

THE 2023 PREVAILING WAGE STUDY  
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE  
CENTRAL STATISTICS DIVISION

MAY 31, 2023





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Arnold I. Palacios, Governor ∞ David M. Apatang, Lt. Governor ∞ Frank D. Cabrera, Acting Secretary

### **A MESSAGE FROM THE SECRETARY**

Hafa Adai and Tirow!

On behalf of our Honorable Governor Arnold I. Palacios and Lt. Governor David M. Apatang, I am pleased to release the 2023 Prevailing Wage Study (PWS) Report.

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

In this 2023 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 486 Detailed Titles captured by the Survey in the CNMI economy in 2023;
- ❖ Appendix B shows a sample ETA Form 9165;
- ❖ Appendix C lists the definitions of the 486 Detailed Titles found in the 2023 PWS, and;
- ❖ Appendix D shows the 2023 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.



FRANK D. CABRERA

Department of Commerce, Acting Secretary

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# INTRODUCTION

This report documents the results of the 2023 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 titles, by major Industries, by sector, by citizenship, by employment visa type, by gender, and by hours worked per week. The challenges and limitations of the 2023 study are also discussed. There are four appendices to this report: Appendix A contains the SOC Detailed Titles Hourly Wage Statistics for the 486 Titles captured by the study survey this year; Appendix B shows a sample ETA Form 9165 using the 2023 PWS hourly wage statistics; Appendix C lists the definitions of the 486 SOC Detailed Titles found in the 2023 PWS; and Appendix D shows the 2023 PWS Online data collection forms. It should be noted that this is the fourth 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 of the past survey rounds.

## BACKGROUND AND PURPOSE

The 2023 PWS is the eighth round of the Prevailing Wage Study in the Commonwealth. The 2023 PWS is the fifth time the study was conducted to meet the requirements of the [Northern Mariana Islands U.S. Workforce Act of 2018](#). As in the prior rounds, the 2023 results are going to be used when applying for foreign worker visas—CW1, H1Bs and others. The funding for the 2023 PWS was provided by the US Department of the Interior’s Office of Insular Affairs (US DOI – OIA).

The purpose of the 2023 PWS remains the same: to determine the types of occupations that existed and measure occupation-specific hourly wage rate for each of the identified occupational titles in the CNMI’s economy.

## THE TARGET POPULATION

The target population of the 2023 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 2023 PWS was the month of February 2023. The study asked employers to submit wages and other related data based on payroll data from the month of February 2023.

# THE METHODOLOGY

## CENSUS OF EMPLOYERS AND EMPLOYEES

All CNMI employers and employees in the private and the public sectors were targeted in the 2023 PWS to ensure that the maximum number of SOC Detailed Titles was captured and included in the final report. And, also, to maximize the number of titles that would meet the 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 2023 data collection, data processing, tabulation, and data analysis were carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of DataTalks, a CNMI-based consultant. The 2023 PWS is the fourth year an online portal was the primary mode of collecting

survey data from employers in the Commonwealth. In January of 2023, 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. In January, the first of two office data clerks came on board and her major duty was to validate the contact information, email addresses and phone numbers, of employers registered in the PWS portal.

As was done in previous years, the CSD announced the 2023 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 to 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.

The data collection period started on February 24<sup>th</sup> and ended on March 31, 2023. The portal remained open through the end of April for follow up and data validation. 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 data validations, and obtaining missing or incomplete data. The first of the two clerks came onboard in January and worked to clean and validate the contact information for companies registered in PWS portal. The valid emails were imported into Sendinblue, now Brevo, an email campaign web service, which was used to send email directly to companies asking them to participate in the 2023 PWS Survey. The first email campaign was sent on February 17, 2023, that informed employers of the start date of the Survey and asked everyone to participate. A second direct email was sent on February 24<sup>th</sup>, the start date of the Survey. A thank you email was sent on March 9<sup>th</sup> to those who have completed the Survey and a follow up email to those who have yet to complete the Survey was sent on March 10<sup>th</sup>. The data submitted online was downloaded daily and checked for errors. After the online portal was closed for data submission, data cleaning continued with the office clerks calling employers and correcting errors that were not completed online.

The eventual clean dataset was then used to produce the wage statistics in this report. The 2023 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 tables on wage statistics. Excel Chart was used to create graphical display of findings.

## **CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA**

The data collection process for the 2023 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 in 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 2023 PWS QUESTIONS (OR DATA FIELDS)**

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 except for the CNMI Government which extracted the government's employee data from their data systems and submitted them in Excel format to CSD. The [PWS Online Portal](#) has three related forms that each employer (company or organization) was required to complete for the 2023 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 D shows the three online forms for the 2023 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 instructions 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 2023 PWS**

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

A total of 1,047 companies (employers) registered in the PWS Portal since 2020; but some (121) of these were duplicates. Some employers registered again when they forgot their usernames and passwords. There were 926 valid companies in the portal.

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

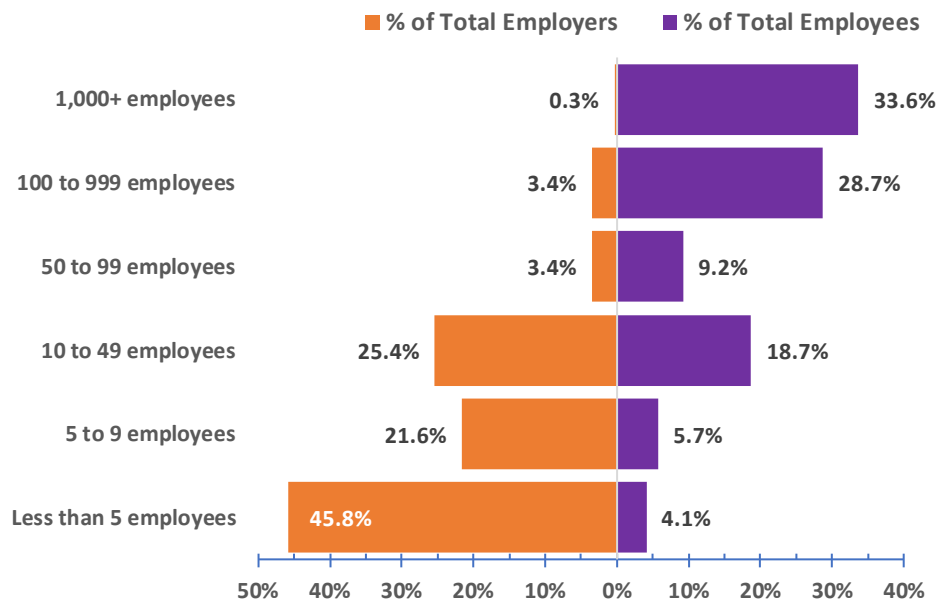
Of 926 companies in the portal, 68 were determined to be inactive, 35 did not participate in the survey, 125 reported zero (0) employees, 106 reported employees in the prior years but did not report employees in the 2023 PWS survey; and 592 companies reported 1 or more employees. The clean dataset used in producing the hourly wage statistics for this report contained a total of 583 employers and a total of 14,557 employees. The CNMI's overall mean hourly wage was \$14.03 while the median was \$10.50 in 2023.

