

THE 2022 PREVAILING WAGE STUDY  
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE  
CENTRAL STATISTICS DIVISION

MAY 25, 2022





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Ralph DLG. Torres, Governor ∞ Arnold I. Palacios, Lt. Governor ∞ Edward M. Deleon Guerrero, 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 2022 Prevailing Wage Study (PWS) Report.

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

In this 2022 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 496 Detailed Titles captured by the Survey in the CNMI economy in 2022;
- ❖ Appendix B shows a sample ETA Form 9165;
- ❖ Appendix C lists the definitions of the 496 Detailed Titles found in the 2022 PWS, and;
- ❖ Appendix D shows the 2022 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.

A handwritten signature in blue ink, appearing to read 'E. DeLeon', is positioned above the printed name. The signature is fluid and cursive, with a large loop at the beginning.

EDWARD DELEON GUERRERO

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# INTRODUCTION

This report documents the results of the 2022 Prevailing Wage Study (PWS) in the Commonwealth of the Northern Mariana Islands. The report describes the background and purpose of the study, the target population, the reference period, and the methodology. It presents the derived hourly wage statistics by employer size, by major occupational group, by major Industry, by sector, by citizenship, by employment visa type, by gender, and by hours worked per week. The challenges and limitations of the 2022 study are also discussed. There are four appendices to this report: Appendix A contains the SOC Detailed Titles Hourly Wage Statistics for the 496 Titles captured by the study survey this year; Appendix B shows a sample ETA Form 9165 using the 2022 PWS hourly wage statistics; Appendix C lists the definitions of the 496 SOC Detailed Titles found in the 2022 PWS; and Appendix D shows the 2022 PWS Online data collection forms. It should be noted that the 2022 is the third round of the PWS where the survey data collection was done via an online portal and that the data cleaning, processing, tabulation, analysis, and reporting parallel those in the past two rounds.

## BACKGROUND AND PURPOSE

The 2022 PWS is the seventh round of the Prevailing Wage Study in the CNMI. The 2022 is the fourth time the study was conducted primarily to meet the requirements of the [Northern Mariana Islands U.S. Workforce Act of 2018](#). As in the prior rounds, 2022 results may be used when applying for foreign worker visas—CW1, H2Bs and others. The funding for the 2022 PWS was provided for by the US Department of the Interior’s Office of Insular Affairs (US DOI – OIA).

The main purpose of the 2022 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 occupational titles in the CNMI’s economy.

## THE TARGET POPULATION

In keeping with prior years, the target population of the 2022 PWS was all employers and employees in the CNMI—Saipan, Tinian, and Rota—in both the private and the public sectors.

## THE REFERENCE PERIOD

The data collection reference period for the 2022 PWS was the month of February 2022. The study asked employers to submit wage and other related data based on payroll data for the month of February 2022.

# THE METHODOLOGY

## CENSUS OF EMPLOYERS AND EMPLOYEES

Like the past studies, all CNMI employers and employees in the private and the public sectors were targeted in the 2022 PWS to ensure that the 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 2022 data collection, data processing, tabulation, and data analysis in 2022 was carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of DataTalks, a

CNMI-based consultant. The 2022 PWS is the third year in which an online portal was the primary mode of collecting survey data from employers in the Commonwealth. In January of 2022, the CSD and DataTalks worked with GuamWEBZ (a web design and development company based in Guam) to update the web portal used to collect data for the study.

As was done in previous years, the CSD announced the 2022 PWS data collection with a press release by the Governor's Office which was published in the two CNMI newspaper outlets and on social media and on the Department's website. The CSD also announced the data collection efforts via email with various business organizations including the Saipan Chamber of Commerce and the Small Business Development Center (SBDC), 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.

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.

To maximize participation in the survey, the data collection period was initially set for March 1<sup>st</sup> through March 15, 2022, with possible extension through March 31, 2022. The online portal was opened on February 25, 2022, with the initial deadline on March 15<sup>th</sup>. The data submitted online were downloaded daily and checked for errors. On March 16<sup>th</sup>, a thank you email was sent to those who had submitted their survey and a list of those who have not completed the survey was put together for follow up. A follow up email was sent to those have not completed the survey as of March 15<sup>th</sup> and the survey clerks made the best effort to contact everyone on the list and encouraged them to complete the survey online. 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 eventual clean dataset was then used to produce the wage statistics in this report. The 2022 PWS utilized the same techniques used in prior years 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**

As in the prior rounds, the data collection process for the 2022 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 the CSD secured local area network in secured rooms that are 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 were 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 2022 PWS QUESTIONS (OR DATA ITEMS)**

Since 2020, the data collection for the study has been done via an online portal. This year, all employers provided their data through the portal with the exception of the CNMI Government which extracted the government's employee data from their data systems and submitted them in csv format. The [PWS Online Portal](#) has three related forms that each employer (company or organization) was required to complete for the 2022 PWS: 1) the Company form, 2) the DBA form, and 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 collects the data items needed from each employee to derive the appropriate prevailing wage statistics required for CW1 and other visas, and, also, allows for basic demographic and economic analysis. Appendix E shows the three online forms for the 2022 PWS. Each data field (or item) in each online form contains 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 2022 PWS**

### **TOTAL ESTABLISHMENTS REGISTERED IN THE PORTAL**

A total of 924 establishments have registered in the PWS Portal since 2020: 710 registered in 2020, 117 registered in 2021 while 97 registered in 2022.

### **NUMBER OF EMPLOYERS AND EMPLOYEES USED IN PRODUCING HOURLY WAGE STATISTICS**

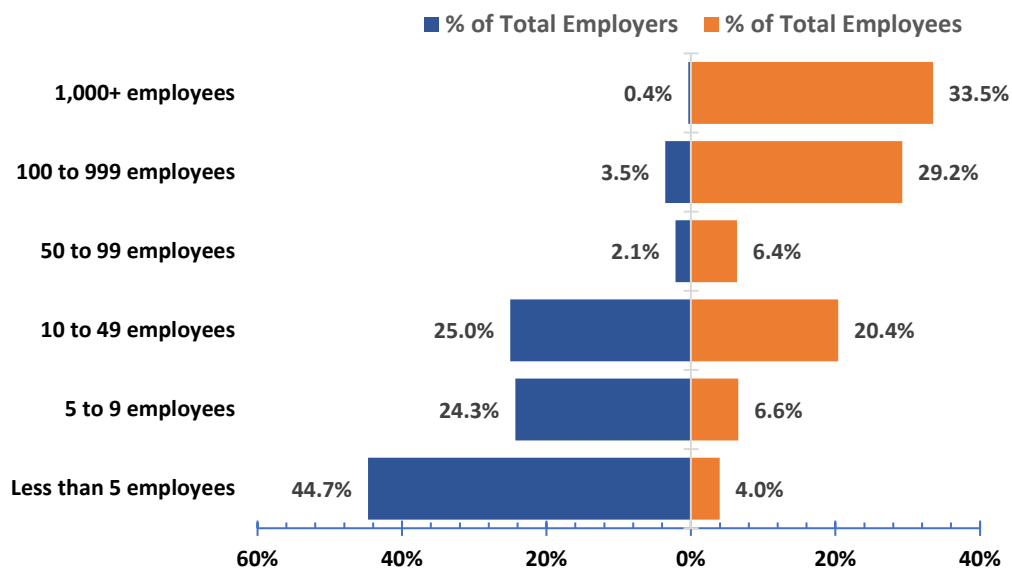
Of 924 establishments registered in the portal, 253 did not participate in the 2022 PWS survey; 83 reported no (zero) employees; and 588 reported 1 or more employees. The clean dataset used in producing the hourly wage statistics for this report contained a total of 564 employers with a total of 13,870 employees. The CNMI's overall mean hourly wage was \$14.37 while the median was \$10.58 in 2022.

## HOURLY WAGE STATISTICS BY EMPLOYER SIZE

Consistent with prior years, the CNMI employers in the 2022 PWS were mostly small employers. About 45% of total employers had less than 5 employees and employed about 4% of total employees in 2022; cumulatively, 69% had less than 10 employees with about 11% of total employees; and 94% had less than 50 employees with about 31% of total employees. Only about 6% of all employers had 50 or more employees but employed about 69% of total employees. See Chart 1 for detail.

The mean hourly wage was highest in the employer group with 1,000 + employees (\$17.07) and was lowest in the 50 to 99 employer group (\$9.68) See Table 1.0 for detail.

**Chart 1.0 Percentage of Total Employers vs Percentage of Total Employees: 2022 PWS, CNMI**



**Table 1.0 Hourly Wage Statistics by Employer Size: 2022 PWS, CNMI**

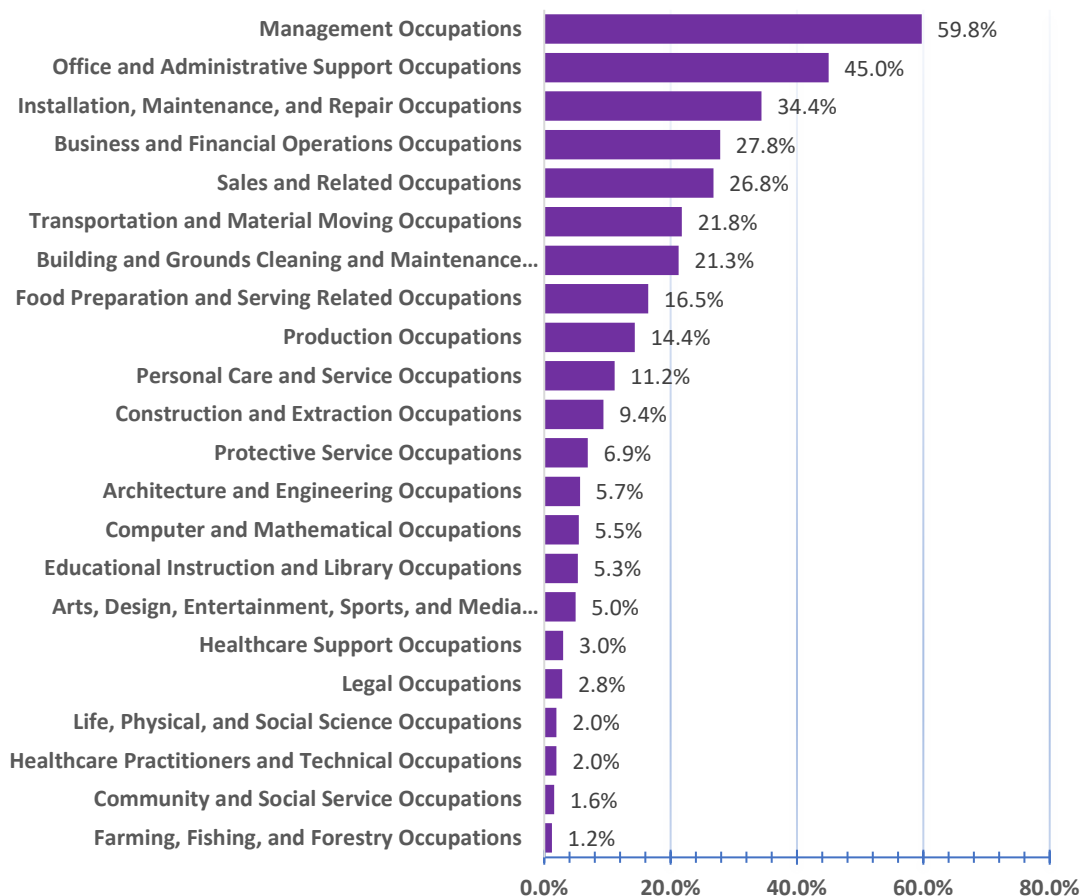
Employer Size	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
Less than 5 employees	252	44.7%	549	4.0%	\$11.28	\$8.71
5 to 9 employees	137	24.3%	910	6.6%	\$12.30	\$9.00
10 to 49 employees	141	25.0%	2,828	20.4%	\$12.13	\$8.81
50 to 99 employees	12	2.1%	883	6.4%	\$9.68	\$8.34
100 to 999 employees	20	3.5%	4,055	29.2%	\$14.74	\$9.90
1,000+ employees	2	0.4%	4,645	33.5%	\$17.07	\$13.81

## HOURLY WAGE STATISTICS BY MAJOR OCCUPATION TITLES

### Employers by Occupation Major Group Titles

About 60% of all employers in the 2022 PWS reported Management Occupations; about 45% had Office and Administrative Support Occupations; about 34% had Installation, Maintenance, and Repair Occupations. See Chart 2.a for detail.

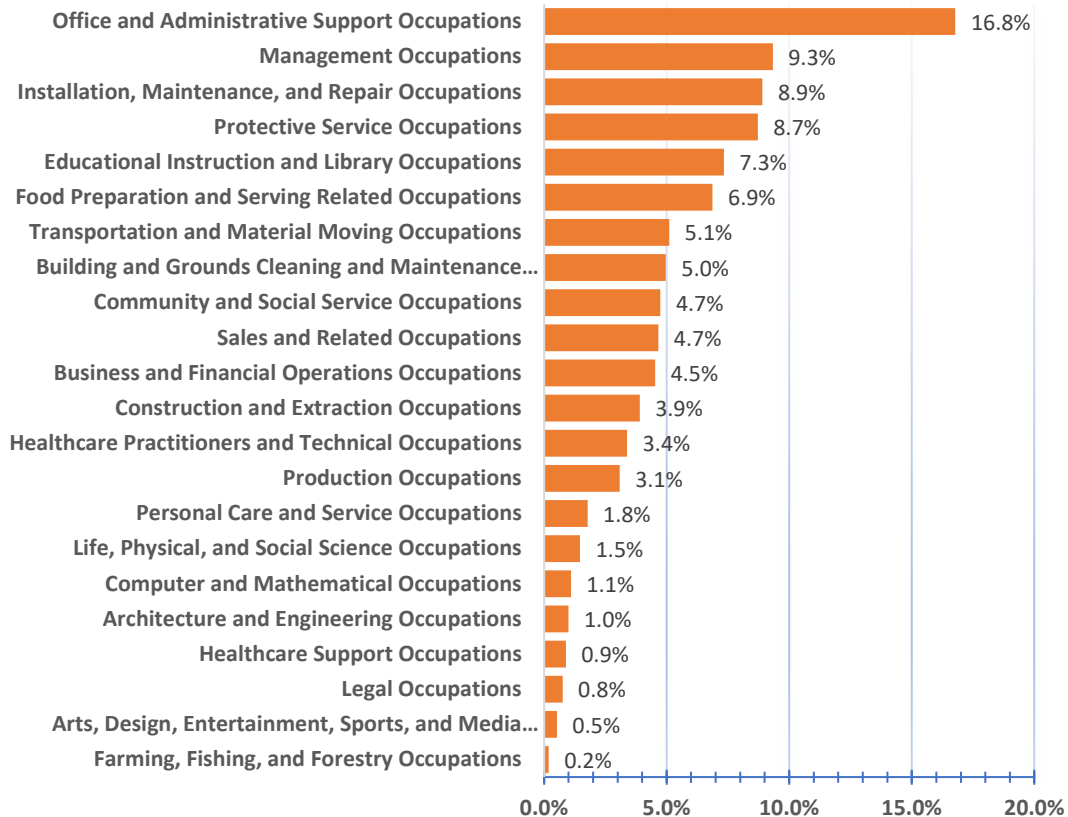
**Chart 2.a Percentage of Total Employers by SOC Major Group Titles:  
2022 PWS, CNMI**



### Employees by Occupation Major Group Titles

Office and Administrative Support Occupations had the largest share (about 17%) of total employees reported in the 2022 PWS; followed by Management Occupations, Installation, Maintenance, and Repair Occupations, and protective Service Occupations (about 9% each); and Educational Instruction and Library Occupations and Food Preparation and Serving Related Occupations (both about 7%). See Chart 2.b for detail.

**Chart 2.b Percentage of Total Employees by SOC Major Group Titles:  
2022 PWS, CNMI**



### Mean Hourly Wage by Occupation Major Group Titles

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$31.96), followed by Legal Occupations (\$29.17), Managerial Occupations (\$24.15) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.46). See Chart 2.c for detail.

**Chart 2.c Mean Hourly Wage by SOC Major Group Titles:  
2022 PWS, CNMI**

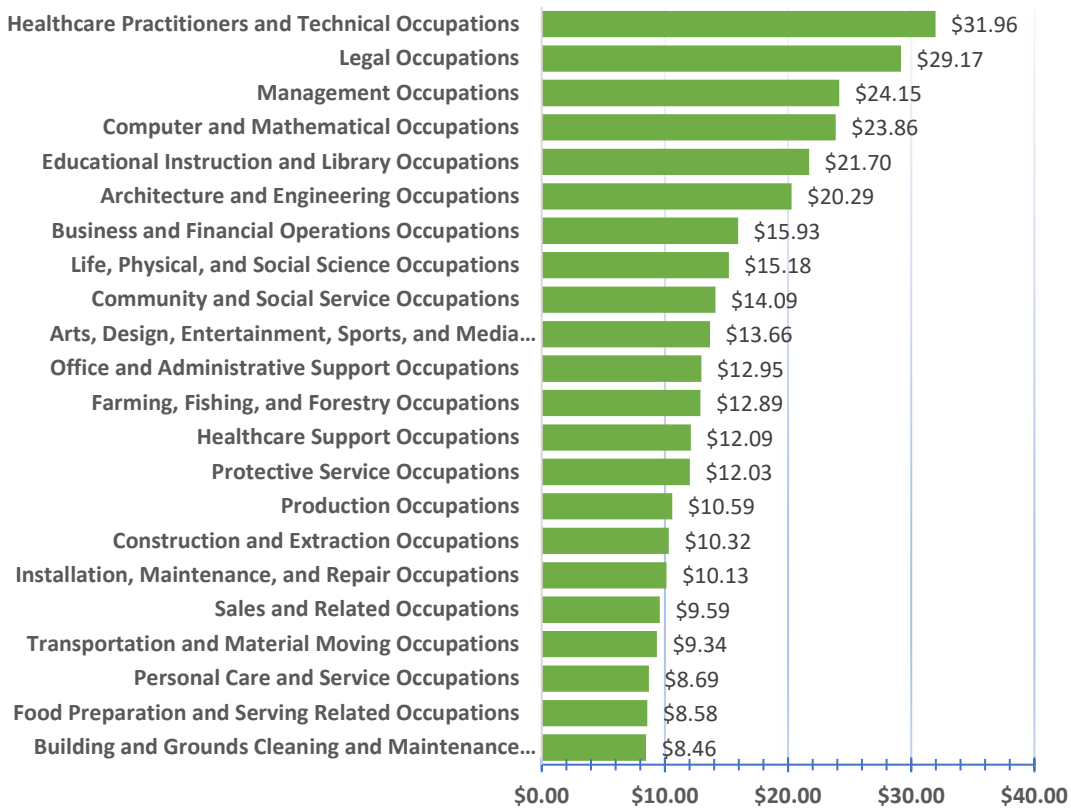


Table 2.0 below shows the employers count, the employees count, the mean, and the median hourly wage by Major Occupation Group Titles in the Commonwealth in 2022.

**Table 2.0 Hourly Wage Statistics by Major Occupation Titles: 2022 PWS, CNMI**

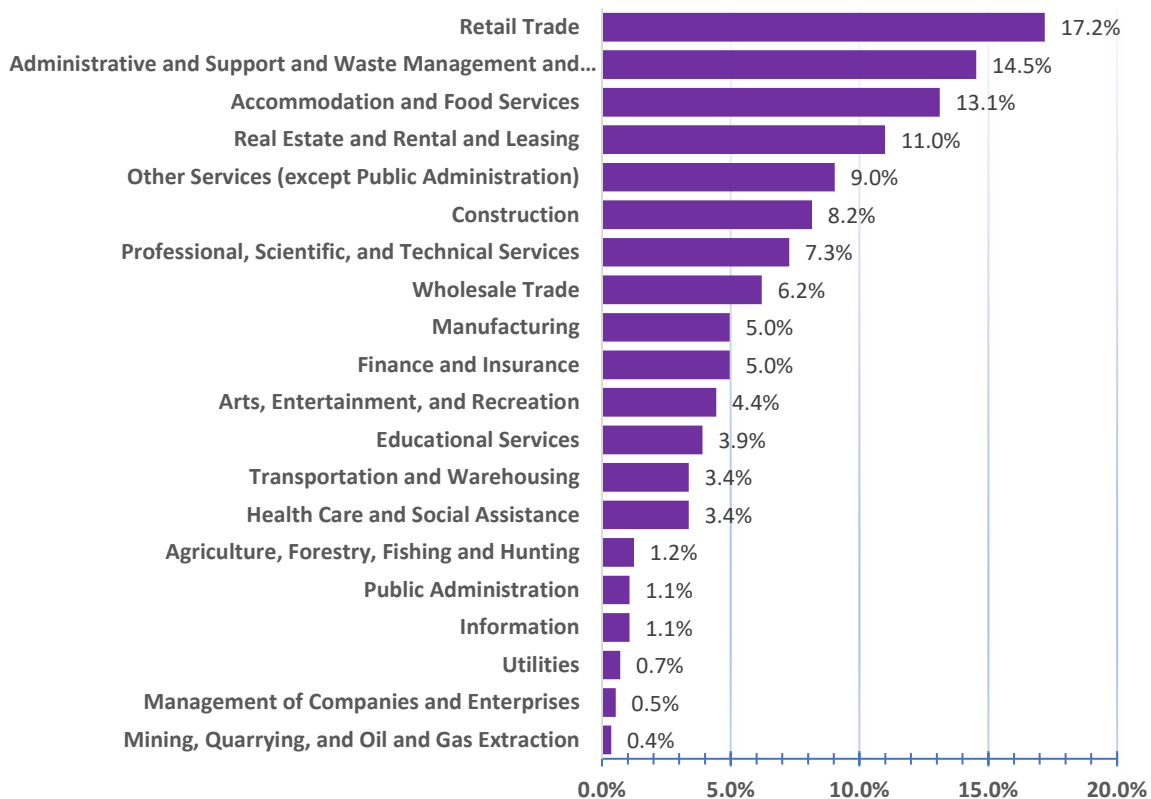
Major Occupation Title	Employer Count	Percentage of Total Employers	Employee Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
Architecture and Engineering Occupations	32	5.7%	138	1.0%	\$20.29	\$18.66
Arts, Design, Entertainment, Sports, and Media Occupations	28	5.0%	73	0.5%	\$13.66	\$11.40
Building and Grounds Cleaning and Maintenance Occupations	120	21.3%	689	5.0%	\$8.46	\$7.75
Business and Financial Operations Occupations	157	27.8%	628	4.5%	\$15.93	\$14.85
Community and Social Service Occupations	9	1.6%	658	4.7%	\$14.09	\$12.38
Computer and Mathematical Occupations	31	5.5%	152	1.1%	\$23.86	\$16.28
Construction and Extraction Occupations	53	9.4%	541	3.9%	\$10.32	\$9.29
Educational Instruction and Library Occupations	30	5.3%	1,017	7.3%	\$21.70	\$17.87
Farming, Fishing, and Forestry Occupations	7	1.2%	26	0.2%	\$12.89	\$12.50
Food Preparation and Serving Related Occupations	93	16.5%	953	6.9%	\$8.58	\$8.15
Healthcare Practitioners and Technical Occupations	11	2.0%	470	3.4%	\$31.96	\$21.26
Healthcare Support Occupations	17	3.0%	123	0.9%	\$12.09	\$11.54
Installation, Maintenance, and Repair Occupations	194	34.4%	1,235	8.9%	\$10.13	\$8.75
Legal Occupations	16	2.8%	105	0.8%	\$29.17	\$27.76
Life, Physical, and Social Science Occupations	11	2.0%	204	1.5%	\$15.18	\$12.64
Management Occupations	337	59.8%	1,294	9.3%	\$24.15	\$21.63
Office and Administrative Support Occupations	254	45.0%	2,327	16.8%	\$12.95	\$11.26
Personal Care and Service Occupations	63	11.2%	246	1.8%	\$8.69	\$7.69
Production Occupations	81	14.4%	428	3.1%	\$10.59	\$8.63
Protective Service Occupations	39	6.9%	1,209	8.7%	\$12.03	\$10.52
Sales and Related Occupations	151	26.8%	646	4.7%	\$9.59	\$8.20
Transportation and Material Moving Occupations	123	21.8%	708	5.1%	\$9.34	\$8.21

## HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

### Employers by Major Industry

About 17% of total employers in the 2022 PWS were in the Retail Trade; about 15% were in the Administrative and Support and Waste Management and Remedial Services industry, 13% were in the Accommodation and Food Services industry, and about 11% were in the Real Estate and Rental and Leasing industry. See Chart 3.a for detail.

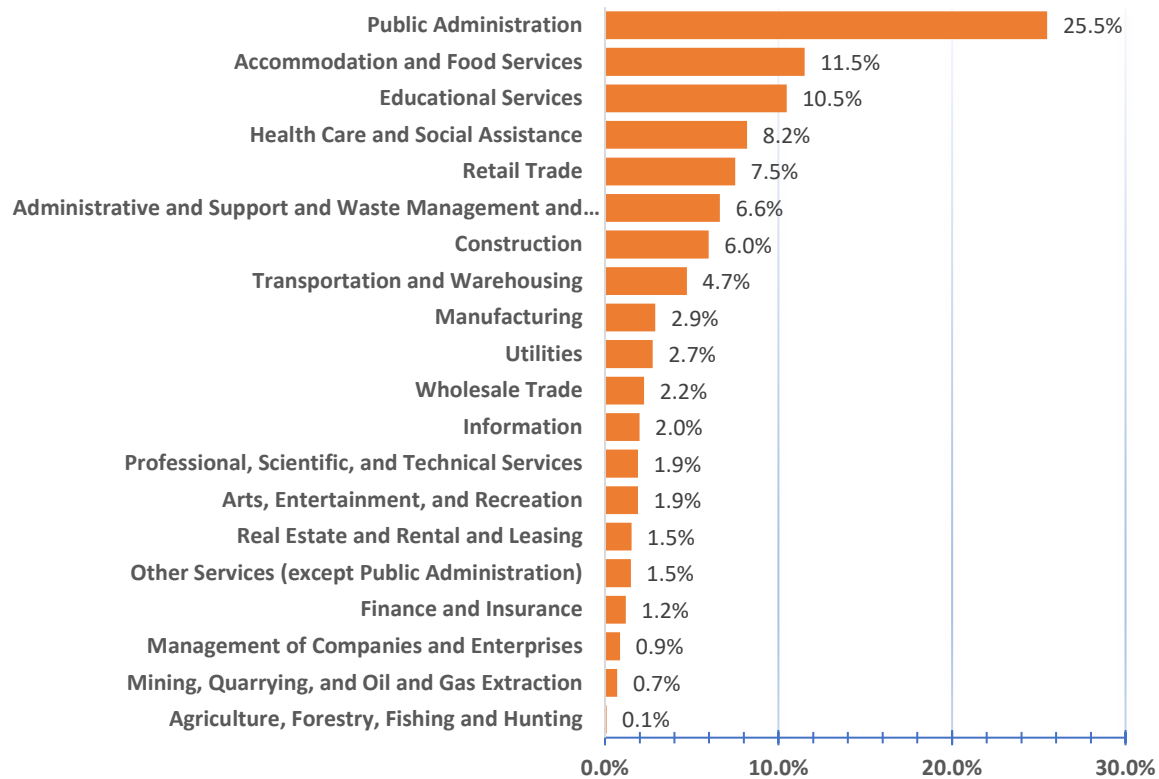
**Chart 3.a Percentage of Total Employers by Major Industry:  
2022 PWS, CNMI**



### Employees by Major Industry

The Public Administration had the largest share (about 26%) of total employees in the 2022 PWS, followed by Accommodation and Food Services industry (about 12%), Educational Services (about 11%), Health Care and Social Assistance and Retail Trade (both about 8%). See Chart 3.b for detail.

**Chart 3.b Percentage of Total Employees by Major Industry :  
2022 PWS, CNMI**





### Mean Hourly Wage by Major Industry

The Health Care and Social Assistance industry had the highest mean hourly wage (\$22.19) in 2022, followed by the Education Services industry (\$20.62), the Information (\$18.40); the Finance and Insurance (\$16.72), the Professional, Scientific, and Technical Services (\$16.37), the Public Administration (\$15.75), the Management of Companies and Enterprises (\$15.53), and the Utilities (\$15.09). The Administrative and Support and Wage Management and Remediation Services had the lowest mean hourly wage (\$9.35). See Chart 3.c for detail.

