and Changers	D	D	D	D
755	49-9000			Other Installation, Maintenance, and Repair Occupations	135	914	\$9.20	\$8.33
756			49-9020	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	23	73	\$9.17	\$8.14
757				49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	23	73	\$9.17	\$8.14
758			49-9040	Industrial Machinery Installation, Repair, and Maintenance Workers	4	D	D	D
759				49-9041 - Industrial Machinery Mechanics	D	D	D	D
760				49-9043 - Maintenance Workers, Machinery	D	D	D	D
761			49-9050	Line Installers and Repairers	D	39	D	D
762				49-9051 - Electrical Power-Line Installers and Repairers	D	D	D	D
763				49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
764			49-9060	Precision Instrument and Equipment Repairers	D	D	D	D
765				49-9062 - Medical Equipment Repairers	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
766			49-9070 - Maintenance and Repair Workers, General		118	668	\$8.72	\$8.33
767				49-9071 - Maintenance and Repair Workers, General	118	668	\$8.72	\$8.33
768			49-9090 - Miscellaneous Installation, Maintenance, and Repair Workers		18	117	\$9.07	\$9.15
769				49-9092 - Commercial Divers	D	D	D	D
770				49-9098 - Helpers--Installation, Maintenance, and Repair Workers	16	113	\$9.05	\$9.15
771				49-9099 - Installation, Maintenance, and Repair Workers, All Other	D	D	D	D
772	51-0000 - Production Occupations				80	369	\$10.24	\$8.54
773			51-1000 - Supervisors of Production Workers		8	D	D	D
774				51-1010 - First-Line Supervisors of Production and Operating Workers	8	D	D	D
775				51-1011 - First-Line Supervisors of Production and Operating Workers	8	D	D	D
776			51-2000 - Assemblers and Fabricators		5	D	D	D
777				51-2040 - Structural Metal Fabricators and Fitters	3	D	D	D
778				51-2041 - Structural Metal Fabricators and Fitters	3	D	D	D
779				51-2050 - Fiberglass Laminators and Fabricators	D	D	D	D
780				51-2051 - Fiberglass Laminators and Fabricators	D	D	D	D
781				51-2090 - Miscellaneous Assemblers and Fabricators	D	D	D	D
782				51-2099 - Assemblers and Fabricators, All Other	D	D	D	D
783			51-3000 - Food Processing Workers		24	92	\$8.10	\$7.76
784				51-3010 - Bakers	21	72	\$7.96	\$7.75
785				51-3011 - Bakers	21	72	\$7.96	\$7.75
786				51-3020 - Butchers and Other Meat, Poultry, and Fish Processing Workers	4	D	D	D
787				51-3021 - Butchers and Meat Cutters	4	D	D	D
788				51-3090 - Miscellaneous Food Processing Workers	D	D	D	D
789				51-3091 - Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	D	D	D	D
790				51-3092 - Food Batchmakers	D	D	D	D
791			51-4000 - Metal Workers and Plastic Workers		11	D	D	D
792				51-4020 - Forming Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
793				51-4021 - Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
794				51-4030 - Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
795				51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
796				51-4040 - Machinists	4	D	D	D
797				51-4041 - Machinists	4	D	D	D
798				51-4080 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
799				51-4081 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
800				51-4120 - Welding, Soldering, and Brazing Workers	7	D	D	D
801				51-4121 - Welders, Cutters, Solderers, and Brazers	6	D	D	D
802				51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
803				51-4190 - Miscellaneous Metal Workers and Plastic Workers	D	D	D	D
804				51-4199 - Metal Workers and Plastic Workers, All Other	D	D	D	D
805			51-5100 - Printing Workers		3	D	D	D
806				51-5110 - Printing Workers	3	D	D	D
807				51-5111 - Prepress Technicians and Workers	D	D	D	D
808				51-5112 - Printing Press Operators	3	D	D	D
809				51-5113 - Print Binding and Finishing Workers	D	D	D	D
810			51-6000 - Textile, Apparel, and Furnishings Workers		19	37	\$8.55	\$7.56

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
811			51-6010 - Laundry and Dry-Cleaning Workers		8	D	D	D
812				51-6011 - Laundry and Dry-Cleaning Workers	8	D	D	D
813			51-6020 - Pressers, Textile, Garment, and Related Materials		D	D	D	D
814				51-6021 - Pressers, Textile, Garment, and Related Materials	D	D	D	D
815			51-6030 - Sewing Machine Operators		3	D	D	D
816				51-6031 - Sewing Machine Operators	3	D	D	D
817			51-6050 - Tailors, Dressmakers, and Sewers		5	D	D	D
818				51-6052 - Tailors, Dressmakers, and Custom Sewers	5	D	D	D
819			51-6090 - Miscellaneous Textile, Apparel, and Furnishings Workers		D	D	D	D
820				51-6093 - Upholsterers	D	D	D	D
821			51-7000 - Woodworkers		D	D	D	D
822			51-7010 - Cabinetmakers and Bench Carpenters		D	D	D	D
823				51-7011 - Cabinetmakers and Bench Carpenters	D	D	D	D
824			51-8000 - Plant and System Operators		4	59	\$12.60	\$12.65
825			51-8010 - Power Plant Operators, Distributors, and Dispatchers		D	D	D	D
826				51-8013 - Power Plant Operators	D	D	D	D
827			51-8030 - Water and Wastewater Treatment Plant and System Operators		D	D	D	D
828				51-8031 - Water and Wastewater Treatment Plant and System Operators	D	D	D	D
829			51-8090 - Miscellaneous Plant and System Operators		D	D	D	D
830				51-8092 - Gas Plant Operators	D	D	D	D
831				51-8099 - Plant and System Operators, All Other	D	D	D	D
832			51-9000 - Other Production Occupations		26	114	\$9.04	\$8.00
833			51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers		3	D	D	D
834				51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	D	D	D	D
835				51-9022 - Grinding and Polishing Workers, Hand	D	D	D	D
836				51-9023 - Mixing and Blending Machine Setters, Operators, and Tenders	D	D	D	D
837			51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers		3	D	D	D
838				51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	3	D	D	D
839			51-9070 - Jewelers and Precious Stone and Metal Workers		3	D	D	D
840				51-9071 - Jewelers and Precious Stone and Metal Workers	3	D	D	D
841			51-9110 - Packaging and Filling Machine Operators and Tenders		D	D	D	D
842				51-9111 - Packaging and Filling Machine Operators and Tenders	D	D	D	D
843			51-9120 - Painting Workers		D	D	D	D
844				51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	D	D	D	D
845			51-9190 - Miscellaneous Production Workers		17	87	\$8.00	\$7.60
846				51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	D	D	D	D
847				51-9198 - Helpers--Production Workers	13	58	\$7.74	\$7.50
848				51-9199 - Production Workers, All Other	3	D	D	D
849			53-0000 - Transportation and Material Moving Occupations		108	686	\$9.02	\$8.00
850			53-1000 - Supervisors of Transportation and Material Moving Workers		10	D	D	D
851			53-1040 - First-Line Supervisors of Transportation and Material Moving Workers		10	D	D	D
852				53-1041 - Aircraft Cargo Handling Supervisors	D	D	D	D
853				53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	D	D	D
854				53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	D	D	D	D
855				53-1044 - First-Line Supervisors of Passenger Attendants	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
856				53-1049 - First-Line Supervisors of Transportation Workers, All Other	D	D	D	D
857				53-2000 - Air Transportation Workers	D	32	D	D
858				53-2010 - Aircraft Pilots and Flight Engineers	D	D	D	D
859				53-2012 - Commercial Pilots	D	D	D	D
860				53-2020 - Air Traffic Controllers and Airfield Operations Specialists	D	D	D	D
861				53-2021 - Air Traffic Controllers	D	D	D	D
862				53-2022 - Airfield Operations Specialists	D	D	D	D
863				53-3000 - Motor Vehicle Operators	62	271	\$8.64	\$8.11
864				53-3010 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
865				53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
866				53-3030 - Driver/Sales Workers and Truck Drivers	54	192	\$8.23	\$8.00
867				53-3031 - Driver/Sales Workers	30	85	\$7.82	\$7.65
868				53-3032 - Heavy and Tractor-Trailer Truck Drivers	14	52	\$9.05	\$9.00
869				53-3033 - Light Truck Drivers	18	55	\$8.06	\$8.00
870				53-3050 - Passenger Vehicle Drivers	6	72	\$9.77	\$9.88
871				53-3051 - Bus Drivers, School	D	D	D	D
872				53-3052 - Bus Drivers, Transit and Intercity	D	D	D	D
873				53-3053 - Shuttle Drivers and Chauffeurs	D	D	D	D
874				53-3054 - Taxi Drivers	D	D	D	D
875				53-3090 - Miscellaneous Motor Vehicle Operators	D	D	D	D
876				53-3099 - Motor Vehicle Operators, All Other	D	D	D	D
877				53-5000 - Water Transportation Workers	6	D	D	D
878				53-5010 - Sailors and Marine Oilers	D	D	D	D
879				53-5011 - Sailors and Marine Oilers	D	D	D	D
880				53-5020 - Ship and Boat Captains and Operators	5	D	D	D
881				53-5021 - Captains, Mates, and Pilots of Water Vessels	5	D	D	D
882				53-6000 - Other Transportation Workers	5	31	\$7.86	\$7.31
883				53-6020 - Parking Attendants	D	D	D	D
884				53-6021 - Parking Attendants	D	D	D	D
885				53-6030 - Transportation Service Attendants	3	D	D	D
886				53-6031 - Automotive and Watercraft Service Attendants	3	D	D	D
887				53-6040 - Traffic Technicians	D	D	D	D
888				53-6041 - Traffic Technicians	D	D	D	D
889				53-6050 - Transportation Inspectors	D	D	D	D
890				53-6051 - Transportation Inspectors	D	D	D	D
891				53-7000 - Material Moving Workers	53	315	\$8.67	\$7.93
892				53-7010 - Conveyor Operators and Tenders	D	D	D	D
893				53-7011 - Conveyor Operators and Tenders	D	D	D	D
894				53-7020 - Crane and Tower Operators	D	D	D	D
895				53-7021 - Crane and Tower Operators	D	D	D	D
896				53-7030 - Dredge Operators	D	D	D	D
897				53-7031 - Dredge Operators	D	D	D	D
898				53-7040 - Hoist and Winch Operators	D	D	D	D
899				53-7041 - Hoist and Winch Operators	D	D	D	D
900				53-7060 - Laborers and Material Movers	43	244	\$8.19	\$7.93

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2021

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
901				53-7061 - Cleaners of Vehicles and Equipment	6	D	D	D
902				53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	3	57	\$9.13	\$8.45
903				53-7063 - Machine Feeders and Offbearers	D	D	D	D
904				53-7064 - Packers and Packagers, Hand	3	D	D	D
905				53-7065 - Stockers and Order Fillers	34	155	\$7.92	\$7.93
906				53-7070 - Pumping Station Operators	D	D	D	D
907				53-7071 - Gas Compressor and Gas Pumping Station Operators	D	D	D	D
908				53-7080 - Refuse and Recyclable Material Collectors	3	D	D	D
909				53-7081 - Refuse and Recyclable Material Collectors	3	D	D	D
910				53-7190 - Miscellaneous Material Moving Workers	3	D	D	D
911				53-7199 - Material Moving Workers, All Other	3	D	D	D
912	Grand Total				528	11,935	\$13.53	\$9.97

APPENDIX B:
SAMPLE ETA FORM 9165

APPENDIX B: SAMPLE ETA FORM 9165

This appendix presents a sample Form ETA-9165 completed using the 2021 PWS as the source of survey data. The sample uses the detailed occupation title **Cooks, Fast Food**, SOC six-digit code **35-2011**. Please note on the sample form that Parts A, B, and F are not filled out. These are employer-specific and self-explanatory. The Form is filled out on Parts C, D, and E. The sample entries shown below and are highlighted in yellow in the sample form.

Part C:

- C.1 Enter: "2021 Prevailing Wage Study, CNMI".
- C.2. Currently there is no CBA active in the CNMI so this would be usually "No". But be sure to confirm for your company.
- C.3. Currently there is no professional sports league active in the CNMI so this would be usually "No". But be sure to confirm for your company.
- C.4. Check "No".
- C.5. Enter "Central Statistics Division, CNMI Department of Commerce".
- C.6. Enter "Director"
- C.6.a Enter "Andrew". C.6.b Enter "Justin".
- C.7. Check "Yes".
- C.8. Check "Yes".