## HOURLY WAGE STATISTICS BY EMPLOYER SIZE

The distribution of employers by number of employees remained the same as in prior years: employers in the CNMI in the 2023 PWS were mostly small employers. About 46% of total employers had less than 5 employees and employed about 4% of total employees; cumulatively, 67% had less than 10 employees with about 10% of total employees; and 93% had less than 50 employees with about 29% of total employees. Only about 7% of all employers had 50 or more employees but employed about 71% of total employees. See Chart 1 for details.

The mean hourly wage was highest in the employer group with 1,000+ employees (\$15.40) and was lowest in the 50 to 99 employer group (\$10.85) See Table 1.0 for details.

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



**Table 1.0 Hourly Wage Statistics by Employer Size: 2023 PWS, CNMI**

Row Labels	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>583</b>	<b>100.0%</b>	<b>14,557</b>	<b>100.0%</b>	<b>\$14.03</b>	<b>\$10.50</b>
Less than 5 employees	267	45.8%	595	4.1%	\$12.43	\$9.25
5 to 9 employees	126	21.6%	834	5.7%	\$12.00	\$9.00
10 to 49 employees	148	25.4%	2,716	18.7%	\$12.42	\$9.00
50 to 99 employees	20	3.4%	1,340	9.2%	\$10.85	\$8.72
100 to 999 employees	20	3.4%	4,180	28.7%	\$15.14	\$10.01
1,000+ employees	2	0.3%	4,892	33.6%	\$15.40	\$13.46

## HOURLY WAGE STATISTICS BY MAJOR OCCUPATION TITLES

### Employers by Occupation Major Group Titles

About 60% of all employers in the 2023 PWS reported Management Occupations; about 43% had Office and Administrative Support Occupations; about 32% had Installation, Maintenance, and Repair Occupations. See Chart 2.a for details.

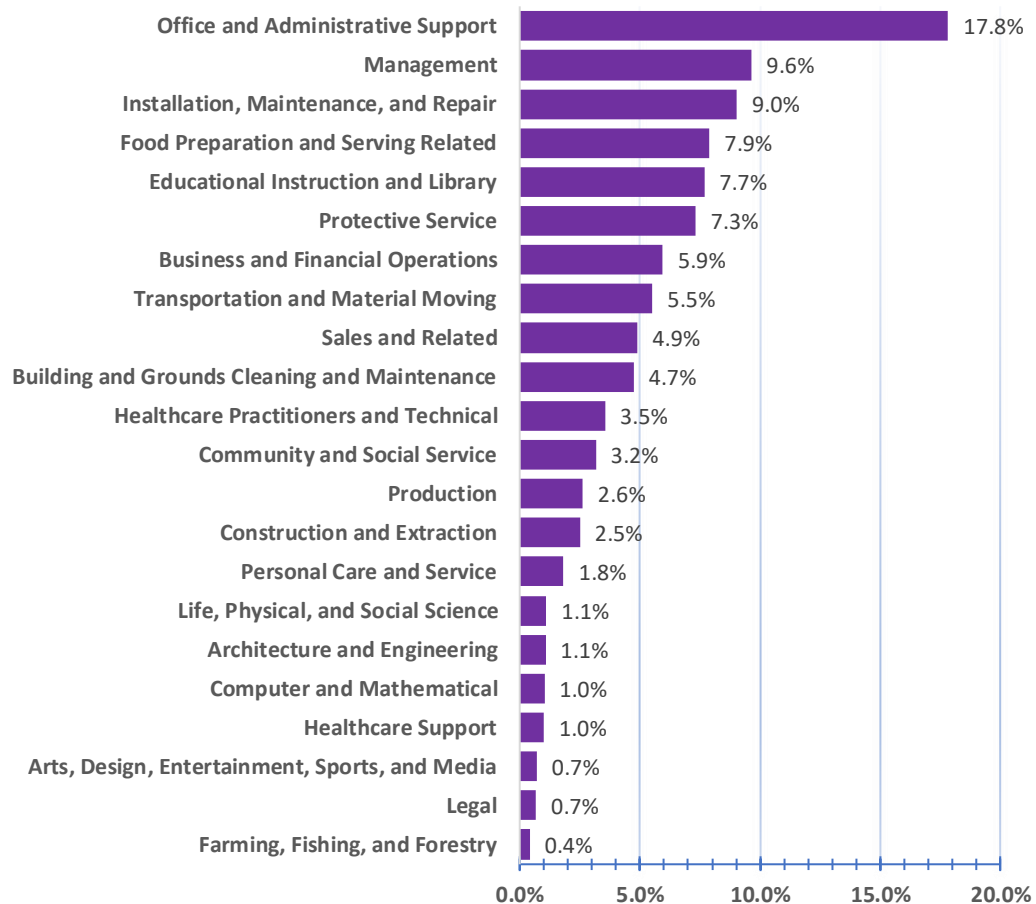
**Chart 2.a Percentage of Total Employers by SOC Major Group Titles:  
2023 PWS, CNMI**



### Employees by Occupation Major Group Titles

Office and Administrative Support Occupations had the largest share (about 18%) of total employees reported in the 2023 PWS; followed by Management Occupations (about 10%); Installation, Maintenance, and Repair Occupations (9.0%), Food Preparation and Serving Related and Educational Instruction and Library Occupations (both about 8%); and protective Service Occupations (about 7%). See Chart 2.b for details.

**Chart 2.b Percentage of Total Employees by SOC Major Group Titles:  
2023 PWS, CNMI**



### Mean Hourly Wage by Occupation Major Group Titles

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$33.07), followed by Legal Occupations (\$30.22), Managerial Occupations (\$24.27) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.46). See Chart 2.c for details.