**Chart 3.c Mean Hourly Wage by Major Industry:  
2022 PWS, CNMI**

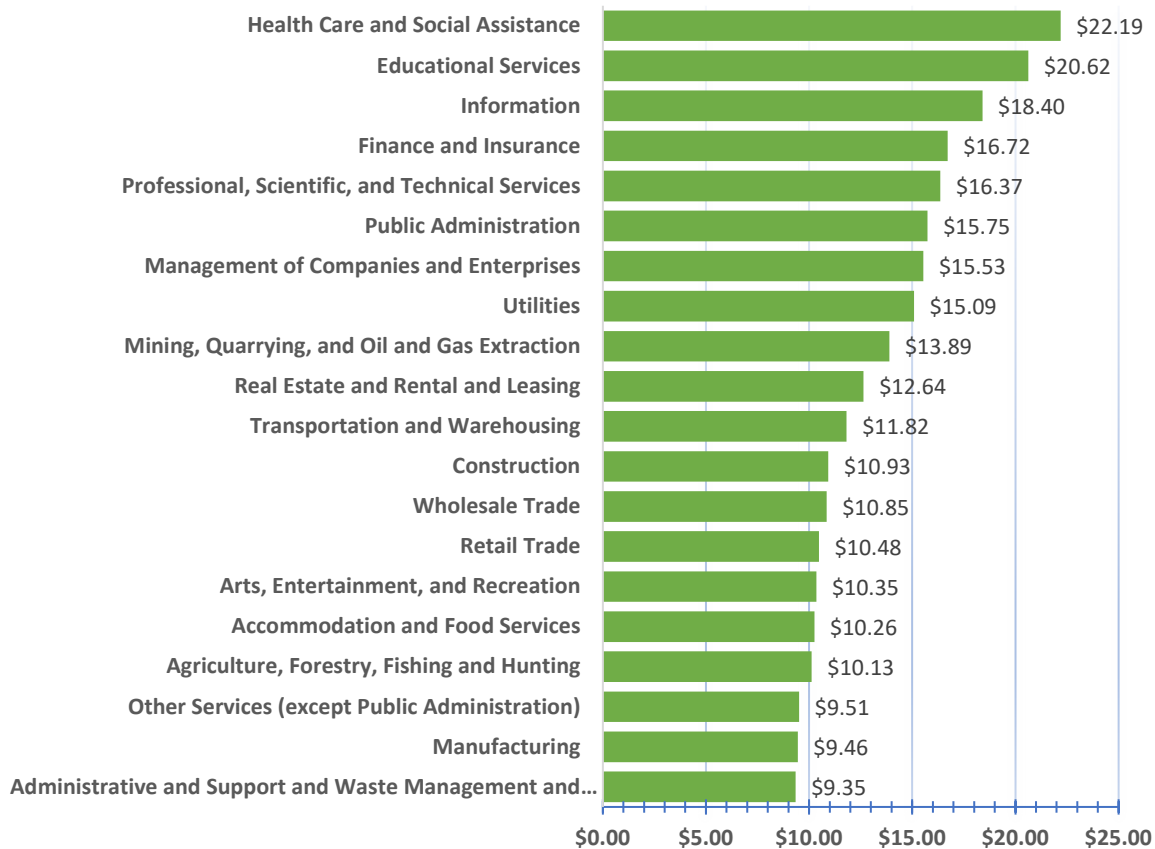


Table 3.0 below shows employers count, employees count, the mean, and the median hourly wage by Major Industry in the CNMI in 2022.

**Table 3.0 Hourly Wage Statistics by Major Industry Titles: 2022 PWS, CNMI**

Major Industry Title	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
Accommodation and Food Services	74	13.1%	1,596	11.5%	\$10.26	\$8.28
Administrative and Support and Waste Management and Remediation Services	82	14.5%	919	6.6%	\$9.35	\$8.00
Agriculture, Forestry, Fishing and Hunting	7	1.2%	12	0.1%	\$10.13	\$10.11
Arts, Entertainment, and Recreation	25	4.4%	263	1.9%	\$10.35	\$8.00
Construction	46	8.2%	828	6.0%	\$10.93	\$9.00
Educational Services	22	3.9%	1,452	10.5%	\$20.62	\$16.09
Finance and Insurance	28	5.0%	166	1.2%	\$16.72	\$11.45
Health Care and Social Assistance	19	3.4%	1,136	8.2%	\$22.19	\$16.00
Information	6	1.1%	275	2.0%	\$18.40	\$14.83
Management of Companies and Enterprises	3	0.5%	121	0.9%	\$15.53	\$10.00
Manufacturing	28	5.0%	402	2.9%	\$9.46	\$8.15
Mining, Quarrying, and Oil and Gas Extraction	2	0.4%	98	0.7%	\$13.89	\$10.83
Other Services (except Public Administration)	51	9.0%	206	1.5%	\$9.51	\$8.08
Professional, Scientific, and Technical Services	41	7.3%	263	1.9%	\$16.37	\$12.00
Public Administration	6	1.1%	3,535	25.5%	\$15.75	\$13.02
Real Estate and Rental and Leasing	62	11.0%	212	1.5%	\$12.64	\$9.00
Retail Trade	97	17.2%	1,040	7.5%	\$10.48	\$8.25
Transportation and Warehousing	19	3.4%	654	4.7%	\$11.82	\$9.81
Utilities	4	0.7%	381	2.7%	\$15.09	\$11.73
Wholesale Trade	35	6.2%	311	2.2%	\$10.85	\$8.50

## HOURLY WAGE STATISTICS BY SECTOR

### Employers by Sector

About 98% of total employers in the 2022 PWS were in the private sector while about 2% were in the public sector.

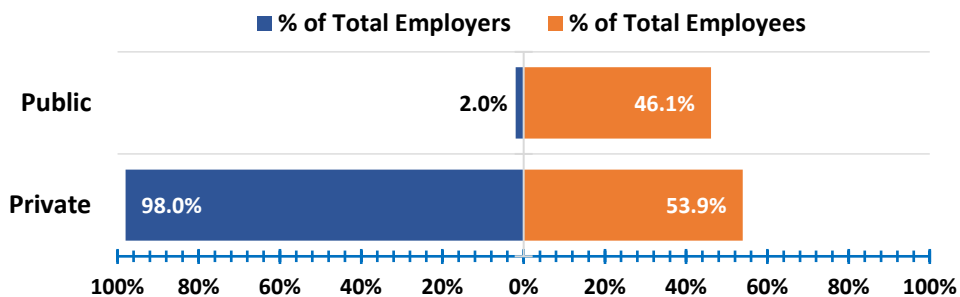
### Employees by Sector

About 57% of total employees in the 2022 PWS were in the private sector while about 43% were in the public sector.

### Mean Hourly Wage by Sector

The mean hourly wage in the public sector was higher (\$17.97) than in the private sector (\$11.28), see Table 4.0 below for detail.

**Chart 4.0 Percentage of Total Employers vs Percentage of Total Employees by Sector: 2022 PWS, CNMI**



**Table 4.0 Hourly Wage Statistics by Sector: 2022 PWS, CNMI**

Sector	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
Private	553	98.0%	7,474	53.9%	\$11.28	\$8.71
Public	11	2.0%	6,396	46.1%	\$17.97	\$14.16

## HOURLY WAGE STATISTICS BY CITIZENSHIP

### Employers by Citizenship

About 66% of all employers in the 2022 PWS reported U.S. citizen employees while 91% had non-U.S. citizens. see Table 4.0 below for detail.

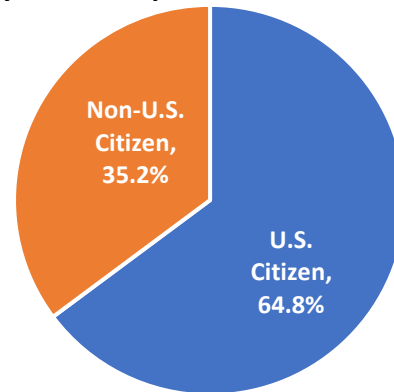
### Employees by Citizenship

About 65% of total employees in the 2022 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: 2022 PWS, CNMI**



**Table 5.0 Hourly Wage Statistics by Major Citizenship: 2022 PWS, CNMI**

Citizenship	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
<b>U.S. Citizen</b>	<b>371</b>	<b>65.8%</b>	<b>8,983</b>	<b>64.8%</b>	<b>\$15.92</b>	<b>\$12.02</b>
U.S. Citizen	366	64.9%	8,604	62.0%	\$16.12	\$12.03
FAS	86	15.2%	379	2.7%	\$11.41	\$8.05
<b>Non-U.S. Citizen</b>	<b>512</b>	<b>90.8%</b>	<b>4,887</b>	<b>35.2%</b>	<b>\$11.52</b>	<b>\$8.75</b>
Philippines	429	76.1%	4,230	30.5%	\$10.83	\$8.72
Korea	104	18.4%	250	1.8%	\$17.71	\$14.95
China	77	13.7%	207	1.5%	\$12.06	\$8.62
Japan	39	6.9%	67	0.5%	\$19.31	\$17.20
Bangladesh	31	5.5%	47	0.3%	\$8.75	\$7.99
Other	49	8.7%	86	0.6%	\$21.21	\$10.60

## HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

### Employers by Visa Type

About 66% of all employers in the 2022 PWS employed U.S. citizen, about 68% employed workers with CW-1s while 50% had Green Card holders. see Table 6.0 below for detail.

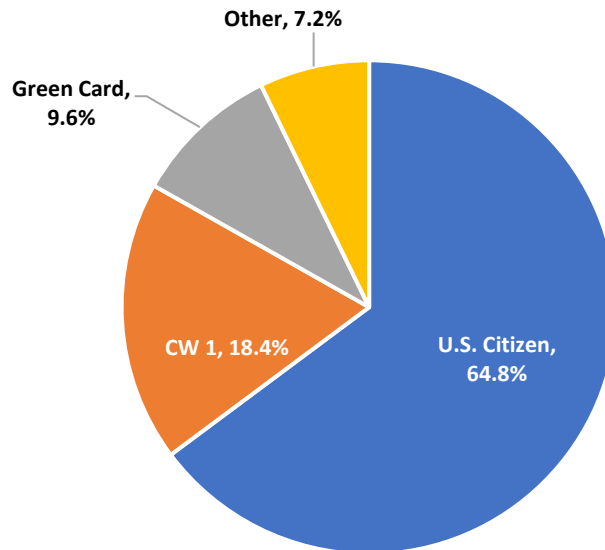
### Employees by Visa Type

About 65% of all employees reported in the 2022 PWS were U.S. citizens while about 18% were foreign workers on CW-1s, and about 10% were Green Card holders, see Chart 6.0 and Table 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, except for H1B. see Table 6.0 below for detail.

**Chart 6. Percentage of Total Employees by Visa Type: 2022 PWS, CNMI**



**Table 6.0 Hourly Wage Statistics by Visa Types: 2022 PWS, CNMI**

Visa Type	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>\$14.37</b>	<b>\$10.58</b>
<b>U.S. Citizen</b>	<b>371</b>	<b>65.8%</b>	<b>8,984</b>	<b>64.8%</b>	<b>\$15.92</b>	<b>\$12.02</b>
U.S. Citizen	366	64.9%	8,605	62.0%	\$16.12	\$12.03
FAS	86	15.2%	379	2.7%	\$11.41	\$8.05
<b>None-U.S. Citizen</b>	<b>512</b>	<b>90.8%</b>	<b>4,886</b>	<b>35.2%</b>	<b>\$11.50</b>	<b>\$8.75</b>
CW 1	385	68.3%	2,553	18.4%	\$10.02	\$8.71
Green Card	283	50.2%	1,338	9.6%	\$13.04	\$9.61
EAD	227	40.2%	788	5.7%	\$10.55	\$8.57
H1B	42	7.4%	74	0.5%	\$25.48	\$19.29
Other	54	9.6%	133	1.0%	\$22.39	\$20.13

## HOURLY WAGE STATISTICS BY GENDER

### Employers by Gender

About 85% of all employers in the 2022 PWS had female employees, about 85% had male employees.

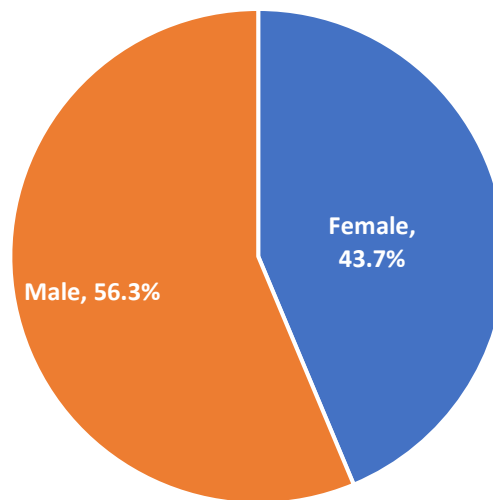
### Employees by Gender

About 56% of total employees reported in the study were males while about 44% were females.

### Mean Hourly Wage by Gender

Overall, the female employees' mean hourly wage (\$14.82) was higher than the males' (\$14.01), see Table 7.0 below for detail.

**Chart 7.0 Percentage of Total Employees by Gender: 2022 PWS, CNMI**



**Table 7.0 Hourly Wage Statistics by Gender: 2022 PWS, CNMI**

Gender	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	564	100.0%	13,870	100.0%	\$14.37	\$10.58
Female	477	84.6%	6,057	43.7%	\$14.82	\$11.38
Male	482	85.5%	7,813	56.3%	\$14.01	\$10.01

## HOURLY WAGE STATISTICS BY HOURS WORKED PER WEEK

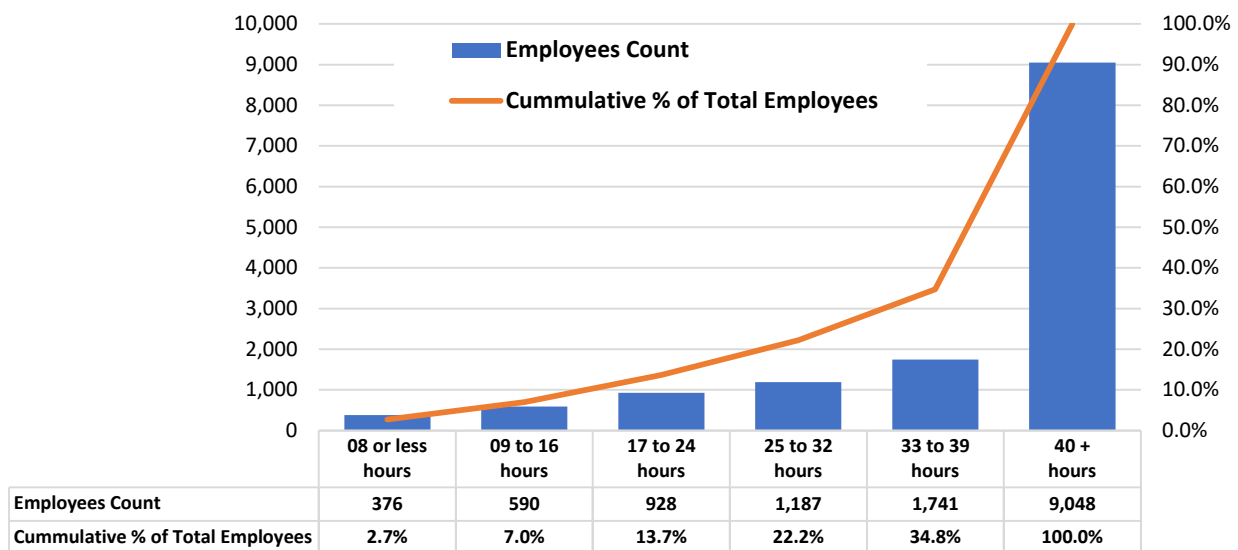
### Employers by Hours Worked Per Week

Although the local economy has slightly improved compared to 2021, many employers still reported employee hours of work of less than full time (less than 40 hours) per week, as shown in Table 8.0 below. About 70% reported 40 or more hours per week, 46% reported 33 to 29 hours per week, 40% reported 25 to 32 hours per week, 36% reported 17 to 24 hours per week, and 23% reported 9 to 16 hours per week.

### Employees by Hours Worked Per Week

About 65% of total employees in the 2022 PWS worked 40 or more hours per week. Cumulatively, about 35% worked less than 40 hours, 22% worked 32 hours or less, and 14% worked 24 hours or less. 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: 2022 PWS, CNMI**



**Table 8.0 Hourly Wage Statistics by Hours Worked Per Week: 2022 PWS, CNMI**

Hours Worked Per Week	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Cummulative % of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>564</b>	<b>100.0%</b>	<b>13,870</b>	<b>100.0%</b>	<b>--</b>	<b>\$14.37</b>	<b>\$10.58</b>
08 or less hours	88	15.6%	376	2.7%	2.7%	\$29.08	\$11.54
09 to 16 hours	131	23.2%	590	4.3%	7.0%	\$11.15	\$8.71
17 to 24 hours	204	36.2%	928	6.7%	13.7%	\$11.91	\$8.59
25 to 32 hours	225	39.9%	1,187	8.6%	22.2%	\$10.95	\$8.57
33 to 39 hours	260	46.1%	1,741	12.6%	34.8%	\$10.28	\$8.50
40 + hours	394	69.9%	9,048	65.2%	100.0%	\$15.45	\$12.02

## HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 13,870 employees in the 2022 PWS clean dataset were classified into 496 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 80 Detailed Titles met this rule in the 2022 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, 409 of the 496 Titles in the 2022 PWS had hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2022 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 2022 PWS cannot be used as the source for prevailing wage rate when applying for a visa.

## CHALLENGES AND LIMITATIONS

### CHALLENGES

**The COVID-19 continued to Impact the CNMI Employers' Participation in the 2022 PWS.** The overall demand for goods and services in the CNMI economy has not recovered to the pre-pandemic levels, at the time of the 2022 PWS survey, particularly in the tourism and related sectors. Some businesses while still having active business licenses, do not have employees due to lack of demand for their products or services. Some have part time employees and/or have scaled back on their activities. The tight economic condition may have caused some establishments to not participate in the 2022 survey. Completing the online survey might not have been a high a priority under the current circumstance, for some employers.

### LIMITATIONS

**Not all Active Employers Completed the 2022 PW Survey.** The number of employers and the number of reported employees in the 2022 PWS increased from those in the 2021 PWS. However, not all companies with employers participated in the 2022 survey. Some of the companies that participated in 2020 and 2021 did not participate in the 2022 PWS, but it is not known why they did not. The negative impact of COVID 19 might explain for some of the lack of participation.

The CNMI economy is now showing signs of recovery in the tourism, hotel accommodations, and related sectors. However, as discussed above, under *Hourly Wage Statistics by Hours Worked Last Week*, employers are still reporting less than 40 hours of work per week; about 35% of the employed workforce was still working less than full time in February 2022. In an effort to minimize cost, some employers may not have been able to participate in the 2022 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 the 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: 2022 PWS, CNMI shows the 496 Detailed Titles captured by the study in the CNMI economy in 2022. Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2022 PWS, CNMI shows the hourly wage statistics at the different SOC levels of aggregation. Appendix B shows a sample ETA Form 9165 using the 2022 PWS. Appendix C lists the definitions of the 496 Detailed Titles found in the 2022 PWS. And Appendix D shows the data definitions and the screenshots of the 2022 PWS Online Portal forms.

## APPENDIX A: 2022 CNMI HOURLY WAGE STATISTICS

This appendix contains the hourly wage statistics produced from the 2022 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 80 of the 496 Detailed Titles in the 2022 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 (52), the number of employees (79), the mean hourly wage (\$17.82), and the median hourly wage (\$15.87) 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 2022 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: 2022 PWS, CNMI**



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
1	11-1011 - Chief Executives	88	219	\$35.34	\$28.85	Detailed
2	11-1021 - General and Operations Managers	218	365	\$20.83	\$18.75	Detailed
3	11-1031 - Legislators	260	609	\$25.83	\$22.12	Minor
4	11-2011 - Advertising and Promotions Managers	52	79	\$17.56	\$15.87	Minor
5	11-2021 - Marketing Managers	49	52	\$17.82	\$15.87	Broad
6	11-2022 - Sales Managers	35	49	\$16.70	\$15.63	Detailed
7	11-2032 - Public Relations Managers	52	79	\$17.56	\$15.87	Minor
8	11-3012 - Administrative Services Managers	32	114	\$21.61	\$21.25	Detailed
9	11-3013 - Facilities Managers	36	75	\$21.47	\$21.15	Broad
10	11-3021 - Computer and Information Systems Managers	15	75	\$21.94	\$21.10	Broad
11	11-3031 - Financial Managers	32	50	\$28.53	\$26.74	Detailed
12	11-3051 - Industrial Production Managers	75	248	\$23.03	\$21.64	Minor
13	11-3061 - Purchasing Managers	14	75	\$17.82	\$16.66	Broad
14	11-3071 - Transportation, Storage, and Distribution Managers	4	75	\$28.72	\$28.34	Broad
15	11-3111 - Compensation and Benefits Managers	75	248	\$23.03	\$21.64	Minor
16	11-3121 - Human Resources Managers	19	75	\$23.64	\$22.88	Broad
17	11-3131 - Training and Development Managers	75	248	\$23.03	\$21.64	Minor
18	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	94	358	\$23.52	\$21.54	Minor
19	11-9021 - Construction Managers	12	94	\$36.20	\$22.38	Broad
20	11-9031 - Education and Childcare Administrators, Preschool and Daycare	13	94	\$30.52	\$30.77	Broad
21	11-9032 - Education Administrators, Kindergarten through Secondary	13	94	\$30.52	\$30.77	Broad
22	11-9033 - Education Administrators, Postsecondary	13	94	\$30.52	\$30.77	Broad
23	11-9039 - Education Administrators, All Other	4	48	\$35.35	\$35.58	Detailed
24	11-9041 - Architectural and Engineering Managers	7	94	\$23.04	\$21.73	Broad
25	11-9051 - Food Service Managers	19	42	\$15.37	\$12.75	Detailed
26	11-9071 - Gambling Managers	6	94	\$16.22	\$17.20	Broad
27	11-9072 - Entertainment and Recreation Managers, Except Gambling	6	94	\$16.22	\$17.20	Broad
28	11-9081 - Lodging Managers	8	94	\$18.38	\$17.79	Broad
29	11-9111 - Medical and Health Services Managers	94	358	\$23.52	\$21.54	Minor
30	11-9141 - Property, Real Estate, and Community Association Managers	5	94	\$16.16	\$13.48	Broad
31	11-9151 - Social and Community Service Managers	3	94	\$16.45	\$16.83	Broad
32	11-9161 - Emergency Management Directors	94	358	\$23.52	\$21.54	Minor
33	11-9171 - Funeral Home Managers	94	358	\$23.52	\$21.54	Minor
34	11-9179 - Personal Service Managers, All Other	94	358	\$23.52	\$21.54	Minor
35	11-9199 - Managers, All Other	43	95	\$23.20	\$21.64	Detailed

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
36	13-1022 - Wholesale and Retail Buyers, Except Farm Products	9	51	\$10.58	\$8.25	Broad
37	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	9	51	\$10.58	\$8.25	Broad
38	13-1031 - Claims Adjusters, Examiners, and Investigators	4	51	\$13.83	\$13.04	Broad
39	13-1032 - Insurance Appraisers, Auto Damage	4	51	\$13.83	\$13.04	Broad
40	13-1041 - Compliance Officers	6	58	\$16.22	\$15.23	Detailed
41	13-1051 - Cost Estimators	4	51	\$17.87	\$15.31	Broad
42	13-1071 - Human Resources Specialists	21	56	\$15.60	\$15.66	Detailed
43	13-1075 - Labor Relations Specialists	22	51	\$16.42	\$15.83	Broad
44	13-1081 - Logisticians	8	51	\$16.74	\$17.04	Broad
45	13-1082 - Project Management Specialists	8	51	\$16.74	\$17.04	Broad
46	13-1111 - Management Analysts	6	51	\$23.67	\$26.40	Broad
47	13-1131 - Fundraisers	51	228	\$16.10	\$15.11	Minor
48	13-1141 - Compensation, Benefits, and Job Analysis Specialists	51	228	\$16.10	\$15.11	Minor
49	13-1151 - Training and Development Specialists	5	51	\$18.42	\$18.40	Broad
50	13-1161 - Market Research Analysts and Marketing Specialists	9	51	\$13.58	\$13.67	Broad
51	13-1199 - Business Operations Specialists, All Other	5	51	\$19.88	\$19.23	Broad
52	13-2011 - Accountants and Auditors	127	256	\$16.19	\$14.85	Detailed
53	13-2023 - Appraisers and Assessors of Real Estate	134	400	\$15.84	\$14.85	Minor
54	13-2031 - Budget Analysts	4	134	\$23.07	\$22.93	Broad
55	13-2041 - Credit Analysts	134	400	\$15.84	\$14.85	Minor
56	13-2051 - Financial and Investment Analysts	11	134	\$16.00	\$14.43	Broad
57	13-2052 - Personal Financial Advisors	11	134	\$16.00	\$14.43	Broad
58	13-2053 - Insurance Underwriters	11	134	\$16.00	\$14.43	Broad
59	13-2061 - Financial Examiners	3	134	\$16.35	\$16.10	Broad
60	13-2071 - Credit Counselors	4	134	\$20.04	\$19.78	Broad
61	13-2072 - Loan Officers	4	134	\$20.04	\$19.78	Broad
62	13-2081 - Tax Examiners and Collectors, and Revenue Agents	134	400	\$15.84	\$14.85	Minor
63	13-2082 - Tax Preparers	134	400	\$15.84	\$14.85	Minor
64	13-2099 - Financial Specialists, All Other	134	400	\$15.84	\$14.85	Minor
65	15-1211 - Computer Systems Analysts	5	30	\$17.39	\$18.27	Broad
66	15-1212 - Information Security Analysts	5	30	\$17.39	\$18.27	Broad
67	15-1231 - Computer Network Support Specialists	25	30	\$14.10	\$13.27	Broad
68	15-1232 - Computer User Support Specialists	20	36	\$12.78	\$12.51	Detailed
69	15-1241 - Computer Network Architects	8	30	\$22.43	\$20.77	Broad
70	15-1242 - Database Administrators	8	30	\$22.43	\$20.77	Broad