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

Part D:

- D.1 Enter the SOC Detailed Title: "**35-2011 – Cook, Fast Food**".
- D.2 Enter the definition of the **35-2011 – Cook, Fast Food** "Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment."
- D.3 Enter "Commonwealth of the Northern Mariana Islands".
- D.4 Check "No".
- D.4.a & b Leave blank.

Part E:

- E.1 Enter "821".
- E.2 Enter "Online Registration Portal".
- E.3 Check "All employers employing workers in occupation(s)"

E.3.a & b Leave blank.

E.4 Enter "821".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$8.35 (this figure is from Table A1, row #245, Mean Hourly Wage column).

E.7.b Check "Hour".

E.8 Leave blank.

E.9.a Enter "56" (this figure is from Table A1, row #245, Employers Count column).

E.10 Check "Yes".

E.11 Check "Yes".

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

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

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



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

A. Employer Point-of-Contact Information

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

B. Employer Information

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

C. Employer-Provided Survey Information

1. Survey name or title *	
2021 Prevailing Wage Study, CNMI	
2. Is there a collective bargaining agreement (CBA) applicable to the job opportunity? *	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Are professional sports league's rules or regulations applicable to the job opportunity? *	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Is the surveyor an H-2B employer or the agent, representative, or attorney for any H-2B employer? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Enter the complete name of the third-party surveyor (individual or organization/association). *	
Central Statistics Division, Department of Commerce, CNMI	
6. Enter the name of the official representative of the third party surveyor who approved the survey. *	
Director	
a. Contact's Last (family) Name *	b. First (given) Name *
Andrew	Justin
7. Is the survey based on wages paid 24 months or less before the date of survey submission to ETA? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. Is this the most recent edition of the survey? (If this is the only edition, answer "yes.") *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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



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

1. Title(s) of the job(s) included in the survey * 35-2011 - Cooks, Fast Food	
2. Duties of the job(s) included in the survey (attach additional sheets as necessary) * Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment.	
3. Identify the area of intended employment covered by the survey. * (Please refer to the instructions for the definition of area of intended employment) Commonwealth of the Northern Mariana Islands	
4. Was the survey expanded to include workers beyond the area of intended employment? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4a. If yes to question 4, provide the geographic area surveyed §	
4b. If yes to question 4, indicate the reason(s) the survey was expanded beyond the area of intended employment (check all that apply) § <input type="checkbox"/> to meet the 30 worker minimum. § <input type="checkbox"/> to meet the 3 employer minimum. §	

E. Survey Methodology

1. For the geographic area surveyed, provide the universe (number) of employers determined to employ workers in the Occupation, including employers who were not surveyed. * 821	
2. For the geographic area surveyed, provide the sources used to determine the universe (number) of employers who employ workers in the occupation: * Online Registration Portal	
3. For the geographic area surveyed, did the surveyor attempt to contact: ? * (Choose only one) <input checked="" type="checkbox"/> All employers employing workers in occupation(s) <input type="checkbox"/> A sample of employers in the geographic area	
3a. If a sample, was the sample randomly selected? §	<input type="checkbox"/> Yes <input type="checkbox"/> No
3b. If a sample, provide a brief summary of the procedures used to randomize the sample: §	
4. The total number of employers from whom the surveyor attempted to solicit a survey response: * 821	

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



5. For each responding employer, the survey includes the wages of all workers in the occupation regardless of skill level or experience, education, and length of employment. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. The survey includes data collected across industries that employ workers in the occupation. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. The survey reflects the mean wage for all workers it covers. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7a. The mean wage is \$ \$ 8.35	7b. Per: (Choose only one) \$ <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month
8. The survey reflects the median wage for all workers it covers. *	<input type="checkbox"/> Yes <input type="checkbox"/> No
8a. The median wage is \$ \$	8b. Per: (Choose only one) \$ <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month
9. The hourly, weekly, or monthly wage reported from the survey:	
a. Is based on data provided by how many employers? * (Minimum of 3 employers) 56	b. Reflects wages from workers within the occupation in the geographic area surveyed? * (Minimum of 30 workers) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. The hourly, weekly, or monthly wage rate reported by the survey includes all types of wages paid to workers, including base rate of pay, commissions, cost-of-living allowance, deadheading pay, guaranteed pay, hazard pay, incentive pay, longevity pay, piece rate, portal-to-portal rate, production bonus, and tips. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Does the survey include wages from workers in the occupation regardless of immigration status? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

F. Employer Declaration

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

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

G. Public Burden Statement (1205-0509)

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

APPENDIX C:
2021 CNMI PWS DETAILED TITLES DEFINITIONS

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
11-1011	Chief Executives	Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.	1
11-1021	General and Operations Managers	Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors. Excludes First-Line Supervisors.	2
11-1031	Legislators	Develop, introduce, or enact laws and statutes at the local, tribal, state, or federal level. Includes only workers in elected positions.	3
11-2011	Advertising and Promotions Managers	Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or giveaways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.	4
11-2021	Marketing Managers	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.	5
11-2022	Sales Managers	Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.	6
11-2032	Public Relations Managers	Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client.	7

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
11-3012	Administrative Services Managers	Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services. Medical records administrators are included in “Medical and Health Services Managers” (11-9111). Excludes “Facilities Managers” (11-3013) and “Purchasing Managers” (11-3061).	8
11-3013	Facilities Managers	Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization’s campus. Excludes “Administrative Services Managers” (11-3012), “Property, Real Estate, and Community Association Managers” (11-9141), “First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers” (37-1010), “First-Line Supervisors of Mechanics and Repairers” (49-1011), and “Maintenance and Repair Workers, General” (49-9071).	9
11-3021	Computer and Information Systems Managers	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Excludes “Computer Occupations” (15-1211 through 15-1299).	10
11-3031	Financial Managers	Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Excludes “Financial Risk Specialists” (13-2054).	11
11-3051	Industrial Production Managers	Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.	12
11-3061	Purchasing Managers	Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.	13
11-3071	Transportation, Storage, and Distribution Managers	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.	14
11-3111	Compensation and Benefits Managers	Plan, direct, or coordinate compensation and benefits activities of an organization. Job analysis and position description managers are included in “Human Resources Managers” (11-3121).	15
11-3121	Human Resources Managers	Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits (11-3111) and training and development (11-3131).	16

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
11-3131	Training and Development Managers	Plan, direct, or coordinate the training and development activities and staff of an organization.	17
11-9013	Farmers, Ranchers, and Other Agricultural Managers	Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, timber tracts, or other agricultural establishments. May hire, train, and supervise farm workers or contract for services to carry out the day-to-day activities of the managed operation. May engage in or supervise planting, cultivating, harvesting, and financial and marketing activities. Excludes "First-Line Supervisors of Farming, Fishing, and Forestry Workers" (45-1011).	18
11-9021	Construction Managers	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.	19
11-9031	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Childcare Workers" (39-9011).	20
11-9032	Education Administrators, Kindergarten through Secondary	Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.	21
11-9033	Education Administrators, Postsecondary	Plan, direct, or coordinate student instruction, administration, and services, as well as other research and educational activities, at postsecondary institutions, including universities, colleges, and junior and community colleges.	22
11-9039	Education Administrators, All Other	All education administrators not listed separately.	23

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Detailed Code	Title	Definition	Index
11-9041	Architectural and Engineering Managers	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes “Natural Sciences Managers” (11-9121).	24
11-9051	Food Service Managers	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes “Chefs and Head Cooks” (35-1011).	25
11-9071	Gambling Managers	Plan, direct, or coordinate gambling operations in a casino. May formulate house rules.	26
11-9072	Entertainment and Recreation Managers, Except Gambling	Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.	27
11-9081	Lodging Managers	Plan, direct, or coordinate activities of an organization or department that provides lodging and other accommodations. Excludes “Food Service Managers” (11-9051) in lodging establishments.	28
11-9111	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.	29
11-9141	Property, Real Estate, and Community Association Managers	Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way).	30
11-9151	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization’s budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.	31
11-9161	Emergency Management Directors	Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.	32
11-9179	Personal Service Managers, All Other	All personal service managers not listed separately. Excludes “Financial Specialists” (13-2000). Daycare Managers are included in Education and Childcare Administrators, Preschool and Daycare (11-9031).	33
11-9199	Managers, All Other	All managers not listed separately.	34

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Detailed Code	Title	Definition	Index
13-1021	Buyers and Purchasing Agents, Farm Products	Purchase farm products either for further processing or resale. Includes tree farm contractors, grain brokers and market operators, grain buyers, and tobacco buyers. May negotiate contracts.	35
13-1022	Wholesale and Retail Buyers, Except Farm Products	Buy merchandise or commodities, other than farm products, for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products. Excludes "Procurement Clerks" (43-3061).	36
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semifinished materials for manufacturing. May negotiate contracts. Excludes "Buyers and Purchasing Agents, Farm Products" (13-1021) and "Wholesale and Retail Buyers, Except Farm Products" (13-1022).	37
13-1031	Claims Adjusters, Examiners, and Investigators	Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims. Excludes "Fire Inspectors and Investigators" (33-2021).	38
13-1041	Compliance Officers	Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes "Financial Examiners" (13-2061), "Tax Examiners and Collectors, and Revenue Agents" (13-2081), "Occupational Health and Safety Specialists" (19-5011), "Occupational Health and Safety Technicians" (19-5012), "Transportation Security Screeners" (33-9093), "Agricultural Inspectors" (45-2011), "Construction and Building Inspectors" (47-4011), and "Transportation Inspectors" (53-6051).	39
13-1051	Cost Estimators	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.	40

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
13-1071	Human Resources Specialists	Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes “Compensation, Benefits, and Job Analysis Specialists” (13-1141) and “Training and Development Specialists” (13-1151).	41
13-1081	Logisticians	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes “Transportation, Storage, and Distribution Managers” (11-3071) and “Project Management Specialists” (13-1082).	42
13-1082	Project Management Specialists	Analyze and coordinate the schedule, timeline, procurement, staffing, and budget of a product or service on a per project basis. Lead and guide the work of technical staff. May serve as a point of contact for the client or customer. Excludes “Management Occupations” (11-0000), “Logisticians” (13-1081), “Meeting, Convention, and Event Planners” (13-1121), and “Production, Planning, and Expediting Clerks” (43-5061).	43
13-1111	Management Analysts	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Excludes “Computer Systems Analysts” (15-1211) and “Operations Research Analysts” (15-2031).	44
13-1121	Meeting, Convention, and Event Planners	Coordinate activities of staff, convention personnel, or clients to make arrangements for group meetings, events, or conventions.	45
13-1141	Compensation, Benefits, and Job Analysis Specialists	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.	46
13-1151	Training and Development Specialists	Design or conduct work-related training and development programs to improve individual skills or organizational performance. May analyze organizational training needs or evaluate training effectiveness. Excludes “Career/Technical Education Teachers, Postsecondary” (25-1194) and “Other Teachers and Instructors” (25-3000). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).	47

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
13-1161	Market Research Analysts and Marketing Specialists	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets. Excludes “Web and Digital Interface Designers” (15-1255), “Art Directors” (27-1011), “Graphic Designers” (27-1024), and “Public Relations Specialists” (27-3031).	48
13-1199	Business Operations Specialists, All Other	All business operations specialists not listed separately.	49
13-2011	Accountants and Auditors	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes “Tax Examiners and Collectors, and Revenue Agents” (13-2081).	50
13-2022	Appraisers of Personal and Business Property	Appraise and estimate the fair value of tangible personal or business property, such as jewelry, art, antiques, collectibles, and equipment. Includes workers who appraise both personal and business property as well as real estate. May also appraise land. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031), “Insurance Appraisers, Auto Damage” (13-1032), “Appraisers and Assessors of Real Estate” (13-2023), and “Tax Examiners and Collectors, and Revenue Agents” (13-2081).	51
13-2031	Budget Analysts	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes “Financial and Investment Analysts” (13-2051).	52
13-2041	Credit Analysts	Analyze credit data and financial statements of individuals or firms to determine the degree of risk involved in extending credit or lending money. Prepare reports with credit information for use in decisionmaking. Excludes “Financial Risk Specialists” (13-2054).	53
13-2051	Financial and Investment Analysts	Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes “Budget Analysts” (13-2031), “Financial Risk Specialists” (13-2054), and “Securities, Commodities, and Financial Services Sales Agents” (41-3031).	54