**Chart 2.c Mean Hourly Wage by SOC Major Group Titles:  
2023 PWS, CNMI**

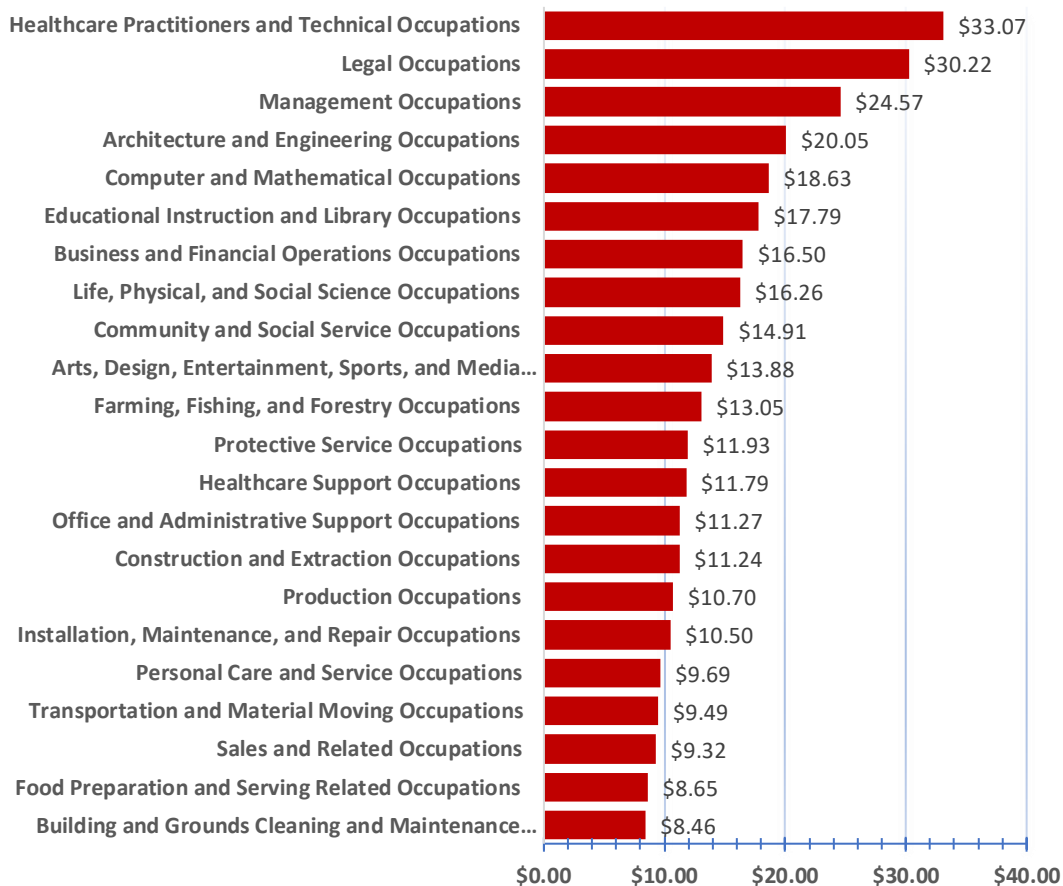


Table 2.0 below shows the employers count, the employees count, the mean, and the median hourly wage by Major Occupation Group Titles in the Commonwealth in 2023.

**Table 2.0 Hourly Wage Statistics by Major Occupation Titles: 2023 PWS, CNMI**

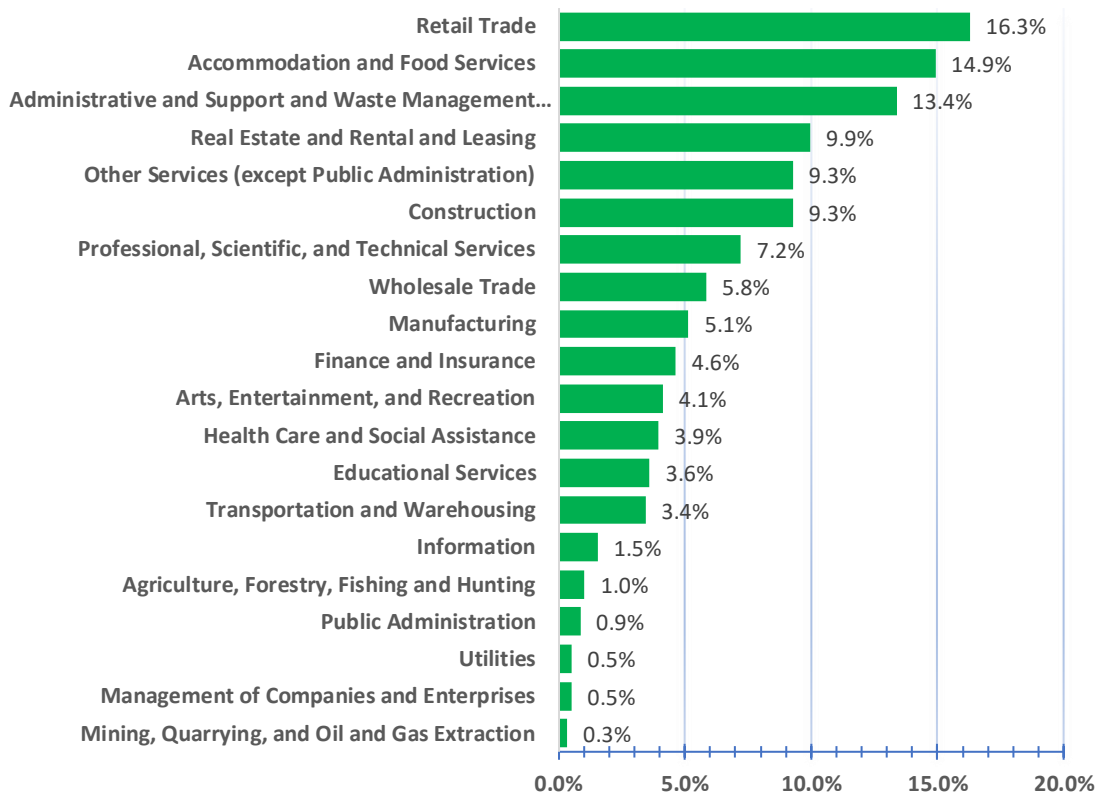
Major Occupation Title	Employers Count	of Total Employers	Employees Count	of Total Employees	Hourly Wage	Hourly Wage
<b>Grand Total</b>	583	100.0%	14,557	100.0%	\$14.03	\$10.50
Architecture and Engineering Occupations	36	6.2%	155	1.1%	\$20.05	\$17.70
Arts, Design, Entertainment, Sports, and Media Occupations	29	5.0%	103	0.7%	\$13.88	\$10.10
Building and Grounds Cleaning and Maintenance Occupations	126	21.6%	688	4.7%	\$8.46	\$7.93
Business and Financial Operations Occupations	156	26.8%	866	5.9%	\$16.50	\$15.14
Community and Social Service Occupations	12	2.1%	459	3.2%	\$14.91	\$12.98
Computer and Mathematical Occupations	34	5.8%	148	1.0%	\$18.63	\$16.94
Construction and Extraction Occupations	52	8.9%	362	2.5%	\$11.24	\$9.76
Educational Instruction and Library Occupations	25	4.3%	1,117	7.7%	\$17.79	\$15.45
Farming, Fishing, and Forestry Occupations	7	1.2%	59	0.4%	\$13.05	\$11.81
Food Preparation and Serving Related Occupations	99	17.0%	1,146	7.9%	\$8.65	\$8.17
Healthcare Practitioners and Technical Occupations	16	2.7%	516	3.5%	\$33.07	\$18.32
Healthcare Support Occupations	18	3.1%	149	1.0%	\$11.79	\$11.00
Installation, Maintenance, and Repair Occupations	185	31.7%	1,313	9.0%	\$10.50	\$9.00
Legal Occupations	15	2.6%	98	0.7%	\$30.22	\$28.85
Life, Physical, and Social Science Occupations	12	2.1%	161	1.1%	\$16.26	\$13.46
Management Occupations	352	60.4%	1,401	9.6%	\$24.57	\$21.63
Office and Administrative Support Occupations	250	42.9%	2,592	17.8%	\$11.27	\$10.00
Personal Care and Service Occupations	68	11.7%	265	1.8%	\$9.69	\$8.00
Production Occupations	85	14.6%	382	2.6%	\$10.70	\$8.76
Protective Service Occupations	35	6.0%	1,065	7.3%	\$11.93	\$11.25
Sales and Related Occupations	164	28.1%	710	4.9%	\$9.32	\$8.38
Transportation and Material Moving Occupations	125	21.4%	802	5.5%	\$9.49	\$8.39

## HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

### Employers by Major Industry

About 16% of total employers in the 2023 PWS were in the Retail Trade; about 15% were in the Accommodation and Food Services industry; about 13% were in the Administrative and Support and Waste Management and Remedial Services industry; and about 10% were in the Real Estate and Rental and Leasing industry. See Chart 3.a for details.