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
71	15-1244 - Network and Computer Systems Administrators	8	30	\$22.43	\$20.77	Broad
72	15-1251 - Computer Programmers	4	30	\$48.12	\$16.62	Broad
73	15-1253 - Software Quality Assurance Analysts and Testers	4	30	\$48.12	\$16.62	Broad
74	15-1254 - Web Developers	4	30	\$48.12	\$16.62	Broad
75	15-1255 - Web and Digital Interface Designers	4	30	\$48.12	\$16.62	Broad
76	15-1299 - Computer Occupations, All Other	4	30	\$35.59	\$14.75	Broad
77	15-2031 - Operations Research Analysts	Not met	Not met	Not met	Not met	Not met
78	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
79	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
80	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
81	17-2031 - Bioengineers and Biomedical Engineers	13	60	\$24.97	\$23.17	Minor
82	17-2051 - Civil Engineers	13	60	\$24.97	\$23.17	Minor
83	17-2071 - Electrical Engineers	13	60	\$24.97	\$23.17	Minor
84	17-2072 - Electronics Engineers, Except Computer	13	60	\$24.97	\$23.17	Minor
85	17-2081 - Environmental Engineers	13	60	\$24.97	\$23.17	Minor
86	17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	13	60	\$24.97	\$23.17	Minor
87	17-2141 - Mechanical Engineers	13	60	\$24.97	\$23.17	Minor
88	17-2199 - Engineers, All Other	13	60	\$24.97	\$23.17	Minor
89	17-3011 - Architectural and Civil Drafters	27	74	\$16.75	\$16.17	Minor
90	17-3012 - Electrical and Electronics Drafters	27	74	\$16.75	\$16.17	Minor
91	17-3019 - Drafters, All Other	27	74	\$16.75	\$16.17	Minor
92	17-3022 - Civil Engineering Technologists and Technicians	27	74	\$16.75	\$16.17	Minor
93	17-3023 - Electrical and Electronic Engineering Technologists and Technicians	27	74	\$16.75	\$16.17	Minor
94	17-3025 - Environmental Engineering Technologists and Technicians	27	74	\$16.75	\$16.17	Minor
95	17-3027 - Mechanical Engineering Technologists and Technicians	27	74	\$16.75	\$16.17	Minor
96	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	27	74	\$16.75	\$16.17	Minor
97	17-3031 - Surveying and Mapping Technicians	27	74	\$16.75	\$16.17	Minor
98	19-1012 - Food Scientists and Technologists	5	68	\$15.91	\$13.67	Minor
99	19-1013 - Soil and Plant Scientists	3	33	\$12.11	\$10.58	Detailed
100	19-1021 - Biochemists and Biophysicists	5	68	\$15.91	\$13.67	Minor
101	19-1022 - Microbiologists	5	68	\$15.91	\$13.67	Minor
102	19-1023 - Zoologists and Wildlife Biologists	5	68	\$15.91	\$13.67	Minor
103	19-1029 - Biological Scientists, All Other	5	68	\$15.91	\$13.67	Minor
104	19-1031 - Conservation Scientists	5	68	\$15.91	\$13.67	Minor
105	19-1032 - Foresters	5	68	\$15.91	\$13.67	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
106	19-1041 - Epidemiologists	5	68	\$15.91	\$13.67	Minor
107	19-2041 - Environmental Scientists and Specialists, Including Health	Not met	Not met	Not met	Not met	Not met
108	19-3011 - Economists	Not met	Not met	Not met	Not met	Not met
109	19-3033 - Clinical and Counseling Psychologists	Not met	Not met	Not met	Not met	Not met
110	19-3034 - School Psychologists	Not met	Not met	Not met	Not met	Not met
111	19-3039 - Psychologists, All Other	Not met	Not met	Not met	Not met	Not met
112	19-3051 - Urban and Regional Planners	Not met	Not met	Not met	Not met	Not met
113	19-3091 - Anthropologists and Archeologists	Not met	Not met	Not met	Not met	Not met
114	19-3099 - Social Scientists and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
115	19-4012 - Agricultural Technicians	7	53	\$13.46	\$12.40	Minor
116	19-4021 - Biological Technicians	7	53	\$13.46	\$12.40	Minor
117	19-4042 - Environmental Science and Protection Technicians, Including Health	7	53	\$13.46	\$12.40	Minor
118	19-4044 - Hydrologic Technicians	7	53	\$13.46	\$12.40	Minor
119	19-4061 - Social Science Research Assistants	7	53	\$13.46	\$12.40	Minor
120	19-4071 - Forest and Conservation Technicians	7	53	\$13.46	\$12.40	Minor
121	19-4099 - Life, Physical, and Social Science Technicians, All Other	7	53	\$13.46	\$12.40	Minor
122	19-5011 - Occupational Health and Safety Specialists	3	44	\$10.79	\$10.34	Detailed
123	19-5012 - Occupational Health and Safety Technicians	4	51	\$11.06	\$10.82	Minor
124	21-1011 - Substance Abuse and Behavioral Disorder Counselors	8	613	\$13.42	\$12.34	Minor
125	21-1012 - Educational, Guidance, and Career Counselors and Advisors	8	613	\$13.42	\$12.34	Minor
126	21-1014 - Mental Health Counselors	8	613	\$13.42	\$12.34	Minor
127	21-1019 - Counselors, All Other	3	36	\$19.18	\$17.26	Detailed
128	21-1021 - Child, Family, and School Social Workers	8	613	\$13.42	\$12.34	Minor
129	21-1022 - Healthcare Social Workers	8	613	\$13.42	\$12.34	Minor
130	21-1023 - Mental Health and Substance Abuse Social Workers	8	613	\$13.42	\$12.34	Minor
131	21-1029 - Social Workers, All Other	8	613	\$13.42	\$12.34	Minor
132	21-1091 - Health Education Specialists	8	613	\$13.42	\$12.34	Minor
133	21-1092 - Probation Officers and Correctional Treatment Specialists	8	613	\$13.42	\$12.34	Minor
134	21-1093 - Social and Human Service Assistants	8	613	\$13.42	\$12.34	Minor
135	21-1094 - Community Health Workers	3	197	\$13.60	\$12.98	Detailed
136	21-1099 - Community and Social Service Specialists, All Other	8	613	\$13.42	\$12.34	Minor
137	21-2011 - Clergy	Not met	Not met	Not met	Not met	Not met
138	21-2021 - Directors, Religious Activities and Education	Not met	Not met	Not met	Not met	Not met
139	21-2099 - Religious Workers, All Other	Not met	Not met	Not met	Not met	Not met
140	23-1011 - Lawyers	11	41	\$38.44	\$35.10	Detailed



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
141	23-1012 - Judicial Law Clerks	11	64	\$37.61	\$33.75	Minor
142	23-1023 - Judges, Magistrate Judges, and Magistrates	11	64	\$37.61	\$33.75	Minor
143	23-2011 - Paralegals and Legal Assistants	11	35	\$15.24	\$14.00	Detailed
144	23-2093 - Title Examiners, Abstractors, and Searchers	12	41	\$15.99	\$14.39	Minor
145	23-2099 - Legal Support Workers, All Other	12	41	\$15.99	\$14.39	Minor
146	25-1011 - Business Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
147	25-1022 - Mathematical Science Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
148	25-1042 - Biological Science Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
149	25-1052 - Chemistry Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
150	25-1066 - Psychology Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
151	25-1069 - Social Sciences Teachers, Postsecondary, All Other	Not met	Not met	Not met	Not met	Not met
152	25-1072 - Nursing Instructors and Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
153	25-1081 - Education Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
154	25-1123 - English Language and Literature Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
155	25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	Not met	Not met	Not met	Not met	Not met
156	25-1199 - Postsecondary Teachers, All Other	Not met	Not met	Not met	Not met	Not met
157	25-2011 - Preschool Teachers, Except Special Education	13	88	\$16.94	\$14.95	Minor
158	25-2012 - Kindergarten Teachers, Except Special Education	13	88	\$16.94	\$14.95	Minor
159	25-2021 - Elementary School Teachers, Except Special Education	13	88	\$16.94	\$14.95	Minor
160	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	13	88	\$16.94	\$14.95	Minor
161	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	13	88	\$16.94	\$14.95	Minor
162	25-2059 - Special Education Teachers, All Other	13	88	\$16.94	\$14.95	Minor
163	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	16	668	\$23.72	\$19.33	Minor
164	25-3021 - Self-Enrichment Teachers	16	668	\$23.72	\$19.33	Minor
165	25-3031 - Substitute Teachers, Short-Term	16	668	\$23.72	\$19.33	Minor
166	25-3041 - Tutors	16	668	\$23.72	\$19.33	Minor
167	25-3099 - Teachers and Instructors, All Other	6	552	\$21.20	\$20.89	Detailed
168	25-4011 - Archivists	Not met	Not met	Not met	Not met	Not met
169	25-4022 - Librarians and Media Collections Specialists	Not met	Not met	Not met	Not met	Not met
170	25-4031 - Library Technicians	Not met	Not met	Not met	Not met	Not met
171	25-9021 - Farm and Home Management Educators	7	203	\$17.52	\$10.91	Minor
172	25-9031 - Instructional Coordinators	7	203	\$17.52	\$10.91	Minor
173	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	76	\$16.45	\$10.91	Detailed
174	25-9043 - Teaching Assistants, Special Education	7	203	\$17.52	\$10.91	Minor
175	25-9044 - Teaching Assistants, Postsecondary	7	203	\$17.52	\$10.91	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
176	25-9099 - Educational Instruction and Library Workers, All Other	7	203	\$17.52	\$10.91	Minor
177	27-1011 - Art Directors	17	31	\$10.18	\$9.15	Minor
178	27-1023 - Floral Designers	17	31	\$10.18	\$9.15	Minor
179	27-1024 - Graphic Designers	17	31	\$10.18	\$9.15	Minor
180	27-1025 - Interior Designers	17	31	\$10.18	\$9.15	Minor
181	27-1026 - Merchandise Displayers and Window Trimmers	17	31	\$10.18	\$9.15	Minor
182	27-2022 - Coaches and Scouts	Not met	Not met	Not met	Not met	Not met
183	27-2023 - Umpires, Referees, and Other Sports Officials	Not met	Not met	Not met	Not met	Not met
184	27-2099 - Entertainers and Performers, Sports and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
185	27-3023 - News Analysts, Reporters, and Journalists	8	32	\$16.90	\$16.05	Minor
186	27-3031 - Public Relations Specialists	8	32	\$16.90	\$16.05	Minor
187	27-3041 - Editors	8	32	\$16.90	\$16.05	Minor
188	27-3042 - Technical Writers	8	32	\$16.90	\$16.05	Minor
189	27-3091 - Interpreters and Translators	8	32	\$16.90	\$16.05	Minor
190	27-3099 - Media and Communication Workers, All Other	8	32	\$16.90	\$16.05	Minor
191	27-4011 - Audio and Video Technicians	Not met	Not met	Not met	Not met	Not met
192	27-4021 - Photographers	Not met	Not met	Not met	Not met	Not met
193	29-1021 - Dentists, General	9	283	\$43.00	\$23.68	Minor
194	29-1031 - Dietitians and Nutritionists	9	283	\$43.00	\$23.68	Minor
195	29-1041 - Optometrists	9	283	\$43.00	\$23.68	Minor
196	29-1051 - Pharmacists	9	283	\$43.00	\$23.68	Minor
197	29-1071 - Physician Assistants	9	283	\$43.00	\$23.68	Minor
198	29-1081 - Podiatrists	9	283	\$43.00	\$23.68	Minor
199	29-1123 - Physical Therapists	9	283	\$43.00	\$23.68	Minor
200	29-1126 - Respiratory Therapists	9	283	\$43.00	\$23.68	Minor
201	29-1131 - Veterinarians	9	283	\$43.00	\$23.68	Minor
202	29-1141 - Registered Nurses	7	172	\$22.22	\$22.05	Detailed
203	29-1151 - Nurse Anesthetists	9	283	\$43.00	\$23.68	Minor
204	29-1171 - Nurse Practitioners	9	283	\$43.00	\$23.68	Minor
205	29-1181 - Audiologists	9	283	\$43.00	\$23.68	Minor
206	29-1211 - Anesthesiologists	9	283	\$43.00	\$23.68	Minor
207	29-1214 - Emergency Medicine Physicians	9	283	\$43.00	\$23.68	Minor
208	29-1215 - Family Medicine Physicians	9	283	\$43.00	\$23.68	Minor
209	29-1216 - General Internal Medicine Physicians	9	283	\$43.00	\$23.68	Minor
210	29-1218 - Obstetricians and Gynecologists	9	283	\$43.00	\$23.68	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
211	29-1221 - Pediatricians, General	9	283	\$43.00	\$23.68	Minor
212	29-1223 - Psychiatrists	9	283	\$43.00	\$23.68	Minor
213	29-1224 - Radiologists	9	283	\$43.00	\$23.68	Minor
214	29-1229 - Physicians, All Other	9	283	\$43.00	\$23.68	Minor
215	29-1242 - Orthopedic Surgeons, Except Pediatric	9	283	\$43.00	\$23.68	Minor
216	29-1249 - Surgeons, All Other	9	283	\$43.00	\$23.68	Minor
217	29-1292 - Dental Hygienists	9	283	\$43.00	\$23.68	Minor
218	29-2011 - Medical and Clinical Laboratory Technologists	9	177	\$15.18	\$14.52	Minor
219	29-2012 - Medical and Clinical Laboratory Technicians	9	177	\$15.18	\$14.52	Minor
220	29-2031 - Cardiovascular Technologists and Technicians	9	177	\$15.18	\$14.52	Minor
221	29-2034 - Radiologic Technologists and Technicians	9	177	\$15.18	\$14.52	Minor
222	29-2042 - Emergency Medical Technicians	9	177	\$15.18	\$14.52	Minor
223	29-2051 - Dietetic Technicians	9	177	\$15.18	\$14.52	Minor
224	29-2052 - Pharmacy Technicians	9	177	\$15.18	\$14.52	Minor
225	29-2056 - Veterinary Technologists and Technicians	9	177	\$15.18	\$14.52	Minor
226	29-2061 - Licensed Practical and Licensed Vocational Nurses	9	177	\$15.18	\$14.52	Minor
227	29-2072 - Medical Records Specialists	9	177	\$15.18	\$14.52	Minor
228	29-2081 - Opticians, Dispensing	9	177	\$15.18	\$14.52	Minor
229	29-2099 - Health Technologists and Technicians, All Other	3	69	\$13.95	\$12.80	Detailed
230	29-9021 - Health Information Technologists and Medical Registrars	Not met	Not met	Not met	Not met	Not met
231	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not met	Not met	Not met	Not met	Not met
232	31-1121 - Home Health Aides	8	52	\$12.96	\$13.02	Minor
233	31-1122 - Personal Care Aides	8	52	\$12.96	\$13.02	Minor
234	31-1131 - Nursing Assistants	5	41	\$13.26	\$13.54	Detailed
235	31-9011 - Massage Therapists	13	71	\$11.46	\$10.60	Minor
236	31-9091 - Dental Assistants	13	71	\$11.46	\$10.60	Minor
237	31-9092 - Medical Assistants	13	71	\$11.46	\$10.60	Minor
238	31-9094 - Medical Transcriptionists	13	71	\$11.46	\$10.60	Minor
239	31-9095 - Pharmacy Aides	13	71	\$11.46	\$10.60	Minor
240	31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	13	71	\$11.46	\$10.60	Minor
241	31-9097 - Phlebotomists	13	71	\$11.46	\$10.60	Minor
242	33-1011 - First-Line Supervisors of Correctional Officers	6	154	\$16.64	\$15.83	Minor
243	33-1012 - First-Line Supervisors of Police and Detectives	6	154	\$16.64	\$15.83	Minor
244	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	6	154	\$16.64	\$15.83	Minor
245	33-1091 - First-Line Supervisors of Security Workers	6	154	\$16.64	\$15.83	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
246	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	6	154	\$16.64	\$15.83	Minor
247	33-2011 - Firefighters	Not met	Not met	Not met	Not met	Not met
248	33-3011 - Bailiffs	Not met	Not met	Not met	Not met	Not met
249	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
250	33-3021 - Detectives and Criminal Investigators	Not met	Not met	Not met	Not met	Not met
251	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
252	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met
253	33-9011 - Animal Control Workers	38	356	\$8.92	\$7.50	Minor
254	33-9031 - Gambling Surveillance Officers and Gambling Investigators	33	38	\$8.83	\$7.25	Broad
255	33-9032 - Security Guards	32	276	\$8.64	\$7.25	Detailed
256	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	7	56	\$8.91	\$7.70	Detailed
257	33-9094 - School Bus Monitors	9	38	\$9.02	\$7.70	Broad
258	33-9099 - Protective Service Workers, All Other	9	38	\$9.02	\$7.70	Broad
259	35-1011 - Chefs and Head Cooks	10	38	\$13.71	\$11.22	Detailed
260	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	21	74	\$9.75	\$9.25	Detailed
261	35-2011 - Cooks, Fast Food	70	78	\$8.76	\$8.50	Broad
262	35-2012 - Cooks, Institution and Cafeteria	70	78	\$8.76	\$8.50	Broad
263	35-2014 - Cooks, Restaurant	49	189	\$8.55	\$8.50	Detailed
264	35-2015 - Cooks, Short Order	70	78	\$8.76	\$8.50	Broad
265	35-2019 - Cooks, All Other	70	78	\$8.76	\$8.50	Broad
266	35-2021 - Food Preparation Workers	23	185	\$7.87	\$7.60	Detailed
267	35-3011 - Bartenders	10	49	\$8.38	\$8.32	Broad
268	35-3023 - Fast Food and Counter Workers	14	67	\$7.92	\$8.00	Detailed
269	35-3031 - Waiters and Waitresses	35	183	\$8.17	\$8.12	Detailed
270	35-3041 - Food Servers, Nonrestaurant	49	292	\$8.09	\$8.11	Minor
271	35-9021 - Dishwashers	18	101	\$8.03	\$8.00	Minor
272	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	18	101	\$8.03	\$8.00	Minor
273	35-9099 - Food Preparation and Serving Related Workers, All Other	8	60	\$7.98	\$8.14	Detailed
274	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	13	31	\$9.40	\$9.14	Detailed
275	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	17	43	\$10.14	\$9.37	Minor
276	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	64	217	\$7.99	\$7.93	Detailed
277	37-2012 - Maids and Housekeeping Cleaners	41	242	\$7.56	\$7.45	Detailed
278	37-2019 - Building Cleaning Workers, All Other	101	102	\$7.77	\$7.69	Broad
279	37-2021 - Pest Control Workers	102	469	\$7.77	\$7.69	Minor
280	37-3011 - Landscaping and Groundskeeping Workers	24	89	\$8.13	\$8.11	Detailed

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
281	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	38	38	\$9.88	\$8.50	Broad
282	37-3019 - Grounds Maintenance Workers, All Other	13	84	\$11.71	\$10.72	Detailed
283	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
284	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Not met	Not met	Not met	Not met	Not met
285	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
286	39-2011 - Animal Trainers	Not met	Not met	Not met	Not met	Not met
287	39-3019 - Gambling Service Workers, All Other	10	51	\$7.59	\$7.65	Minor
288	39-3091 - Amusement and Recreation Attendants	8	40	\$7.59	\$7.65	Detailed
289	39-3099 - Entertainment Attendants and Related Workers, All Other	10	51	\$7.59	\$7.65	Minor
290	39-5011 - Barbers	22	45	\$7.85	\$7.52	Minor
291	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	20	43	\$7.88	\$7.52	Detailed
292	39-5092 - Manicurists and Pedicurists	22	45	\$7.85	\$7.52	Minor
293	39-6011 - Baggage Porters and Bellhops	Not met	Not met	Not met	Not met	Not met
294	39-6012 - Concierges	Not met	Not met	Not met	Not met	Not met
295	39-7011 - Tour Guides and Escorts	Not met	Not met	Not met	Not met	Not met
296	39-7012 - Travel Guides	Not met	Not met	Not met	Not met	Not met
297	39-9011 - Childcare Workers	10	68	\$7.53	\$7.48	Detailed
298	39-9031 - Exercise Trainers and Group Fitness Instructors	16	89	\$8.91	\$7.48	Minor
299	39-9032 - Recreation Workers	16	89	\$8.91	\$7.48	Minor
300	39-9099 - Personal Care and Service Workers, All Other	16	89	\$8.91	\$7.48	Minor
301	41-1011 - First-Line Supervisors of Retail Sales Workers	35	80	\$10.45	\$9.46	Detailed
302	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	39	39	\$10.49	\$9.48	Broad
303	41-2011 - Cashiers	64	258	\$8.12	\$7.59	Detailed
304	41-2012 - Gambling Change Persons and Booth Cashiers	9	37	\$9.97	\$7.84	Detailed
305	41-2021 - Counter and Rental Clerks	12	103	\$9.47	\$9.46	Broad
306	41-2022 - Parts Salespersons	12	103	\$9.47	\$9.46	Broad
307	41-2031 - Retail Salespersons	37	110	\$8.92	\$8.57	Detailed
308	41-3021 - Insurance Sales Agents	Not met	Not met	Not met	Not met	Not met
309	41-3041 - Travel Agents	Not met	Not met	Not met	Not met	Not met
310	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Not met	Not met	Not met	Not met	Not met
311	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	27	68	\$10.99	\$9.27	Minor
312	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	20	54	\$8.81	\$8.50	Detailed
313	41-9011 - Demonstrators and Product Promoters	9	46	\$8.76	\$7.70	Minor
314	41-9022 - Real Estate Sales Agents	9	46	\$8.76	\$7.70	Minor
315	41-9031 - Sales Engineers	9	46	\$8.76	\$7.70	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
316	41-9041 - Telemarketers	9	46	\$8.76	\$7.70	Minor
317	41-9099 - Sales and Related Workers, All Other	4	31	\$8.29	\$7.50	Detailed
318	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	30	81	\$14.93	\$13.19	Detailed
319	43-2011 - Switchboard Operators, Including Answering Service	4	33	\$11.87	\$10.73	Minor
320	43-2021 - Telephone Operators	4	33	\$11.87	\$10.73	Minor
321	43-2099 - Communications Equipment Operators, All Other	4	33	\$11.87	\$10.73	Minor
322	43-3011 - Bill and Account Collectors	7	125	\$11.03	\$10.78	Broad
323	43-3021 - Billing and Posting Clerks	11	125	\$12.63	\$11.59	Broad
324	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	106	208	\$11.21	\$9.87	Detailed
325	43-3041 - Gambling Cage Workers	125	323	\$11.85	\$10.00	Minor
326	43-3051 - Payroll and Timekeeping Clerks	6	125	\$15.32	\$15.22	Broad
327	43-3061 - Procurement Clerks	15	46	\$14.87	\$13.27	Detailed
328	43-3071 - Tellers	3	125	\$11.63	\$11.49	Broad
329	43-3099 - Financial Clerks, All Other	3	125	\$9.79	\$8.98	Broad
330	43-4031 - Court, Municipal, and License Clerks	65	533	\$12.38	\$10.58	Minor
331	43-4051 - Customer Service Representatives	24	84	\$9.79	\$9.25	Detailed
332	43-4061 - Eligibility Interviewers, Government Programs	3	224	\$16.23	\$15.00	Detailed
333	43-4071 - File Clerks	3	65	\$8.13	\$7.50	Broad
334	43-4081 - Hotel, Motel, and Resort Desk Clerks	15	74	\$8.08	\$7.85	Detailed
335	43-4111 - Interviewers, Except Eligibility and Loan	65	533	\$12.38	\$10.58	Minor
336	43-4121 - Library Assistants, Clerical	65	533	\$12.38	\$10.58	Minor
337	43-4151 - Order Clerks	65	533	\$12.38	\$10.58	Minor
338	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	10	65	\$10.00	\$8.50	Broad
339	43-4171 - Receptionists and Information Clerks	14	65	\$12.22	\$9.26	Broad
340	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	7	51	\$8.46	\$7.50	Detailed
341	43-4199 - Information and Record Clerks, All Other	65	533	\$12.38	\$10.58	Minor
342	43-5011 - Cargo and Freight Agents	7	48	\$8.94	\$8.33	Detailed
343	43-5021 - Couriers and Messengers	9	47	\$7.99	\$7.25	Broad
344	43-5031 - Public Safety Telecommunicators	6	47	\$10.62	\$7.61	Broad
345	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	6	47	\$10.62	\$7.61	Broad
346	43-5041 - Meter Readers, Utilities	47	194	\$10.28	\$8.78	Minor
347	43-5051 - Postal Service Clerks	47	194	\$10.28	\$8.78	Minor
348	43-5061 - Production, Planning, and Expediting Clerks	4	47	\$12.31	\$9.88	Broad
349	43-5071 - Shipping, Receiving, and Inventory Clerks	29	82	\$11.35	\$9.71	Detailed
350	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47	194	\$10.28	\$8.78	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
351	43-6011 - Executive Secretaries and Executive Administrative Assistants	34	232	\$14.30	\$11.46	Detailed
352	43-6012 - Legal Secretaries and Administrative Assistants	74	74	\$13.52	\$12.00	Broad
353	43-6013 - Medical Secretaries and Administrative Assistants	74	74	\$13.52	\$12.00	Broad
354	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52	267	\$12.90	\$12.12	Detailed
355	43-9021 - Data Entry Keyers	7	83	\$12.74	\$12.56	Broad
356	43-9022 - Word Processors and Typists	7	83	\$12.74	\$12.56	Broad
357	43-9041 - Insurance Claims and Policy Processing Clerks	83	658	\$14.11	\$11.87	Minor
358	43-9061 - Office Clerks, General	44	465	\$14.41	\$11.83	Detailed
359	43-9071 - Office Machine Operators, Except Computer	83	658	\$14.11	\$11.87	Minor
360	43-9111 - Statistical Assistants	83	658	\$14.11	\$11.87	Minor
361	43-9199 - Office and Administrative Support Workers, All Other	36	168	\$13.44	\$11.53	Detailed
362	45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	Not met	Not met	Not met	Not met	Not met
363	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Not met	Not met	Not met	Not met	Not met
364	45-2093 - Farmworkers, Farm, Ranch, and Aquacultural Animals	Not met	Not met	Not met	Not met	Not met
365	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met
366	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
367	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
368	47-2031 - Carpenters	11	32	\$12.73	\$12.00	Detailed
369	47-2041 - Carpet Installers	48	339	\$9.92	\$9.05	Minor
370	47-2051 - Cement Masons and Concrete Finishers	11	96	\$8.55	\$8.34	Detailed
371	47-2061 - Construction Laborers	14	57	\$8.75	\$8.97	Detailed
372	47-2073 - Operating Engineers and Other Construction Equipment Operators	7	88	\$10.23	\$9.71	Detailed
373	47-2111 - Electricians	26	49	\$11.67	\$10.53	Detailed
374	47-2141 - Painters, Construction and Maintenance	48	339	\$9.92	\$9.05	Minor
375	47-2152 - Plumbers, Pipefitters, and Steamfitters	4	48	\$9.29	\$8.50	Broad
376	47-2161 - Plasterers and Stucco Masons	48	339	\$9.92	\$9.05	Minor
377	47-2171 - Reinforcing Iron and Rebar Workers	48	339	\$9.92	\$9.05	Minor
378	47-2211 - Sheet Metal Workers	48	339	\$9.92	\$9.05	Minor
379	47-2221 - Structural Iron and Steel Workers	48	339	\$9.92	\$9.05	Minor
380	47-2231 - Solar Photovoltaic Installers	48	339	\$9.92	\$9.05	Minor
381	47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	135	\$10.56	\$9.76	Minor
382	47-3012 - Helpers--Carpenters	4	35	\$10.22	\$9.76	Detailed
383	47-3013 - Helpers--Electricians	10	135	\$10.56	\$9.76	Minor
384	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	10	135	\$10.56	\$9.76	Minor
385	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	10	135	\$10.56	\$9.76	Minor



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
386	47-3019 - Helpers, Construction Trades, All Other	5	86	\$10.78	\$9.03	Detailed
387	47-4011 - Construction and Building Inspectors	4	65	\$11.78	\$9.62	Minor
388	47-4041 - Hazardous Materials Removal Workers	4	65	\$11.78	\$9.62	Minor
389	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	Not met	Not met	Not met	Not met	Not met
390	49-2011 - Computer, Automated Teller, and Office Machine Repairers	10	44	\$18.27	\$19.42	Minor
391	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	10	44	\$18.27	\$19.42	Minor
392	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	10	44	\$18.27	\$19.42	Minor
393	49-2091 - Avionics Technicians	10	44	\$18.27	\$19.42	Minor
394	49-2092 - Electric Motor, Power Tool, and Related Repairers	10	44	\$18.27	\$19.42	Minor
395	49-2093 - Electrical and Electronics Installers and Repairers, Transportation Equipment	10	44	\$18.27	\$19.42	Minor
396	49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	44	\$18.27	\$19.42	Minor
397	49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	10	44	\$18.27	\$19.42	Minor
398	49-2098 - Security and Fire Alarm Systems Installers	10	44	\$18.27	\$19.42	Minor
399	49-3011 - Aircraft Mechanics and Service Technicians	3	55	\$15.68	\$15.63	Broad
400	49-3021 - Automotive Body and Related Repairers	36	55	\$10.06	\$9.00	Broad
401	49-3022 - Automotive Glass Installers and Repairers	36	55	\$10.06	\$9.00	Broad
402	49-3023 - Automotive Service Technicians and Mechanics	31	65	\$9.93	\$8.75	Detailed
403	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	5	55	\$10.17	\$10.24	Broad
404	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	15	61	\$11.00	\$10.15	Detailed
405	49-3051 - Motorboat Mechanics and Service Technicians	4	55	\$11.07	\$10.20	Broad
406	49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	4	55	\$11.07	\$10.20	Broad
407	49-3091 - Bicycle Repairers	55	177	\$10.85	\$10.05	Minor
408	49-3093 - Tire Repairers and Changers	55	177	\$10.85	\$10.05	Minor
409	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24	59	\$9.70	\$9.03	Detailed
410	49-9041 - Industrial Machinery Mechanics	6	162	\$12.44	\$11.54	Broad
411	49-9043 - Maintenance Workers, Machinery	6	162	\$12.44	\$11.54	Broad
412	49-9051 - Electrical Power-Line Installers and Repairers	162	997	\$9.56	\$8.71	Minor
413	49-9052 - Telecommunications Line Installers and Repairers	162	997	\$9.56	\$8.71	Minor
414	49-9062 - Medical Equipment Repairers	162	997	\$9.56	\$8.71	Minor
415	49-9064 - Watch and Clock Repairers	162	997	\$9.56	\$8.71	Minor
416	49-9071 - Maintenance and Repair Workers, General	146	740	\$9.19	\$8.71	Detailed
417	49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	18	162	\$9.60	\$9.00	Broad
418	49-9096 - Riggers	18	162	\$9.60	\$9.00	Broad
419	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	13	132	\$9.03	\$8.87	Detailed
420	49-9099 - Installation, Maintenance, and Repair Workers, All Other	18	162	\$9.60	\$9.00	Broad