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
13-2052	Personal Financial Advisors	Advise clients on financial plans using knowledge of tax and investment strategies, securities, insurance, pension plans, and real estate. Duties include assessing clients' assets, liabilities, cash flow, insurance coverage, tax status, and financial objectives. May also buy and sell financial assets for clients. Excludes "Securities, Commodities, and Financial Services Sales Agents" (41-3031).	55
13-2053	Insurance Underwriters	Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.	56
13-2061	Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify, or authenticate records.	57
13-2071	Credit Counselors	Advise and educate individuals or organizations on acquiring and managing debt. May provide guidance in determining the best type of loan and explain loan requirements or restrictions. May help develop debt management plans or student financial aid packages. May advise on credit issues, or provide budget, mortgage, bankruptcy, or student financial aid counseling.	58
13-2072	Loan Officers	Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, loan underwriters, and payday loan officers.	59
13-2081	Tax Examiners and Collectors, and Revenue Agents	Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.	60
13-2082	Tax Preparers	Prepare tax returns for individuals or small businesses. Excludes "Accountants and Auditors" (13-2011).	61
13-2099	Financial Specialists, All Other	All financial specialists not listed separately.	62

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
15-1211	Computer Systems Analysts	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.	63
15-1231	Computer Network Support Specialists	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes “Computer Network Architects” (15-1241) and “Network and Computer Systems Administrators” (15-1244).	64
15-1232	Computer User Support Specialists	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes “Network and Computer Systems Administrators” (15-1244).	65
15-1241	Computer Network Architects	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research and recommend network and data communications hardware and software. Excludes “Information Security Analysts” (15-1212), “Computer Network Support Specialists” (15-1231), and “Network and Computer Systems Administrators” (15-1244).	66
15-1242	Database Administrators	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. Identify, investigate, and resolve database performance issues, database capacity, and database scalability. May plan, coordinate, and implement security measures to safeguard computer databases. Excludes “Information Security Analysts” (15-1212) and “Database Architects” (15-1243).	67

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
15-1244	Network and Computer Systems Administrators	Install, configure, and maintain an organization's local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. Excludes "Information Security Analysts" (15-1212), "Computer Network Support Specialists" (15-1231), and "Computer User Support Specialists" (15-1232).	68
15-1251	Computer Programmers	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.	69
15-1253	Software Quality Assurance Analysts and Testers	Develop and execute software tests to identify software problems and their causes. Test system modifications to prepare for implementation. Document software and application defects using a bug tracking system and report defects to software or web developers. Create and maintain databases of known defects. May participate in software design reviews to provide input on functional requirements, operational characteristics, product designs, and schedules.	70
15-1254	Web Developers	Develop and implement websites, web applications, application databases, and interactive web interfaces. Evaluate code to ensure that it is properly structured, meets industry standards, and is compatible with browsers and devices. Optimize website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications. Excludes "Special Effects Artists and Animators" (27-1014).	71

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
15-1299	Computer Occupations, All Other	All computer occupations not listed separately. Excludes “Computer and Information Systems Managers” (11-3021), “Computer Hardware Engineers” (17-2061), “Electrical and Electronics Engineers” (17-2070), “Computer Science Teachers, Postsecondary” (25-1021), “Special Effects Artists and Animators” (27-1014), “Graphic Designers” (27-1024), “Health Information Technologists and Medical Registrars” (29-9021), and “Computer, Automated Teller, and Office Machine Repairers” (49-2011).	72
15-2041	Statisticians	Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes “Survey Researchers” (19-3022).	73
17-1011	Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property. Excludes “Landscape Architects” (17-1012) and “Marine Engineers and Naval Architects” (17-2121).	74
17-1022	Surveyors	Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth’s surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.	75
17-2051	Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes “Hydrologists” (19-2043).	76
17-2071	Electrical Engineers	Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes “Computer Hardware Engineers” (17-2061).	77
17-2072	Electronics Engineers, Except Computer	Research, design, develop, or test electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. Design electronic circuits and components for use in fields such as telecommunications, aerospace guidance and propulsion control, acoustics, or instruments and controls. Excludes “Computer Hardware Engineers” (17-2061).	78

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
17-2081	Environmental Engineers	Research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.	79
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws. Includes industrial product safety engineers.	80
17-2121	Marine Engineers and Naval Architects	Design, develop, and evaluate the operation of marine vessels, ship machinery, and related equipment, such as power supply and propulsion systems.	81
17-2141	Mechanical Engineers	Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.	82
17-2199	Engineers, All Other	All engineers not listed separately. Excludes “Sales Engineers” (41-9031), “Locomotive Engineers” (53-4011), and “Ship Engineers” (53-5031).	83
17-3011	Architectural and Civil Drafters	Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.	84
17-3019	Drafters, All Other	All drafters not listed separately.	85
17-3022	Civil Engineering Technologists and Technicians	Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.	86
17-3023	Electrical and Electronic Engineering Technologists and Technicians	Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, adjust, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Excludes “Broadcast Technicians” (27-4012).	87

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Operate, test, maintain, or adjust unmanned, automated, servomechanical, or electromechanical equipment. May operate unmanned submarines, aircraft, or other equipment to observe or record visual information at sites such as oil rigs, crop fields, buildings, or for similar infrastructure, deep ocean exploration, or hazardous waste removal. May assist engineers in testing and designing robotics equipment.	88
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	All engineering technologists and technicians, except drafters, not listed separately.	89
17-3031	Surveying and Mapping Technicians	Perform surveying and mapping duties, usually under the direction of an engineer, surveyor, cartographer, or photogrammetrist, to obtain data used for construction, mapmaking, boundary location, mining, or other purposes. May calculate mapmaking information and create maps from source data, such as surveying notes, aerial photography, satellite data, or other maps to show topographical features, political boundaries, and other features. May verify accuracy and completeness of maps. Excludes "Cartographers and Photogrammetrists" (17-1021), "Surveyors" (17-1022), and "Geoscientists, Except Hydrologists and Geographers" (19-2042).	90
19-1013	Soil and Plant Scientists	Conduct research in breeding, physiology, production, yield, and management of crops and agricultural plants or trees, shrubs, and nursery stock, their growth in soils, and control of pests; or study the chemical, physical, biological, and mineralogical composition of soils as they relate to plant or crop growth. May classify and map soils and investigate effects of alternative practices on soil and crop productivity.	91
19-1021	Biochemists and Biophysicists	Study the chemical composition or physical principles of living cells and organisms, their electrical and mechanical energy, and related phenomena. May conduct research to further understanding of the complex chemical combinations and reactions involved in metabolism, reproduction, growth, and heredity. May determine the effects of foods, drugs, serums, hormones, and other substances on tissues and vital processes of living organisms.	92
19-1022	Microbiologists	Investigate the growth, structure, development, and other characteristics of microscopic organisms, such as bacteria, algae, or fungi. Includes medical microbiologists who study the relationship between organisms and disease or the effects of antibiotics on microorganisms.	93

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
19-1023	Zoologists and Wildlife Biologists	Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.	94
19-1031	Conservation Scientists	Manage, improve, and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands. May instruct farmers, agricultural production managers, or ranchers in best ways to use crop rotation, contour plowing, or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering. Excludes "Zoologists and Wildlife Biologists" (19-1023) and "Foresters" (19-1032).	95
19-1032	Foresters	Manage public and private forested lands for economic, recreational, and conservation purposes. May inventory the type, amount, and location of standing timber, appraise the timber's worth, negotiate the purchase, and draw up contracts for procurement. May determine how to conserve wildlife habitats, creek beds, water quality, and soil stability, and how best to comply with environmental regulations. May devise plans for planting and growing new trees, monitor trees for healthy growth, and determine optimal harvesting schedules.	96
19-1041	Epidemiologists	Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.	97
19-2041	Environmental Scientists and Specialists, Including Health	Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources. Excludes "Zoologists and Wildlife Biologists" (19-1023), "Conservation Scientists" (19-1031), "Forest and Conservation Technicians" (19-4071), "Occupational Health and Safety Specialists" (19-5011), "Fish and Game Wardens" (33-3031), and "Forest and Conservation Workers" (45-4011).	98

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
19-3011	Economists	Conduct research, prepare reports, or formulate plans to address economic problems related to the production and distribution of goods and services or monetary and fiscal policy. May collect and process economic and statistical data using sampling techniques and econometric methods. Excludes "Market Research Analysts and Marketing Specialists" (13-1161).	99
19-3033	Clinical and Counseling Psychologists	Assess, diagnose, and treat mental and emotional disorders of individuals through observation, interview, and psychological tests. Help individuals with distress or maladjustment understand their problems through their knowledge of case history, interviews with patients, and theory. Provide individual or group counseling services to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment. May design behavior modification programs and consult with medical personnel regarding the best treatment for patients. Excludes "Psychiatrists" (29-1223).	100
19-3034	School Psychologists	Diagnose and implement individual or schoolwide interventions or strategies to address educational, behavioral, or developmental issues that adversely impact educational functioning in a school. May address student learning and behavioral problems and counsel students or families. May design and implement performance plans, and evaluate performance. May consult with other school-based personnel.	101
19-3051	Urban and Regional Planners	Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.	102
19-3091	Anthropologists and Archeologists	Study the origin, development, and behavior of human beings. May study the way of life, language, or physical characteristics of people in various parts of the world. May engage in systematic recovery and examination of material evidence, such as tools or pottery remaining from past human cultures, in order to determine the history, customs, and living habits of earlier civilizations.	103
19-4012	Agricultural Technicians	Work with agricultural scientists in plant, fiber, and animal research, or assist with animal breeding and nutrition. Set up or maintain laboratory equipment and collect samples from crops or animals. Prepare specimens or record data to assist scientists in biology or related life science experiments. Conduct tests and experiments to improve yield and quality of crops or to increase the resistance of plants and animals to disease or insects.	104

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
19-4021	Biological Technicians	Assist biological and medical scientists. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, collect data and samples, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.	105
19-4042	Environmental Science and Protection Technicians, Including Health	Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.	106
19-4061	Social Science Research Assistants	Assist social scientists in laboratory, survey, and other social science research. May help prepare findings for publication and assist in laboratory analysis, quality control, or data management. Excludes "Teaching Assistants, Postsecondary" (25-9044).	107
19-4071	Forest and Conservation Technicians	Provide technical assistance regarding the conservation of soil, water, forests, or related natural resources. May compile data pertaining to size, content, condition, and other characteristics of forest tracts under the direction of foresters, or train and lead forest workers in forest propagation and fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats. Excludes "Conservation Scientists" (19-1031) and "Foresters" (19-1032).	108
19-4092	Forensic Science Technicians	Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry.	109
19-5011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.	110

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
19-5012	Occupational Health and Safety Technicians	Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.	111
21-1011	Substance Abuse and Behavioral Disorder Counselors	Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes “Psychologists” (19-3032 through 19-3039), “Mental Health Counselors” (21-1014), and “Social Workers” (21-1021 through 21-1029) providing these services.	112
21-1012	Educational, Guidance, and Career Counselors and Advisors	Advise and assist students and provide educational and vocational guidance services.	113
21-1014	Mental Health Counselors	Counsel and advise individuals and groups to promote optimum mental and emotional health, with an emphasis on prevention. May help individuals deal with a broad range of mental health issues, such as those associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; or aging. Excludes “Psychologists” (19-3030), “Social Workers” (21-1020), and “Psychiatrists” (29-1223).	114
21-1019	Counselors, All Other	All counselors not listed separately.	115
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.	116
21-1022	Healthcare Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	117

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
21-1023	Mental Health and Substance Abuse Social Workers	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.	118
21-1029	Social Workers, All Other	All social workers not listed separately.	119
21-1091	Health Education Specialists	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes "Community Health Workers" (21-1094).	120
21-1092	Probation Officers and Correctional Treatment Specialists	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.	121
21-1093	Social and Human Service Assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).	122