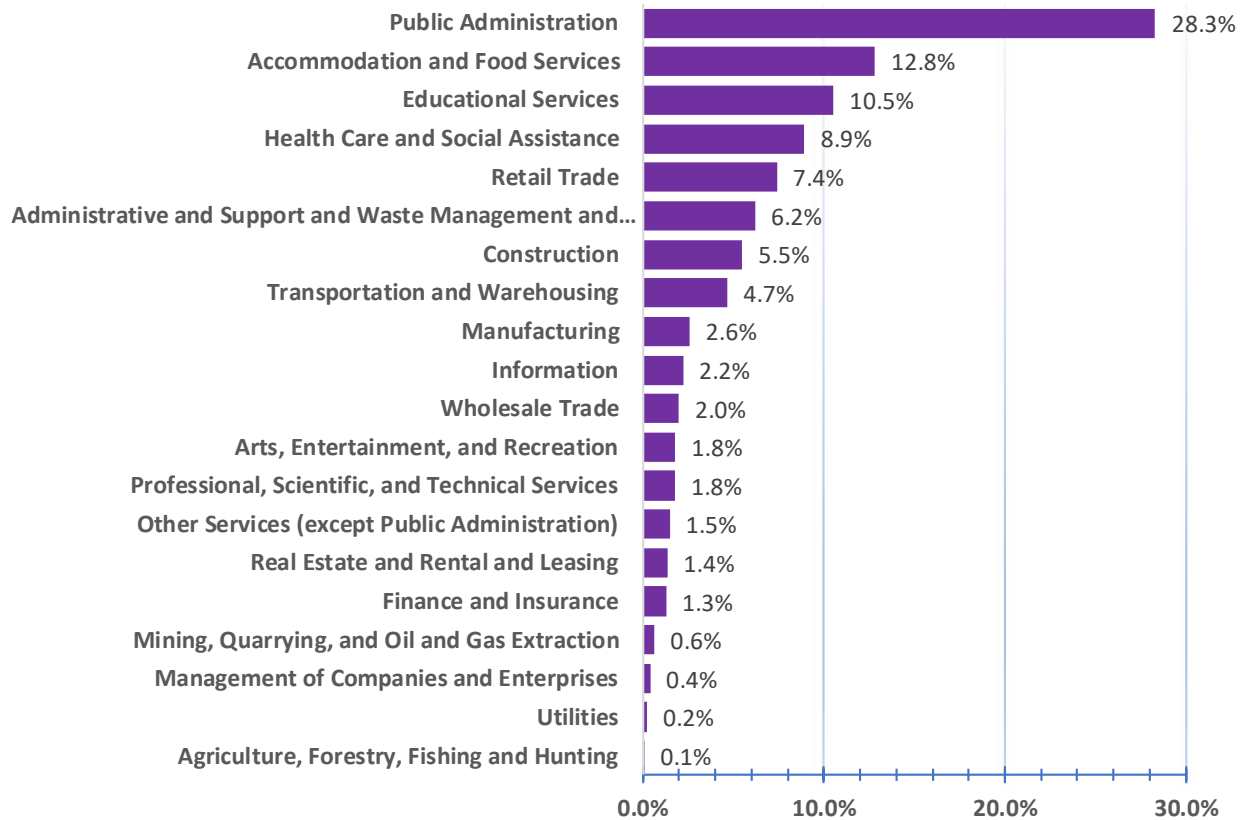
**Chart 3.a Percentage of Total Employers by Major Industry:  
2023 PWS, CNMI**



### Employees by Major Industry

The Public Administration had the largest share (about 28%) of total employees in the 2023 PWS, followed by Accommodation and Food Services industry (about 13%), Educational Services (about 11%), Health Care and Social Assistance (about 9%), and Retail Trade (about 7%). See Chart 3.b for details.

**Chart 3.b Percentage of Total Employees by Major Industry :  
2023 PWS, CNMI**





### Mean Hourly Wage by Major Industry

The Health Care and Social Assistance industry had the highest mean hourly wage (\$22.20) in 2023, followed by the Management of Companies and Enterprises (22.04), Information (19.21), Education Services industry (\$17.80), the Professional, Scientific, and Technical Services (\$16.85), the Finance and Insurance (\$16.71), and the Utilities (\$16.47). The Administrative and Support and Waste Management and Remediation Services had the lowest mean hourly wage (\$9.37). See Chart 3.c for details.

**Chart 3.c Mean Hourly Wage by Major Industry:  
2023 PWS, CNMI**

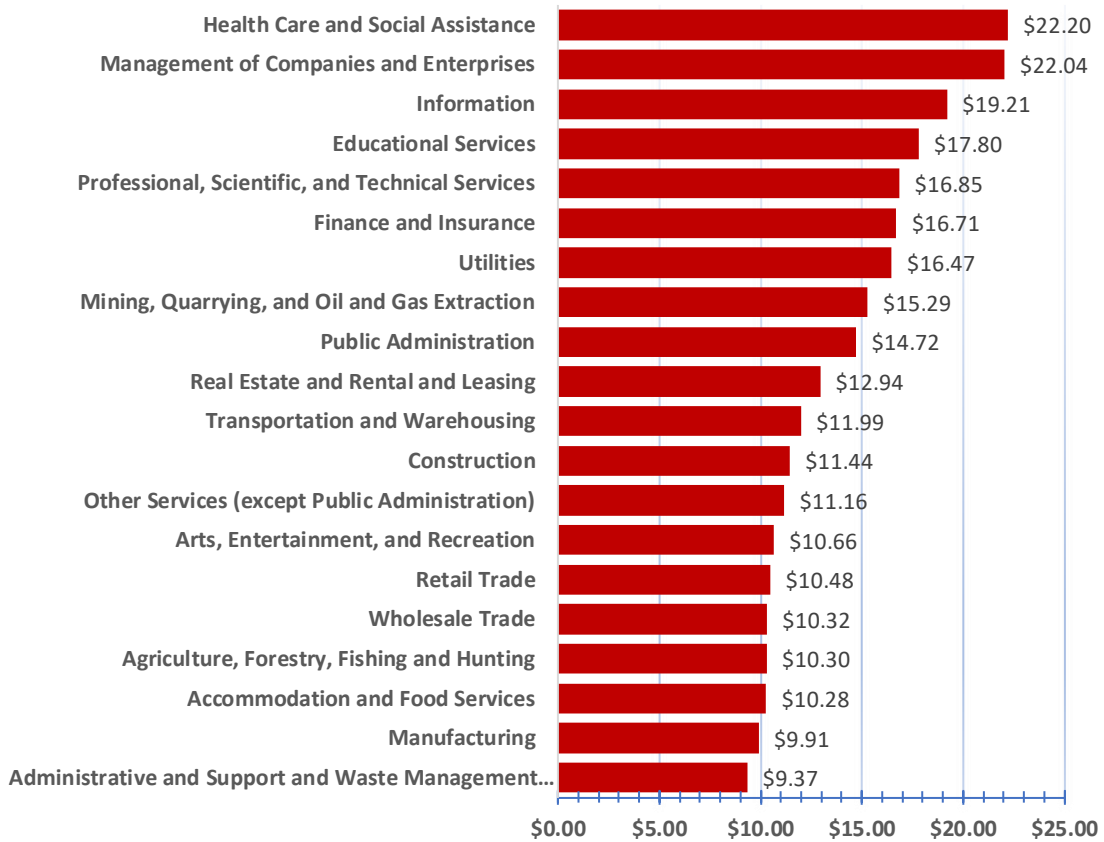


Table 3.0 below shows employers count, employees count, the mean, and the median hourly wage by Major Industry in the CNMI in 2023.