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
421	51-1011 - First-Line Supervisors of Production and Operating Workers	Not met	Not met	Not met	Not met	Not met
422	51-2022 - Electrical and Electronic Equipment Assemblers	Not met	Not met	Not met	Not met	Not met
423	51-2041 - Structural Metal Fabricators and Fitters	Not met	Not met	Not met	Not met	Not met
424	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
425	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
426	51-3011 - Bakers	22	82	\$8.19	\$8.00	Detailed
427	51-3021 - Butchers and Meat Cutters	29	105	\$8.28	\$8.00	Minor
428	51-3092 - Food Batchmakers	29	105	\$8.28	\$8.00	Minor
429	51-3099 - Food Processing Workers, All Other	29	105	\$8.28	\$8.00	Minor
430	51-4023 - Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
431	51-4033 - Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
432	51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
433	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
434	51-4081 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
435	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
436	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
437	51-4199 - Metal Workers and Plastic Workers, All Other	Not met	Not met	Not met	Not met	Not met
438	51-5111 - Prepress Technicians and Workers	Not met	Not met	Not met	Not met	Not met
439	51-5112 - Printing Press Operators	Not met	Not met	Not met	Not met	Not met
440	51-5113 - Print Binding and Finishing Workers	Not met	Not met	Not met	Not met	Not met
441	51-6011 - Laundry and Dry-Cleaning Workers	19	43	\$8.03	\$7.69	Minor
442	51-6021 - Pressers, Textile, Garment, and Related Materials	19	43	\$8.03	\$7.69	Minor
443	51-6031 - Sewing Machine Operators	19	43	\$8.03	\$7.69	Minor
444	51-6052 - Tailors, Dressmakers, and Custom Sewers	19	43	\$8.03	\$7.69	Minor
445	51-6093 - Upholsterers	19	43	\$8.03	\$7.69	Minor
446	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
447	51-8013 - Power Plant Operators	Not met	Not met	Not met	Not met	Not met
448	51-8031 - Water and Wastewater Treatment Plant and System Operators	Not met	Not met	Not met	Not met	Not met
449	51-8092 - Gas Plant Operators	Not met	Not met	Not met	Not met	Not met
450	51-8099 - Plant and System Operators, All Other	Not met	Not met	Not met	Not met	Not met
451	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	26	185	\$10.45	\$9.45	Minor
452	51-9022 - Grinding and Polishing Workers, Hand	26	185	\$10.45	\$9.45	Minor
453	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	26	185	\$10.45	\$9.45	Minor
454	51-9071 - Jewelers and Precious Stone and Metal Workers	26	185	\$10.45	\$9.45	Minor
455	51-9111 - Packaging and Filling Machine Operators and Tenders	26	185	\$10.45	\$9.45	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
456	51-9151 - Photographic Process Workers and Processing Machine Operators	26	185	\$10.45	\$9.45	Minor
457	51-9193 - Cooling and Freezing Equipment Operators and Tenders	26	185	\$10.45	\$9.45	Minor
458	51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	26	185	\$10.45	\$9.45	Minor
459	51-9198 - Helpers--Production Workers	13	71	\$8.13	\$7.54	Detailed
460	51-9199 - Production Workers, All Other	4	43	\$12.89	\$14.08	Detailed
461	53-1041 - Aircraft Cargo Handling Supervisors	20	37	\$14.34	\$12.02	Minor
462	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	20	37	\$14.34	\$12.02	Minor
463	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	20	37	\$14.34	\$12.02	Minor
464	53-1044 - First-Line Supervisors of Passenger Attendants	20	37	\$14.34	\$12.02	Minor
465	53-1049 - First-Line Supervisors of Transportation Workers, All Other	20	37	\$14.34	\$12.02	Minor
466	53-2012 - Commercial Pilots	Not met	Not met	Not met	Not met	Not met
467	53-2021 - Air Traffic Controllers	Not met	Not met	Not met	Not met	Not met
468	53-2022 - Airfield Operations Specialists	Not met	Not met	Not met	Not met	Not met
469	53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	62	261	\$9.29	\$8.71	Minor
470	53-3031 - Driver/Sales Workers	32	87	\$8.06	\$7.71	Detailed
471	53-3032 - Heavy and Tractor-Trailer Truck Drivers	16	65	\$10.09	\$9.74	Detailed
472	53-3033 - Light Truck Drivers	13	35	\$7.87	\$7.75	Detailed
473	53-3051 - Bus Drivers, School	6	62	\$10.73	\$10.20	Broad
474	53-3052 - Bus Drivers, Transit and Intercity	6	62	\$10.73	\$10.20	Broad
475	53-3053 - Shuttle Drivers and Chauffeurs	6	62	\$10.73	\$10.20	Broad
476	53-3054 - Taxi Drivers	6	62	\$10.73	\$10.20	Broad
477	53-5011 - Sailors and Marine Oilers	Not met	Not met	Not met	Not met	Not met
478	53-5021 - Captains, Mates, and Pilots of Water Vessels	Not met	Not met	Not met	Not met	Not met
479	53-5022 - Motorboat Operators	Not met	Not met	Not met	Not met	Not met
480	53-6021 - Parking Attendants	7	32	\$8.46	\$7.25	Minor
481	53-6031 - Automotive and Watercraft Service Attendants	7	32	\$8.46	\$7.25	Minor
482	53-6041 - Traffic Technicians	7	32	\$8.46	\$7.25	Minor
483	53-6099 - Transportation Workers, All Other	7	32	\$8.46	\$7.25	Minor
484	53-7011 - Conveyor Operators and Tenders	3	67	\$10.17	\$10.15	Broad
485	53-7021 - Crane and Tower Operators	67	338	\$8.65	\$7.93	Minor
486	53-7031 - Dredge Operators	67	338	\$8.65	\$7.93	Minor
487	53-7041 - Hoist and Winch Operators	67	338	\$8.65	\$7.93	Minor
488	53-7051 - Industrial Truck and Tractor Operators	67	338	\$8.65	\$7.93	Minor
489	53-7061 - Cleaners of Vehicles and Equipment	8	32	\$7.72	\$7.50	Detailed
490	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	9	61	\$8.31	\$7.75	Detailed

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2022 PWS, CNMI**

Row #	SOC Six-digit Code and Title	Employer N with 3-30	Employee N with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met
491	53-7063 - Machine Feeders and Offbearers	57	67	\$8.01	\$7.58	Broad
492	53-7064 - Packers and Packagers, Hand	57	67	\$8.01	\$7.58	Broad
493	53-7065 - Stockers and Order Fillers	42	157	\$7.97	\$7.92	Detailed
494	53-7071 - Gas Compressor and Gas Pumping Station Operators	67	338	\$8.65	\$7.93	Minor
495	53-7081 - Refuse and Recyclable Material Collectors	4	67	\$9.51	\$8.40	Broad
496	53-7199 - Material Moving Workers, All Other	67	338	\$8.65	\$7.93	Minor
<b>497</b>	<b>Grand Total</b>	<b>564</b>	<b>13,870</b>	<b>\$14.37</b>	<b>\$10.58</b>	

<b>Met at Detailed</b>	<b>80</b>
<b>Met at Broad</b>	<b>95</b>
<b>Met at Minor</b>	<b>234</b>
<b>Total Met</b>	<b>409</b>
<b>Not Met</b>	<b>87</b>
<b>Total Titles</b>	<b>496</b>



## **APPENDIX A**

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
1	11-0000	Management Occupations		337	1,294	\$24.15	\$21.63
2	11-1000	Top Executives		260	609	\$25.83	\$22.12
3	11-1010	Chief Executives		88	219	\$35.34	\$28.85
4			11-1011 - Chief Executives	88	219	\$35.34	\$28.85
5	11-1020	General and Operations Managers		218	365	\$20.83	\$18.75
6			11-1021 - General and Operations Managers	218	365	\$20.83	\$18.75
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		52	79	\$17.56	\$15.87
10	11-2010	Advertising and Promotions Managers		D	D	D	D
11			11-2011 - Advertising and Promotions Managers	D	D	D	D
12	11-2020	Marketing and Sales Managers		49	75	\$17.82	\$15.87
13			11-2021 - Marketing Managers	19	D	D	D
14			11-2022 - Sales Managers	35	49	\$16.70	\$15.63
15	11-2030	Public Relations and Fundraising Managers		D	D	D	D
16			11-2032 - Public Relations Managers	D	D	D	D
17	11-3000	Operations Specialties Managers		75	248	\$23.03	\$21.64
18	11-3010	Administrative Services and Facilities Managers		36	124	\$21.47	\$21.15
19			11-3012 - Administrative Services Managers	32	114	\$21.61	\$21.25
20			11-3013 - Facilities Managers	7	D	D	D
21	11-3020	Computer and Information Systems Managers		15	D	D	D
22			11-3021 - Computer and Information Systems Managers	15	D	D	D
23	11-3030	Financial Managers		32	50	\$28.53	\$26.74
24			11-3031 - Financial Managers	32	50	\$28.53	\$26.74
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		14	D	D	D
28			11-3061 - Purchasing Managers	14	D	D	D
29	11-3070	Transportation, Storage, and Distribution Managers		4	D	D	D
30			11-3071 - Transportation, Storage, and Distribution Managers	4	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		19	D	D	D
34			11-3121 - Human Resources Managers	19	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

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
37		<b>11-9000 - Other Management Occupations</b>		<b>94</b>	<b>358</b>	<b>\$23.52</b>	<b>\$21.54</b>
38		<b>11-9010 - Farmers, Ranchers, and Other Agricultural Managers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
39			11-9013 - Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
40		<b>11-9020 - Construction Managers</b>		<b>12</b>	<b>D</b>	<b>D</b>	<b>D</b>
41			11-9021 - Construction Managers	12	D	D	D
42		<b>11-9030 - Education and Childcare Administrators</b>		<b>13</b>	<b>82</b>	<b>\$30.52</b>	<b>\$30.77</b>
43			11-9031 - Education and Childcare Administrators, Preschool and Daycare	4	D	D	D
44			11-9032 - Education Administrators, Kindergarten through Secondary	5	D	D	D
45			11-9033 - Education Administrators, Postsecondary	D	D	D	D
46			11-9039 - Education Administrators, All Other	4	48	\$35.35	\$35.58
47		<b>11-9040 - Architectural and Engineering Managers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
48			11-9041 - Architectural and Engineering Managers	7	D	D	D
49		<b>11-9050 - Food Service Managers</b>		<b>19</b>	<b>42</b>	<b>\$15.37</b>	<b>\$12.75</b>
50			11-9051 - Food Service Managers	19	42	\$15.37	\$12.75
51		<b>11-9070 - Entertainment and Recreation Managers</b>		<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
52			11-9071 - Gambling Managers	4	D	D	D
53			11-9072 - Entertainment and Recreation Managers, Except Gambling	D	D	D	D
54		<b>11-9080 - Lodging Managers</b>		<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
55			11-9081 - Lodging Managers	8	D	D	D
56		<b>11-9110 - Medical and Health Services Managers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
57			11-9111 - Medical and Health Services Managers	D	D	D	D
58		<b>11-9140 - Property, Real Estate, and Community Association Managers</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
59			11-9141 - Property, Real Estate, and Community Association Managers	5	D	D	D
60		<b>11-9150 - Social and Community Service Managers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
61			11-9151 - Social and Community Service Managers	3	D	D	D
62		<b>11-9160 - Emergency Management Directors</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
63			11-9161 - Emergency Management Directors	D	D	D	D
64		<b>11-9170 - Personal Service Managers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
65			11-9171 - Funeral Home Managers	D	D	D	D
66			11-9179 - Personal Service Managers, All Other	D	D	D	D
67		<b>11-9190 - Miscellaneous Managers</b>		<b>43</b>	<b>95</b>	<b>\$23.20</b>	<b>\$21.64</b>
68			11-9199 - Managers, All Other	43	95	\$23.20	\$21.64
69	<b>13-0000 - Business and Financial Operations Occupations</b>			<b>157</b>	<b>628</b>	<b>\$15.93</b>	<b>\$14.85</b>
70		<b>13-1000 - Business Operations Specialists</b>		<b>51</b>	<b>228</b>	<b>\$16.10</b>	<b>\$15.11</b>
71		<b>13-1020 - Buyers and Purchasing Agents</b>		<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
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	4	D	D	D
74		<b>13-1030 - Claims Adjusters, Appraisers, Examiners, and Investigators</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
75			13-1031 - Claims Adjusters, Examiners, and Investigators	3	D	D	D



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
76				13-1032 - Insurance Appraisers, Auto Damage	D	D	D	D
77				<b>13-1040 - Compliance Officers</b>	<b>6</b>	<b>58</b>	<b>\$16.22</b>	<b>\$15.23</b>
78				13-1041 - Compliance Officers	6	58	\$16.22	\$15.23
79				<b>13-1050 - Cost Estimators</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
80				13-1051 - Cost Estimators	4	D	D	D
81				<b>13-1070 - Human Resources Workers</b>	<b>22</b>	<b>58</b>	<b>\$16.42</b>	<b>\$15.83</b>
82				13-1071 - Human Resources Specialists	21	56	\$15.60	\$15.66
83				13-1075 - Labor Relations Specialists	D	D	D	D
84				<b>13-1080 - Logisticians and Project Management Specialists</b>	<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
85				13-1081 - Logisticians	D	D	D	D
86				13-1082 - Project Management Specialists	7	D	D	D
87				<b>13-1110 - Management Analysts</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
88				13-1111 - Management Analysts	6	D	D	D
89				<b>13-1130 - Fundraisers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
90				13-1131 - Fundraisers	D	D	D	D
91				<b>13-1140 - Compensation, Benefits, and Job Analysis Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
92				13-1141 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
93				<b>13-1150 - Training and Development Specialists</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
94				13-1151 - Training and Development Specialists	5	D	D	D
95				<b>13-1160 - Market Research Analysts and Marketing Specialists</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
96				13-1161 - Market Research Analysts and Marketing Specialists	9	D	D	D
97				<b>13-1190 - Miscellaneous Business Operations Specialists</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
98				13-1199 - Business Operations Specialists, All Other	5	D	D	D
99				<b>13-2000 - Financial Specialists</b>	<b>134</b>	<b>400</b>	<b>\$15.84</b>	<b>\$14.85</b>
100				<b>13-2010 - Accountants and Auditors</b>	<b>127</b>	<b>256</b>	<b>\$16.19</b>	<b>\$14.85</b>
101				13-2011 - Accountants and Auditors	127	256	\$16.19	\$14.85
102				<b>13-2020 - Property Appraisers and Assessors</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
103				13-2023 - Appraisers and Assessors of Real Estate	D	D	D	D
104				<b>13-2030 - Budget Analysts</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
105				13-2031 - Budget Analysts	4	D	D	D
106				<b>13-2040 - Credit Analysts</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
107				13-2041 - Credit Analysts	D	D	D	D
108				<b>13-2050 - Financial Analysts and Advisors</b>	<b>11</b>	<b>50</b>	<b>\$16.00</b>	<b>\$14.43</b>
109				13-2051 - Financial and Investment Analysts	3	D	D	D
110				13-2052 - Personal Financial Advisors	D	D	D	D
111				13-2053 - Insurance Underwriters	8	D	D	D
112				<b>13-2060 - Financial Examiners</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
113				13-2061 - Financial Examiners	3	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
114		<b>13-2070 - Credit Counselors and Loan Officers</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
115			13-2071 - Credit Counselors	D	D	D	D
116			13-2072 - Loan Officers	D	D	D	D
117		<b>13-2080 - Tax Examiners, Collectors and Preparers, and Revenue Agents</b>		<b>D</b>	<b>60</b>	<b>D</b>	<b>D</b>
118			13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	59	D	D
119			13-2082 - Tax Preparers	D	D	D	D
120		<b>13-2090 - Miscellaneous Financial Specialists</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
121			13-2099 - Financial Specialists, All Other	D	D	D	D
122	<b>15-0000 - Computer and Mathematical Occupations</b>			<b>31</b>	<b>152</b>	<b>\$23.86</b>	<b>\$16.28</b>
123		<b>15-1200 - Computer Occupations</b>		<b>30</b>	<b>133</b>	<b>\$24.58</b>	<b>\$16.08</b>
124		<b>15-1210 - Computer and Information Analysts</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
125			15-1211 - Computer Systems Analysts	3	D	D	D
126			15-1212 - Information Security Analysts	D	D	D	D
127		<b>15-1230 - Computer Support Specialists</b>		<b>25</b>	<b>53</b>	<b>\$14.10</b>	<b>\$13.27</b>
128			15-1231 - Computer Network Support Specialists	9	D	D	D
129			15-1232 - Computer User Support Specialists	20	36	\$12.78	\$12.51
130		<b>15-1240 - Database and Network Administrators and Architects</b>		<b>8</b>	<b>34</b>	<b>\$22.43</b>	<b>\$20.77</b>
131			15-1241 - Computer Network Architects	D	D	D	D
132			15-1242 - Database Administrators	4	D	D	D
133			15-1244 - Network and Computer Systems Administrators	7	D	D	D
134		<b>15-1250 - Software and Web Developers, Programmers, and Testers</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
135			15-1251 - Computer Programmers	3	D	D	D
136			15-1253 - Software Quality Assurance Analysts and Testers	D	D	D	D
137			15-1254 - Web Developers	D	D	D	D
138			15-1255 - Web and Digital Interface Designers	D	D	D	D
139		<b>15-1290 - Miscellaneous Computer Occupations</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
140			15-1299 - Computer Occupations, All Other	4	D	D	D
141	<b>15-2000 - Mathematical Science Occupations</b>			<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
142		<b>15-2030 - Operations Research Analysts</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
143			15-2031 - Operations Research Analysts	D	D	D	D
144		<b>15-2040 - Statisticians</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
145			15-2041 - Statisticians	4	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
146	<b>17-0000 - Architecture and Engineering Occupations</b>			<b>32</b>	<b>138</b>	<b>\$20.29</b>	<b>\$18.66</b>
147		<b>17-1000 - Architects, Surveyors, and Cartographers</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
148		<b>17-1010 - Architects, Except Naval</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
149			17-1011 - Architects, Except Landscape and Naval	D	D	D	D
150		<b>17-1020 - Surveyors, Cartographers, and Photogrammetrists</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
151			17-1022 - Surveyors	3	D	D	D
152		<b>17-2000 - Engineers</b>		<b>13</b>	<b>60</b>	<b>\$24.97</b>	<b>\$23.17</b>
153		<b>17-2030 - Bioengineers and Biomedical Engineers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
154			17-2031 - Bioengineers and Biomedical Engineers	D	D	D	D
155		<b>17-2050 - Civil Engineers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
156			17-2051 - Civil Engineers	7	D	D	D
157		<b>17-2070 - Electrical and Electronics Engineers</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
158			17-2071 - Electrical Engineers	5	D	D	D
159			17-2072 - Electronics Engineers, Except Computer	D	D	D	D
160		<b>17-2080 - Environmental Engineers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
161			17-2081 - Environmental Engineers	D	D	D	D
162		<b>17-2110 - Industrial Engineers, Including Health and Safety</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
163			17-2111 - Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	D	D	D	D
164		<b>17-2140 - Mechanical Engineers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
165			17-2141 - Mechanical Engineers	D	D	D	D
166		<b>17-2190 - Miscellaneous Engineers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
167			17-2199 - Engineers, All Other	3	D	D	D
168		<b>17-3000 - Drafters, Engineering Technicians, and Mapping Technicians</b>		<b>27</b>	<b>74</b>	<b>\$16.75</b>	<b>\$16.17</b>
169		<b>17-3010 - Drafters</b>		<b>13</b>	<b>D</b>	<b>D</b>	<b>D</b>
170			17-3011 - Architectural and Civil Drafters	10	D	D	D
171			17-3012 - Electrical and Electronics Drafters	D	D	D	D
172			17-3019 - Drafters, All Other	D	D	D	D
173		<b>17-3020 - Engineering Technologists and Technicians, Except Drafters</b>		<b>16</b>	<b>39</b>	<b>\$18.15</b>	<b>\$17.74</b>
174			17-3022 - Civil Engineering Technologists and Technicians	12	D	D	D
175			17-3023 - Electrical and Electronic Engineering Technologists and Technicians	D	D	D	D
176			17-3025 - Environmental Engineering Technologists and Technicians	D	D	D	D
177			17-3027 - Mechanical Engineering Technologists and Technicians	D	D	D	D
178			17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
179		<b>17-3030 - Surveying and Mapping Technicians</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
180			17-3031 - Surveying and Mapping Technicians	4	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
181	19-0000	Life, Physical, and Social Science Occupations			11	204	\$15.18	\$12.64
182	19-1000	Life Scientists			5	68	\$15.91	\$13.67
183	19-1010	Agricultural and Food Scientists			3	34	\$12.65	\$10.58
184		19-1012	Food Scientists and Technologists		D	D	D	D
185		19-1013	Soil and Plant Scientists		3	33	\$12.11	\$10.58
186	19-1020	Biological Scientists			3	D	D	D
187		19-1021	Biochemists and Biophysicists		D	D	D	D
188		19-1022	Microbiologists		D	D	D	D
189		19-1023	Zoologists and Wildlife Biologists		D	D	D	D
190		19-1029	Biological Scientists, All Other		D	D	D	D
191	19-1030	Conservation Scientists and Foresters			D	D	D	D
192		19-1031	Conservation Scientists		D	D	D	D
193		19-1032	Foresters		D	D	D	D
194	19-1040	Medical Scientists			D	D	D	D
195		19-1041	Epidemiologists		D	D	D	D
196	19-2000	Physical Scientists			3	D	D	D
197	19-2040	Environmental Scientists and Geoscientists			3	D	D	D
198		19-2041	Environmental Scientists and Specialists, Including Health		3	D	D	D
199	19-3000	Social Scientists and Related Workers			3	D	D	D
200	19-3010	Economists			D	D	D	D
201		19-3011	Economists		D	D	D	D
202	19-3030	Psychologists			D	D	D	D
203		19-3033	Clinical and Counseling Psychologists		D	D	D	D
204		19-3034	School Psychologists		D	D	D	D
205		19-3039	Psychologists, All Other		D	D	D	D
206	19-3050	Urban and Regional Planners			D	D	D	D
207		19-3051	Urban and Regional Planners		D	D	D	D
208	19-3090	Miscellaneous Social Scientists and Related Workers			D	D	D	D
209		19-3091	Anthropologists and Archeologists		D	D	D	D
210		19-3099	Social Scientists and Related Workers, All Other		D	D	D	D
211	19-4000	Life, Physical, and Social Science Technicians			7	53	\$13.46	\$12.40
212	19-4010	Agricultural and Food Science Technicians			D	D	D	D
213		19-4012	Agricultural Technicians		D	D	D	D
214	19-4020	Biological Technicians			D	D	D	D
215		19-4021	Biological Technicians		D	D	D	D
216	19-4040	Environmental Science and Geoscience Technicians			D	D	D	D
217		19-4042	Environmental Science and Protection Technicians, Including Health		D	D	D	D
218		19-4044	Hydrologic Technicians		D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
219		<b>19-4060 - Social Science Research Assistants</b>		D	D	D	D
220			19-4061 - Social Science Research Assistants	D	D	D	D
221		<b>19-4070 - Forest and Conservation Technicians</b>		D	32	D	D
222			19-4071 - Forest and Conservation Technicians	D	32	D	D
223		<b>19-4090 - Miscellaneous Life, Physical, and Social Science Technicians</b>		D	D	D	D
224			19-4099 - Life, Physical, and Social Science Technicians, All Other	D	D	D	D
225		<b>19-5000 - Occupational Health and Safety Specialists and Technicians</b>		4	51	\$11.06	\$10.82
226		<b>19-5010 - Occupational Health and Safety Specialists and Technicians</b>		4	51	\$11.06	\$10.82
227			19-5011 - Occupational Health and Safety Specialists	3	44	\$10.79	\$10.34
228			19-5012 - Occupational Health and Safety Technicians	D	D	D	D
229		<b>21-0000 - Community and Social Service Occupations</b>		9	658	\$14.09	\$12.38
230		<b>21-1000 - Counselors, Social Workers, and Other Community and Social Service Specialists</b>		8	613	\$13.42	\$12.34
231		<b>21-1010 - Counselors</b>		6	60	\$21.18	\$18.75
232			21-1011 - Substance Abuse and Behavioral Disorder Counselors	3	D	D	D
233			21-1012 - Educational, Guidance, and Career Counselors and Advisors	D	D	D	D
234			21-1014 - Mental Health Counselors	D	D	D	D
235			21-1019 - Counselors, All Other	3	36	\$19.18	\$17.26
236		<b>21-1020 - Social Workers</b>		5	56	\$15.40	\$13.79
237			21-1021 - Child, Family, and School Social Workers	3	D	D	D
238			21-1022 - Healthcare Social Workers	3	D	D	D
239			21-1023 - Mental Health and Substance Abuse Social Workers	D	D	D	D
240			21-1029 - Social Workers, All Other	D	D	D	D
241		<b>21-1090 - Miscellaneous Community and Social Service Specialists</b>		4	497	\$12.27	\$11.94
242			21-1091 - Health Education Specialists	D	D	D	D
243			21-1092 - Probation Officers and Correctional Treatment Specialists	D	D	D	D
244			21-1093 - Social and Human Service Assistants	D	41	D	D
245			21-1094 - Community Health Workers	3	197	\$13.60	\$12.98
246			21-1099 - Community and Social Service Specialists, All Other	D	225	D	D
247		<b>21-2000 - Religious Workers</b>		D	45	D	D
248		<b>21-2010 - Clergy</b>		D	D	D	D
249			21-2011 - Clergy	D	D	D	D
250		<b>21-2020 - Directors, Religious Activities and Education</b>		D	D	D	D
251			21-2021 - Directors, Religious Activities and Education	D	D	D	D
252		<b>21-2090 - Miscellaneous Religious Workers</b>		D	D	D	D
253			21-2099 - Religious Workers, All Other	D	D	D	D