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
21-1094	Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes "Health Education Specialists" (21-1091).	123
21-1099	Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.	124
21-2011	Clergy	Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.	125
21-2021	Directors, Religious Activities and Education	Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.	126
23-1011	Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.	127
23-1012	Judicial Law Clerks	Assist judges in court or by conducting research or preparing legal documents. Excludes "Lawyers" (23-1011) and "Paralegals and Legal Assistants" (23-2011).	128
23-1023	Judges, Magistrate Judges, and Magistrates	Arbitrate, advise, adjudicate, or administer justice in a court of law. May sentence defendant in criminal cases according to government statutes or sentencing guidelines. May determine liability of defendant in civil cases. May perform wedding ceremonies.	129
23-2011	Paralegals and Legal Assistants	Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action. Excludes "Legal Secretaries and Administrative Assistants" (43-6012).	130

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
23-2093	Title Examiners, Abstractors, and Searchers	Search real estate records, examine titles, or summarize pertinent legal or insurance documents or details for a variety of purposes. May compile lists of mortgages, contracts, and other instruments pertaining to titles by searching public and private records for law firms, real estate agencies, or title insurance companies. Excludes "Loan Officers" (13-2072).	131
23-2099	Legal Support Workers, All Other	All legal support workers not listed separately.	132
25-1011	Business Teachers, Postsecondary	Teach courses in business administration and management, such as accounting, finance, human resources, labor and industrial relations, marketing, and operations research. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	133
25-1022	Mathematical Science Teachers, Postsecondary	Teach courses pertaining to mathematical concepts, statistics, and actuarial science and to the application of original and standardized mathematical techniques in solving specific problems and situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	134
25-1042	Biological Science Teachers, Postsecondary	Teach courses in biological sciences. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	135
25-1052	Chemistry Teachers, Postsecondary	Teach courses pertaining to the chemical and physical properties and compositional changes of substances. Work may include providing instruction in the methods of qualitative and quantitative chemical analysis. Includes both teachers primarily engaged in teaching, and those who do a combination of teaching and research. Excludes "Biological Science Teachers, Postsecondary" (25-1042) who teach biochemistry.	136
25-1066	Psychology Teachers, Postsecondary	Teach courses in psychology, such as child, clinical, and developmental psychology, and psychological counseling. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	137
25-1069	Social Sciences Teachers, Postsecondary, All Other	All postsecondary social sciences teachers not listed separately.	138

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Detailed Code	Title	Definition	Index
25-1072	Nursing Instructors and Teachers, Postsecondary	Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	139
25-1081	Education Teachers, Postsecondary	Teach courses pertaining to education, such as counseling, curriculum, guidance, instruction, teacher education, and teaching English as a second language. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	140
25-1121	Art, Drama, and Music Teachers, Postsecondary	Teach courses in drama, music, and the arts including fine and applied art, such as painting and sculpture, or design and crafts. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	141
25-1123	English Language and Literature Teachers, Postsecondary	Teach courses in English language and literature, including linguistics and comparative literature. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	142
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	Teach courses pertaining to recreation, leisure, and fitness studies, including exercise physiology and facilities management. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.	143
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth. Excludes “Special Education Teachers” (25-2050), “Substitute Teachers, Short-Term” (25-3031), and “Childcare Workers” (39-9011).	144
25-2012	Kindergarten Teachers, Except Special Education	Teach academic and social skills to kindergarten students. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).	145
25-2021	Elementary School Teachers, Except Special Education	Teach academic and social skills to students at the elementary school level. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).	146
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the middle, intermediate, or junior high school level. Excludes “Career/Technical Education Teachers, Middle School” (25-2023), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short Term” (25-3031).	147

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the secondary school level. Excludes “Career/Technical Education Teachers, Secondary School” (25-2032), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).	148
25-2056	Special Education Teachers, Elementary School	Teach academic, social, and life skills to elementary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).	149
25-2057	Special Education Teachers, Middle School	Teach academic, social, and life skills to middle school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).	150
25-2059	Special Education Teachers, All Other	All special education teachers not listed separately.	151
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	Teach or instruct out-of-school youths and adults in basic education, literacy, or English as a Second Language classes, or in classes for earning a high school equivalency credential.	152
25-3021	Self-Enrichment Teachers	Teach or instruct individuals or groups for the primary purpose of self-enrichment or recreation, rather than for an occupational objective, educational attainment, competition, or fitness. Excludes “Coaches and Scouts” (27-2022) and “Exercise Trainers and Group Fitness Instructors” (39-9031). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).	153
25-3031	Substitute Teachers, Short-Term	Teach students on a short-term basis as a temporary replacement for a regular classroom teacher, typically using the regular teacher’s lesson plan. Excludes long-term substitute teachers who perform all the duties of a regular teacher; these teachers are coded within the 25-1000 or 25-2000 minor groups.	154

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Detailed Code	Title	Definition	Index
25-3041	Tutors	Instruct individual students or small groups of students in academic subjects to support formal class instruction or to prepare students for standardized or admissions tests. Excludes “Postsecondary Teachers” (25-1000), “Elementary, Middle, Secondary, and Special Education Teachers” (25-2000), “Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors” (25-3011), and “Self-Enrichment Teachers” (25-3021).	155
25-3099	Teachers and Instructors, All Other	All teachers and instructors not listed separately.	156
25-4011	Archivists	Appraise, edit, and direct safekeeping of permanent records and historically valuable documents. Participate in research activities based on archival materials.	157
25-4022	Librarians and Media Collections Specialists	Administer and maintain libraries or collections of information, for public or private access through reference or borrowing. Work in a variety of settings, such as educational institutions, museums, and corporations, and with various types of informational materials, such as books, periodicals, recordings, films, and databases. Tasks may include acquiring, cataloging, and circulating library materials, and user services such as locating and organizing information, providing instruction on how to access information, and setting up and operating a library’s media equipment.	158
25-4031	Library Technicians	Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.	159
25-9021	Farm and Home Management Educators	Instruct and advise individuals and families engaged in agriculture, agricultural-related processes, or home management activities. Demonstrate procedures and apply research findings to advance agricultural and home management activities. May develop educational outreach programs. May instruct on either agricultural issues such as agricultural processes and techniques, pest management, and food safety, or on home management issues such as budgeting, nutrition, and child development. Excludes “Dietitians and Nutritionists” (29-1031).	160

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Detailed Code	Title	Definition	Index
25-9031	Instructional Coordinators	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.	161
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services. Excludes "Teaching Assistants, Special Education" (25-9043).	162
25-9043	Teaching Assistants, Special Education	Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.	163
25-9044	Teaching Assistants, Postsecondary	Assist faculty or other instructional staff in postsecondary institutions by performing instructional support activities, such as developing teaching materials, leading discussion groups, preparing and giving examinations, and grading examinations or papers. Graduate students who teach one or more full courses should be classified in the 25-1000 minor group.	164
25-9049	Teaching Assistants, All Other	All teaching assistants not listed separately.	165
25-9099	Educational Instruction and Library Workers, All Other	All educational instruction and library workers not listed separately.	166
27-1011	Art Directors	Formulate design concepts and presentation approaches for visual productions and media, such as print, broadcasting, video, and film. Direct workers engaged in artwork or layout design. Excludes "Set and Exhibit Designers" (27-1027).	167
27-1019	Artists and Related Workers, All Other	All artists and related workers not listed separately.	168
27-1023	Floral Designers	Design, cut, and arrange live, dried, or artificial flowers and foliage.	169

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Detailed Code	Title	Definition	Index
27-1024	Graphic Designers	Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects. Excludes “Web and Digital Interface Designers” (15-1255).	170
27-1025	Interior Designers	Plan, design, and furnish the internal space of rooms or buildings. Design interior environments or create physical layouts that are practical, aesthetic, and conducive to the intended purposes. May specialize in a particular field, style, or phase of interior design. Excludes “Merchandise Displayers and Window Trimmers” (27-1026).	171
27-1026	Merchandise Displayers and Window Trimmers	Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.	172
27-2022	Coaches and Scouts	Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes’ strengths and weaknesses as possible recruits or to improve the athletes’ technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category. Excludes “Athletic Trainers” (29-9091).	173
27-2023	Umpires, Referees, and Other Sports Officials	Officiate at competitive athletic or sporting events. Detect infractions of rules and decide penalties according to established regulations. Includes all sporting officials, referees, and competition judges.	174
27-2031	Dancers	Perform dances. May perform on stage, for broadcasting, or for video recording.	175
27-2032	Choreographers	Create new dance routines. Rehearse performance of routines. May direct and stage presentations.	176
27-2042	Musicians and Singers	Play one or more musical instruments or sing. May perform on stage, for broadcasting, or for sound or video recording.	177
27-3023	News Analysts, Reporters, and Journalists	Narrate or write news stories, reviews, or commentary for print, broadcast, or other communications media such as newspapers, magazines, radio, or television. May collect and analyze information through interview, investigation, or observation.	178
27-3031	Public Relations Specialists	Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.	179

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Detailed Code	Title	Definition	Index
27-3041	Editors	Plan, coordinate, revise, or edit written material. May review proposals and drafts for possible publication.	180
27-3042	Technical Writers	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.	181
27-3091	Interpreters and Translators	Interpret oral or sign language, or translate written text from one language into another.	182
29-1021	Dentists, General	Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes "Oral and Maxillofacial Surgeons" (29-1022), "Orthodontists" (29-1023), "Prosthodontists" (29-1024), and "Dentists, All Other Specialists" (29-1029).	183
29-1031	Dietitians and Nutritionists	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.	184
29-1051	Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.	185
29-1071	Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes "Registered Nurses" (29-1141), "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), "Nurse Practitioners" (29-1171), "Emergency Medical Technicians" (29-2042), "Paramedics" (29-2043), "Surgical Assistants" (29-9093), and "Medical Assistants" (31-9092).	186
29-1081	Podiatrists	Diagnose and treat diseases and deformities of the human foot.	187
29-1123	Physical Therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.	188

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Detailed Code	Title	Definition	Index
29-1126	Respiratory Therapists	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.	189
29-1129	Therapists, All Other	All therapists not listed separately.	190
29-1141	Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).	191
29-1151	Nurse Anesthetists	Administer anesthesia, monitor patient's vital signs, and oversee patient recovery from anesthesia. May assist anesthesiologists, surgeons, other physicians, or dentists. Must be registered nurses who have specialized graduate education.	192
29-1171	Nurse Practitioners	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.	193
29-1181	Audiologists	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.	194
29-1211	Anesthesiologists	Administer anesthetics and analgesics for pain management prior to, during, or after surgery.	195
29-1212	Cardiologists	Diagnose, treat, manage, and prevent diseases or conditions of the cardiovascular system. May further subspecialize in interventional procedures (e.g., balloon angioplasty and stent placement), echocardiography, or electrophysiology.	196
29-1214	Emergency Medicine Physicians	Make immediate medical decisions and act to prevent death or further disability. Provide immediate recognition, evaluation, care, stabilization, and disposition of patients. May direct emergency medical staff in an emergency department.	197

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Detailed Code	Title	Definition	Index
29-1216	General Internal Medicine Physicians	Diagnose and provide nonsurgical treatment for a wide range of diseases and injuries of internal organ systems. Provide care mainly for adults and adolescents, and are based primarily in an outpatient care setting. Excludes “Family Medicine Physicians” (29-1215) and “Pediatricians, General” (29-1221).	198
29-1221	Pediatricians, General	Diagnose, treat, and help prevent diseases and injuries in children. May refer patients to specialists for further diagnosis or treatment, as needed. Excludes “Family Medicine Physicians” (29-1215) and “General Internal Medicine Physicians” (29-1216).	199
29-1223	Psychiatrists	Diagnose, treat, and help prevent mental disorders. Excludes “Clinical and Counseling Psychologists” (19-3033) and “School Psychologists” (19-3034).	200
29-1229	Physicians, All Other	All physicians not listed separately.	201
29-1249	Surgeons, All Other	All surgeons not listed separately. Excludes “Oral and Maxillofacial Surgeons” (29-1022).	202
29-2011	Medical and Clinical Laboratory Technologists	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.	203
29-2012	Medical and Clinical Laboratory Technicians	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.	204
29-2034	Radiologic Technologists and Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient’s bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities. Excludes “Diagnostic Medical Sonographers” (29-2032) and “Magnetic Resonance Imaging Technologists” (29-2035).	205
29-2042	Emergency Medical Technicians	Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities. Excludes “Paramedics” (29-2043), “Firefighters” (33-2011), and “Ambulance Drivers and Attendants, Except Emergency Medical Technicians” (53-3011).	206
29-2052	Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.	207