**Table 3.0 Hourly Wage Statistics by Major Industry Titles: 2023 PWS, CNMI**

Major Industry	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>583</b>	<b>100.0%</b>	<b>14,557</b>	<b>100.0%</b>	<b>\$14.03</b>	<b>\$10.50</b>
Accommodation and Food Services	87	14.9%	1,860	12.8%	\$10.28	\$8.28
Administrative and Support and Waste Management and Remediation Services	78	13.4%	899	6.2%	\$9.37	\$8.10
Agriculture, Forestry, Fishing and Hunting	6	1.0%	11	0.1%	\$10.30	\$10.21
Arts, Entertainment, and Recreation	24	4.1%	261	1.8%	\$10.66	\$8.25
Construction	54	9.3%	799	5.5%	\$11.44	\$9.25
Educational Services	21	3.6%	1,529	10.5%	\$17.80	\$15.45
Finance and Insurance	27	4.6%	185	1.3%	\$16.71	\$12.00
Health Care and Social Assistance	23	3.9%	1,309	9.0%	\$22.20	\$14.36
Information	9	1.5%	322	2.2%	\$19.21	\$15.13
Management of Companies and Enterprises	3	0.5%	58	0.4%	\$22.04	\$17.25
Manufacturing	30	5.1%	376	2.6%	\$9.91	\$8.40
Mining, Quarrying, and Oil and Gas Extraction	2	0.3%	93	0.6%	\$15.29	\$13.00
Other Services (except Public Administration)	54	9.3%	214	1.5%	\$11.16	\$8.75
Professional, Scientific, and Technical Services	42	7.2%	258	1.8%	\$16.85	\$12.29
Public Administration	5	0.9%	4,113	28.3%	\$14.72	\$12.40
Real Estate and Rental and Leasing	58	9.9%	197	1.4%	\$12.94	\$9.19
Retail Trade	95	16.3%	1,075	7.4%	\$10.48	\$8.50
Transportation and Warehousing	20	3.4%	677	4.7%	\$11.99	\$9.81
Utilities	3	0.5%	32	0.2%	\$16.47	\$11.50
Wholesale Trade	34	5.8%	289	2.0%	\$10.32	\$8.36

## HOURLY WAGE STATISTICS BY SECTOR

### Employers by Sector

About 99% of total employers in the 2023 PWS were in the private sector while about 1% were in the public sector.

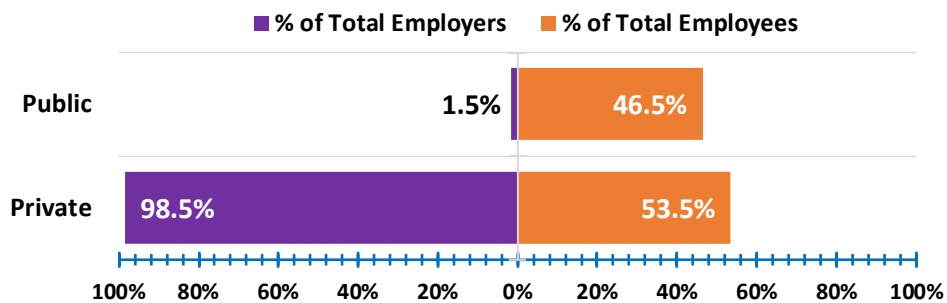
### Employees by Sector

About 54% of total employees in the 2023 PWS were in the private sector while about 46% were in the public sector.

### Mean Hourly Wage by Sector

The mean hourly wage in the public sector was higher (\$16.83) than in the private sector (\$11.60), see Table 4.0 below for details.

**Chart 4.0 Percentage of Total Employers vs Percentage of Total Employees by Sector: 2023 PWS, CNMI**



**Table 4.0 Hourly Wage Statistics by Sector: 2023 PWS, CNMI**

Sector	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	583	100.0%	14,557	100.0%	\$14.03	\$10.50
Private	574	98.5%	7,787	53.5%	\$11.60	\$8.75
Public	9	1.5%	6,770	46.5%	\$16.83	\$13.67

## HOURLY WAGE STATISTICS BY CITIZENSHIP

### Employers by Citizenship

About 69% of all employers in the 2023 PWS reported U.S. citizen employees while 89% had non-U.S. citizens. see Table 4.0 below for details.

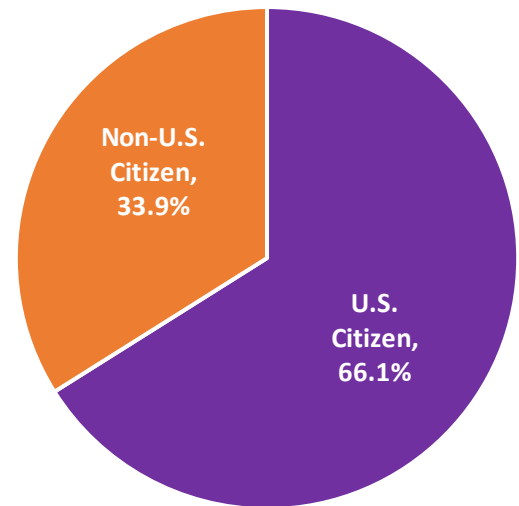
### Employees by Citizenship

About 66% of total employees in the 2023 PWS were U.S. citizens while 34% 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 details.

### 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 details.

**Chart 5.0 Percentage of Total Employees by Citizenship: 2023 PWS, CNMI**



**Table 5.0 Hourly Wage Statistics by Major Citizenship: 2023 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>583</b>	<b>100.0%</b>	<b>14,557</b>	<b>100.0%</b>	<b>\$14.03</b>	<b>\$10.50</b>
<b>U.S. Citizen</b>	<b>402</b>	<b>69.0%</b>	<b>9,617</b>	<b>66.1%</b>	<b>\$15.36</b>	<b>\$11.89</b>
U.S. Citizen	400	68.6%	9,259	63.6%	\$15.55	\$12.02
FAS	90	15.4%	358	2.5%	\$10.41	\$8.00
<b>Non-U.S. Citizen</b>	<b>520</b>	<b>89.2%</b>	<b>4,940</b>	<b>33.9%</b>	<b>\$11.46</b>	<b>\$9.00</b>
Philippines	432	74.1%	4,197	28.8%	\$10.87	\$9.00
Korea	107	18.4%	274	1.9%	\$16.85	\$13.87
China	90	15.4%	211	1.4%	\$11.45	\$8.72
Japan	45	7.7%	82	0.6%	\$17.72	\$13.06
Bangladesh	29	5.0%	50	0.3%	\$8.90	\$8.00
Other	72	12.3%	126	0.9%	\$16.39	\$10.00

## HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

### Employers by Visa Type

About 69% of all employers in the 2023 PWS employed U.S. citizens, about 62% employed workers with CW-1s while about 53% had Green Card holders. see Table 6.0 below for details.