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Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
254	23-0000	Legal Occupations			16	105	\$29.17	\$27.76
255	23-1000	Lawyers, Judges, and Related Workers			11	64	\$37.61	\$33.75
256	23-1010	Lawyers and Judicial Law Clerks			11	56	\$34.52	\$33.65
257		23-1011	Lawyers		11	41	\$38.44	\$35.10
258		23-1012	Judicial Law Clerks		D	D	D	D
259	23-1020	Judges, Magistrates, and Other Judicial Workers			D	D	D	D
260		23-1023	Judges, Magistrate Judges, and Magistrates		D	D	D	D
261	23-2000	Legal Support Workers			12	41	\$15.99	\$14.39
262	23-2010	Paralegals and Legal Assistants			11	35	\$15.24	\$14.00
263		23-2011	Paralegals and Legal Assistants		11	35	\$15.24	\$14.00
264	23-2090	Miscellaneous Legal Support Workers			D	D	D	D
265		23-2093	Title Examiners, Abstractors, and Searchers		D	D	D	D
266		23-2099	Legal Support Workers, All Other		D	D	D	D
267	25-0000	Educational Instruction and Library Occupations			30	1,017	\$21.70	\$17.87
268	25-1000	Postsecondary Teachers			D	34	D	D
269	25-1010	Business Teachers, Postsecondary			D	D	D	D
270		25-1011	Business Teachers, Postsecondary		D	D	D	D
271	25-1020	Math and Computer Science Teachers, Postsecondary			D	D	D	D
272		25-1022	Mathematical Science Teachers, Postsecondary		D	D	D	D
273	25-1040	Life Sciences Teachers, Postsecondary			D	D	D	D
274		25-1042	Biological Science Teachers, Postsecondary		D	D	D	D
275	25-1050	Physical Sciences Teachers, Postsecondary			D	D	D	D
276		25-1052	Chemistry Teachers, Postsecondary		D	D	D	D
277	25-1060	Social Sciences Teachers, Postsecondary			D	D	D	D
278		25-1066	Psychology Teachers, Postsecondary		D	D	D	D
279		25-1069	Social Sciences Teachers, Postsecondary, All Other		D	D	D	D
280	25-1070	Health Teachers, Postsecondary			D	D	D	D
281		25-1072	Nursing Instructors and Teachers, Postsecondary		D	D	D	D
282	25-1080	Education and Library Science Teachers, Postsecondary			D	D	D	D
283		25-1081	Education Teachers, Postsecondary		D	D	D	D
284	25-1120	Arts, Communications, History, and Humanities Teachers, Postsecondary			D	D	D	D
285		25-1123	English Language and Literature Teachers, Postsecondary		D	D	D	D
286	25-1190	Miscellaneous Postsecondary Teachers			D	D	D	D
287		25-1193	Recreation and Fitness Studies Teachers, Postsecondary		D	D	D	D
288		25-1199	Postsecondary Teachers, All Other		D	D	D	D
289	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers			13	88	\$16.94	\$14.95
290	25-2010	Preschool and Kindergarten Teachers			6	D	D	D
291		25-2011	Preschool Teachers, Except Special Education		3	D	D	D
292		25-2012	Kindergarten Teachers, Except Special Education		3	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
293		<b>25-2020 - Elementary and Middle School Teachers</b>		<b>10</b>	<b>32</b>	<b>\$12.60</b>	<b>\$12.26</b>
294			25-2021 - Elementary School Teachers, Except Special Education	10	D	D	D
295			25-2022 - Middle School Teachers, Except Special and Career/Technical Education	D	D	D	D
296		<b>25-2030 - Secondary School Teachers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
297			25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	D	D	D	D
298		<b>25-2050 - Special Education Teachers</b>		<b>D</b>	<b>40</b>	<b>D</b>	<b>D</b>
299			25-2059 - Special Education Teachers, All Other	D	40	D	D
300		<b>25-3000 - Other Teachers and Instructors</b>		<b>16</b>	<b>668</b>	<b>\$23.72</b>	<b>\$19.33</b>
301		<b>25-3010 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
302			25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructor:	D	D	D	D
303		<b>25-3020 - Self-Enrichment Teachers</b>		<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
304			25-3021 - Self-Enrichment Teachers	10	D	D	D
305		<b>25-3030 - Substitute Teachers, Short-Term</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
306			25-3031 - Substitute Teachers, Short-Term	D	D	D	D
307		<b>25-3040 - Tutors</b>		<b>D</b>	<b>75</b>	<b>D</b>	<b>D</b>
308			25-3041 - Tutors	D	75	D	D
309		<b>25-3090 - Miscellaneous Teachers and Instructors</b>		<b>6</b>	<b>552</b>	<b>\$21.20</b>	<b>\$20.89</b>
310			25-3099 - Teachers and Instructors, All Other	6	552	\$21.20	\$20.89
311		<b>25-4000 - Librarians, Curators, and Archivists</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
312		<b>25-4010 - Archivists, Curators, and Museum Technicians</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
313			25-4011 - Archivists	D	D	D	D
314		<b>25-4020 - Librarians and Media Collections Specialists</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
315			25-4022 - Librarians and Media Collections Specialists	D	D	D	D
316		<b>25-4030 - Library Technicians</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
317			25-4031 - Library Technicians	D	D	D	D
318		<b>25-9000 - Other Educational Instruction and Library Occupations</b>		<b>7</b>	<b>203</b>	<b>\$17.52</b>	<b>\$10.91</b>
319		<b>25-9020 - Farm and Home Management Educators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
320			25-9021 - Farm and Home Management Educators	D	D	D	D
321		<b>25-9030 - Instructional Coordinators</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
322			25-9031 - Instructional Coordinators	3	D	D	D
323		<b>25-9040 - Teaching Assistants</b>		<b>5</b>	<b>169</b>	<b>\$17.40</b>	<b>\$10.69</b>
324			25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Educ:	4	76	\$16.45	\$10.91
325			25-9043 - Teaching Assistants, Special Education	D	92	D	D
326			25-9044 - Teaching Assistants, Postsecondary	D	D	D	D
327		<b>25-9090 - Miscellaneous Educational Instruction and Library Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
328			25-9099 - Educational Instruction and Library Workers, All Other	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
329	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations			28	73	\$13.66	\$11.40
330		27-1000	Art and Design Workers		17	31	\$10.18	\$9.15
331			27-1010	Artists and Related Workers	D	D	D	D
332				27-1011 - Art Directors	D	D	D	D
333			27-1020	Designers	17	D	D	D
334				27-1023 - Floral Designers	D	D	D	D
335				27-1024 - Graphic Designers	13	D	D	D
336				27-1025 - Interior Designers	D	D	D	D
337				27-1026 - Merchandise Displayers and Window Trimmers	4	D	D	D
338		27-2000	Entertainers and Performers, Sports and Related Workers		4	D	D	D
339			27-2020	Athletes, Coaches, Umpires, and Related Workers	D	D	D	D
340				27-2022 - Coaches and Scouts	D	D	D	D
341				27-2023 - Umpires, Referees, and Other Sports Officials	D	D	D	D
342			27-2090	Miscellaneous Entertainers and Performers, Sports and Related Workers	D	D	D	D
343				27-2099 - Entertainers and Performers, Sports and Related Workers, All Other	D	D	D	D
344		27-3000	Media and Communication Workers		8	32	\$16.90	\$16.05
345			27-3020	News Analysts, Reporters and Journalists	D	D	D	D
346				27-3023 - News Analysts, Reporters, and Journalists	D	D	D	D
347			27-3030	Public Relations Specialists	D	D	D	D
348				27-3031 - Public Relations Specialists	D	D	D	D
349			27-3040	Writers and Editors	5	D	D	D
350				27-3041 - Editors	D	D	D	D
351				27-3042 - Technical Writers	3	D	D	D
352			27-3090	Miscellaneous Media and Communication Workers	3	D	D	D
353				27-3091 - Interpreters and Translators	D	D	D	D
354				27-3099 - Media and Communication Workers, All Other	D	D	D	D
355		27-4000	Media and Communication Equipment Workers		D	D	D	D
356			27-4010	Broadcast, Sound, and Lighting Technicians	D	D	D	D
357				27-4011 - Audio and Video Technicians	D	D	D	D
358			27-4020	Photographers	D	D	D	D
359				27-4021 - Photographers	D	D	D	D
360	29-0000	Healthcare Practitioners and Technical Occupations			11	470	\$31.96	\$21.26
361		29-1000	Healthcare Diagnosing or Treating Practitioners		9	283	\$43.00	\$23.68
362			29-1020	Dentists	D	D	D	D
363				29-1021 - Dentists, General	D	D	D	D
364			29-1030	Dietitians and Nutritionists	3	D	D	D
365				29-1031 - Dietitians and Nutritionists	3	D	D	D
366			29-1040	Optometrists	D	D	D	D
367				29-1041 - Optometrists	D	D	D	D
368			29-1050	Pharmacists	D	D	D	D



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
369			29-1051 - Pharmacists	D	D	D	D
370			<b>29-1070 - Physician Assistants</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
371			29-1071 - Physician Assistants	3	D	D	D
372			<b>29-1080 - Podiatrists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
373			29-1081 - Podiatrists	D	D	D	D
374			<b>29-1120 - Therapists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
375			29-1123 - Physical Therapists	D	D	D	D
376			29-1126 - Respiratory Therapists	D	D	D	D
377			<b>29-1130 - Veterinarians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
378			29-1131 - Veterinarians	D	D	D	D
379			<b>29-1140 - Registered Nurses</b>	<b>7</b>	<b>172</b>	<b>\$22.22</b>	<b>\$22.05</b>
380			29-1141 - Registered Nurses	7	172	\$22.22	\$22.05
381			<b>29-1150 - Nurse Anesthetists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
382			29-1151 - Nurse Anesthetists	D	D	D	D
383			<b>29-1170 - Nurse Practitioners</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
384			29-1171 - Nurse Practitioners	D	D	D	D
385			<b>29-1180 - Audiologists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
386			29-1181 - Audiologists	D	D	D	D
387			<b>29-1210 - Physicians</b>	<b>5</b>	<b>40</b>	<b>\$110.87</b>	<b>\$105.86</b>
388			29-1211 - Anesthesiologists	D	D	D	D
389			29-1214 - Emergency Medicine Physicians	D	D	D	D
390			29-1215 - Family Medicine Physicians	D	D	D	D
391			29-1216 - General Internal Medicine Physicians	D	D	D	D
392			29-1218 - Obstetricians and Gynecologists	D	D	D	D
393			29-1221 - Pediatricians, General	D	D	D	D
394			29-1223 - Psychiatrists	D	D	D	D
395			29-1224 - Radiologists	D	D	D	D
396			29-1229 - Physicians, All Other	D	D	D	D
397			<b>29-1240 - Surgeons</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
398			29-1242 - Orthopedic Surgeons, Except Pediatric	D	D	D	D
399			29-1249 - Surgeons, All Other	D	D	D	D
400			<b>29-1290 - Miscellaneous Healthcare Diagnosing or Treating Practitioners</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
401			29-1292 - Dental Hygienists	D	D	D	D
402			<b>29-2000 - Health Technologists and Technicians</b>	<b>9</b>	<b>177</b>	<b>\$15.18</b>	<b>\$14.52</b>
403			<b>29-2010 - Clinical Laboratory Technologists and Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
404			29-2011 - Medical and Clinical Laboratory Technologists	D	D	D	D
405			29-2012 - Medical and Clinical Laboratory Technicians	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
406		<b>29-2030 - Diagnostic Related Technologists and Technicians</b>		D	D	D	D
407			29-2031 - Cardiovascular Technologists and Technicians	D	D	D	D
408			29-2034 - Radiologic Technologists and Technicians	D	D	D	D
409		<b>29-2040 - Emergency Medical Technicians and Paramedics</b>		D	D	D	D
410			29-2042 - Emergency Medical Technicians	D	D	D	D
411		<b>29-2050 - Health Practitioner Support Technologists and Technicians</b>		D	D	D	D
412			29-2051 - Dietetic Technicians	D	D	D	D
413			29-2052 - Pharmacy Technicians	D	D	D	D
414			29-2056 - Veterinary Technologists and Technicians	D	D	D	D
415		<b>29-2060 - Licensed Practical and Licensed Vocational Nurses</b>		D	D	D	D
416			29-2061 - Licensed Practical and Licensed Vocational Nurses	D	D	D	D
417		<b>29-2070 - Medical Records Specialists</b>		D	D	D	D
418			29-2072 - Medical Records Specialists	D	D	D	D
419		<b>29-2080 - Opticians, Dispensing</b>		D	D	D	D
420			29-2081 - Opticians, Dispensing	D	D	D	D
421		<b>29-2090 - Miscellaneous Health Technologists and Technicians</b>		3	69	\$13.95	\$12.80
422			29-2099 - Health Technologists and Technicians, All Other	3	69	\$13.95	\$12.80
423		<b>29-9000 - Other Healthcare Practitioners and Technical Occupations</b>		3	D	D	D
424		<b>29-9020 - Health Information Technologists and Medical Registrars</b>		D	D	D	D
425			29-9021 - Health Information Technologists and Medical Registrars	D	D	D	D
426		<b>29-9090 - Miscellaneous Health Practitioners and Technical Workers</b>		D	D	D	D
427			29-9099 - Healthcare Practitioners and Technical Workers, All Other	D	D	D	D
428	<b>31-0000 - Healthcare Support Occupations</b>			17	123	\$12.09	\$11.54
429		<b>31-1100 - Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides</b>		8	52	\$12.96	\$13.02
430		<b>31-1120 - Home Health and Personal Care Aides</b>		3	D	D	D
431			31-1121 - Home Health Aides	D	D	D	D
432			31-1122 - Personal Care Aides	D	D	D	D
433		<b>31-1130 - Nursing Assistants, Orderlies, and Psychiatric Aides</b>		5	41	\$13.26	\$13.54
434			31-1131 - Nursing Assistants	5	41	\$13.26	\$13.54
435		<b>31-9000 - Other Healthcare Support Occupations</b>		13	71	\$11.46	\$10.60
436		<b>31-9010 - Massage Therapists</b>		8	D	D	D
437			31-9011 - Massage Therapists	8	D	D	D
438		<b>31-9090 - Miscellaneous Healthcare Support Occupations</b>		5	53	\$12.19	\$11.61
439			31-9091 - Dental Assistants	D	D	D	D
440			31-9092 - Medical Assistants	4	D	D	D
441			31-9094 - Medical Transcriptionists	D	D	D	D
442			31-9095 - Pharmacy Aides	D	D	D	D
443			31-9096 - Veterinary Assistants and Laboratory Animal Caretakers	D	D	D	D
444			31-9097 - Phlebotomists	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
445	33-0000	Protective Service Occupations			39	1,209	\$12.03	\$10.52
446	33-1000	Supervisors of Protective Service Workers			6	154	\$16.64	\$15.83
447	33-1010	First-Line Supervisors of Law Enforcement Workers			D	99	D	D
448		33-1011	First-Line Supervisors of Correctional Officers		D	D	D	D
449		33-1012	First-Line Supervisors of Police and Detectives		D	81	D	D
450	33-1020	First-Line Supervisors of Firefighting and Prevention Workers			D	D	D	D
451		33-1021	First-Line Supervisors of Firefighting and Prevention Workers		D	D	D	D
452	33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers			6	43	\$15.87	\$15.94
453		33-1091	First-Line Supervisors of Security Workers		3	D	D	D
454		33-1099	First-Line Supervisors of Protective Service Workers, All Other		3	D	D	D
455	33-2000	Firefighting and Prevention Workers			D	254	D	D
456	33-2010	Firefighters			D	254	D	D
457		33-2011	Firefighters		D	254	D	D
458	33-3000	Law Enforcement Workers			D	445	D	D
459	33-3010	Bailiffs, Correctional Officers, and Jailers			D	71	D	D
460		33-3011	Bailiffs		D	D	D	D
461		33-3012	Correctional Officers and Jailers		D	70	D	D
462	33-3020	Detectives and Criminal Investigators			D	103	D	D
463		33-3021	Detectives and Criminal Investigators		D	103	D	D
464	33-3030	Fish and Game Wardens			D	D	D	D
465		33-3031	Fish and Game Wardens		D	D	D	D
466	33-3050	Police Officers			D	250	D	D
467		33-3051	Police and Sheriff's Patrol Officers		D	250	D	D
468	33-9000	Other Protective Service Workers			38	356	\$8.92	\$7.50
469	33-9010	Animal Control Workers			D	D	D	D
470		33-9011	Animal Control Workers		D	D	D	D
471	33-9030	Security Guards and Gambling Surveillance Officers			33	282	\$8.83	\$7.25
472		33-9031	Gambling Surveillance Officers and Gambling Investigators		D	D	D	D
473		33-9032	Security Guards		32	276	\$8.64	\$7.25
474	33-9090	Miscellaneous Protective Service Workers			9	68	\$9.02	\$7.70
475		33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		7	56	\$8.91	\$7.70
476		33-9094	School Bus Monitors		D	D	D	D
477		33-9099	Protective Service Workers, All Other		D	D	D	D
478	35-0000	Food Preparation and Serving Related Occupations			93	953	\$8.58	\$8.15
479	35-1000	Supervisors of Food Preparation and Serving Workers			26	112	\$11.09	\$9.59
480	35-1010	Supervisors of Food Preparation and Serving Workers			26	112	\$11.09	\$9.59
481		35-1011	Chefs and Head Cooks		10	38	\$13.71	\$11.22
482		35-1012	First-Line Supervisors of Food Preparation and Serving Workers		21	74	\$9.75	\$9.25

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
483		<b>35-2000 - Cooks and Food Preparation Workers</b>		<b>78</b>	<b>448</b>	<b>\$8.40</b>	<b>\$8.00</b>
484		<b>35-2010 - Cooks</b>		<b>70</b>	<b>263</b>	<b>\$8.76</b>	<b>\$8.50</b>
485			35-2011 - Cooks, Fast Food	9	D	D	D
486			35-2012 - Cooks, Institution and Cafeteria	6	D	D	D
487			35-2014 - Cooks, Restaurant	49	189	\$8.55	\$8.50
488			35-2015 - Cooks, Short Order	5	D	D	D
489			35-2019 - Cooks, All Other	8	D	D	D
490		<b>35-2020 - Food Preparation Workers</b>		<b>23</b>	<b>185</b>	<b>\$7.87</b>	<b>\$7.60</b>
491			35-2021 - Food Preparation Workers	23	185	\$7.87	\$7.60
492		<b>35-3000 - Food and Beverage Serving Workers</b>		<b>49</b>	<b>292</b>	<b>\$8.09</b>	<b>\$8.11</b>
493		<b>35-3010 - Bartenders</b>		<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
494			35-3011 - Bartenders	10	D	D	D
495		<b>35-3020 - Fast Food and Counter Workers</b>		<b>14</b>	<b>67</b>	<b>\$7.92</b>	<b>\$8.00</b>
496			35-3023 - Fast Food and Counter Workers	14	67	\$7.92	\$8.00
497		<b>35-3030 - Waiters and Waitresses</b>		<b>35</b>	<b>183</b>	<b>\$8.17</b>	<b>\$8.12</b>
498			35-3031 - Waiters and Waitresses	35	183	\$8.17	\$8.12
499		<b>35-3040 - Food Servers, Nonrestaurant</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
500			35-3041 - Food Servers, Nonrestaurant	D	D	D	D
501		<b>35-9000 - Other Food Preparation and Serving Related Workers</b>		<b>18</b>	<b>101</b>	<b>\$8.03</b>	<b>\$8.00</b>
502		<b>35-9020 - Dishwashers</b>		<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
503			35-9021 - Dishwashers	10	D	D	D
504		<b>35-9030 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
505			35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3	D	D	D
506		<b>35-9090 - Miscellaneous Food Preparation and Serving Related Workers</b>		<b>8</b>	<b>60</b>	<b>\$7.98</b>	<b>\$8.14</b>
507			35-9099 - Food Preparation and Serving Related Workers, All Other	8	60	\$7.98	\$8.14
508		<b>37-0000 - Building and Grounds Cleaning and Maintenance Occupations</b>		<b>120</b>	<b>689</b>	<b>\$8.46</b>	<b>\$7.75</b>
509		<b>37-1000 - Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>		<b>17</b>	<b>43</b>	<b>\$10.14</b>	<b>\$9.37</b>
510		<b>37-1010 - First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>		<b>17</b>	<b>43</b>	<b>\$10.14</b>	<b>\$9.37</b>
511			37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	13	31	\$9.40	\$9.14
512			37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	10	D	D	D
513		<b>37-2000 - Building Cleaning and Pest Control Workers</b>		<b>102</b>	<b>469</b>	<b>\$7.77</b>	<b>\$7.69</b>
514		<b>37-2010 - Building Cleaning Workers</b>		<b>101</b>	<b>466</b>	<b>\$7.77</b>	<b>\$7.69</b>
515			37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	64	217	\$7.99	\$7.93
516			37-2012 - Maids and Housekeeping Cleaners	41	242	\$7.56	\$7.45
517			37-2019 - Building Cleaning Workers, All Other	5	D	D	D
518		<b>37-2020 - Pest Control Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
519			37-2021 - Pest Control Workers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
520		<b>37-3000 - Grounds Maintenance Workers</b>			<b>38</b>	<b>177</b>	<b>\$9.88</b>	<b>\$8.50</b>
521		<b>37-3010 - Grounds Maintenance Workers</b>			<b>38</b>	<b>177</b>	<b>\$9.88</b>	<b>\$8.50</b>
522				37-3011 - Landscaping and Groundskeeping Workers	24	89	\$8.13	\$8.11
523				37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D
524				37-3019 - Grounds Maintenance Workers, All Other	13	84	\$11.71	\$10.72
525		<b>39-0000 - Personal Care and Service Occupations</b>			<b>63</b>	<b>246</b>	<b>\$8.69</b>	<b>\$7.69</b>
526		<b>39-1000 - Supervisors of Personal Care and Service Workers</b>			<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
527		<b>39-1010 - First-Line Supervisors of Entertainment and Recreation Workers</b>			<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
528				39-1013 - First-Line Supervisors of Gambling Services Workers	3	D	D	D
529				39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	4	D	D	D
530		<b>39-1020 - First-Line Supervisors of Personal Service Workers</b>			<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
531				39-1022 - First-Line Supervisors of Personal Service Workers	3	D	D	D
532		<b>39-2000 - Animal Care and Service Workers</b>			<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
533		<b>39-2010 - Animal Trainers</b>			<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
534				39-2011 - Animal Trainers	D	D	D	D
535		<b>39-3000 - Entertainment Attendants and Related Workers</b>			<b>10</b>	<b>51</b>	<b>\$7.59</b>	<b>\$7.65</b>
536		<b>39-3010 - Gambling Services Workers</b>			<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
537				39-3019 - Gambling Service Workers, All Other	D	D	D	D
538		<b>39-3090 - Miscellaneous Entertainment Attendants and Related Workers</b>			<b>9</b>	<b>41</b>	<b>\$7.59</b>	<b>\$7.65</b>
539				39-3091 - Amusement and Recreation Attendants	8	40	\$7.59	\$7.65
540				39-3099 - Entertainment Attendants and Related Workers, All Other	D	D	D	D
541		<b>39-5000 - Personal Appearance Workers</b>			<b>22</b>	<b>45</b>	<b>\$7.85</b>	<b>\$7.52</b>
542		<b>39-5010 - Barbers, Hairdressers, Hairstylists and Cosmetologists</b>			<b>21</b>	<b>44</b>	<b>\$7.86</b>	<b>\$7.52</b>
543				39-5011 - Barbers	D	D	D	D
544				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	20	43	\$7.88	\$7.52
545		<b>39-5090 - Miscellaneous Personal Appearance Workers</b>			<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
546				39-5092 - Manicurists and Pedicurists	D	D	D	D
547		<b>39-6000 - Baggage Porters, Bellhops, and Concierges</b>			<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
548		<b>39-6010 - Baggage Porters, Bellhops, and Concierges</b>			<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
549				39-6011 - Baggage Porters and Bellhops	4	D	D	D
550				39-6012 - Concierges	3	D	D	D
551		<b>39-7000 - Tour and Travel Guides</b>			<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
552		<b>39-7010 - Tour and Travel Guides</b>			<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
553				39-7011 - Tour Guides and Escorts	9	D	D	D
554				39-7012 - Travel Guides	D	D	D	D
555		<b>39-9000 - Other Personal Care and Service Workers</b>			<b>16</b>	<b>89</b>	<b>\$8.91</b>	<b>\$7.48</b>
556		<b>39-9010 - Childcare Workers</b>			<b>10</b>	<b>68</b>	<b>\$7.53</b>	<b>\$7.48</b>
557				39-9011 - Childcare Workers	10	68	\$7.53	\$7.48