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
29-2053	Psychiatric Technicians	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	208
29-2056	Veterinary Technologists and Technicians	Perform medical tests in a laboratory environment for use in the treatment and diagnosis of diseases in animals. Prepare vaccines and serums for prevention of diseases. Prepare tissue samples, take blood samples, and execute laboratory tests, such as urinalysis and blood counts. Clean and sterilize instruments and materials and maintain equipment and machines. May assist a veterinarian during surgery.	209
29-2061	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.	210
29-2072	Medical Records Specialists	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry's numerical coding system. Includes medical coders. Excludes "Health Information Technologists and Medical Registrars" (29-9021) and "File Clerks" (43-4071).	211
29-2099	Health Technologists and Technicians, All Other	All health technologists and technicians not listed separately.	212
29-9021	Health Information Technologists and Medical Registrars	Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and followup information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases. Excludes "Medical Records Specialists" (29-2072).	213

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Detailed Code	Title	Definition	Index
29-9099	Healthcare Practitioners and Technical Workers, All Other	All healthcare practitioners and technical workers not listed separately.	214
31-1121	Home Health Aides	Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.	215
31-1122	Personal Care Aides	Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.	216
31-1131	Nursing Assistants	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1121), "Personal Care Aides" (31-1122), "Orderlies" (31-1132), and "Psychiatric Aides" (31-1133).	217
31-2021	Physical Therapist Assistants	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.	218
31-9011	Massage Therapists	Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.	219

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31-9091	Dental Assistants	Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.	220
31-9092	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes "Physician Assistants" (29-1071).	221
31-9095	Pharmacy Aides	Record drugs delivered to the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.	222
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	Feed, water, and examine pets and other nonfarm animals for signs of illness, disease, or injury in laboratories and animal hospitals and clinics. Clean and disinfect cages and work areas, and sterilize laboratory and surgical equipment. May provide routine postoperative care, administer medication orally or topically, or prepare samples for laboratory examination under the supervision of veterinary or laboratory animal technologists or technicians, veterinarians, or scientists. Excludes "Animal Caretakers" (39-2021).	223
31-9097	Phlebotomists	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.	224
31-9099	Healthcare Support Workers, All Other	All healthcare support workers not listed separately.	225
33-1011	First-Line Supervisors of Correctional Officers	Directly supervise and coordinate activities of correctional officers and jailers.	226
33-1012	First-Line Supervisors of Police and Detectives	Directly supervise and coordinate activities of members of police force.	227

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Detailed Code	Title	Definition	Index
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.	228
33-1091	First-Line Supervisors of Security Workers	Directly supervise and coordinate activities of security workers and security guards.	229
33-1099	First-Line Supervisors of Protective Service Workers, All Other	All protective service supervisors not listed separately above.	230
33-2011	Firefighters	Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.	231
33-3011	Bailiffs	Maintain order in courts of law.	232
33-3012	Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.	233
33-3021	Detectives and Criminal Investigators	Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021).	234
33-3031	Fish and Game Wardens	Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.	235
33-3051	Police and Sheriff's Patrol Officers	Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.	236
33-9011	Animal Control Workers	Handle animals for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals.	237
33-9031	Gambling Surveillance Officers and Gambling Investigators	Observe gambling operation for irregular activities such as cheating or theft by either employees or patrons. Investigate potential threats to gambling assets such as money, chips, and gambling equipment. Act as oversight and security agent for management and customers.	238

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
33-9032	Security Guards	Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes “Police Officers” (33-3050) and “Transportation Security Screeners” (33-9093).	239
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.	240
33-9094	School Bus Monitors	Maintain order among students on a school bus. Duties include helping students safely board and exit and communicating behavioral problems. May perform pretrip and posttrip inspections and prepare for and assist in emergency evacuations.	241
33-9099	Protective Service Workers, All Other	All protective service workers not listed separately.	242
35-1011	Chefs and Head Cooks	Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.	243
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Directly supervise and coordinate activities of workers engaged in preparing and serving food.	244
35-2011	Cooks, Fast Food	Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment.	245
35-2012	Cooks, Institution and Cafeteria	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.	246
35-2014	Cooks, Restaurant	Prepare, season, and cook dishes such as soups, meats, vegetables, or desserts in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.	247
35-2015	Cooks, Short Order	Prepare and cook to order a variety of foods that require only a short preparation time. May take orders from customers and serve patrons at counters or tables. Excludes “Cooks, Fast Food” (35-2011).	248

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
35-2019	Cooks, All Other	All cooks not listed separately.	249
35-2021	Food Preparation Workers	Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.	250
35-3011	Bartenders	Mix and serve drinks to patrons, directly or through waitstaff.	251
35-3023	Fast Food and Counter Workers	Perform duties such as taking orders and serving food and beverages. Serve customers at counter or from a steam table. May take payment. May prepare food and beverages. Counter attendants who also wait tables are included in "Waiters and Waitresses" (35-3031),	252
35-3031	Waiters and Waitresses	Take orders and serve food and beverages to patrons at tables in dining establishment. Excludes "Fast Food and Counter Workers" (35-3023).	253
35-3041	Food Servers, Nonrestaurant	Serve food to individuals outside of a restaurant environment, such as in hotel rooms, hospital rooms, residential care facilities, or cars. Excludes "Fast Food and Counter Workers" (35-3023) and "Door-to-Door Sales Workers, News and Street Vendors, and Related Workers" (41-9091).	254
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	Facilitate food service. Clean tables; remove dirty dishes; replace soiled table linens; set tables; replenish supply of clean linens, silverware, glassware, and dishes; supply service bar with food; and serve items such as water, condiments, and coffee to patrons.	255
35-9021	Dishwashers	Clean dishes, kitchen, food preparation equipment, or utensils.	256
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Welcome patrons, seat them at tables or in lounge, and help ensure quality of facilities and service.	257
35-9099	Food Preparation and Serving Related Workers, All Other	All food preparation and serving related workers not listed separately.	258
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.	259

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.	260
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.	261
37-2012	Maids and Housekeeping Cleaners	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.	262
37-2019	Building Cleaning Workers, All Other	All building cleaning workers not listed separately.	263
37-2021	Pest Control Workers	Apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin that infest buildings and surrounding areas.	264
37-3011	Landscaping and Groundskeeping Workers	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes "Farmworkers and Laborers, Crop, Nursery, and Greenhouse" (45-2092).	265
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application on trees, shrubs, lawns, or crops. Usually requires specific training and state or federal certification. Crop dusters are included in "Commercial Pilots" (53-2012).	266
37-3019	Grounds Maintenance Workers, All Other	All grounds maintenance workers not listed separately.	267

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
39-1013	First-Line Supervisors of Gambling Services Workers	Directly supervise and coordinate activities of workers in assigned gambling areas. May circulate among tables, observe operations, and ensure that stations and games are covered for each shift. May verify and pay off jackpots. May reset slot machines after payoffs and make repairs or adjustments to slot machines or recommend removal of slot machines for repair. May plan and organize activities and services for guests in hotels/casinos.	268
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Directly supervise and coordinate activities of entertainment and recreation related workers.	269
39-1022	First-Line Supervisors of Personal Service Workers	Supervise and coordinate activities of personal service workers.	270
39-2021	Animal Caretakers	Feed, water, groom, bathe, exercise, or otherwise provide care to promote and maintain the well-being of pets and other animals that are not raised for consumption, such as dogs, cats, race horses, ornamental fish or birds, zoo animals, and mice. Work in settings such as kennels, animal shelters, zoos, circuses, and aquariums. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages, pens, or fish tanks. Excludes "Veterinary Assistants and Laboratory Animal Caretakers" (31-9096) and "Farmworkers, Farm, Ranch, and Aquacultural Animals" (45-2093).	271
39-3019	Gambling Service Workers, All Other	All gambling service workers not listed separately.	272
39-3091	Amusement and Recreation Attendants	Perform a variety of attending duties at amusement or recreation facility. May schedule use of recreation facilities, maintain and provide equipment to participants of sporting events or recreational pursuits, or operate amusement concessions and rides.	273
39-3099	Entertainment Attendants and Related Workers, All Other	All entertainment attendants and related workers not listed separately.	274

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Provide beauty services, such as cutting, coloring, and styling hair, and massaging and treating scalp. May shampoo hair, apply makeup, dress wigs, remove hair, and provide nail and skincare services. Excludes "Makeup Artists, Theatrical and Performance" (39-5091), "Manicurists and Pedicurists" (39-5092), and "Skincare Specialists" (39-5094).	275
39-6011	Baggage Porters and Bellhops	Handle baggage for travelers at transportation terminals or for guests at hotels or similar establishments.	276
39-6012	Concierges	Assist patrons at hotel, apartment, or office building with personal services. May take messages; arrange or give advice on transportation, business services, or entertainment; or monitor guest requests for housekeeping and maintenance.	277
39-7011	Tour Guides and Escorts	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.	278
39-7012	Travel Guides	Plan, organize, and conduct long-distance travel, tours, and expeditions for individuals and groups.	279
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education" (25-9042).	280
39-9031	Exercise Trainers and Group Fitness Instructors	Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise. Excludes "Educational Instruction and Library Occupations" (25-0000), "Coaches and Scouts" (27-2022), and "Athletic Trainers" (29-9091).	281
39-9032	Recreation Workers	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.	282
41-1011	First-Line Supervisors of Retail Sales Workers	Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.	283

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
41-1012	First-Line Supervisors of Non-Retail Sales Workers	Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.	284
41-2011	Cashiers	Receive and disburse money in establishments other than financial institutions. May use electronic scanners, cash registers, or related equipment. May process credit or debit card transactions and validate checks. Excludes "Gambling Change Persons and Booth Cashiers" (41-2012).	285
41-2012	Gambling Change Persons and Booth Cashiers	Exchange coins, tokens, and chips for patrons' money. May issue payoffs and obtain customer's signature on receipt. May operate a booth in the slot machine area and furnish change persons with money bank at the start of the shift, or count and audit money in drawers. Excludes "Cashiers" (41-2011).	286
41-2021	Counter and Rental Clerks	Receive orders, generally in person, for repairs, rentals, and services. May describe available options, compute cost, and accept payment. Excludes "Fast Food and Counter Workers" (35-3023), "Hotel, Motel, and Resort Desk Clerks" (43-4081), "Order Clerks" (43-4151), and "Reservation and Transportation Ticket Agents and Travel Clerks" (43-4181).	287
41-2022	Parts Salespersons	Sell spare and replacement parts and equipment in repair shop or parts store.	288
41-2031	Retail Salespersons	Sell merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers. Excludes "Cashiers" (41-2011).	289
41-3021	Insurance Sales Agents	Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.	290
41-3031	Securities, Commodities, and Financial Services Sales Agents	Buy and sell securities or commodities in investment and trading firms, or provide financial services to businesses and individuals. May advise customers about stocks, bonds, mutual funds, commodities, and market conditions.	291
41-3041	Travel Agents	Plan and sell transportation and accommodations for customers. Determine destination, modes of transportation, travel dates, costs, and accommodations required. May also describe, plan, and arrange itineraries and sell tour packages. May assist in resolving clients' travel problems.	292

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sell services to individuals or businesses. May describe options or resolve client problems. Excludes "Advertising Sales Agents" (41-3011), "Insurance Sales Agents" (41-3021), "Securities, Commodities, and Financial Services Sales Agents" (41-3031), "Travel Agents" (41-3041), "Sales Representatives, Wholesale and Manufacturing" (41-4010), and "Telemarketers" (41-9041).	293
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Excludes "Sales Engineers" (41-9031).	294
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.	295
41-9011	Demonstrators and Product Promoters	Demonstrate merchandise and answer questions for the purpose of creating public interest in buying the product. May sell demonstrated merchandise.	296
41-9031	Sales Engineers	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering. Excludes "Engineers" (17-2011 through 17-2199) whose primary function is not marketing or sales.	297
41-9041	Telemarketers	Solicit donations or orders for goods or services over the telephone.	298
41-9099	Sales and Related Workers, All Other	All sales and related workers not listed separately.	299
43-1011	First-Line Supervisors of Office and Administrative Support Workers	Directly supervise and coordinate the activities of clerical and administrative support workers.	300
43-2011	Switchboard Operators, Including Answering Service	Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.	301