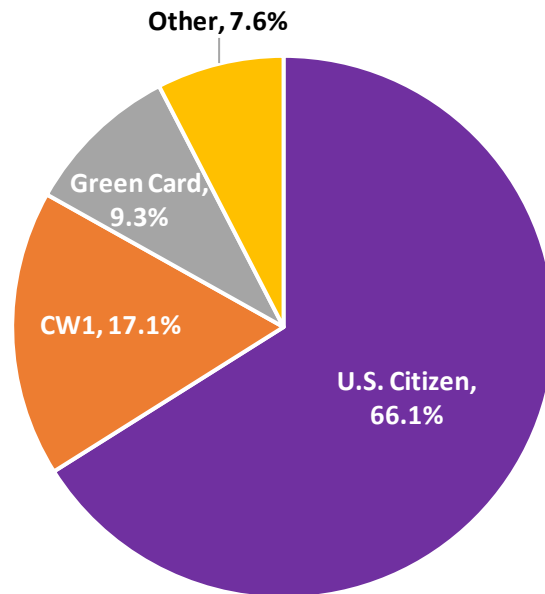
### Employees by Visa Type

About 65% of all employees reported in the 2023 PWS were U.S. citizens while about 17% were foreign workers on CW-1s, and about 9% were Green Card holders, see Chart 6.0 and Table 6.0 for details.

### 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 details.

**Chart 6. Percentage of Total Employees by Visa Type: 2023 PWS, CNMI**



**Table 6.0 Hourly Wage Statistics by Visa Types: 2023 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>583</b>	<b>100.0%</b>	<b>14,557</b>	<b>100.0%</b>	<b>\$14.03</b>	<b>\$10.50</b>
<b>U.S. Citizen</b>	<b>402</b>	<b>69.0%</b>	<b>9,617</b>	<b>66.1%</b>	<b>\$15.36</b>	<b>\$11.89</b>
U.S. Citizen	400	68.6%	9,259	63.6%	\$15.55	\$12.02
FAS	90	15.4%	358	2.5%	\$10.41	\$8.00
<b>None-U.S. Citizen</b>	<b>520</b>	<b>89.2%</b>	<b>4,940</b>	<b>33.9%</b>	<b>\$11.46</b>	<b>\$9.00</b>
CW1	359	61.6%	2,485	17.1%	\$10.16	\$8.81
Green Card	308	52.8%	1,352	9.3%	\$13.04	\$10.00
EAD	235	40.3%	913	6.3%	\$10.21	\$8.75
H1B	41	7.0%	66	0.5%	\$25.80	\$19.23
Other	44	7.5%	124	0.9%	\$21.94	\$20.04

# HOURLY WAGE STATISTICS BY GENDER

## Employers by Gender

About 83% of all employers in the 2023 PWS had female employees, about 85% had male employees.

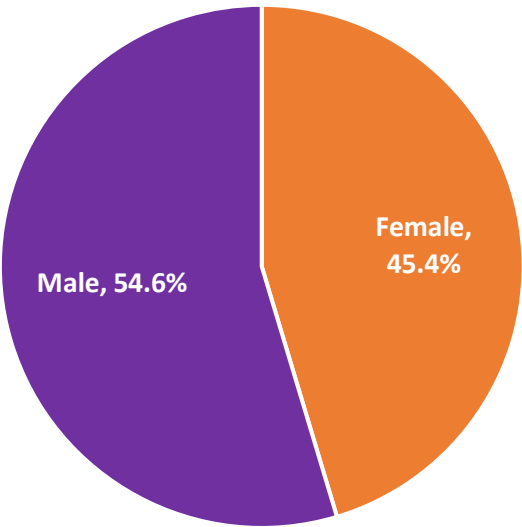
## Employees by Gender

About 55% of total employees reported in the study were males while about 45% were females.

## Mean Hourly Wage by Gender

Overall, the female employees’ mean hourly wage (\$14.20) was higher than the males’ (\$13.89), see Table 7.0 below for details.

**Chart 7.0 Percentage of Total Employees by Gender: 2023 PWS, CNMI**



**Table 7.0 Hourly Wage Statistics by Gender: 2023 PWS, CNMI**

Gender	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	583	100.0%	14,557	100.0%	\$14.03	\$10.50
Female	483	82.8%	6,606	45.4%	\$14.20	\$11.06
Male	496	85.1%	7,951	54.6%	\$13.89	\$10.20

## HOURLY WAGE STATISTICS BY HOURS WORKED PER WEEK

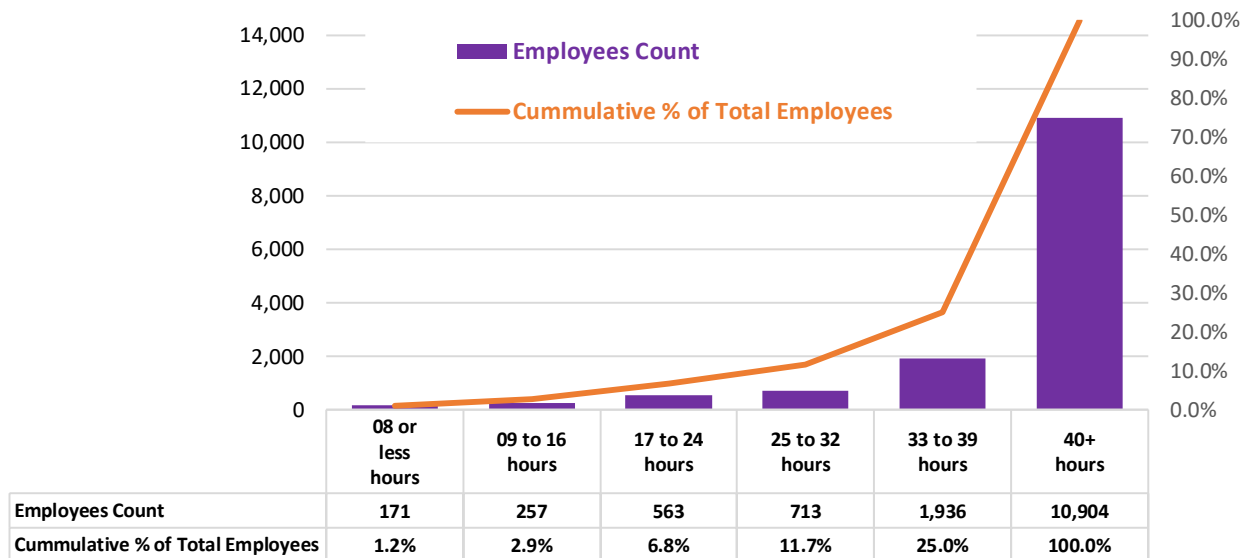
### Employers by Hours Worked Per Week

Employers reported increased employee hours of work per week in 2023. As shown in Table 8.0 below, about 72% of Total Employers reported 40 or more hours per week, 51% reported 33 to 29 hours per week, 34% reported 25 to 32 hours per week, 30% reported 17 to 24 hours per week, and 19% reported 9 to 16 hours per week.

### Employees by Hours Worked Per Week

Seventy-five (75%) of total employees in the 2023 PWS worked 40 or more hours per week. Cumulatively, 25% worked less than 40 hours, about 12% worked 32 hours or less, and about 7% worked 24 hours or less. See Chart 8.0 and Table 8.0 for details.