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
558		<b>39-9030 - Recreation and Fitness Workers</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
559			39-9031 - Exercise Trainers and Group Fitness Instructors	D	D	D	D
560			39-9032 - Recreation Workers	3	D	D	D
561		<b>39-9090 - Miscellaneous Personal Care and Service Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
562			39-9099 - Personal Care and Service Workers, All Other	D	D	D	D
563	<b>41-0000 - Sales and Related Occupations</b>			<b>151</b>	<b>646</b>	<b>\$9.59</b>	<b>\$8.20</b>
564		<b>41-1000 - Supervisors of Sales Workers</b>		<b>39</b>	<b>84</b>	<b>\$10.49</b>	<b>\$9.48</b>
565		<b>41-1010 - First-Line Supervisors of Sales Workers</b>		<b>39</b>	<b>84</b>	<b>\$10.49</b>	<b>\$9.48</b>
566			41-1011 - First-Line Supervisors of Retail Sales Workers	35	80	\$10.45	\$9.46
567			41-1012 - First-Line Supervisors of Non-Retail Sales Workers	4	D	D	D
568		<b>41-2000 - Retail Sales Workers</b>		<b>103</b>	<b>429</b>	<b>\$8.56</b>	<b>\$7.81</b>
569		<b>41-2010 - Cashiers</b>		<b>69</b>	<b>295</b>	<b>\$8.35</b>	<b>\$7.75</b>
570			41-2011 - Cashiers	64	258	\$8.12	\$7.59
571			41-2012 - Gambling Change Persons and Booth Cashiers	9	37	\$9.97	\$7.84
572		<b>41-2020 - Counter and Rental Clerks and Parts Salespersons</b>		<b>12</b>	<b>D</b>	<b>D</b>	<b>D</b>
573			41-2021 - Counter and Rental Clerks	3	D	D	D
574			41-2022 - Parts Salespersons	9	D	D	D
575		<b>41-2030 - Retail Salespersons</b>		<b>37</b>	<b>110</b>	<b>\$8.92</b>	<b>\$8.57</b>
576			41-2031 - Retail Salespersons	37	110	\$8.92	\$8.57
577		<b>41-3000 - Sales Representatives, Services</b>		<b>11</b>	<b>D</b>	<b>D</b>	<b>D</b>
578		<b>41-3020 - Insurance Sales Agents</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
579			41-3021 - Insurance Sales Agents	5	D	D	D
580		<b>41-3040 - Travel Agents</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
581			41-3041 - Travel Agents	D	D	D	D
582		<b>41-3090 - Miscellaneous Sales Representatives, Services</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
583			41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	5	D	D	D
584		<b>41-4000 - Sales Representatives, Wholesale and Manufacturing</b>		<b>27</b>	<b>68</b>	<b>\$10.99</b>	<b>\$9.27</b>
585		<b>41-4010 - Sales Representatives, Wholesale and Manufacturing</b>		<b>27</b>	<b>68</b>	<b>\$10.99</b>	<b>\$9.27</b>
586			41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	8	D	D	D
587			41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	20	54	\$8.81	\$8.50
588		<b>41-9000 - Other Sales and Related Workers</b>		<b>9</b>	<b>46</b>	<b>\$8.76</b>	<b>\$7.70</b>
589		<b>41-9010 - Models, Demonstrators, and Product Promoters</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
590			41-9011 - Demonstrators and Product Promoters	D	D	D	D
591		<b>41-9020 - Real Estate Brokers and Sales Agents</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
592			41-9022 - Real Estate Sales Agents	D	D	D	D
593		<b>41-9030 - Sales Engineers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
594			41-9031 - Sales Engineers	D	D	D	D
595		<b>41-9040 - Telemarketers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
596			41-9041 - Telemarketers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
597		<b>41-9090 - Miscellaneous Sales and Related Workers</b>		4	31	\$8.29	\$7.50
598			41-9099 - Sales and Related Workers, All Other	4	31	\$8.29	\$7.50
599	<b>43-0000 - Office and Administrative Support Occupations</b>			254	2,327	\$12.95	\$11.26
600		<b>43-1000 - Supervisors of Office and Administrative Support Workers</b>		30	81	\$14.93	\$13.19
601			<b>43-1010 - First-Line Supervisors of Office and Administrative Support Workers</b>	30	81	\$14.93	\$13.19
602			43-1011 - First-Line Supervisors of Office and Administrative Support Workers	30	81	\$14.93	\$13.19
603		<b>43-2000 - Communications Equipment Operators</b>		4	33	\$11.87	\$10.73
604			<b>43-2010 - Switchboard Operators, Including Answering Service</b>	3	D	D	D
605			43-2011 - Switchboard Operators, Including Answering Service	3	D	D	D
606		<b>43-2020 - Telephone Operators</b>		D	D	D	D
607			43-2021 - Telephone Operators	D	D	D	D
608		<b>43-2090 - Miscellaneous Communications Equipment Operators</b>		D	D	D	D
609			43-2099 - Communications Equipment Operators, All Other	D	D	D	D
610		<b>43-3000 - Financial Clerks</b>		125	323	\$11.85	\$10.00
611			<b>43-3010 - Bill and Account Collectors</b>	7	D	D	D
612			43-3011 - Bill and Account Collectors	7	D	D	D
613		<b>43-3020 - Billing and Posting Clerks</b>		11	D	D	D
614			43-3021 - Billing and Posting Clerks	11	D	D	D
615		<b>43-3030 - Bookkeeping, Accounting, and Auditing Clerks</b>		106	208	\$11.21	\$9.87
616			43-3031 - Bookkeeping, Accounting, and Auditing Clerks	106	208	\$11.21	\$9.87
617		<b>43-3040 - Gambling Cage Workers</b>		D	D	D	D
618			43-3041 - Gambling Cage Workers	D	D	D	D
619		<b>43-3050 - Payroll and Timekeeping Clerks</b>		6	D	D	D
620			43-3051 - Payroll and Timekeeping Clerks	6	D	D	D
621		<b>43-3060 - Procurement Clerks</b>		15	46	\$14.87	\$13.27
622			43-3061 - Procurement Clerks	15	46	\$14.87	\$13.27
623		<b>43-3070 - Tellers</b>		3	D	D	D
624			43-3071 - Tellers	3	D	D	D
625		<b>43-3090 - Miscellaneous Financial Clerks</b>		3	D	D	D
626			43-3099 - Financial Clerks, All Other	3	D	D	D
627		<b>43-4000 - Information and Record Clerks</b>		65	533	\$12.38	\$10.58
628			<b>43-4030 - Court, Municipal, and License Clerks</b>	D	D	D	D
629			43-4031 - Court, Municipal, and License Clerks	D	D	D	D
630		<b>43-4050 - Customer Service Representatives</b>		24	84	\$9.79	\$9.25
631			43-4051 - Customer Service Representatives	24	84	\$9.79	\$9.25
632		<b>43-4060 - Eligibility Interviewers, Government Programs</b>		3	224	\$16.23	\$15.00
633			43-4061 - Eligibility Interviewers, Government Programs	3	224	\$16.23	\$15.00
634		<b>43-4070 - File Clerks</b>		3	D	D	D
635			43-4071 - File Clerks	3	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
636			<b>43-4080</b>	<b>Hotel, Motel, and Resort Desk Clerks</b>	<b>15</b>	<b>74</b>	<b>\$8.08</b>	<b>\$7.85</b>
637				43-4081 - Hotel, Motel, and Resort Desk Clerks	15	74	\$8.08	\$7.85
638			<b>43-4110</b>	<b>Interviewers, Except Eligibility and Loan</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
639				43-4111 - Interviewers, Except Eligibility and Loan	D	D	D	D
640			<b>43-4120</b>	<b>Library Assistants, Clerical</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
641				43-4121 - Library Assistants, Clerical	D	D	D	D
642			<b>43-4150</b>	<b>Order Clerks</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
643				43-4151 - Order Clerks	D	D	D	D
644			<b>43-4160</b>	<b>Human Resources Assistants, Except Payroll and Timekeeping</b>	<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
645				43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	10	D	D	D
646			<b>43-4170</b>	<b>Receptionists and Information Clerks</b>	<b>14</b>	<b>D</b>	<b>D</b>	<b>D</b>
647				43-4171 - Receptionists and Information Clerks	14	D	D	D
648			<b>43-4180</b>	<b>Reservation and Transportation Ticket Agents and Travel Clerks</b>	<b>7</b>	<b>51</b>	<b>\$8.46</b>	<b>\$7.50</b>
649				43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	7	51	\$8.46	\$7.50
650			<b>43-4190</b>	<b>Miscellaneous Information and Record Clerks</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
651				43-4199 - Information and Record Clerks, All Other	D	D	D	D
652			<b>43-5000</b>	<b>Material Recording, Scheduling, Dispatching, and Distributing Workers</b>	<b>47</b>	<b>194</b>	<b>\$10.28</b>	<b>\$8.78</b>
653			<b>43-5010</b>	<b>Cargo and Freight Agents</b>	<b>7</b>	<b>48</b>	<b>\$8.94</b>	<b>\$8.33</b>
654				43-5011 - Cargo and Freight Agents	7	48	\$8.94	\$8.33
655			<b>43-5020</b>	<b>Couriers and Messengers</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
656				43-5021 - Couriers and Messengers	9	D	D	D
657			<b>43-5030</b>	<b>Dispatchers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
658				43-5031 - Public Safety Telecommunicators	D	D	D	D
659				43-5032 - Dispatchers, Except Police, Fire, and Ambulance	5	D	D	D
660			<b>43-5040</b>	<b>Meter Readers, Utilities</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
661				43-5041 - Meter Readers, Utilities	D	D	D	D
662			<b>43-5050</b>	<b>Postal Service Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
663				43-5051 - Postal Service Clerks	D	D	D	D
664			<b>43-5060</b>	<b>Production, Planning, and Expediting Clerks</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
665				43-5061 - Production, Planning, and Expediting Clerks	4	D	D	D
666			<b>43-5070</b>	<b>Shipping, Receiving, and Inventory Clerks</b>	<b>29</b>	<b>82</b>	<b>\$11.35</b>	<b>\$9.71</b>
667				43-5071 - Shipping, Receiving, and Inventory Clerks	29	82	\$11.35	\$9.71
668			<b>43-5110</b>	<b>Weighers, Measurers, Checkers, and Samplers, Recordkeeping</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
669				43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
670		<b>43-6000 - Secretaries and Administrative Assistants</b>		<b>74</b>	<b>505</b>	<b>\$13.52</b>	<b>\$12.00</b>
671		<b>43-6010 - Secretaries and Administrative Assistants</b>		<b>74</b>	<b>505</b>	<b>\$13.52</b>	<b>\$12.00</b>
672			43-6011 - Executive Secretaries and Executive Administrative Assistants	34	232	\$14.30	\$11.46
673			43-6012 - Legal Secretaries and Administrative Assistants	3	D	D	D
674			43-6013 - Medical Secretaries and Administrative Assistants	D	D	D	D
675			43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52	267	\$12.90	\$12.12
676		<b>43-9000 - Other Office and Administrative Support Workers</b>		<b>83</b>	<b>658</b>	<b>\$14.11</b>	<b>\$11.87</b>
677		<b>43-9020 - Data Entry and Information Processing Workers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
678			43-9021 - Data Entry Keyers	6	D	D	D
679			43-9022 - Word Processors and Typists	D	D	D	D
680		<b>43-9040 - Insurance Claims and Policy Processing Clerks</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
681			43-9041 - Insurance Claims and Policy Processing Clerks	D	D	D	D
682		<b>43-9060 - Office Clerks, General</b>		<b>44</b>	<b>465</b>	<b>\$14.41</b>	<b>\$11.83</b>
683			43-9061 - Office Clerks, General	44	465	\$14.41	\$11.83
684		<b>43-9070 - Office Machine Operators, Except Computer</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
685			43-9071 - Office Machine Operators, Except Computer	D	D	D	D
686		<b>43-9110 - Statistical Assistants</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
687			43-9111 - Statistical Assistants	D	D	D	D
688		<b>43-9190 - Miscellaneous Office and Administrative Support Workers</b>		<b>36</b>	<b>168</b>	<b>\$13.44</b>	<b>\$11.53</b>
689			43-9199 - Office and Administrative Support Workers, All Other	36	168	\$13.44	\$11.53
690		<b>45-0000 - Farming, Fishing, and Forestry Occupations</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
691		<b>45-1000 - Supervisors of Farming, Fishing, and Forestry Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
692		<b>45-1010 - First-Line Supervisors of Farming, Fishing, and Forestry Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
693			45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
694		<b>45-2000 - Agricultural Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
695		<b>45-2090 - Miscellaneous Agricultural Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
696			45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	D	D	D	D
697			45-2093 - Farmworkers, Farm, Ranch, and Aquacultural Animals	D	D	D	D
698		<b>45-3000 - Fishing and Hunting Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
699		<b>45-3030 - Fishing and Hunting Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
700			45-3031 - Fishing and Hunting Workers	3	D	D	D
701		<b>45-4000 - Forest, Conservation, and Logging Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
702		<b>45-4010 - Forest and Conservation Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
703			45-4011 - Forest and Conservation Workers	D	D	D	D
704		<b>47-0000 - Construction and Extraction Occupations</b>		<b>53</b>	<b>541</b>	<b>\$10.32</b>	<b>\$9.29</b>
705		<b>47-1000 - Supervisors of Construction and Extraction Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
706		<b>47-1010 - First-Line Supervisors of Construction Trades and Extraction Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
707			47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
708		<b>47-2000 - Construction Trades Workers</b>		<b>48</b>	<b>339</b>	<b>\$9.92</b>	<b>\$9.05</b>
709		<b>47-2030 - Carpenters</b>		<b>11</b>	<b>32</b>	<b>\$12.73</b>	<b>\$12.00</b>
710			47-2031 - Carpenters	11	32	\$12.73	\$12.00
711		<b>47-2040 - Carpet, Floor, and Tile Installers and Finishers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
712			47-2041 - Carpet Installers	D	D	D	D
713		<b>47-2050 - Cement Masons, Concrete Finishers, and Terrazzo Workers</b>		<b>11</b>	<b>96</b>	<b>\$8.55</b>	<b>\$8.34</b>
714			47-2051 - Cement Masons and Concrete Finishers	11	96	\$8.55	\$8.34
715		<b>47-2060 - Construction Laborers</b>		<b>14</b>	<b>57</b>	<b>\$8.75</b>	<b>\$8.97</b>
716			47-2061 - Construction Laborers	14	57	\$8.75	\$8.97
717		<b>47-2070 - Construction Equipment Operators</b>		<b>7</b>	<b>88</b>	<b>\$10.23</b>	<b>\$9.71</b>
718			47-2073 - Operating Engineers and Other Construction Equipment Operators	7	88	\$10.23	\$9.71
719		<b>47-2110 - Electricians</b>		<b>26</b>	<b>49</b>	<b>\$11.67</b>	<b>\$10.53</b>
720			47-2111 - Electricians	26	49	\$11.67	\$10.53
721		<b>47-2140 - Painters and Paperhangers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
722			47-2141 - Painters, Construction and Maintenance	D	D	D	D
723		<b>47-2150 - Pipelayers, Plumbers, Pipefitters, and Steamfitters</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
724			47-2152 - Plumbers, Pipefitters, and Steamfitters	4	D	D	D
725		<b>47-2160 - Plasterers and Stucco Masons</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
726			47-2161 - Plasterers and Stucco Masons	D	D	D	D
727		<b>47-2170 - Reinforcing Iron and Rebar Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
728			47-2171 - Reinforcing Iron and Rebar Workers	D	D	D	D
729		<b>47-2210 - Sheet Metal Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
730			47-2211 - Sheet Metal Workers	D	D	D	D
731		<b>47-2220 - Structural Iron and Steel Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
732			47-2221 - Structural Iron and Steel Workers	D	D	D	D
733		<b>47-2230 - Solar Photovoltaic Installers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
734			47-2231 - Solar Photovoltaic Installers	D	D	D	D
735		<b>47-3000 - Helpers, Construction Trades</b>		<b>10</b>	<b>135</b>	<b>\$10.56</b>	<b>\$9.76</b>
736		<b>47-3010 - Helpers, Construction Trades</b>		<b>10</b>	<b>135</b>	<b>\$10.56</b>	<b>\$9.76</b>
737			47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	D	D	D	D
738			47-3012 - Helpers--Carpenters	4	35	\$10.22	\$9.76
739			47-3013 - Helpers--Electricians	D	D	D	D
740			47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
741			47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
742			47-3019 - Helpers, Construction Trades, All Other	5	86	\$10.78	\$9.03

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
743		<b>47-4000 - Other Construction and Related Workers</b>		<b>4</b>	<b>65</b>	<b>\$11.78</b>	<b>\$9.62</b>
744		<b>47-4010 - Construction and Building Inspectors</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
745			47-4011 - Construction and Building Inspectors	3	D	D	D
746		<b>47-4040 - Hazardous Materials Removal Workers</b>		<b>D</b>	<b>38</b>	<b>D</b>	<b>D</b>
747			47-4041 - Hazardous Materials Removal Workers	D	38	D	D
748		<b>49-0000 - Installation, Maintenance, and Repair Occupations</b>		<b>194</b>	<b>1,235</b>	<b>\$10.13</b>	<b>\$8.75</b>
749		<b>49-1000 - Supervisors of Installation, Maintenance, and Repair Workers</b>		<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
750		<b>49-1010 - First-Line Supervisors of Mechanics, Installers, and Repairers</b>		<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
751			49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	8	D	D	D
752		<b>49-2000 - Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>		<b>10</b>	<b>44</b>	<b>\$18.27</b>	<b>\$19.42</b>
753		<b>49-2010 - Computer, Automated Teller, and Office Machine Repairers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
754			49-2011 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
755		<b>49-2020 - Radio and Telecommunications Equipment Installers and Repairers</b>		<b>3</b>	<b>33</b>	<b>\$20.25</b>	<b>\$21.08</b>
756			49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	D	D	D	D
757			49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	D	D	D	D
758		<b>49-2090 - Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
759			49-2091 - Avionics Technicians	D	D	D	D
760			49-2092 - Electric Motor, Power Tool, and Related Repairers	D	D	D	D
761			49-2093 - Electrical and Electronics Installers and Repairers, Transportation Equipment	D	D	D	D
762			49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	D	D	D	D
763			49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	3	D	D	D
764			49-2098 - Security and Fire Alarm Systems Installers	D	D	D	D
765		<b>49-3000 - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>		<b>55</b>	<b>177</b>	<b>\$10.85</b>	<b>\$10.05</b>
766		<b>49-3010 - Aircraft Mechanics and Service Technicians</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
767			49-3011 - Aircraft Mechanics and Service Technicians	3	D	D	D
768		<b>49-3020 - Automotive Technicians and Repairers</b>		<b>36</b>	<b>81</b>	<b>\$10.06</b>	<b>\$9.00</b>
769			49-3021 - Automotive Body and Related Repairers	5	D	D	D
770			49-3022 - Automotive Glass Installers and Repairers	D	D	D	D
771			49-3023 - Automotive Service Technicians and Mechanics	31	65	\$9.93	\$8.75
772		<b>49-3030 - Bus and Truck Mechanics and Diesel Engine Specialists</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
773			49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	5	D	D	D
774		<b>49-3040 - Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics</b>		<b>15</b>	<b>61</b>	<b>\$11.00</b>	<b>\$10.15</b>
775			49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	15	61	\$11.00	\$10.15
776		<b>49-3050 - Small Engine Mechanics</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
777			49-3051 - Motorboat Mechanics and Service Technicians	3	D	D	D
778			49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	D	D	D	D
779		<b>49-3090 - Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
780			49-3091 - Bicycle Repairers	D	D	D	D
781			49-3093 - Tire Repairers and Changers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
782		<b>49-9000 - Other Installation, Maintenance, and Repair Occupations</b>		<b>162</b>	<b>997</b>	<b>\$9.56</b>	<b>\$8.71</b>
783		<b>49-9020 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>		<b>24</b>	<b>59</b>	<b>\$9.70</b>	<b>\$9.03</b>
784			49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24	59	\$9.70	\$9.03
785		<b>49-9040 - Industrial Machinery Installation, Repair, and Maintenance Workers</b>		<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
786			49-9041 - Industrial Machinery Mechanics	3	D	D	D
787			49-9043 - Maintenance Workers, Machinery	3	D	D	D
788		<b>49-9050 - Line Installers and Repairers</b>		<b>D</b>	<b>35</b>	<b>D</b>	<b>D</b>
789			49-9051 - Electrical Power-Line Installers and Repairers	D	D	D	D
790			49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
791		<b>49-9060 - Precision Instrument and Equipment Repairers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
792			49-9062 - Medical Equipment Repairers	D	D	D	D
793			49-9064 - Watch and Clock Repairers	D	D	D	D
794		<b>49-9070 - Maintenance and Repair Workers, General</b>		<b>146</b>	<b>740</b>	<b>\$9.19</b>	<b>\$8.71</b>
795			49-9071 - Maintenance and Repair Workers, General	146	740	\$9.19	\$8.71
796		<b>49-9090 - Miscellaneous Installation, Maintenance, and Repair Workers</b>		<b>18</b>	<b>148</b>	<b>\$9.60</b>	<b>\$9.00</b>
797			49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	D	D	D	D
798			49-9096 - Riggers	D	D	D	D
799			49-9098 - Helpers--Installation, Maintenance, and Repair Workers	13	132	\$9.03	\$8.87
800			49-9099 - Installation, Maintenance, and Repair Workers, All Other	3	D	D	D
801	<b>51-0000 - Production Occupations</b>			<b>81</b>	<b>428</b>	<b>\$10.59</b>	<b>\$8.63</b>
802		<b>51-1000 - Supervisors of Production Workers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
803		<b>51-1010 - First-Line Supervisors of Production and Operating Workers</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
804			51-1011 - First-Line Supervisors of Production and Operating Workers	7	D	D	D
805		<b>51-2000 - Assemblers and Fabricators</b>		<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
806		<b>51-2020 - Electrical, Electronics, and Electromechanical Assemblers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
807			51-2022 - Electrical and Electronic Equipment Assemblers	D	D	D	D
808		<b>51-2040 - Structural Metal Fabricators and Fitters</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
809			51-2041 - Structural Metal Fabricators and Fitters	3	D	D	D
810		<b>51-2050 - Fiberglass Laminators and Fabricators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
811			51-2051 - Fiberglass Laminators and Fabricators	D	D	D	D
812		<b>51-2090 - Miscellaneous Assemblers and Fabricators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
813			51-2099 - Assemblers and Fabricators, All Other	D	D	D	D
814		<b>51-3000 - Food Processing Workers</b>		<b>29</b>	<b>105</b>	<b>\$8.28</b>	<b>\$8.00</b>
815		<b>51-3010 - Bakers</b>		<b>22</b>	<b>82</b>	<b>\$8.19</b>	<b>\$8.00</b>
816			51-3011 - Bakers	22	82	\$8.19	\$8.00
817		<b>51-3020 - Butchers and Other Meat, Poultry, and Fish Processing Workers</b>		<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
818			51-3021 - Butchers and Meat Cutters	8	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
819			<b>51-3090 - Miscellaneous Food Processing Workers</b>		D	D	D	D
820				51-3092 - Food Batchmakers	D	D	D	D
821				51-3099 - Food Processing Workers, All Other	D	D	D	D
822			<b>51-4000 - Metal Workers and Plastic Workers</b>		7	D	D	D
823			<b>51-4020 - Forming Machine Setters, Operators, and Tenders, Metal and Plastic</b>		D	D	D	D
824				51-4023 - Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
825			<b>51-4030 - Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic</b>		D	D	D	D
826				51-4033 - Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal a	D	D	D	D
827				51-4034 - Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
828			<b>51-4040 - Machinists</b>		D	D	D	D
829				51-4041 - Machinists	D	D	D	D
830			<b>51-4080 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic</b>		D	D	D	D
831				51-4081 - Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
832			<b>51-4120 - Welding, Soldering, and Brazing Workers</b>		4	D	D	D
833				51-4121 - Welders, Cutters, Solderers, and Brazers	3	D	D	D
834				51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
835			<b>51-4190 - Miscellaneous Metal Workers and Plastic Workers</b>		D	D	D	D
836				51-4199 - Metal Workers and Plastic Workers, All Other	D	D	D	D
837			<b>51-5100 - Printing Workers</b>		D	D	D	D
838			<b>51-5110 - Printing Workers</b>		D	D	D	D
839				51-5111 - Prepress Technicians and Workers	D	D	D	D
840				51-5112 - Printing Press Operators	D	D	D	D
841				51-5113 - Print Binding and Finishing Workers	D	D	D	D
842			<b>51-6000 - Textile, Apparel, and Furnishings Workers</b>		19	43	\$8.03	\$7.69
843			<b>51-6010 - Laundry and Dry-Cleaning Workers</b>		11	D	D	D
844				51-6011 - Laundry and Dry-Cleaning Workers	11	D	D	D
845			<b>51-6020 - Pressers, Textile, Garment, and Related Materials</b>		D	D	D	D
846				51-6021 - Pressers, Textile, Garment, and Related Materials	D	D	D	D
847			<b>51-6030 - Sewing Machine Operators</b>		D	D	D	D
848				51-6031 - Sewing Machine Operators	D	D	D	D
849			<b>51-6050 - Tailors, Dressmakers, and Sewers</b>		3	D	D	D
850				51-6052 - Tailors, Dressmakers, and Custom Sewers	3	D	D	D
851			<b>51-6090 - Miscellaneous Textile, Apparel, and Furnishings Workers</b>		D	D	D	D
852				51-6093 - Upholsterers	D	D	D	D
853			<b>51-7000 - Woodworkers</b>		D	D	D	D
854			<b>51-7010 - Cabinetmakers and Bench Carpenters</b>		D	D	D	D
855				51-7011 - Cabinetmakers and Bench Carpenters	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
856		<b>51-8000 - Plant and System Operators</b>		<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
857		<b>51-8010 - Power Plant Operators, Distributors, and Dispatchers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
858			51-8013 - Power Plant Operators	D	D	D	D
859		<b>51-8030 - Water and Wastewater Treatment Plant and System Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
860			51-8031 - Water and Wastewater Treatment Plant and System Operators	D	D	D	D
861		<b>51-8090 - Miscellaneous Plant and System Operators</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
862			51-8092 - Gas Plant Operators	D	D	D	D
863			51-8099 - Plant and System Operators, All Other	D	D	D	D
864		<b>51-9000 - Other Production Occupations</b>		<b>26</b>	<b>185</b>	<b>\$10.45</b>	<b>\$9.45</b>
865		<b>51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
866			51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	D	D	D	D
867			51-9022 - Grinding and Polishing Workers, Hand	D	D	D	D
868		<b>51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers</b>		<b>D</b>	<b>47</b>	<b>D</b>	<b>D</b>
869			51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	47	D	D
870		<b>51-9070 - Jewelers and Precious Stone and Metal Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
871			51-9071 - Jewelers and Precious Stone and Metal Workers	3	D	D	D
872		<b>51-9110 - Packaging and Filling Machine Operators and Tenders</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
873			51-9111 - Packaging and Filling Machine Operators and Tenders	D	D	D	D
874		<b>51-9150 - Photographic Process Workers and Processing Machine Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
875			51-9151 - Photographic Process Workers and Processing Machine Operators	D	D	D	D
876		<b>51-9190 - Miscellaneous Production Workers</b>		<b>20</b>	<b>127</b>	<b>\$9.84</b>	<b>\$8.44</b>
877			51-9193 - Cooling and Freezing Equipment Operators and Tenders	D	D	D	D
878			51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	D	D	D	D
879			51-9198 - Helpers--Production Workers	13	71	\$8.13	\$7.54
880			51-9199 - Production Workers, All Other	4	43	\$12.89	\$14.08
881		<b>53-0000 - Transportation and Material Moving Occupations</b>		<b>123</b>	<b>708</b>	<b>\$9.34</b>	<b>\$8.21</b>
882		<b>53-1000 - Supervisors of Transportation and Material Moving Workers</b>		<b>20</b>	<b>37</b>	<b>\$14.34</b>	<b>\$12.02</b>
883		<b>53-1040 - First-Line Supervisors of Transportation and Material Moving Workers</b>		<b>20</b>	<b>37</b>	<b>\$14.34</b>	<b>\$12.02</b>
884			53-1041 - Aircraft Cargo Handling Supervisors	4	D	D	D
885			53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	13	D	D	D
886			53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	D	D	D	D
887			53-1044 - First-Line Supervisors of Passenger Attendants	D	D	D	D
888			53-1049 - First-Line Supervisors of Transportation Workers, All Other	D	D	D	D
889		<b>53-2000 - Air Transportation Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
890		<b>53-2010 - Aircraft Pilots and Flight Engineers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
891			53-2012 - Commercial Pilots	D	D	D	D
892		<b>53-2020 - Air Traffic Controllers and Airfield Operations Specialists</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
893			53-2021 - Air Traffic Controllers	D	D	D	D
894			53-2022 - Airfield Operations Specialists	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
895		<b>53-3000 - Motor Vehicle Operators</b>		<b>62</b>	<b>261</b>	<b>\$9.29</b>	<b>\$8.71</b>
896		<b>53-3010 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
897			53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
898		<b>53-3030 - Driver/Sales Workers and Truck Drivers</b>		<b>55</b>	<b>187</b>	<b>\$8.73</b>	<b>\$8.00</b>
899			53-3031 - Driver/Sales Workers	32	87	\$8.06	\$7.71
900			53-3032 - Heavy and Tractor-Trailer Truck Drivers	16	65	\$10.09	\$9.74
901			53-3033 - Light Truck Drivers	13	35	\$7.87	\$7.75
902		<b>53-3050 - Passenger Vehicle Drivers</b>		<b>6</b>	<b>72</b>	<b>\$10.73</b>	<b>\$10.20</b>
903			53-3051 - Bus Drivers, School	D	32	D	D
904			53-3052 - Bus Drivers, Transit and Intercity	D	33	D	D
905			53-3053 - Shuttle Drivers and Chauffeurs	D	D	D	D
906			53-3054 - Taxi Drivers	D	D	D	D
907		<b>53-5000 - Water Transportation Workers</b>		<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
908		<b>53-5010 - Sailors and Marine Oilers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
909			53-5011 - Sailors and Marine Oilers	D	D	D	D
910		<b>53-5020 - Ship and Boat Captains and Operators</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
911			53-5021 - Captains, Mates, and Pilots of Water Vessels	4	D	D	D
912			53-5022 - Motorboat Operators	D	D	D	D
913		<b>53-6000 - Other Transportation Workers</b>		<b>7</b>	<b>32</b>	<b>\$8.46</b>	<b>\$7.25</b>
914		<b>53-6020 - Parking Attendants</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
915			53-6021 - Parking Attendants	D	D	D	D
916		<b>53-6030 - Transportation Service Attendants</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
917			53-6031 - Automotive and Watercraft Service Attendants	4	D	D	D
918		<b>53-6040 - Traffic Technicians</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
919			53-6041 - Traffic Technicians	D	D	D	D
920		<b>53-6090 - Miscellaneous Transportation Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
921			53-6099 - Transportation Workers, All Other	D	D	D	D
922		<b>53-7000 - Material Moving Workers</b>		<b>67</b>	<b>338</b>	<b>\$8.65</b>	<b>\$7.93</b>
923		<b>53-7010 - Conveyor Operators and Tenders</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
924			53-7011 - Conveyor Operators and Tenders	3	D	D	D
925		<b>53-7020 - Crane and Tower Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
926			53-7021 - Crane and Tower Operators	D	D	D	D
927		<b>53-7030 - Dredge Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
928			53-7031 - Dredge Operators	D	D	D	D
929		<b>53-7040 - Hoist and Winch Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
930			53-7041 - Hoist and Winch Operators	D	D	D	D
931		<b>53-7050 - Industrial Truck and Tractor Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
932			53-7051 - Industrial Truck and Tractor Operators	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2022**

Row #	Major Code and Title	Code and Title	Code and Title	Detailed Code and Title	Employer Count	Employee Count	Mean Hourly Wage	Median Hourly Wage
933			<b>53-7060</b>	<b>- Laborers and Material Movers</b>	<b>57</b>	<b>268</b>	<b>\$8.01</b>	<b>\$7.58</b>
934				53-7061 - Cleaners of Vehicles and Equipment	8	32	\$7.72	\$7.50
935				53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	9	61	\$8.31	\$7.75
936				53-7063 - Machine Feeders and Offbearers	D	D	D	D
937				53-7064 - Packers and Packagers, Hand	5	D	D	D
938				53-7065 - Stockers and Order Fillers	42	157	\$7.97	\$7.92
939			<b>53-7070</b>	<b>- Pumping Station Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
940				53-7071 - Gas Compressor and Gas Pumping Station Operators	D	D	D	D
941			<b>53-7080</b>	<b>- Refuse and Recyclable Material Collectors</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
942				53-7081 - Refuse and Recyclable Material Collectors	4	D	D	D
943			<b>53-7190</b>	<b>- Miscellaneous Material Moving Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
944				53-7199 - Material Moving Workers, All Other	D	D	D	D
945	<b>Grand Total</b>				<b>564</b>	<b>13,870</b>	<b>\$14.37</b>	<b>\$10.58</b>



**APPENDIX B:**  
**SAMPLE ETA FORM 9165**



## APPENDIX B: SAMPLE ETA FORM 9165

This appendix presents a sample Form ETA-9165 completed using the 2022 Prevailing Wage Study 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: "2022 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 "Wilhelm Maui DBA DataTalks".
- C.6. Enter "Director, Central Statistics Division, Dept. of Commerce, CNMI"
- 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 "924".
- 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 "924".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$8.76 (this figure is from Table A1, row #261, Mean Hourly Wage column).

E.7.b Check "Hour".

E.8. Check "Yes"

E.8.a \$8.50 (this figure is from Table A1, row #261, Median Hourly Wage column).

E.8.b Check "Hour".

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.doleta.gov/>. Those items marked with an asterisk (\*) are required and must be completed. Items marked with the section symbol (§) are conditional and are to be completed if the required if the condition is met.