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-2021	Telephone Operators	Provide information by accessing alphabetical, geographical, or other directories. Assist customers with special billing requests, such as charges to a third party and credits or refunds for incorrectly dialed numbers or bad connections. May handle emergency calls and assist children or people with physical disabilities to make telephone calls.	302
43-2099	Communications Equipment Operators, All Other	All communications equipment operators not listed separately.	303
43-3011	Bill and Account Collectors	Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account, preparing statements to credit department if customer fails to respond, initiating repossession proceedings or service disconnection, and keeping records of collection and status of accounts.	304
43-3021	Billing and Posting Clerks	Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods. Excludes "Medical Records Specialists" (29-2072).	305
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Excludes "Payroll and Timekeeping Clerks" (43-3051).	306
43-3041	Gambling Cage Workers	In a gambling establishment, conduct financial transactions for patrons. Accept patron's credit application and verify credit references to provide check-cashing authorization or to establish house credit accounts. May reconcile daily summaries of transactions to balance books. May sell gambling chips, tokens, or tickets to patrons, or to other workers for resale to patrons. May convert gambling chips, tokens, or tickets to currency upon patron's request. May use a cash register or computer to record transaction.	307
43-3051	Payroll and Timekeeping Clerks	Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks. Excludes "Bookkeeping, Accounting, and Auditing Clerks" (43-3031).	308

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-3061	Procurement Clerks	Compile information and records to draw up purchase orders for procurement of materials and services. Excludes “Wholesale and Retail Buyers, Except Farm Products” (13-1022).	309
43-3071	Tellers	Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution’s various transactions.	310
43-3099	Financial Clerks, All Other	All financial clerks not listed separately.	311
43-4031	Court, Municipal, and License Clerks	Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees. Clerks of Court are classified in “Managers, All Other” (11-9199).	312
43-4041	Credit Authorizers, Checkers, and Clerks	Authorize credit charges against customers’ accounts. Investigate history and credit standing of individuals or business establishments applying for credit. May interview applicants to obtain personal and financial data, determine credit worthiness, process applications, and notify customers of acceptance or rejection of credit.	313
43-4051	Customer Service Representatives	Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints. Excludes individuals whose duties are primarily installation, sales, repair, and technical support.	314
43-4061	Eligibility Interviewers, Government Programs	Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.	315
43-4071	File Clerks	File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.	316
43-4081	Hotel, Motel, and Resort Desk Clerks	Accommodate hotel, motel, and resort patrons by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests’ accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.	317

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Detailed Code	Title	Definition	Index
43-4121	Library Assistants, Clerical	Compile records, and sort, shelve, issue, and receive library materials such as books, electronic media, pictures, cards, slides and microfilm. Locate library materials for loan and replace material in shelving area, stacks, or files according to identification number and title. Register patrons to permit them to borrow books, periodicals, and other library materials. Excludes "Library Technicians" (25-4031).	318
43-4131	Loan Interviewers and Clerks	Interview loan applicants to elicit information; investigate applicants' backgrounds and verify references; prepare loan request papers; and forward findings, reports, and documents to appraisal department. Review loan papers to ensure completeness, and complete transactions between loan establishment, borrowers, and sellers upon approval of loan.	319
43-4141	New Accounts Clerks	Interview persons desiring to open accounts in financial institutions. Explain account services available to prospective customers and assist them in preparing applications.	320
43-4151	Order Clerks	Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Generally receives orders via mail, phone, fax, or other electronic means. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints. Excludes "Dispatchers, Except Police, Fire, and Ambulance" (43-5032) who both dispatch and take orders for services.	321
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination. May prepare reports for employment records, file employment records, or search employee files and furnish information to authorized persons.	322
43-4171	Receptionists and Information Clerks	Answer inquiries and provide information to the general public, customers, visitors, and other interested parties regarding activities conducted at establishment and location of departments, offices, and employees within the organization. Excludes "Switchboard Operators, Including Answering Service" (43-2011).	323

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	Make and confirm reservations for transportation or lodging, or sell transportation tickets. May check baggage and direct passengers to designated concourse, pier, or track; deliver tickets and contact individuals and groups to inform them of package tours; or provide tourists with travel or transportation information. Excludes "Cashiers" (41-2011), "Travel Agents" (41-3041), and "Hotel, Motel, and Resort Desk Clerks" (43-4081) who sell tickets for local transportation.	324
43-4199	Information and Record Clerks, All Other	All information and record clerks not listed separately.	325
43-5011	Cargo and Freight Agents	Expedite and route movement of incoming and outgoing cargo and freight shipments in airline, train, and trucking terminals and shipping docks. Take orders from customers and arrange pickup of freight and cargo for delivery to loading platform. Prepare and examine bills of lading to determine shipping charges and tariffs.	326
43-5021	Couriers and Messengers	Pick up and deliver messages, documents, packages, and other items between offices or departments within an establishment or directly to other business concerns, traveling by foot, bicycle, motorcycle, automobile, or public conveyance. Excludes "Light Truck Drivers" (53-3033).	327
43-5031	Public Safety Telecommunicators	Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.	328
43-5032	Dispatchers, Except Police, Fire, and Ambulance	Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.	329

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-5041	Meter Readers, Utilities	Read meter and record consumption of electricity, gas, water, or steam.	330
43-5061	Production, Planning, and Expediting Clerks	Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Excludes “Project Management Specialists” (13-1082) and “Weighers, Measurers, Checkers, and Samplers, Recordkeeping” (43-5111).	331
43-5071	Shipping, Receiving, and Inventory Clerks	Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment. Excludes “Weighers, Measurers, Checkers, and Samplers, Recordkeeping” (43-5111), “Mail Clerks and Mail Machine Operators, except Postal Service” (43-9051), and “Stockers and Order Fillers” (53-7065).	332
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Weigh, measure, and check materials, supplies, and equipment for the purpose of keeping relevant records. Duties are primarily clerical by nature. Includes workers who collect and keep record of samples of products or materials. Excludes “Inspectors, Testers, Sorters, Samplers, and Weighers” (51-9061).	333
43-6011	Executive Secretaries and Executive Administrative Assistants	Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes “Secretaries” (43-6012 through 43-6014).	334
43-6012	Legal Secretaries and Administrative Assistants	Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.	335
43-6013	Medical Secretaries and Administrative Assistants	Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.	336

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries (43-6011 through 43-6013).	337
43-9021	Data Entry Keyers	Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Excludes "Word Processors and Typists" (43-9022).	338
43-9022	Word Processors and Typists	Use word processor, computer, or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Excludes "Court Reporters and Simultaneous Captioners" (27-3092), "Medical Transcriptionists" (31-9094), "Secretaries and Administrative Assistants" (43-6010), and "Data Entry Keyers" (43-9021).	339
43-9041	Insurance Claims and Policy Processing Clerks	Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes "Claims Adjusters, Examiners, and Investigators" (13-1031).	340
43-9061	Office Clerks, General	Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.	341
43-9071	Office Machine Operators, Except Computer	Operate one or more of a variety of office machines, such as photocopying, photographic, and duplicating machines, or other office machines. Excludes "Billing and Posting Clerks" (43-3021) and "Mail Clerks and Mail Machine Operators, Except Postal Service" (43-9051).	342
43-9081	Proofreaders and Copy Markers	Read transcript or proof type setup to detect and mark for correction any grammatical, typographical, or compositional errors. Excludes workers whose primary duty is editing copy. Includes proofreaders of braille.	343

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
43-9199	Office and Administrative Support Workers, All Other	All office and administrative support workers not listed separately.	344
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers. Excludes “First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers” (37-1012).	345
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes “Pesticide Handlers, Sprayers, and Applicators, Vegetation” (37-3012), “Graders and Sorters, Agricultural Products” (45-2041), and “Forest, Conservation, and Logging Workers” (45-4011 through 45-4029).	346
45-3031	Fishing and Hunting Workers	Hunt, trap, catch, or gather wild animals or aquatic animals and plants. May use nets, traps, or other equipment. May haul catch onto ship or other vessel. Aquacultural laborers who work on fish farms are included in “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).	347
45-4011	Forest and Conservation Workers	Under supervision, perform manual labor necessary to develop, maintain, or protect areas such as forests, forested areas, woodlands, wetlands, and rangelands through such activities as raising and transporting seedlings; combating insects, pests, and diseases harmful to plant life; and building structures to control water, erosion, and leaching of soil. Includes forester aides, seedling pullers, tree planters, and gatherers of nontimber forestry products such as pine straw.	348
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	Directly supervise and coordinate activities of construction or extraction workers.	349

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
47-2021	Brickmasons and Blockmasons	Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances, to construct or repair walls, partitions, arches, sewers, and other structures. Installers of mortarless segmental concrete masonry wall units are classified in “Landscaping and Groundskeeping Workers” (37-3011). Excludes “Stonemasons” (47-2022).	350
47-2022	Stonemasons	Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.	351
47-2031	Carpenters	Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.	352
47-2041	Carpet Installers	Lay and install carpet from rolls or blocks on floors. Install padding and trim flooring materials. Excludes “Floor Layers, Except Carpet, Wood, and Hard Tiles” (47-2042).	353
47-2051	Cement Masons and Concrete Finishers	Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints. Installers of mortarless segmental concrete masonry wall units are classified in “Landscaping and Groundskeeping Workers” (37-3011).	354
47-2061	Construction Laborers	Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. Construction laborers who primarily assist a particular craft worker are classified under “Helpers, Construction Trades” (47-3010). Excludes “Hazardous Materials Removal Workers” (47-4041).	355

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Detailed Code	Title	Definition	Index
47-2073	Operating Engineers and Other Construction Equipment Operators	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Excludes "Extraction Workers" (47-5000) and "Crane and Tower Operators" (53-7021).	356
47-2111	Electricians	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes "Security and Fire Alarm Systems Installers" (49-2098).	357
47-2141	Painters, Construction and Maintenance	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Excludes "Paperhangers" (47-2142).	358
47-2152	Plumbers, Pipefitters, and Steamfitters	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.	359
47-2211	Sheet Metal Workers	Fabricate, assemble, install, and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes, and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks, or forms using hammer; operating soldering and welding equipment to join sheet metal parts; or inspecting, assembling, and smoothing seams and joints of burred surfaces. Includes sheet metal duct installers who install prefabricated sheet metal ducts used for heating, air conditioning, or other purposes.	360
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	Help brickmasons, blockmasons, stonemasons, or tile and marble setters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist brickmasons, blockmasons, and stonemasons or tile and marble setters are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).	361

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
47-3012	Helpers--Carpenters	Help carpenters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist carpenters are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).	362
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Help painters, paperhangers, plasterers, or stucco masons by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist painters, paperhangers, plasterers, or stucco masons are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).	363
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Help plumbers, pipefitters, steamfitters, or pipelayers by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist plumbers, pipefitters, steamfitters, or pipelayers are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).	364
47-3019	Helpers, Construction Trades, All Other	All construction trades helpers not listed separately.	365
47-4011	Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.	366
47-4041	Hazardous Materials Removal Workers	Identify, remove, pack, transport, or dispose of hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, or contaminated soil. Specialized training and certification in hazardous materials handling or a confined entry permit are generally required. May operate earth-moving equipment or trucks.	367
47-5023	Earth Drillers, Except Oil and Gas	Operate a variety of drills such as rotary, churn, and pneumatic to tap subsurface water and salt deposits, to remove core samples during mineral exploration or soil testing, and to facilitate the use of explosives in mining or construction. Includes horizontal and earth boring machine operators.	368