**Chart 8.0 Employees Count and Cumulative Percentage of Total Employees by Hours Worked Per Week: 2023 PWS, CNMI**



**Table 8.0 Hourly Wage Statistics by Hours Worked Per Week: 2023 PWS, CNMI**

Hours 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>583</b>	<b>100.0%</b>	<b>14,557</b>	<b>100.0%</b>	<b>--</b>	<b>\$14.03</b>	<b>\$10.50</b>
08 or less hours	79	13.6%	171	1.2%	1.2%	\$19.71	\$9.38
09 to 16 hours	111	19.0%	257	1.8%	2.9%	\$11.79	\$8.68
17 to 24 hours	172	29.5%	563	3.9%	6.8%	\$11.71	\$9.19
25 to 32 hours	200	34.3%	713	4.9%	11.7%	\$10.16	\$8.05
33 to 39 hours	298	51.1%	1,937	13.3%	25.0%	\$9.52	\$8.25
40+ hours	417	71.5%	10,916	75.0%	100.0%	\$15.17	\$11.82

## HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 14,557 employees in the 2023 PWS clean dataset were classified into 486 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 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 82 Detailed Titles met this rule in the 2023 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, 417 of the 486 Titles in the 2023 PWS had hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2023 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 2023 PWS cannot be used as the source for prevailing wage rate when applying for a visa.

## CHALLENGES AND LIMITATIONS

### CHALLENGES

**Economic Conditions.** The macroeconomic conditions in the CNMI in 2023, seems to have improved somewhat. It is difficult to be certain when describing the current economic conditions because the CNMI does not regularly produce common economic indicators like GDP and unemployment rate. However, the number of visitors (tourists) has started to increase, hotels now have more guests, and restaurants have more customers. Private sector businesses have extended the hours they are open for business and are allowing employees to work more hours than in the last two to three years. Overall economic activity, however, is still much lower than in 2019, pre-pandemic. A few companies that did not participate in 2022 because they were closed due to the COVID-19 pandemic have now opened back up again and participated in the 2023 PWS Survey. It is true, though, that some companies did not participate in this year's Survey, even though they are open.

### LIMITATIONS

**Not all Active Employers Completed the 2023 PW Survey.** The number of employers and the number of reported employees in the 2023 PWS increased from those in the 2022 PWS. However, not all companies with employees participated in the 2023 survey for unknown reasons.

As in the prior years, a few employers reported employee pay that translated into hourly wage rates below the current minimum wage of \$7.25. Employee records with hourly wages below \$5.00 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: 2023 PWS, CNMI shows the 486 Detailed Titles captured by the study in the CNMI economy in 2023. Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2023 PWS, CNMI shows the hourly wage statistics at the different SOC levels of aggregation. Appendix B shows a sample ETA Form 9165 using the 2023 PWS. Appendix C lists the definitions of the 486 Detailed Titles found in the 2023 PWS. And Appendix D shows the data definitions and the screenshots of the 2023 PWS Online Portal forms.



## APPENDIX A: 2023 CNMI HOURLY WAGE STATISTICS

This appendix contains the hourly wage statistics produced from the 2023 PWS to meet the prevailing wage requirements when applying for a visa in the Commonwealth of the Northern Mariana Islands. There are two tables: Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI and Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023. When completing a visa application, the guideline requires that the mean hourly wage for the Detailed 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 82 of the 486 Detailed Titles in the 2023 PWS met the 3-30 rule at the Detailed Level. 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 58 number of employers, the 96 number of employees, the \$18.21 mean hourly wage, and the \$17.30 median hourly wage 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 2023 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: 2023 PWS, CNMI**