**A. Employer Point-of-Contact Information**

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

**B. Employer Information**

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

**C. Employer-Provided Survey Information**

1. Survey name or title *	
2022 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). *	
Wilhelm Maui dba DataTalks	
6. Enter the name of the official representative of the third party surveyor who approved the survey. *	
Director, Central Statistics Division, Dept. of Commerce, CNMI	
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  
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**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) <b>Commonwealth of the Northern Mariana Islands</b>	
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. * 924	
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: * 924	

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 \$ \$ 8.76	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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8a. The median wage is \$ \$ 8.50	8b. Per: (Choose only one) \$ <input checked="" 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) 70	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:**  
**2022 CNMI PWS DETAILED TITLES DEFINITIONS**



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>11-1011</b>	<b>Chief Executives</b>	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.
<b>11-1021</b>	<b>General and Operations Managers</b>	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.
<b>11-1031</b>	<b>Legislators</b>	Develop, introduce, or enact laws and statutes at the local, tribal, state, or federal level. Includes only workers in elected positions.
<b>11-2011</b>	<b>Advertising and Promotions Managers</b>	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.
<b>11-2021</b>	<b>Marketing Managers</b>	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.
<b>11-2022</b>	<b>Sales Managers</b>	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.
<b>11-2032</b>	<b>Public Relations Managers</b>	Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client.
<b>11-3012</b>	<b>Administrative Services Managers</b>	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).
<b>11-3013</b>	<b>Facilities Managers</b>	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-

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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).
<b>11-3021</b>	<b>Computer and Information Systems Managers</b>	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).
<b>11-3031</b>	<b>Financial Managers</b>	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).
<b>11-3051</b>	<b>Industrial Production Managers</b>	Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.
<b>11-3061</b>	<b>Purchasing Managers</b>	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.
<b>11-3071</b>	<b>Transportation, Storage, and Distribution Managers</b>	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
<b>11-3111</b>	<b>Compensation and Benefits Managers</b>	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).
<b>11-3121</b>	<b>Human Resources Managers</b>	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).
<b>11-3131</b>	<b>Training and Development Managers</b>	Plan, direct, or coordinate the training and development activities and staff of an organization.
<b>11-9013</b>	<b>Farmers, Ranchers, and Other Agricultural Managers</b>	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).
<b>11-9021</b>	<b>Construction Managers</b>	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>11-9031</b>	<b>Education and Childcare Administrators, Preschool and Daycare</b>	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).
<b>11-9032</b>	<b>Education Administrators, Kindergarten through Secondary</b>	Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.
<b>11-9033</b>	<b>Education Administrators, Postsecondary</b>	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.
<b>11-9039</b>	<b>Education Administrators, All Other</b>	All education administrators not listed separately.
<b>11-9041</b>	<b>Architectural and Engineering Managers</b>	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).
<b>11-9051</b>	<b>Food Service Managers</b>	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes “Chefs and Head Cooks” (35-1011).
<b>11-9071</b>	<b>Gambling Managers</b>	Plan, direct, or coordinate gambling operations in a casino. May formulate house rules.
<b>11-9072</b>	<b>Entertainment and Recreation Managers, Except Gambling</b>	Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.
<b>11-9081</b>	<b>Lodging Managers</b>	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.
<b>11-9111</b>	<b>Medical and Health Services Managers</b>	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.
<b>11-9141</b>	<b>Property, Real Estate, and Community Association Managers</b>	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).
<b>11-9151</b>	<b>Social and Community Service Managers</b>	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.
<b>11-9161</b>	<b>Emergency Management Directors</b>	Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>11-9171</b>	<b>Funeral Home Managers</b>	Plan, direct, or coordinate the services or resources of funeral homes. Includes activities such as determining prices for services or merchandise and managing the facilities of funeral homes. Excludes "Morticians, Undertakers, and Funeral Arrangers" (39-4031).
<b>11-9179</b>	<b>Personal Service Managers, All Other</b>	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).
<b>11-9199</b>	<b>Managers, All Other</b>	All managers not listed separately.
<b>13-1022</b>	<b>Wholesale and Retail Buyers, Except Farm Products</b>	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).
<b>13-1023</b>	<b>Purchasing Agents, Except Wholesale, Retail, and Farm Products</b>	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).
<b>13-1031</b>	<b>Claims Adjusters, Examiners, and Investigators</b>	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).
<b>13-1032</b>	<b>Insurance Appraisers, Auto Damage</b>	Appraise automobile or other vehicle damage to determine repair costs for insurance claim settlement. Prepare insurance forms to indicate repair cost or cost estimates and recommendations. May seek agreement with automotive repair shop on repair costs.
<b>13-1041</b>	<b>Compliance Officers</b>	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).
<b>13-1051</b>	<b>Cost Estimators</b>	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.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>13-1071</b>	<b>Human Resources Specialists</b>	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).
<b>13-1075</b>	<b>Labor Relations Specialists</b>	Resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints. Excludes equal employment opportunity (EEO) officers, who are included in “Compliance Officers” (13-1041).
<b>13-1081</b>	<b>Logisticians</b>	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).
<b>13-1082</b>	<b>Project Management Specialists</b>	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).
<b>13-1111</b>	<b>Management Analysts</b>	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).
<b>13-1131</b>	<b>Fundraisers</b>	Organize activities to raise funds or otherwise solicit and gather monetary donations or other gifts for an organization. May design and produce promotional materials. May also raise awareness of the organization’s work, goals, and financial needs.
<b>13-1141</b>	<b>Compensation, Benefits, and Job Analysis Specialists</b>	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
<b>13-1151</b>	<b>Training and Development Specialists</b>	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).
<b>13-1161</b>	<b>Market Research Analysts and Marketing Specialists</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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).
<b>13-1199</b>	<b>Business Operations Specialists, All Other</b>	All business operations specialists not listed separately.
<b>13-2011</b>	<b>Accountants and Auditors</b>	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).
<b>13-2023</b>	<b>Appraisers and Assessors of Real Estate</b>	Appraise real estate, exclusively, and estimate its fair value. May assess taxes in accordance with prescribed schedules. Excludes “Appraisers of Personal and Business Property” (13-2022).
<b>13-2031</b>	<b>Budget Analysts</b>	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes “Financial and Investment Analysts” (13-2051).
<b>13-2041</b>	<b>Credit Analysts</b>	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).
<b>13-2051</b>	<b>Financial and Investment Analysts</b>	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).
<b>13-2052</b>	<b>Personal Financial Advisors</b>	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).
<b>13-2053</b>	<b>Insurance Underwriters</b>	Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.
<b>13-2061</b>	<b>Financial Examiners</b>	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.
<b>13-2071</b>	<b>Credit Counselors</b>	Advise and educate individuals or organizations on acquiring and managing debt. May provide guidance in determining the best type of loan and explain loan requirements or restrictions. May help develop debt management plans or student financial aid packages. May advise on credit issues, or provide budget, mortgage, bankruptcy, or student financial aid counseling.



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>13-2072</b>	<b>Loan Officers</b>	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.
<b>13-2081</b>	<b>Tax Examiners and Collectors, and Revenue Agents</b>	Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.
<b>13-2082</b>	<b>Tax Preparers</b>	Prepare tax returns for individuals or small businesses. Excludes "Accountants and Auditors" (13-2011).
<b>13-2099</b>	<b>Financial Specialists, All Other</b>	All financial specialists not listed separately.
<b>15-1211</b>	<b>Computer Systems Analysts</b>	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.
<b>15-1212</b>	<b>Information Security Analysts</b>	Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. Assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses. Excludes "Computer Network Architects" (15-1241).
<b>15-1231</b>	<b>Computer Network Support Specialists</b>	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).
<b>15-1232</b>	<b>Computer User Support Specialists</b>	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).
<b>15-1241</b>	<b>Computer Network Architects</b>	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).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>15-1242</b>	<b>Database Administrators</b>	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).
<b>15-1244</b>	<b>Network and Computer Systems Administrators</b>	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).
<b>15-1251</b>	<b>Computer Programmers</b>	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.
<b>15-1253</b>	<b>Software Quality Assurance Analysts and Testers</b>	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.
<b>15-1254</b>	<b>Web Developers</b>	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).
<b>15-1255</b>	<b>Web and Digital Interface Designers</b>	Design digital user interfaces or websites. Develop and test layouts, interfaces, functionality, and navigation menus to ensure compatibility and usability across browsers or devices. May use web framework applications as well as client-side code and processes. May evaluate web design following web and accessibility standards, and may analyze web use metrics and optimize websites for marketability and search engine ranking. May design and test interfaces that facilitate the human-computer interaction and maximize the usability of digital devices, websites, and software with a focus

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		on aesthetics and design. May create graphics used in websites and manage website content and links. Excludes “Special Effects Artists and Animators” (27-1014) and “Graphic Designers” (27-1024).
<b>15-1299</b>	<b>Computer Occupations, All Other</b>	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).
<b>15-2031</b>	<b>Operations Research Analysts</b>	Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decisionmaking, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, services, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.
<b>15-2041</b>	<b>Statisticians</b>	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).
<b>17-1011</b>	<b>Architects, Except Landscape and Naval</b>	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).
<b>17-1022</b>	<b>Surveyors</b>	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.
<b>17-2031</b>	<b>Bioengineers and Biomedical Engineers</b>	Apply knowledge of engineering, biology, chemistry, computer science, and biomechanical principles to the design, development, and evaluation of biological, agricultural, and health systems and products, such as artificial organs, prostheses, instrumentation, medical information systems, and health management and care delivery systems.
<b>17-2051</b>	<b>Civil Engineers</b>	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).
<b>17-2071</b>	<b>Electrical Engineers</b>	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).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>17-2072</b>	<b>Electronics Engineers, Except Computer</b>	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).
<b>17-2081</b>	<b>Environmental Engineers</b>	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.
<b>17-2111</b>	<b>Health and Safety Engineers, Except Mining Safety Engineers and Inspectors</b>	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.
<b>17-2141</b>	<b>Mechanical Engineers</b>	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.
<b>17-2199</b>	<b>Engineers, All Other</b>	All engineers not listed separately. Excludes “Sales Engineers” (41-9031), “Locomotive Engineers” (53-4011), and “Ship Engineers” (53-5031).
<b>17-3011</b>	<b>Architectural and Civil Drafters</b>	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.
<b>17-3012</b>	<b>Electrical and Electronics Drafters</b>	Prepare wiring diagrams, circuit board assembly diagrams, and layout drawings used for the manufacture, installation, or repair of electrical equipment.
<b>17-3019</b>	<b>Drafters, All Other</b>	All drafters not listed separately.
<b>17-3022</b>	<b>Civil Engineering Technologists and Technicians</b>	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.
<b>17-3023</b>	<b>Electrical and Electronic Engineering Technologists and Technicians</b>	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).
<b>17-3025</b>	<b>Environmental Engineering Technologists and Technicians</b>	Apply theory and principles of environmental engineering to modify, test, and operate equipment and devices used in the prevention, control, and remediation of environmental problems, including waste treatment and site remediation, under the direction of engineering staff or scientists. May assist in the development of environmental remediation devices.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>17-3027</b>	<b>Mechanical Engineering Technologists and Technicians</b>	Apply theory and principles of mechanical engineering to modify, develop, test, or adjust machinery and equipment under direction of engineering staff or physical scientists.
<b>17-3029</b>	<b>Engineering Technologists and Technicians, Except Drafters, All Other</b>	All engineering technologists and technicians, except drafters, not listed separately.
<b>17-3031</b>	<b>Surveying and Mapping Technicians</b>	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).
<b>19-1012</b>	<b>Food Scientists and Technologists</b>	Use chemistry, microbiology, engineering, and other sciences to study the principles underlying the processing and deterioration of foods; analyze food content to determine levels of vitamins, fat, sugar, and protein; discover new food sources; research ways to make processed foods safe, palatable, and healthful; and apply food science knowledge to determine best ways to process, package, preserve, store, and distribute food.
<b>19-1013</b>	<b>Soil and Plant Scientists</b>	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.
<b>19-1021</b>	<b>Biochemists and Biophysicists</b>	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.
<b>19-1022</b>	<b>Microbiologists</b>	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.
<b>19-1023</b>	<b>Zoologists and Wildlife Biologists</b>	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.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>19-1029</b>	<b>Biological Scientists, All Other</b>	All biological scientists not listed separately.
<b>19-1031</b>	<b>Conservation Scientists</b>	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).
<b>19-1032</b>	<b>Foresters</b>	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.
<b>19-1041</b>	<b>Epidemiologists</b>	Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.
<b>19-2041</b>	<b>Environmental Scientists and Specialists, Including Health</b>	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).
<b>19-3011</b>	<b>Economists</b>	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).
<b>19-3033</b>	<b>Clinical and Counseling Psychologists</b>	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



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		and consult with medical personnel regarding the best treatment for patients. Excludes “Psychiatrists” (29-1223).
<b>19-3034</b>	<b>School Psychologists</b>	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.
<b>19-3039</b>	<b>Psychologists, All Other</b>	All psychologists not listed separately.
<b>19-3051</b>	<b>Urban and Regional Planners</b>	Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.
<b>19-3091</b>	<b>Anthropologists and Archeologists</b>	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.
<b>19-3099</b>	<b>Social Scientists and Related Workers, All Other</b>	All social scientists and related workers not listed separately.
<b>19-4012</b>	<b>Agricultural Technicians</b>	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.
<b>19-4021</b>	<b>Biological Technicians</b>	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.
<b>19-4042</b>	<b>Environmental Science and Protection Technicians, Including Health</b>	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.
<b>19-4044</b>	<b>Hydrologic Technicians</b>	Collect and organize data concerning the distribution and circulation of ground and surface water, and data on its physical, chemical, and biological properties. Measure and report on flow rates and ground water levels, maintain field equipment, collect water samples, install and collect sampling equipment, and process samples for shipment to testing laboratories. May collect data on behalf of hydrologists, engineers, developers, government agencies, or agriculture. Excludes “Hydrologists” (19-2043).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>19-4061</b>	<b>Social Science Research Assistants</b>	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).
<b>19-4071</b>	<b>Forest and Conservation Technicians</b>	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).
<b>19-4099</b>	<b>Life, Physical, and Social Science Technicians, All Other</b>	All life, physical, and social science technicians not listed separately.
<b>19-5011</b>	<b>Occupational Health and Safety Specialists</b>	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.
<b>19-5012</b>	<b>Occupational Health and Safety Technicians</b>	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.
<b>21-1011</b>	<b>Substance Abuse and Behavioral Disorder Counselors</b>	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.
<b>21-1012</b>	<b>Educational, Guidance, and Career Counselors and Advisors</b>	Advise and assist students and provide educational and vocational guidance services.
<b>21-1014</b>	<b>Mental Health Counselors</b>	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).
<b>21-1019</b>	<b>Counselors, All Other</b>	All counselors not listed separately.
<b>21-1021</b>	<b>Child, Family, and School Social Workers</b>	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



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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.
<b>21-1022</b>	<b>Healthcare Social Workers</b>	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.
<b>21-1023</b>	<b>Mental Health and Substance Abuse Social Workers</b>	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.
<b>21-1029</b>	<b>Social Workers, All Other</b>	All social workers not listed separately.
<b>21-1091</b>	<b>Health Education Specialists</b>	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).
<b>21-1092</b>	<b>Probation Officers and Correctional Treatment Specialists</b>	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.
<b>21-1093</b>	<b>Social and Human Service Assistants</b>	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).
<b>21-1094</b>	<b>Community Health Workers</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		screenings. May collect data to help identify community health needs. Excludes “Health Education Specialists” (21-1091).
<b>21-1099</b>	<b>Community and Social Service Specialists, All Other</b>	All community and social service specialists not listed separately.
<b>21-2011</b>	<b>Clergy</b>	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.
<b>21-2021</b>	<b>Directors, Religious Activities and Education</b>	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.
<b>21-2099</b>	<b>Religious Workers, All Other</b>	All religious workers not listed separately.
<b>23-1011</b>	<b>Lawyers</b>	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.
<b>23-1012</b>	<b>Judicial Law Clerks</b>	Assist judges in court or by conducting research or preparing legal documents. Excludes “Lawyers” (23-1011) and “Paralegals and Legal Assistants” (23-2011).
<b>23-1023</b>	<b>Judges, Magistrate Judges, and Magistrates</b>	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.
<b>23-2011</b>	<b>Paralegals and Legal Assistants</b>	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).
<b>23-2093</b>	<b>Title Examiners, Abstractors, and Searchers</b>	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).
<b>23-2099</b>	<b>Legal Support Workers, All Other</b>	All legal support workers not listed separately.
<b>25-1011</b>	<b>Business Teachers, Postsecondary</b>	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.
<b>25-1022</b>	<b>Mathematical Science Teachers, Postsecondary</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1042</b>	<b>Biological Science Teachers, Postsecondary</b>	Teach courses in biological sciences. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1052</b>	<b>Chemistry Teachers, Postsecondary</b>	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.
<b>25-1066</b>	<b>Psychology Teachers, Postsecondary</b>	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.
<b>25-1069</b>	<b>Social Sciences Teachers, Postsecondary, All Other</b>	All postsecondary social sciences teachers not listed separately.
<b>25-1072</b>	<b>Nursing Instructors and Teachers, Postsecondary</b>	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.
<b>25-1081</b>	<b>Education Teachers, Postsecondary</b>	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.
<b>25-1123</b>	<b>English Language and Literature Teachers, Postsecondary</b>	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.
<b>25-1193</b>	<b>Recreation and Fitness Studies Teachers, Postsecondary</b>	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.
<b>25-1199</b>	<b>Postsecondary Teachers, All Other</b>	All postsecondary teachers not listed separately.
<b>25-2011</b>	<b>Preschool Teachers, Except Special Education</b>	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).
<b>25-2012</b>	<b>Kindergarten Teachers, Except Special Education</b>	Teach academic and social skills to kindergarten students. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>25-2021</b>	<b>Elementary School Teachers, Except Special Education</b>	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).
<b>25-2022</b>	<b>Middle School Teachers, Except Special and Career/Technical Education</b>	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).
<b>25-2031</b>	<b>Secondary School Teachers, Except Special and Career/Technical Education</b>	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).
<b>25-2059</b>	<b>Special Education Teachers, All Other</b>	All special education teachers not listed separately.
<b>25-3011</b>	<b>Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors</b>	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.
<b>25-3021</b>	<b>Self-Enrichment Teachers</b>	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).
<b>25-3031</b>	<b>Substitute Teachers, Short-Term</b>	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.
<b>25-3041</b>	<b>Tutors</b>	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).
<b>25-3099</b>	<b>Teachers and Instructors, All Other</b>	All teachers and instructors not listed separately.
<b>25-4011</b>	<b>Archivists</b>	Appraise, edit, and direct safekeeping of permanent records and historically valuable documents. Participate in research activities based on archival materials.
<b>25-4022</b>	<b>Librarians and Media Collections Specialists</b>	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,

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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.
<b>25-4031</b>	<b>Library Technicians</b>	Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelf books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.
<b>25-9021</b>	<b>Farm and Home Management Educators</b>	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).
<b>25-9031</b>	<b>Instructional Coordinators</b>	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.
<b>25-9042</b>	<b>Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education</b>	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).
<b>25-9043</b>	<b>Teaching Assistants, Special Education</b>	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.
<b>25-9044</b>	<b>Teaching Assistants, Postsecondary</b>	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.
<b>25-9099</b>	<b>Educational Instruction and Library Workers, All Other</b>	All educational instruction and library workers not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>27-1011</b>	<b>Art Directors</b>	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).
<b>27-1023</b>	<b>Floral Designers</b>	Design, cut, and arrange live, dried, or artificial flowers and foliage.
<b>27-1024</b>	<b>Graphic Designers</b>	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).
<b>27-1025</b>	<b>Interior Designers</b>	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).
<b>27-1026</b>	<b>Merchandise Displayers and Window Trimmers</b>	Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.
<b>27-2022</b>	<b>Coaches and Scouts</b>	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).
<b>27-2023</b>	<b>Umpires, Referees, and Other Sports Officials</b>	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.
<b>27-2099</b>	<b>Entertainers and Performers, Sports and Related Workers, All Other</b>	All entertainers and performers, sports and related workers not listed separately.
<b>27-3023</b>	<b>News Analysts, Reporters, and Journalists</b>	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.
<b>27-3031</b>	<b>Public Relations Specialists</b>	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.
<b>27-3041</b>	<b>Editors</b>	Plan, coordinate, revise, or edit written material. May review proposals and drafts for possible publication.
<b>27-3042</b>	<b>Technical Writers</b>	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
<b>27-3091</b>	<b>Interpreters and Translators</b>	Interpret oral or sign language, or translate written text from one language into another.



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>27-3099</b>	<b>Media and Communication Workers, All Other</b>	All media and communication workers not listed separately.
<b>27-4011</b>	<b>Audio and Video Technicians</b>	Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events. Excludes “Sound Engineering Technicians” (27-4014), “Lighting Technicians” (27-4015), and “Audiovisual Equipment Installers and Repairers” (49-2097).
<b>27-4021</b>	<b>Photographers</b>	Photograph people, landscapes, merchandise, or other subjects. May use lighting equipment to enhance a subject’s appearance. May use editing software to produce finished images and prints. Includes commercial and industrial photographers, scientific photographers, and photojournalists. Excludes “Camera Operators, Television, Video, and Film” (27-4031).
<b>29-1021</b>	<b>Dentists, General</b>	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).
<b>29-1031</b>	<b>Dietitians and Nutritionists</b>	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.
<b>29-1041</b>	<b>Optometrists</b>	Diagnose, manage, and treat conditions and diseases of the human eye and visual system. Examine eyes and visual system, diagnose problems or impairments, prescribe corrective lenses, and provide treatment. May prescribe therapeutic drugs to treat specific eye conditions. Ophthalmologists are included in “Ophthalmologists, Except Pediatric” (29-1241).
<b>29-1051</b>	<b>Pharmacists</b>	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.
<b>29-1071</b>	<b>Physician Assistants</b>	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).
<b>29-1081</b>	<b>Podiatrists</b>	Diagnose and treat diseases and deformities of the human foot.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-1123</b>	<b>Physical Therapists</b>	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.
<b>29-1126</b>	<b>Respiratory Therapists</b>	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.
<b>29-1131</b>	<b>Veterinarians</b>	Diagnose, treat, or research diseases and injuries of animals. Includes veterinarians who conduct research and development, inspect livestock, or care for pets and companion animals.
<b>29-1141</b>	<b>Registered Nurses</b>	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).
<b>29-1151</b>	<b>Nurse Anesthetists</b>	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.
<b>29-1171</b>	<b>Nurse Practitioners</b>	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.
<b>29-1181</b>	<b>Audiologists</b>	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.
<b>29-1211</b>	<b>Anesthesiologists</b>	Administer anesthetics and analgesics for pain management prior to, during, or after surgery.
<b>29-1214</b>	<b>Emergency Medicine Physicians</b>	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.
<b>29-1215</b>	<b>Family Medicine Physicians</b>	Diagnose, treat, and provide preventive care to individuals and families across the lifespan. May refer patients to specialists when needed for further diagnosis or treatment. Excludes “General Internal Medicine Physicians” (29-1216) and “Pediatricians, General” (29-1221).
<b>29-1216</b>	<b>General Internal Medicine Physicians</b>	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).



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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-1218</b>	<b>Obstetricians and Gynecologists</b>	Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general care to women. May perform both medical and gynecological surgery functions.
<b>29-1221</b>	<b>Pediatricians, General</b>	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).
<b>29-1223</b>	<b>Psychiatrists</b>	Diagnose, treat, and help prevent mental disorders. Excludes “Clinical and Counseling Psychologists” (19-3033) and “School Psychologists” (19-3034).
<b>29-1224</b>	<b>Radiologists</b>	Diagnose and treat diseases and injuries using medical imaging techniques, such as x rays, magnetic resonance imaging (MRI), nuclear medicine, and ultrasounds. May perform minimally invasive medical procedures and tests.
<b>29-1229</b>	<b>Physicians, All Other</b>	All physicians not listed separately.
<b>29-1242</b>	<b>Orthopedic Surgeons, Except Pediatric</b>	Diagnose and perform surgery to treat and prevent rheumatic and other diseases in the musculoskeletal system. Excludes “Pediatric Surgeons” (29-1243).
<b>29-1249</b>	<b>Surgeons, All Other</b>	All surgeons not listed separately. Excludes “Oral and Maxillofacial Surgeons” (29-1022).
<b>29-1292</b>	<b>Dental Hygienists</b>	Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as providing fluoride treatment or administering topical anesthesia.
<b>29-2011</b>	<b>Medical and Clinical Laboratory Technologists</b>	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.
<b>29-2012</b>	<b>Medical and Clinical Laboratory Technicians</b>	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.
<b>29-2031</b>	<b>Cardiovascular Technologists and Technicians</b>	Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests.
<b>29-2034</b>	<b>Radiologic Technologists and Technicians</b>	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).
<b>29-2042</b>	<b>Emergency Medical Technicians</b>	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).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-2051</b>	<b>Dietetic Technicians</b>	Assist in the provision of food service and nutritional programs, under the supervision of a dietitian. May plan and produce meals based on established guidelines, teach principles of food and nutrition, or counsel individuals.
<b>29-2052</b>	<b>Pharmacy Technicians</b>	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.
<b>29-2056</b>	<b>Veterinary Technologists and Technicians</b>	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.
<b>29-2061</b>	<b>Licensed Practical and Licensed Vocational Nurses</b>	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.
<b>29-2072</b>	<b>Medical Records Specialists</b>	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).
<b>29-2081</b>	<b>Opticians, Dispensing</b>	Design, measure, fit, and adapt lenses and frames for client according to written optical prescription or specification. Assist client with inserting, removing, and caring for contact lenses. Assist client with selecting frames. Measure customer for size of eyeglasses and coordinate frames with facial and eye measurements and optical prescription. Prepare work order for optical laboratory containing instructions for grinding and mounting lenses in frames. Verify exactness of finished lens spectacles. Adjust frame and lens position to fit client. May shape or reshape frames. Includes contact lens opticians.
<b>29-2099</b>	<b>Health Technologists and Technicians, All Other</b>	All health technologists and technicians not listed separately.
<b>29-9021</b>	<b>Health Information Technologists and Medical Registrars</b>	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).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-9099</b>	<b>Healthcare Practitioners and Technical Workers, All Other</b>	All healthcare practitioners and technical workers not listed separately.
<b>31-1121</b>	<b>Home Health Aides</b>	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.
<b>31-1122</b>	<b>Personal Care Aides</b>	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.
<b>31-1131</b>	<b>Nursing Assistants</b>	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).
<b>31-9011</b>	<b>Massage Therapists</b>	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.
<b>31-9091</b>	<b>Dental Assistants</b>	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.
<b>31-9092</b>	<b>Medical Assistants</b>	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).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>31-9094</b>	<b>Medical Transcriptionists</b>	Transcribe medical reports recorded by physicians and other healthcare practitioners using various electronic devices, covering office visits, emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate abbreviations into fully understandable form. Edit as necessary and return reports in either printed or electronic form for review and signature, or correction.
<b>31-9095</b>	<b>Pharmacy Aides</b>	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.
<b>31-9096</b>	<b>Veterinary Assistants and Laboratory Animal Caretakers</b>	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).
<b>31-9097</b>	<b>Phlebotomists</b>	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.
<b>33-1011</b>	<b>First-Line Supervisors of Correctional Officers</b>	Directly supervise and coordinate activities of correctional officers and jailers.
<b>33-1012</b>	<b>First-Line Supervisors of Police and Detectives</b>	Directly supervise and coordinate activities of members of police force.
<b>33-1021</b>	<b>First-Line Supervisors of Firefighting and Prevention Workers</b>	Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.
<b>33-1091</b>	<b>First-Line Supervisors of Security Workers</b>	Directly supervise and coordinate activities of security workers and security guards.
<b>33-1099</b>	<b>First-Line Supervisors of Protective Service Workers, All Other</b>	All protective service supervisors not listed separately above.
<b>33-2011</b>	<b>Firefighters</b>	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.
<b>33-3011</b>	<b>Bailiffs</b>	Maintain order in courts of law.
<b>33-3012</b>	<b>Correctional Officers and Jailers</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
<b>33-3021</b>	<b>Detectives and Criminal Investigators</b>	Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021).
<b>33-3031</b>	<b>Fish and Game Wardens</b>	Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
<b>33-3051</b>	<b>Police and Sheriff's Patrol Officers</b>	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.
<b>33-9011</b>	<b>Animal Control Workers</b>	Handle animals for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals.
<b>33-9031</b>	<b>Gambling Surveillance Officers and Gambling Investigators</b>	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.
<b>33-9032</b>	<b>Security Guards</b>	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).
<b>33-9092</b>	<b>Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</b>	Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.
<b>33-9094</b>	<b>School Bus Monitors</b>	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.
<b>33-9099</b>	<b>Protective Service Workers, All Other</b>	All protective service workers not listed separately.
<b>35-1011</b>	<b>Chefs and Head Cooks</b>	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.
<b>35-1012</b>	<b>First-Line Supervisors of Food Preparation and Serving Workers</b>	Directly supervise and coordinate activities of workers engaged in preparing and serving food.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>35-2011</b>	<b>Cooks, Fast Food</b>	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.
<b>35-2012</b>	<b>Cooks, Institution and Cafeteria</b>	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.
<b>35-2014</b>	<b>Cooks, Restaurant</b>	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.
<b>35-2015</b>	<b>Cooks, Short Order</b>	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).
<b>35-2019</b>	<b>Cooks, All Other</b>	All cooks not listed separately.
<b>35-2021</b>	<b>Food Preparation Workers</b>	Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.
<b>35-3011</b>	<b>Bartenders</b>	Mix and serve drinks to patrons, directly or through waitstaff.
<b>35-3023</b>	<b>Fast Food and Counter Workers</b>	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),
<b>35-3031</b>	<b>Waiters and Waitresses</b>	Take orders and serve food and beverages to patrons at tables in dining establishment. Excludes "Fast Food and Counter Workers" (35-3023).
<b>35-3041</b>	<b>Food Servers, Nonrestaurant</b>	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).
<b>35-9021</b>	<b>Dishwashers</b>	Clean dishes, kitchen, food preparation equipment, or utensils.
<b>35-9031</b>	<b>Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</b>	Welcome patrons, seat them at tables or in lounge, and help ensure quality of facilities and service.
<b>35-9099</b>	<b>Food Preparation and Serving Related Workers, All Other</b>	All food preparation and serving related workers not listed separately.
<b>37-1011</b>	<b>First-Line Supervisors of Housekeeping and Janitorial Workers</b>	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.
<b>37-1012</b>	<b>First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers</b>	Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
<b>37-2011</b>	<b>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</b>	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.
<b>37-2012</b>	<b>Maids and Housekeeping Cleaners</b>	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.
<b>37-2019</b>	<b>Building Cleaning Workers, All Other</b>	All building cleaning workers not listed separately.
<b>37-2021</b>	<b>Pest Control Workers</b>	Apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin that infest buildings and surrounding areas.
<b>37-3011</b>	<b>Landscaping and Groundskeeping Workers</b>	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).
<b>37-3012</b>	<b>Pesticide Handlers, Sprayers, and Applicators, Vegetation</b>	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).
<b>37-3019</b>	<b>Grounds Maintenance Workers, All Other</b>	All grounds maintenance workers not listed separately.
<b>39-1013</b>	<b>First-Line Supervisors of Gambling Services Workers</b>	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.
<b>39-1014</b>	<b>First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services</b>	Directly supervise and coordinate activities of entertainment and recreation related workers.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>39-1022</b>	<b>First-Line Supervisors of Personal Service Workers</b>	Supervise and coordinate activities of personal service workers.
<b>39-2011</b>	<b>Animal Trainers</b>	Train animals for riding, harness, security, performance, or obedience, or for assisting persons with disabilities. Accustom animals to human voice and contact, and condition animals to respond to commands. Train animals according to prescribed standards for show or competition. May train animals to carry pack loads or work as part of pack team.
<b>39-3019</b>	<b>Gambling Service Workers, All Other</b>	All gambling service workers not listed separately.
<b>39-3091</b>	<b>Amusement and Recreation Attendants</b>	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.
<b>39-3099</b>	<b>Entertainment Attendants and Related Workers, All Other</b>	All entertainment attendants and related workers not listed separately.
<b>39-5011</b>	<b>Barbers</b>	Provide barbering services, such as cutting, trimming, shampooing, and styling hair; trimming beards; or giving shaves.
<b>39-5012</b>	<b>Hairdressers, Hairstylists, and Cosmetologists</b>	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).
<b>39-5092</b>	<b>Manicurists and Pedicurists</b>	Clean and shape customers' fingernails and toenails. May polish or decorate nails.
<b>39-6011</b>	<b>Baggage Porters and Bellhops</b>	Handle baggage for travelers at transportation terminals or for guests at hotels or similar establishments.
<b>39-6012</b>	<b>Concierges</b>	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.
<b>39-7011</b>	<b>Tour Guides and Escorts</b>	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.
<b>39-7012</b>	<b>Travel Guides</b>	Plan, organize, and conduct long-distance travel, tours, and expeditions for individuals and groups.
<b>39-9011</b>	<b>Childcare Workers</b>	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).