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Detailed Code	Title	Definition	Index
47-5081	Helpers--Extraction Workers	Help extraction craft workers, such as earth drillers, blasters and explosives workers, derrick operators, and mining machine operators, by performing duties requiring less skill. Duties include supplying equipment or cleaning work area. Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).	369
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.	370
49-2011	Computer, Automated Teller, and Office Machine Repairers	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.	371
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.	372
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings. Excludes "Telecommunications Line Installers and Repairers" (49-9052).	373
49-2091	Avionics Technicians	Install, inspect, test, adjust, or repair avionics equipment, such as radar, radio, navigation, and missile control systems in aircraft or space vehicles.	374
49-2092	Electric Motor, Power Tool, and Related Repairers	Repair, maintain, or install electric motors, wiring, or switches.	375
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas. Excludes "Avionics Technicians" (49-2091), "Electrical and Electronics Installers and Repairers, Transportation Equipment" (49-2093), and "Electronic Equipment Installers and Repairers, Motor Vehicles" (49-2096).	376

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Inspect, test, repair, or maintain electrical equipment in generating stations, substations, and in-service relays.	377
49-2098	Security and Fire Alarm Systems Installers	Install, program, maintain, and repair security and fire alarm wiring and equipment. Ensure that work is in accordance with relevant codes. Excludes “Electricians” (47-2111) who do a broad range of electrical wiring.	378
49-3011	Aircraft Mechanics and Service Technicians	Diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Excludes “Avionics Technicians” (49-2091).	379
49-3021	Automotive Body and Related Repairers	Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes “Automotive Glass Installers and Repairers” (49-3022) and “Coating, Painting, and Spraying Machine Setters, Operators, and Tenders” (51-9124).	380
49-3022	Automotive Glass Installers and Repairers	Replace or repair broken windshields and window glass in motor vehicles.	381
49-3023	Automotive Service Technicians and Mechanics	Diagnose, adjust, repair, or overhaul automotive vehicles. Excludes “Automotive Body and Related Repairers” (49-3021), “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).	382
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.	383
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031) and “Rail Car Repairers” (49-3043).	384
49-3051	Motorboat Mechanics and Service Technicians	Repair and adjust electrical and mechanical equipment of inboard or inboard-outboard boat engines. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031).	385

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Detailed Code	Title	Definition	Index
49-3092	Recreational Vehicle Service Technicians	Diagnose, inspect, adjust, repair, or overhaul recreational vehicles including travel trailers. May specialize in maintaining gas, electrical, hydraulic, plumbing, or chassis/towing systems as well as repairing generators, appliances, and interior components. Includes workers who perform customized van conversions. Excludes “Automotive Service Technicians and Mechanics” (49-3023) and “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031) who also work on recreation vehicles.	386
49-3093	Tire Repairers and Changers	Repair and replace tires.	387
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.	388
49-9041	Industrial Machinery Mechanics	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans. Excludes “Mobile Heavy Equipment Mechanics, Except Engines” (49-3042), and “Maintenance Workers, Machinery” (49-9043).	389
49-9043	Maintenance Workers, Machinery	Lubricate machinery, change parts, or perform other routine machinery maintenance. Excludes “Maintenance and Repair Workers, General” (49-9071).	390
49-9051	Electrical Power-Line Installers and Repairers	Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy duty transmission towers. Excludes “Electrical and Electronics Repairers, Powerhouse, Substation, and Relay” (49-2095).	391
49-9052	Telecommunications Line Installers and Repairers	Install and repair telecommunications cable, including fiber optics.	392
49-9062	Medical Equipment Repairers	Test, adjust, or repair biomedical or electromedical equipment.	393

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Detailed Code	Title	Definition	Index
49-9071	Maintenance and Repair Workers, General	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes "Facilities Managers" (11-3013) and "Maintenance Workers, Machinery" (49-9043).	394
49-9092	Commercial Divers	Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life. Excludes "Athletes and Sports Competitors" (27-2021), "Police and Sheriff's Patrol Officers" (33-3051), and "Fishing and Hunting Workers" (45-3031).	395
49-9098	Helpers--Installation, Maintenance, and Repair Workers	Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.	396
49-9099	Installation, Maintenance, and Repair Workers, All Other	All installation, maintenance, and repair workers not listed separately.	397
51-1011	First-Line Supervisors of Production and Operating Workers	Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.	398
51-2041	Structural Metal Fabricators and Fitters	Fabricate, position, align, and fit parts of structural metal products. Shipfitters are included in "Layout Workers, Metal and Plastic" (51-4192).	399
51-2051	Fiberglass Laminators and Fabricators	Laminate layers of fiberglass on molds to form boat decks and hulls, bodies for golf carts, automobiles, or other products.	400
51-2099	Assemblers and Fabricators, All Other	All assemblers and fabricators not listed separately.	401

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Detailed Code	Title	Definition	Index
51-3011	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with “Chefs and Head Cooks” (35-1011).	402
51-3021	Butchers and Meat Cutters	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.	403
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	Operate or tend food or tobacco roasting, baking, or drying equipment, including hearth ovens, kiln driers, roasters, char kilns, and vacuum drying equipment.	404
51-3092	Food Batchmakers	Set up and operate equipment that mixes or blends ingredients used in the manufacturing of food products. Includes candy makers and cheese makers.	405
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend machines to extrude or draw thermoplastic or metal materials into tubes, rods, hoses, wire, bars, or structural shapes.	406
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend lathe and turning machines to turn, bore, thread, form, or face metal or plastic materials, such as wire, rod, or bar stock.	407
51-4041	Machinists	Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. Machinists who primarily program or operate computer numerically controlled (CNC) equipment are classified in “Computer Numerically Controlled Tool Operators and Programmers” (51-9160).	408

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Detailed Code	Title	Definition	Index
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend more than one type of cutting or forming machine tool or robot.	409
51-4121	Welders, Cutters, Solderers, and Brazers	Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.	410
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Set up, operate, or tend welding, soldering, or brazing machines or robots that weld, braze, solder, or heat treat metal products, components, or assemblies. Includes workers who operate laser cutters or laser-beam machines.	411
51-4199	Metal Workers and Plastic Workers, All Other	All metal workers and plastic workers not listed separately.	412
51-5111	Prepress Technicians and Workers	Format and proof text and images submitted by designers and clients into finished pages that can be printed. Includes digital and photo typesetting. May produce printing plates.	413
51-5112	Printing Press Operators	Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.	414
51-5113	Print Binding and Finishing Workers	Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.	415
51-6011	Laundry and Dry-Cleaning Workers	Operate or tend washing or dry-cleaning machines to wash or dry-clean industrial or household articles, such as cloth garments, suede, leather, furs, blankets, draperies, linens, rugs, and carpets. Includes spotters and dyers of these articles.	416
51-6021	Pressers, Textile, Garment, and Related Materials	Press or shape articles by hand or machine.	417
51-6031	Sewing Machine Operators	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.	418
51-6052	Tailors, Dressmakers, and Custom Sewers	Design, make, alter, repair, or fit garments.	419
51-6093	Upholsterers	Make, repair, or replace upholstery for household furniture or transportation vehicles.	420

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Detailed Code	Title	Definition	Index
51-7011	Cabinetmakers and Bench Carpenters	Cut, shape, and assemble wooden articles or set up and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut, or shape lumber or to fabricate parts for wood products. Excludes "Woodworking Machine Setters, Operators, and Tenders" (51-7040).	421
51-8013	Power Plant Operators	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. Excludes "Nuclear Power Reactor Operators" (51-8011).	422
51-8031	Water and Wastewater Treatment Plant and System Operators	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.	423
51-8092	Gas Plant Operators	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.	424
51-8099	Plant and System Operators, All Other	All plant and system operators not listed separately.	425
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.	426
51-9022	Grinding and Polishing Workers, Hand	Grind, sand, or polish, using hand tools or hand-held power tools, a variety of metal, wood, stone, clay, plastic, or glass objects. Includes chippers, buffers, and finishers.	427
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to mix or blend materials, such as chemicals, tobacco, liquids, color pigments, or explosive ingredients. Excludes "Food Batchmakers" (51-3092).	428
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.	429

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
51-9071	Jewelers and Precious Stone and Metal Workers	Design, fabricate, adjust, repair, or appraise jewelry, gold, silver, other precious metals, or gems. Includes diamond polishers and gem cutters, and persons who perform precision casting and modeling of molds, casting metal in molds, or setting precious and semiprecious stones for jewelry and related products.	430
51-9111	Packaging and Filling Machine Operators and Tenders	Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.	431
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Set up, operate, or tend spraying or rolling machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials. Includes painters of transportation vehicles such as painters in auto body repair facilities. Excludes "Plating Machine Setters, Operators, and Tenders, Metal and Plastic" (51-4193).	432
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	Mold, shape, form, cast, or carve products such as food products, figurines, tile, pipes, and candles consisting of clay, glass, plaster, concrete, stone, or combinations of materials.	433
51-9198	Helpers--Production Workers	Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment. Apprentice workers are classified in the appropriate production occupations (51-0000).	434
51-9199	Production Workers, All Other	All production workers not listed separately. Excludes "Packers and Packagers, Hand" (53-7064).	435
53-1041	Aircraft Cargo Handling Supervisors	Supervise and coordinate the activities of ground crew in the loading, unloading, securing, and staging of aircraft cargo or baggage. May determine the quantity and orientation of cargo and compute aircraft center of gravity. May accompany aircraft as member of flight crew and monitor and handle cargo in flight, and assist and brief passengers on safety and emergency procedures. Includes loadmasters.	436
53-1042	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Directly supervise and coordinate the activities of helpers, laborers, or material movers, hand.	437

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Detailed Code	Title	Definition	Index
53-1043	First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers.	438
53-1044	First-Line Supervisors of Passenger Attendants	Supervise and coordinate activities of passenger attendants. Includes supervisors of "Flight Attendants" (53-2031).	439
53-1049	First-Line Supervisors of Transportation Workers, All Other	All first-line supervisors of transportation workers not listed separately.	440
53-2012	Commercial Pilots	Pilot and navigate the flight of fixed-wing aircraft on nonscheduled air carrier routes, or helicopters. Requires Commercial Pilot certificate. Includes charter pilots with similar certification, and air ambulance and air tour pilots. Excludes regional, national, and international airline pilots. Excludes "Electro-Mechanical and Mechatronics Technologists and Technicians" (17-3024).	441
53-2021	Air Traffic Controllers	Control air traffic on and within vicinity of airport, and movement of air traffic between altitude sectors and control centers, according to established procedures and policies. Authorize, regulate, and control commercial airline flights according to government or company regulations to expedite and ensure flight safety.	442
53-2022	Airfield Operations Specialists	Ensure the safe takeoff and landing of commercial and military aircraft. Duties include coordination between air-traffic control and maintenance personnel, dispatching, using airfield landing and navigational aids, implementing airfield safety procedures, monitoring and maintaining flight records, and applying knowledge of weather information.	443
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	Drive ambulance or assist ambulance driver in transporting sick, injured, or convalescent persons. Assist in lifting patients.	444

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Detailed Code	Title	Definition	Index
53-3031	Driver/Sales Workers	Drive truck or other vehicle over established routes or within an established territory and sell or deliver goods, such as food products, including restaurant take-out items, or pick up or deliver items such as commercial laundry. May also take orders, collect payment, or stock merchandise at point of delivery. Excludes “Coin, Vending, and Amusement Machine Servicers and Repairers” (49-9091) and “Light Truck Drivers” (53-3033).	445
53-3032	Heavy and Tractor-Trailer Truck Drivers	Drive a tractor-trailer combination or a truck with a capacity of at least 26,001 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers’ license. Includes tow truck drivers. Excludes “Refuse and Recyclable Material Collectors” (53-7081).	446
53-3033	Light Truck Drivers	Drive a light vehicle, such as a truck or van, with a capacity of less than 26,001 pounds Gross Vehicle Weight (GVW), primarily to pick up merchandise or packages from a distribution center and deliver. May load and unload vehicle. Excludes “Couriers and Messengers” (43-5021) and “Driver/Sales Workers” (53-3031).	447
53-3051	Bus Drivers, School	Drive a school bus to transport students. Ensure adherence to safety rules. May assist students in boarding or exiting.	448
53-3052	Bus Drivers, Transit and Intercity	Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.	449
53-3053	Shuttle Drivers and Chauffeurs	Drive a motor vehicle to transport passengers on a planned or scheduled basis. May collect a fare. Includes nonemergency medical transporters and hearse drivers. Excludes “Ambulance Drivers and Attendants, Except Emergency Medical Technicians” (53-3011) and “Taxi Drivers” (53-3054).	450
53-3054	Taxi Drivers	Drive a motor vehicle to transport passengers on an unplanned basis and charge a fare, usually based on a meter. Excludes “Shuttle Drivers and Chauffeurs” (53-3053).	451
53-3099	Motor Vehicle Operators, All Other	All motor vehicle operators not listed separately.	452

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Detailed Code	Title	Definition	Index
53-5011	Sailors and Marine Oilers	Stand watch to look for obstructions in path of vessel, measure water depth, turn wheel on bridge, or use emergency equipment as directed by captain, mate, or pilot. Break out, rig, overhaul, and store cargo-handling gear, stationary rigging, and running gear. Perform a variety of maintenance tasks to preserve the painted surface of the ship and to maintain line and ship equipment. Must hold government-issued certification and tankerman certification when working aboard liquid-carrying vessels. Includes able seamen and ordinary seamen.	453
53-5021	Captains, Mates, and Pilots of Water Vessels	Command or supervise operations of ships and water vessels, such as tugboats and ferryboats. Required to hold license issued by U.S. Coast Guard. Excludes "Motorboat Operators" (53-5022).	454
53-6021	Parking Attendants	Park vehicles or issue tickets for customers in a parking lot or garage. May park or tend vehicles in environments such as a car dealership or rental car facility. May collect fee.	455
53-6031	Automotive and Watercraft Service Attendants	Service automobiles, buses, trucks, boats, and other automotive or marine vehicles with fuel, lubricants, and accessories. Collect payment for services and supplies. May lubricate vehicle, change motor oil, refill antifreeze, or replace lights or other accessories, such as windshield wiper blades or fan belts. May repair or replace tires. Excludes "Cashiers" (41-2011).	456
53-6041	Traffic Technicians	Conduct field studies to determine traffic volume, speed, effectiveness of signals, adequacy of lighting, and other factors influencing traffic conditions, under direction of traffic engineer.	457
53-6051	Transportation Inspectors	Inspect equipment or goods in connection with the safe transport of cargo or people. Includes rail transportation inspectors, such as freight inspectors, rail inspectors, and other inspectors of transportation vehicles not elsewhere classified. Excludes "Transportation Security Screeners" (33-9093).	458
53-7011	Conveyor Operators and Tenders	Control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, departments, or vehicles. May control speed and routing of materials or products.	459
53-7021	Crane and Tower Operators	Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.	460
53-7031	Dredge Operators	Operate dredge to remove sand, gravel, or other materials in order to excavate and maintain navigable channels in waterways.	461

Table C1. 2021 PWS Detailed Titles Definitions

Detailed Code	Title	Definition	Index
53-7041	Hoist and Winch Operators	Operate or tend hoists or winches to lift and pull loads using power-operated cable equipment. Excludes "Crane and Tower Operators" (53-7021).	462
53-7061	Cleaners of Vehicles and Equipment	Wash or otherwise clean vehicles, machinery, and other equipment. Use such materials as water, cleaning agents, brushes, cloths, and hoses. Excludes "Janitors and Cleaners, Except Maids and Housekeeping Cleaners" (37-2011).	463
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes "Construction Laborers" (47-2061) and "Helpers, Construction Trades" (47-3011 through 47-3019). Excludes "Material Moving Workers" (53-7011 through 53-7199) who use power equipment.	464
53-7063	Machine Feeders and Off bearers	Feed materials into or remove materials from machines or equipment that is automatic or tended by other workers.	465
53-7064	Packers and Packagers, Hand	Pack or package by hand a wide variety of products and materials.	466
53-7065	Stockers and Order Fillers	Receive, store, and issue merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers' orders. May operate power equipment to fill orders. May mark prices on merchandise and set up sales displays. Excludes "Shipping, Receiving, and Inventory Clerks" (43-5071), "Laborers and Freight, Stock, and Material Movers, Hand" (53-7062), and "Packers and Packagers, Hand" (53-7064).	467
53-7071	Gas Compressor and Gas Pumping Station Operators	Operate steam-, gas-, electric motor-, or internal combustion-engine driven compressors. Transmit, compress, or recover gases, such as butane, nitrogen, hydrogen, and natural gas.	468
53-7081	Refuse and Recyclable Material Collectors	Collect and dump refuse or recyclable materials from containers into truck. May drive truck.	469
53-7199	Material Moving Workers, All Other	All material moving workers not listed separately.	470

APPENDIX D:
2021 CNMI PWS DATA FIELDS AND ONLINE FORMS

This appendix shows (1) a brief description of the 2021 PWS and instructions on completing data fields in the forms which were accessible on the company dashboard of the PWS website and (2) the screenshots of the 2021 PWS online forms.

2021 Prevailing Wage Survey Data Definitions and Instructions

Central Statistics Division, Department of Commerce, CNMI

February 22, 2021

This short document briefly describes the 2021 PWS and defines/describes selected data fields in the study.

The 2021 Prevailing Wage Survey. Several rounds of prevailing wages studies (surveys) have been completed since 2011 in the CNMI. This 2021 PWS survey is the third annual survey under the Northern Mariana Islands U.S. Workforce Act of 2018 and is the second time that the survey data collection is being done online. The main purpose of the PWS remains the same: to collect data that enables for the determination and publication of the current prevailing hourly wage statistics for the various occupational titles that exists in the CNMI in 2021. As in the past PWS, the result of this survey will also be used to meet the prevailing wage requirements for PERM, H-1B and H-2B, and to report wage statistics by selected economic, geographic, and demographic characteristics in the CNMI current workforce.

Employee Data Requested is for One Complete Pay Period in February 2021. It is important to note that the 2021 PWS is requesting for employee data on one full or complete pay period in February 2021.

Data Fields for the 2021 PWS. This round of the PWS asks for data points or fields necessary for a successful PWS for 2021 in the Commonwealth. Like the 2020, many of the fields are directory-type data including company or organization name, email address, phone number, physical mailing address, contact person, DBA name, and establishment locations which are self-explanatory and do not require detailed explanations. In the appropriate online forms, additional information/instructions are provided next to each of these fields to appropriately complete data entry for these fields.

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

DBA (Doing Business As) Data Form

1	DBA's name or Organization's name	Give the name you are doing business as (DBA) as shown in your business license or the name of your organization. Be sure to enter all your DBAs. In a case where the company name and the DBA name are the same, enter the company or the organization's name here.
2	NAICS Code	Give/choose the six-digit NAICS (North American Industry Classification System) code for this DBA as shown in your business license or the NAICS code for your organization. This is the same NAICS code on your current business license. This data field will allow for summarizing and reporting on wage statistics by major industries.
3	Island	Give/choose the main island of your DBA's or organization's official location. This data field will allow for summarizing and reporting on wage statistics by island.
4	Village	Give/choose the main village of your DBA's or organizations' official location. This data field will be used for data validation and allows for summarizing and reporting on wage statistics by village.
5	Total Employee Count	Give/enter the total count of employees employed under this DBA or organization as of February 2021. Include all employees working at the time whether fulltime or part-time. This data field will assist in validating individual employees reported.
6	Business License Number	Give/enter the business license number for your DBA or organization assigned by the CNMI Business License Office and displayed in your official business license certificate. This data field will assist in data validation.

Pay Period Data Subform

1	DBA Name	Select the appropriate DBA and be sure to enter each and all employees under the appropriate DBA, if you have multiple DBAs.
2	Pay Period Duration	Select the appropriate pay period duration for your DBA. Monthly or Biweekly.
3	Beginning Date of Pay Period	Give/choose the beginning date of the pay period in February 2021. This data field will be used in data validation.
4	Ending Date of Pay Period	Give/choose the ending date of the pay period in February 2021. This data field will be used in data validation.

Individual Employee Data Subform

1	Position Title	Give/enter the employee position title as of February 2021. This data field will be used for data validation.
2	Gender	Give/choose the appropriate employee gender. This data field will allow for summarizing and reporting wage statistics by gender.
3	SOC Code	Give/choose the appropriate 6-digit SOC (Standard Occupation Classification) code for the employee. Use the 2018 SOC system. This data field will allow for summarizing and reporting on wage statistics by SOC. (Hint: To determine the appropriate SOC code, use the 2018 SOC or O*NET.)
4	Citizenship	Give/choose the appropriate country of citizenship for the employee. This data field will allow for summarizing and reporting on wage statistics by citizenship.
5	Employment Visa Type	Give/choose the appropriate type of employment visa for the employee. This data field will allow for summarizing and reporting on wage statistics by type of visa.
6	Total hours worked	Give/enter the total hours worked for the pay period in February 2021. This data field will be used to derive the hourly wage rate.
7	Total Amount of Pay	Give/enter the total amount of pay in dollars for the pay period in February 2021. This data field will be used to derive the hourly wage rate and related statistics.

Screenshots of the 2021 PWS Online Forms:

Register your Company/Business

Because we take the privacy of parties involved in the Prevailing Wage Survey (PWS), you would be need to read through this Non-Disclosure Agreement and agree to it before proceeding further in this portal.

Non-Disclosure Agreement

The Commonwealth of the Northern Mariana Islands (CNMI) [Statistical Act of 1990](#) (Public Law 7-35) authorizes and mandates the Central Statistics Division (CSD) of the CNMI Department of Commerce to collect, compile and publish official statistics for the Commonwealth Government and its subdivisions for policymaking and program planning and implementation. The CSD is responsible for conducting censuses and surveys, including the gathering of all statistical data to report on a wide variety of topics covering social and economic characteristics of the Commonwealth's population.

The 2021 Prevailing Wage Study is mandated by the 2018 CNMI Workforce Act – this survey will gather and compile occupational titles and wage statistics from public and private sectors in the CNMI for CW1 and PERM/H-1B and H-2B labor certification application determination and approval.

This Study is conducted and published on an annual basis.

CONFIDENTIALITY OF INFORMATION/DATA

Information/Data provided and compiled is protected under the Confidentiality of Information clause (§ 2486) of the CNMI Statistical Act. Only CSD Staff and those who have taken an Oath to uphold the confidentiality of the information/data according to the Confidentiality of Information clause of the CNMI Statistical Act will be allowed

☐ I agree to this Non-Disclosure Agreement.

Continue

You must click "agree" above to continue.

Every company must register only once to submit the Prevailing Wage Survey (PWS). A company would be the main ownership of the business (such as a Corporation or LLC). Please go through the basic steps to provide information about your company. Once your company is registered, you would need to provide information about all the DBAs under your company (if applicable). From there, you would be able to submit each employees' information as part of the survey.

COMPANY REGISTRATION FORM

Company Name* 

Company Email Address* 

Username * 

Password * 

Confirm Password* 

[Register](#)

[Exit](#)

Next: [Complete Your Company's Information >](#)

DBA stands for "Doing Business As".
ALL Companies are Required to submit the survey for each DBA separately

Enter a DBA's Information

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

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

2. NAICS Code*



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

3. Island*



4. Village(s)



5. Total Employee Count*



6. Business License Number



7. Pay Period*



☐ Weekly ☐ Biweekly ☐ Monthly

8. Beginning Date of Pay Period*



9. Ending Date of Pay Period*



Submit

[Exit](#)

The Employee Data Requested is for One Complete Pay Period in February 2021. It is important to note that the 2021 PWS is requesting for individual employee data for one full or complete pay period during the month of February 2021. Enter each DBA's employee's information separately using the form below. The individual employee data you provide here will be used to produce the required prevailing wage statistics. Please enter the information accurately. When completing your survey, you may save your data and return later to complete it and then submit. Once you submit your survey, the data cannot be edited, so be sure to verify that your data are correct before you submit your survey.

EMPLOYEE INFORMATION

Pay Period:

Beginning Date of Pay Period:

Ending Date of Pay Period:

1. DBA Name*

Select DBA

2. Position Title*

3. Gender*

☐ Male ☐ Female

4. Standard Occupation Code (2018 six-digit code)*

Select SOC Code

Hint: To determine the appropriate SOC code, use the [2018 SOC](#) or [O*NET](#).

5. Citizenship*

Select Citizenship

6. Employment Visa Type*

Select Visa Type

7. Total Hours Worked for the Pay Period*

8. Total Amount of Pay for the Pay Period*

Save Employee Info