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>39-9031</b>	<b>Exercise Trainers and Group Fitness Instructors</b>	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).
<b>39-9032</b>	<b>Recreation Workers</b>	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.
<b>39-9099</b>	<b>Personal Care and Service Workers, All Other</b>	All personal care and service workers not listed separately.
<b>41-1011</b>	<b>First-Line Supervisors of Retail Sales Workers</b>	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.
<b>41-1012</b>	<b>First-Line Supervisors of Non-Retail Sales Workers</b>	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.
<b>41-2011</b>	<b>Cashiers</b>	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).
<b>41-2012</b>	<b>Gambling Change Persons and Booth Cashiers</b>	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).
<b>41-2021</b>	<b>Counter and Rental Clerks</b>	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).
<b>41-2022</b>	<b>Parts Salespersons</b>	Sell spare and replacement parts and equipment in repair shop or parts store.
<b>41-2031</b>	<b>Retail Salespersons</b>	Sell merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers. Excludes “Cashiers” (41-2011).
<b>41-3021</b>	<b>Insurance Sales Agents</b>	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.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>41-3041</b>	<b>Travel Agents</b>	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.
<b>41-3091</b>	<b>Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel</b>	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).
<b>41-4011</b>	<b>Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products</b>	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).
<b>41-4012</b>	<b>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</b>	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.
<b>41-9011</b>	<b>Demonstrators and Product Promoters</b>	Demonstrate merchandise and answer questions for the purpose of creating public interest in buying the product. May sell demonstrated merchandise.
<b>41-9022</b>	<b>Real Estate Sales Agents</b>	Rent, buy, or sell property for clients. Perform duties such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.
<b>41-9031</b>	<b>Sales Engineers</b>	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.
<b>41-9041</b>	<b>Telemarketers</b>	Solicit donations or orders for goods or services over the telephone.
<b>41-9099</b>	<b>Sales and Related Workers, All Other</b>	All sales and related workers not listed separately.
<b>43-1011</b>	<b>First-Line Supervisors of Office and Administrative Support Workers</b>	Directly supervise and coordinate the activities of clerical and administrative support workers.
<b>43-2011</b>	<b>Switchboard Operators, Including Answering Service</b>	Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.
<b>43-2021</b>	<b>Telephone Operators</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		numbers or bad connections. May handle emergency calls and assist children or people with physical disabilities to make telephone calls.
<b>43-2099</b>	<b>Communications Equipment Operators, All Other</b>	All communications equipment operators not listed separately.
<b>43-3011</b>	<b>Bill and Account Collectors</b>	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.
<b>43-3021</b>	<b>Billing and Posting Clerks</b>	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).
<b>43-3031</b>	<b>Bookkeeping, Accounting, and Auditing Clerks</b>	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).
<b>43-3041</b>	<b>Gambling Cage Workers</b>	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.
<b>43-3051</b>	<b>Payroll and Timekeeping Clerks</b>	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).
<b>43-3061</b>	<b>Procurement Clerks</b>	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).
<b>43-3071</b>	<b>Tellers</b>	Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution's various transactions.
<b>43-3099</b>	<b>Financial Clerks, All Other</b>	All financial clerks not listed separately.
<b>43-4031</b>	<b>Court, Municipal, and License Clerks</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		accounts; issue licenses or permits; and record data, administer tests, or collect fees. Clerks of Court are classified in “Managers, All Other” (11-9199).
<b>43-4051</b>	<b>Customer Service Representatives</b>	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.
<b>43-4061</b>	<b>Eligibility Interviewers, Government Programs</b>	Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.
<b>43-4071</b>	<b>File Clerks</b>	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.
<b>43-4081</b>	<b>Hotel, Motel, and Resort Desk Clerks</b>	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.
<b>43-4111</b>	<b>Interviewers, Except Eligibility and Loan</b>	Interview persons by telephone, mail, in person, or by other means for the purpose of completing forms, applications, or questionnaires. Ask specific questions, record answers, and assist persons with completing form. May sort, classify, and file forms.
<b>43-4121</b>	<b>Library Assistants, Clerical</b>	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).
<b>43-4151</b>	<b>Order Clerks</b>	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.
<b>43-4161</b>	<b>Human Resources Assistants, Except Payroll and Timekeeping</b>	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.
<b>43-4171</b>	<b>Receptionists and Information Clerks</b>	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).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>43-4181</b>	<b>Reservation and Transportation Ticket Agents and Travel Clerks</b>	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.
<b>43-4199</b>	<b>Information and Record Clerks, All Other</b>	All information and record clerks not listed separately.
<b>43-5011</b>	<b>Cargo and Freight Agents</b>	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.
<b>43-5021</b>	<b>Couriers and Messengers</b>	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).
<b>43-5031</b>	<b>Public Safety Telecommunicators</b>	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.
<b>43-5032</b>	<b>Dispatchers, Except Police, Fire, and Ambulance</b>	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.
<b>43-5041</b>	<b>Meter Readers, Utilities</b>	Read meter and record consumption of electricity, gas, water, or steam.
<b>43-5051</b>	<b>Postal Service Clerks</b>	Perform any combination of tasks in a United States Postal Service (USPS) post office, such as receive letters and parcels; sell postage and revenue stamps, postal cards, and stamped envelopes; fill out and sell money orders; place mail in pigeon holes of mail rack or in bags; and examine mail for correct postage. Includes postal service clerks employed by USPS contractors.
<b>43-5061</b>	<b>Production, Planning, and Expediting Clerks</b>	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

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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).
<b>43-5071</b>	<b>Shipping, Receiving, and Inventory Clerks</b>	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).
<b>43-5111</b>	<b>Weighers, Measurers, Checkers, and Samplers, Recordkeeping</b>	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).
<b>43-6011</b>	<b>Executive Secretaries and Executive Administrative Assistants</b>	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).
<b>43-6012</b>	<b>Legal Secretaries and Administrative Assistants</b>	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.
<b>43-6013</b>	<b>Medical Secretaries and Administrative Assistants</b>	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.
<b>43-6014</b>	<b>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</b>	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).
<b>43-9021</b>	<b>Data Entry Keyers</b>	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).
<b>43-9022</b>	<b>Word Processors and Typists</b>	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).
<b>43-9041</b>	<b>Insurance Claims and Policy Processing Clerks</b>	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



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		changes requested by policyholders and insurance company representatives. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031).
<b>43-9061</b>	<b>Office Clerks, General</b>	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.
<b>43-9071</b>	<b>Office Machine Operators, Except Computer</b>	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).
<b>43-9111</b>	<b>Statistical Assistants</b>	Compile and compute data according to statistical formulas for use in statistical studies. May perform actuarial computations and compile charts and graphs for use by actuaries. Includes actuarial clerks.
<b>43-9199</b>	<b>Office and Administrative Support Workers, All Other</b>	All office and administrative support workers not listed separately.
<b>45-1011</b>	<b>First-Line Supervisors of Farming, Fishing, and Forestry Workers</b>	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).
<b>45-2092</b>	<b>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</b>	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).
<b>45-2093</b>	<b>Farmworkers, Farm, Ranch, and Aquacultural Animals</b>	Attend to live farm, ranch, open range or aquacultural animals that may include cattle, sheep, swine, goats, horses and other equines, poultry, rabbits, finfish, shellfish, and bees. Attend to animals produced for animal products, such as meat, fur, skins, feathers, eggs, milk, and honey. Duties may include feeding, watering, herding, grazing, milking, castrating, branding, de-beaking, weighing, catching, and loading animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticides as appropriate. May clean and maintain animal housing areas. Includes workers who shear wool from sheep and collect eggs in hatcheries.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>45-3031</b>	<b>Fishing and Hunting Workers</b>	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).
<b>45-4011</b>	<b>Forest and Conservation Workers</b>	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.
<b>47-1011</b>	<b>First-Line Supervisors of Construction Trades and Extraction Workers</b>	Directly supervise and coordinate activities of construction or extraction workers.
<b>47-2031</b>	<b>Carpenters</b>	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.
<b>47-2041</b>	<b>Carpet Installers</b>	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).
<b>47-2051</b>	<b>Cement Masons and Concrete Finishers</b>	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).
<b>47-2061</b>	<b>Construction Laborers</b>	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).
<b>47-2073</b>	<b>Operating Engineers and Other Construction Equipment Operators</b>	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



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		maintain equipment in addition to other duties. Excludes “Extraction Workers” (47-5000) and “Crane and Tower Operators” (53-7021).
<b>47-2111</b>	<b>Electricians</b>	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).
<b>47-2141</b>	<b>Painters, Construction and Maintenance</b>	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).
<b>47-2152</b>	<b>Plumbers, Pipefitters, and Steamfitters</b>	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.
<b>47-2161</b>	<b>Plasterers and Stucco Masons</b>	Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster.
<b>47-2171</b>	<b>Reinforcing Iron and Rebar Workers</b>	Position and secure steel bars or mesh in concrete forms in order to reinforce concrete. Use a variety of fasteners, rod-bending machines, blowtorches, and hand tools. Includes rod busters.
<b>47-2211</b>	<b>Sheet Metal Workers</b>	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.
<b>47-2221</b>	<b>Structural Iron and Steel Workers</b>	Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Excludes “Reinforcing Iron and Rebar Workers” (47-2171).
<b>47-2231</b>	<b>Solar Photovoltaic Installers</b>	Assemble, install, or maintain solar photovoltaic (PV) systems on roofs or other structures in compliance with site assessment and schematics. May include measuring, cutting, assembling, and bolting structural framing and solar modules. May perform minor electrical work such as current checks. Excludes solar PV electricians who are included in “Electricians” (47-2111) and solar thermal installers who are included in “Plumbers, Pipefitters, and Steamfitters” (47-2152).
<b>47-3011</b>	<b>Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters</b>	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).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3012</b>	<b>Helpers--Carpenters</b>	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).
<b>47-3013</b>	<b>Helpers--Electricians</b>	Help electricians by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist electricians are classified under "Construction Laborers" (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3014</b>	<b>Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons</b>	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).
<b>47-3015</b>	<b>Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters</b>	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).
<b>47-3019</b>	<b>Helpers, Construction Trades, All Other</b>	All construction trades helpers not listed separately.
<b>47-4011</b>	<b>Construction and Building Inspectors</b>	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.
<b>47-4041</b>	<b>Hazardous Materials Removal Workers</b>	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.
<b>49-1011</b>	<b>First-Line Supervisors of Mechanics, Installers, and Repairers</b>	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-2011</b>	<b>Computer, Automated Teller, and Office Machine Repairers</b>	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.
<b>49-2021</b>	<b>Radio, Cellular, and Tower Equipment Installers and Repairers</b>	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.
<b>49-2022</b>	<b>Telecommunications Equipment Installers and Repairers, Except Line Installers</b>	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).
<b>49-2091</b>	<b>Avionics Technicians</b>	Install, inspect, test, adjust, or repair avionics equipment, such as radar, radio, navigation, and missile control systems in aircraft or space vehicles.
<b>49-2092</b>	<b>Electric Motor, Power Tool, and Related Repairers</b>	Repair, maintain, or install electric motors, wiring, or switches.
<b>49-2093</b>	<b>Electrical and Electronics Installers and Repairers, Transportation Equipment</b>	Install, adjust, or maintain mobile electronics communication equipment, including sound, sonar, security, navigation, and surveillance systems on trains, watercraft, or other mobile equipment. Excludes "Avionics Technicians" (49-2091) and "Electronic Equipment Installers and Repairers, Motor Vehicles" (49-2096).
<b>49-2094</b>	<b>Electrical and Electronics Repairers, Commercial and Industrial Equipment</b>	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).
<b>49-2096</b>	<b>Electronic Equipment Installers and Repairers, Motor Vehicles</b>	Install, diagnose, or repair communications, sound, security, or navigation equipment in motor vehicles.
<b>49-2098</b>	<b>Security and Fire Alarm Systems Installers</b>	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.
<b>49-3011</b>	<b>Aircraft Mechanics and Service Technicians</b>	Diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Excludes "Avionics Technicians" (49-2091).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-3021</b>	<b>Automotive Body and Related Repairers</b>	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).
<b>49-3022</b>	<b>Automotive Glass Installers and Repairers</b>	Replace or repair broken windshields and window glass in motor vehicles.
<b>49-3023</b>	<b>Automotive Service Technicians and Mechanics</b>	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).
<b>49-3031</b>	<b>Bus and Truck Mechanics and Diesel Engine Specialists</b>	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.
<b>49-3042</b>	<b>Mobile Heavy Equipment Mechanics, Except Engines</b>	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).
<b>49-3051</b>	<b>Motorboat Mechanics and Service Technicians</b>	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).
<b>49-3053</b>	<b>Outdoor Power Equipment and Other Small Engine Mechanics</b>	Diagnose, adjust, repair, or overhaul small engines used to power lawn mowers, chain saws, recreational sporting equipment, and related equipment.
<b>49-3091</b>	<b>Bicycle Repairers</b>	Repair and service bicycles.
<b>49-3093</b>	<b>Tire Repairers and Changers</b>	Repair and replace tires.
<b>49-9021</b>	<b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.
<b>49-9041</b>	<b>Industrial Machinery Mechanics</b>	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).
<b>49-9043</b>	<b>Maintenance Workers, Machinery</b>	Lubricate machinery, change parts, or perform other routine machinery maintenance. Excludes “Maintenance and Repair Workers, General” (49-9071).
<b>49-9051</b>	<b>Electrical Power-Line Installers and Repairers</b>	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).

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-9052</b>	<b>Telecommunications Line Installers and Repairers</b>	Install and repair telecommunications cable, including fiber optics.
<b>49-9062</b>	<b>Medical Equipment Repairers</b>	Test, adjust, or repair biomedical or electromedical equipment.
<b>49-9064</b>	<b>Watch and Clock Repairers</b>	Repair, clean, and adjust mechanisms of timing instruments, such as watches and clocks. Includes watchmakers, watch technicians, and mechanical timepiece repairers. Excludes "Timing Device Assemblers and Adjusters" (51-2061).
<b>49-9071</b>	<b>Maintenance and Repair Workers, General</b>	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).
<b>49-9091</b>	<b>Coin, Vending, and Amusement Machine Servicers and Repairers</b>	Install, service, adjust, or repair coin, vending, or amusement machines including video games, juke boxes, pinball machines, or slot machines.
<b>49-9096</b>	<b>Riggers</b>	Set up or repair rigging for construction projects, manufacturing plants, logging yards, ships and shipyards, or for the entertainment industry.
<b>49-9098</b>	<b>Helpers--Installation, Maintenance, and Repair Workers</b>	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.
<b>49-9099</b>	<b>Installation, Maintenance, and Repair Workers, All Other</b>	All installation, maintenance, and repair workers not listed separately.
<b>51-1011</b>	<b>First-Line Supervisors of Production and Operating Workers</b>	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.
<b>51-2022</b>	<b>Electrical and Electronic Equipment Assemblers</b>	Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries.
<b>51-2041</b>	<b>Structural Metal Fabricators and Fitters</b>	Fabricate, position, align, and fit parts of structural metal products. Shipfitters are included in "Layout Workers, Metal and Plastic" (51-4192).
<b>51-2051</b>	<b>Fiberglass Laminators and Fabricators</b>	Laminate layers of fiberglass on molds to form boat decks and hulls, bodies for golf carts, automobiles, or other products.
<b>51-2099</b>	<b>Assemblers and Fabricators, All Other</b>	All assemblers and fabricators not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-3011</b>	<b>Bakers</b>	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).
<b>51-3021</b>	<b>Butchers and Meat Cutters</b>	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.
<b>51-3092</b>	<b>Food Batchmakers</b>	Set up and operate equipment that mixes or blends ingredients used in the manufacturing of food products. Includes candy makers and cheese makers.
<b>51-3099</b>	<b>Food Processing Workers, All Other</b>	All food processing workers not listed separately
<b>51-4023</b>	<b>Rolling Machine Setters, Operators, and Tenders, Metal and Plastic</b>	Set up, operate, or tend machines to roll steel or plastic forming bends, beads, knurls, rolls, or plate, or to flatten, temper, or reduce gauge of material.
<b>51-4033</b>	<b>Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic</b>	Set up, operate, or tend grinding and related tools that remove excess material or burrs from surfaces, sharpen edges or corners, or buff, hone, or polish metal or plastic work pieces.
<b>51-4034</b>	<b>Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic</b>	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.
<b>51-4041</b>	<b>Machinists</b>	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).
<b>51-4081</b>	<b>Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic</b>	Set up, operate, or tend more than one type of cutting or forming machine tool or robot.
<b>51-4121</b>	<b>Welders, Cutters, Solderers, and Brazers</b>	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.
<b>51-4122</b>	<b>Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders</b>	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.
<b>51-4199</b>	<b>Metal Workers and Plastic Workers, All Other</b>	All metal workers and plastic workers not listed separately.



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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-5111</b>	<b>Prepress Technicians and Workers</b>	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.
<b>51-5112</b>	<b>Printing Press Operators</b>	Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.
<b>51-5113</b>	<b>Print Binding and Finishing Workers</b>	Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.
<b>51-6011</b>	<b>Laundry and Dry-Cleaning Workers</b>	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.
<b>51-6021</b>	<b>Pressers, Textile, Garment, and Related Materials</b>	Press or shape articles by hand or machine.
<b>51-6031</b>	<b>Sewing Machine Operators</b>	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.
<b>51-6052</b>	<b>Tailors, Dressmakers, and Custom Sewers</b>	Design, make, alter, repair, or fit garments.
<b>51-6093</b>	<b>Upholsterers</b>	Make, repair, or replace upholstery for household furniture or transportation vehicles.
<b>51-7011</b>	<b>Cabinetmakers and Bench Carpenters</b>	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).
<b>51-8013</b>	<b>Power Plant Operators</b>	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. Excludes "Nuclear Power Reactor Operators" (51-8011).
<b>51-8031</b>	<b>Water and Wastewater Treatment Plant and System Operators</b>	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.
<b>51-8092</b>	<b>Gas Plant Operators</b>	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.
<b>51-8099</b>	<b>Plant and System Operators, All Other</b>	All plant and system operators not listed separately.
<b>51-9021</b>	<b>Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders</b>	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.
<b>51-9022</b>	<b>Grinding and Polishing Workers, Hand</b>	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.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-9061</b>	<b>Inspectors, Testers, Sorters, Samplers, and Weighers</b>	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.
<b>51-9071</b>	<b>Jewelers and Precious Stone and Metal Workers</b>	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.
<b>51-9111</b>	<b>Packaging and Filling Machine Operators and Tenders</b>	Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.
<b>51-9151</b>	<b>Photographic Process Workers and Processing Machine Operators</b>	Perform work involved in developing and processing photographic images from film or digital media. May perform precision tasks such as editing photographic negatives and prints.
<b>51-9193</b>	<b>Cooling and Freezing Equipment Operators and Tenders</b>	Operate or tend equipment such as cooling and freezing units, refrigerators, batch freezers, and freezing tunnels, to cool or freeze products, food, blood plasma, and chemicals.
<b>51-9195</b>	<b>Molders, Shapers, and Casters, Except Metal and Plastic</b>	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.
<b>51-9198</b>	<b>Helpers--Production Workers</b>	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).
<b>51-9199</b>	<b>Production Workers, All Other</b>	All production workers not listed separately. Excludes "Packers and Packers, Hand" (53-7064).
<b>53-1041</b>	<b>Aircraft Cargo Handling Supervisors</b>	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.
<b>53-1042</b>	<b>First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand</b>	Directly supervise and coordinate the activities of helpers, laborers, or material movers, hand.
<b>53-1043</b>	<b>First-Line Supervisors of Material-Moving Machine and Vehicle Operators</b>	Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers.
<b>53-1044</b>	<b>First-Line Supervisors of Passenger Attendants</b>	Supervise and coordinate activities of passenger attendants. Includes supervisors of "Flight Attendants" (53-2031).



**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>53-1049</b>	<b>First-Line Supervisors of Transportation Workers, All Other</b>	All first-line supervisors of transportation workers not listed separately.
<b>53-2012</b>	<b>Commercial Pilots</b>	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).
<b>53-2021</b>	<b>Air Traffic Controllers</b>	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.
<b>53-2022</b>	<b>Airfield Operations Specialists</b>	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.
<b>53-3011</b>	<b>Ambulance Drivers and Attendants, Except Emergency Medical Technicians</b>	Drive ambulance or assist ambulance driver in transporting sick, injured, or convalescent persons. Assist in lifting patients.
<b>53-3031</b>	<b>Driver/Sales Workers</b>	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).
<b>53-3032</b>	<b>Heavy and Tractor-Trailer Truck Drivers</b>	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).
<b>53-3033</b>	<b>Light Truck Drivers</b>	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).
<b>53-3051</b>	<b>Bus Drivers, School</b>	Drive a school bus to transport students. Ensure adherence to safety rules. May assist students in boarding or exiting.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>53-3052</b>	<b>Bus Drivers, Transit and Intercity</b>	Drive bus or motor coach, including regular route operations, charters, and private carriage. May assist passengers with baggage. May collect fares or tickets.
<b>53-3053</b>	<b>Shuttle Drivers and Chauffeurs</b>	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).
<b>53-3054</b>	<b>Taxi Drivers</b>	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).
<b>53-5011</b>	<b>Sailors and Marine Oilers</b>	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.
<b>53-5021</b>	<b>Captains, Mates, and Pilots of Water Vessels</b>	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).
<b>53-5022</b>	<b>Motorboat Operators</b>	Operate small motor-driven boats. May assist in navigational activities.
<b>53-6021</b>	<b>Parking Attendants</b>	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.
<b>53-6031</b>	<b>Automotive and Watercraft Service Attendants</b>	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).
<b>53-6041</b>	<b>Traffic Technicians</b>	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.
<b>53-6099</b>	<b>Transportation Workers, All Other</b>	All transportation workers not listed separately.
<b>53-7011</b>	<b>Conveyor Operators and Tenders</b>	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.
<b>53-7021</b>	<b>Crane and Tower Operators</b>	Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.
<b>53-7031</b>	<b>Dredge Operators</b>	Operate dredge to remove sand, gravel, or other materials in order to excavate and maintain navigable channels in waterways.

**Table C. 2022 PWS Detailed Titles Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>53-7041</b>	<b>Hoist and Winch Operators</b>	Operate or tend hoists or winches to lift and pull loads using power-operated cable equipment. Excludes “Crane and Tower Operators” (53-7021).
<b>53-7051</b>	<b>Industrial Truck and Tractor Operators</b>	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Excludes “Logging Equipment Operators” (45-4022).
<b>53-7061</b>	<b>Cleaners of Vehicles and Equipment</b>	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).
<b>53-7062</b>	<b>Laborers and Freight, Stock, and Material Movers, Hand</b>	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.
<b>53-7063</b>	<b>Machine Feeders and Offbearers</b>	Feed materials into or remove materials from machines or equipment that is automatic or tended by other workers.
<b>53-7064</b>	<b>Packers and Packagers, Hand</b>	Pack or package by hand a wide variety of products and materials.
<b>53-7065</b>	<b>Stockers and Order Fillers</b>	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).
<b>53-7071</b>	<b>Gas Compressor and Gas Pumping Station Operators</b>	Operate steam-, gas-, electric motor-, or internal combustion-engine driven compressors. Transmit, compress, or recover gases, such as butane, nitrogen, hydrogen, and natural gas.
<b>53-7081</b>	<b>Refuse and Recyclable Material Collectors</b>	Collect and dump refuse or recyclable materials from containers into truck. May drive truck.
<b>53-7199</b>	<b>Material Moving Workers, All Other</b>	All material moving workers not listed separately.



**APPENDIX D:**  
**2022 CNMI PWS DATA FIELDS AND ONLINE FORMS**

This appendix shows (1) a brief description of the 2022 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 2022 PWS online forms.



# 2022 Prevailing Wage Survey Data Definitions and Instructions

Central Statistics Division, Department of Commerce, CNMI

February 9, 2022

This short document briefly describes the 2022 PWS and defines/describes selected data fields in the survey.

**The 2022 Prevailing Wage Study Survey.** Several rounds of the PWS surveys have been completed since 2011 in the CNMI. This 2022 PWS survey is the fourth annual survey under the Northern Mariana Islands U.S. Workforce Act of 2018 and is the third time that the survey data collection is 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 2022. As in the past PWS surveys, the results of the 2022 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 for the CNMI current workforce.

**Employee Data Requested is for One Complete Pay Period in February 2022.** It is important to note that the 2022 PWS is requesting for employee data for one full or complete pay period in February 2022.

**Data Fields for the 2022 PWS Survey.** This round of the PWS asks for data points for fields necessary for a successful survey for 2022 in the Commonwealth. Many of the fields are directory-type data including company or organization name, email address, phone number, physical mailing address, contact person, DBA name, and establishment locations which are self-explanatory and do not require 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 value 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 value 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 value 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 2022. Include all employees working at the time whether fulltime or part-time. This data value 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 value 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. This data point allows for computing the hourly wage amount.
3	Beginning Date of Pay Period	Give/choose the beginning date of the pay period in February 2022. 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 2022. This data field will be used in data validation.
5	Overtime Pay Rate	Enter your rate of overtime pay; for example, "1.5", "2.0" or "2.5". This data value will be used in computing for the hourly wage amount.

### Individual Employee Data Subform

1	Position Title	Give/enter the employee position title as of February 2022. 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 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 value 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 2022. This data value will be used to derive the hourly wage amount.
7	Total Amount of Pay	Give/enter the total amount of pay in dollars for the pay period in February 2022. This data field will be used to derive the hourly wage rate and related statistics.



## Screenshots of the 2022 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 >](#)

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

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

Company Phone Number\*



+1 ▾ (XXX) XXX-XXXX

**Company Mailing Address**

Street or P.O. Box\*



City/Village\*



Island/Territory/State\*



Country\*



ZIP Code/Postal Code\*



Name of Contact Person (CP)\*



CP Phone\*



+1 ▾ (XXX) XXX-XXXX

CP Email\*



How many paid employees do you currently have? (If no paid employees, enter "0")\*



**Submit**

[Exit](#)

# DBA Form

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\*



Select NAICS Code



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

3. Island\*



Select island



4. Village(s)



Select village



5. Total Employee Count\*



6. Business License Number



XXXXX-XXXX-X

7. Pay Period\*



☐ Weekly ☐ Biweekly ☐ Monthly

8. Beginning Date of Pay Period\*



9. Ending Date of Pay Period\*



10. Overtime pay rate



Submit

[Exit](#)

# Employee Form

**The Employee Data Requested is for One Complete Pay Period in February 2022.** It is important to note that the 2022 PWS is requesting for individual employee data for one full or complete pay period during the month of February 2022. 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\*

2. Position Title\*

3. Gender\*

☐ Male ☐ Female

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

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

5. Citizenship\*

6. Employment Visa Type\*

7. Total Hours Worked for the Pay Period\*

8. Total Amount of Pay for the Pay Period\*

Save Employee Info