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
1	11-1011 - Chief Executives	86	166	\$39.19	\$34.86	Detailed
2	11-1021 - General and Operations Managers	235	364	\$22.10	\$19.75	Detailed
3	11-1031 - Legislators	279	563	\$26.74	\$21.68	Minor
4	11-2011 - Advertising and Promotions Managers	58	96	\$18.21	\$17.30	Minor
5	11-2021 - Marketing Managers	24	32	\$19.16	\$18.24	Detailed
6	11-2022 - Sales Managers	36	54	\$17.07	\$16.82	Detailed
7	11-2032 - Public Relations Managers	58	96	\$18.21	\$17.30	Minor
8	11-3012 - Administrative Services Managers	28	91	\$22.37	\$21.06	Detailed
9	11-3013 - Facilities Managers	37	103	\$22.68	\$20.93	Broad
10	11-3021 - Computer and Information Systems Managers	75	224	\$24.00	\$22.87	Minor
11	11-3031 - Financial Managers	29	36	\$27.41	\$23.38	Detailed
12	11-3051 - Industrial Production Managers	75	224	\$24.00	\$22.87	Minor
13	11-3061 - Purchasing Managers	75	224	\$24.00	\$22.87	Minor
14	11-3071 - Transportation, Storage, and Distribution Managers	75	224	\$24.00	\$22.87	Minor
15	11-3111 - Compensation and Benefits Managers	75	224	\$24.00	\$22.87	Minor
16	11-3121 - Human Resources Managers	20	30	\$25.94	\$25.19	Detailed
17	11-3131 - Training and Development Managers	75	224	\$24.00	\$22.87	Minor
18	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	99	518	\$23.62	\$22.74	Minor
19	11-9021 - Construction Managers	99	518	\$23.62	\$22.74	Minor
20	11-9031 - Education and Childcare Administrators, Preschool and Daycare	10	75	\$31.03	\$31.25	Broad
21	11-9032 - Education Administrators, Kindergarten through Secondary	10	75	\$31.03	\$31.25	Broad
22	11-9033 - Education Administrators, Postsecondary	10	75	\$31.03	\$31.25	Broad
23	11-9039 - Education Administrators, All Other	10	75	\$31.03	\$31.25	Broad
24	11-9041 - Architectural and Engineering Managers	99	518	\$23.62	\$22.74	Minor
25	11-9051 - Food Service Managers	21	49	\$14.30	\$11.07	Detailed
26	11-9071 - Gambling Managers	99	518	\$23.62	\$22.74	Minor
27	11-9072 - Entertainment and Recreation Managers, Except Gambling	99	518	\$23.62	\$22.74	Minor
28	11-9081 - Lodging Managers	99	518	\$23.62	\$22.74	Minor
29	11-9111 - Medical and Health Services Managers	3	33	\$31.02	\$28.37	Detailed
30	11-9121 - Natural Sciences Managers	99	518	\$23.62	\$22.74	Minor
31	11-9141 - Property, Real Estate, and Community Association Managers	99	518	\$23.62	\$22.74	Minor
32	11-9151 - Social and Community Service Managers	99	518	\$23.62	\$22.74	Minor
33	11-9161 - Emergency Management Directors	99	518	\$23.62	\$22.74	Minor
34	11-9171 - Funeral Home Managers	99	518	\$23.62	\$22.74	Minor
35	11-9179 - Personal Service Managers, All Other	99	518	\$23.62	\$22.74	Minor
36	11-9199 - Managers, All Other	47	243	\$24.25	\$23.38	Detailed
37	13-1022 - Wholesale and Retail Buyers, Except Farm Products	53	476	\$16.40	\$15.00	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
38	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	53	476	\$16.40	\$15.00	Minor
39	13-1031 - Claims Adjusters, Examiners, and Investigators	53	476	\$16.40	\$15.00	Minor
40	13-1041 - Compliance Officers	8	45	\$16.12	\$14.42	Detailed
41	13-1051 - Cost Estimators	53	476	\$16.40	\$15.00	Minor
42	13-1071 - Human Resources Specialists	18	45	\$17.09	\$15.68	Detailed
43	13-1075 - Labor Relations Specialists	19	55	\$17.14	\$16.62	Broad
44	13-1081 - Logisticians	10	277	\$16.97	\$15.07	Broad
45	13-1082 - Project Management Specialists	9	255	\$17.33	\$15.87	Detailed
46	13-1111 - Management Analysts	53	476	\$16.40	\$15.00	Minor
47	13-1121 - Meeting, Convention, and Event Planners	53	476	\$16.40	\$15.00	Minor
48	13-1131 - Fundraisers	53	476	\$16.40	\$15.00	Minor
49	13-1141 - Compensation, Benefits, and Job Analysis Specialists	53	476	\$16.40	\$15.00	Minor
50	13-1151 - Training and Development Specialists	53	476	\$16.40	\$15.00	Minor
51	13-1161 - Market Research Analysts and Marketing Specialists	53	476	\$16.40	\$15.00	Minor
52	13-1199 - Business Operations Specialists, All Other	53	476	\$16.40	\$15.00	Minor
53	13-2011 - Accountants and Auditors	128	237	\$16.98	\$15.60	Detailed
54	13-2022 - Appraisers of Personal and Business Property	136	390	\$16.63	\$15.29	Minor
55	13-2023 - Appraisers and Assessors of Real Estate	136	390	\$16.63	\$15.29	Minor
56	13-2031 - Budget Analysts	136	390	\$16.63	\$15.29	Minor
57	13-2041 - Credit Analysts	136	390	\$16.63	\$15.29	Minor
58	13-2051 - Financial and Investment Analysts	12	51	\$16.42	\$14.42	Broad
59	13-2053 - Insurance Underwriters	9	30	\$11.69	\$11.00	Detailed
60	13-2061 - Financial Examiners	136	390	\$16.63	\$15.29	Minor
61	13-2071 - Credit Counselors	136	390	\$16.63	\$15.29	Minor
62	13-2072 - Loan Officers	136	390	\$16.63	\$15.29	Minor
63	13-2081 - Tax Examiners and Collectors, and Revenue Agents	4	53	\$12.26	\$11.25	Broad
64	13-2082 - Tax Preparers	4	53	\$12.26	\$11.25	Broad
65	13-2099 - Financial Specialists, All Other	136	390	\$16.63	\$15.29	Minor
66	15-1211 - Computer Systems Analysts	33	135	\$18.01	\$15.58	Minor
67	15-1212 - Information Security Analysts	33	135	\$18.01	\$15.58	Minor
68	15-1231 - Computer Network Support Specialists	22	64	\$14.92	\$13.70	Broad
69	15-1232 - Computer User Support Specialists	19	49	\$14.14	\$12.78	Detailed
70	15-1241 - Computer Network Architects	8	35	\$23.87	\$24.04	Broad
71	15-1242 - Database Administrators	8	35	\$23.87	\$24.04	Broad
72	15-1244 - Network and Computer Systems Administrators	8	35	\$23.87	\$24.04	Broad
73	15-1251 - Computer Programmers	33	135	\$18.01	\$15.58	Minor
74	15-1253 - Software Quality Assurance Analysts and Testers	33	135	\$18.01	\$15.58	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
75	15-1254 - Web Developers	33	135	\$18.01	\$15.58	Minor
76	15-1255 - Web and Digital Interface Designers	33	135	\$18.01	\$15.58	Minor
77	15-1299 - Computer Occupations, All Other	33	135	\$18.01	\$15.58	Minor
78	15-2031 - Operations Research Analysts	Not met	Not met	Not met	Not met	Not met
79	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
80	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
81	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
82	17-2031 - Bioengineers and Biomedical Engineers	17	57	\$26.84	\$24.04	Minor
83	17-2051 - Civil Engineers	17	57	\$26.84	\$24.04	Minor
84	17-2071 - Electrical Engineers	17	57	\$26.84	\$24.04	Minor
85	17-2072 - Electronics Engineers, Except Computer	17	57	\$26.84	\$24.04	Minor
86	17-2081 - Environmental Engineers	17	57	\$26.84	\$24.04	Minor
87	17-2121 - Marine Engineers and Naval Architects	17	57	\$26.84	\$24.04	Minor
88	17-2141 - Mechanical Engineers	17	57	\$26.84	\$24.04	Minor
89	17-2199 - Engineers, All Other	17	57	\$26.84	\$24.04	Minor
90	17-3011 - Architectural and Civil Drafters	27	70	\$16.93	\$16.33	Minor
91	17-3012 - Electrical and Electronics Drafters	27	70	\$16.93	\$16.33	Minor
92	17-3013 - Mechanical Drafters	27	70	\$16.93	\$16.33	Minor
93	17-3019 - Drafters, All Other	27	70	\$16.93	\$16.33	Minor
94	17-3022 - Civil Engineering Technologists and Technicians	17	35	\$17.76	\$17.02	Broad
95	17-3023 - Electrical and Electronic Engineering Technologists and Technicians	17	35	\$17.76	\$17.02	Broad
96	17-3027 - Mechanical Engineering Technologists and Technicians	17	35	\$17.76	\$17.02	Broad
97	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	17	35	\$17.76	\$17.02	Broad
98	17-3031 - Surveying and Mapping Technicians	27	70	\$16.93	\$16.33	Minor
99	19-1012 - Food Scientists and Technologists	3	39	\$19.24	\$20.19	Minor
100	19-1022 - Microbiologists	3	39	\$19.24	\$20.19	Minor
101	19-1023 - Zoologists and Wildlife Biologists	3	39	\$19.24	\$20.19	Minor
102	19-1029 - Biological Scientists, All Other	3	39	\$19.24	\$20.19	Minor
103	19-1031 - Conservation Scientists	3	39	\$19.24	\$20.19	Minor
104	19-2031 - Chemists	5	45	\$12.08	\$11.54	Minor
105	19-2041 - Environmental Scientists and Specialists, Including Health	4	44	\$11.87	\$11.39	Detailed
106	19-3033 - Clinical and Counseling Psychologists	Not met	Not met	Not met	Not met	Not met
107	19-3034 - School Psychologists	Not met	Not met	Not met	Not met	Not met
108	19-3039 - Psychologists, All Other	Not met	Not met	Not met	Not met	Not met
109	19-3051 - Urban and Regional Planners	Not met	Not met	Not met	Not met	Not met
110	19-3091 - Anthropologists and Archeologists	Not met	Not met	Not met	Not met	Not met
111	19-3099 - Social Scientists and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
112	19-4042 - Environmental Science and Protection Technicians, Including Health	5	35	\$14.28	\$12.50	Minor
113	19-4044 - Hydrologic Technicians	5	35	\$14.28	\$12.50	Minor
114	19-4061 - Social Science Research Assistants	5	35	\$14.28	\$12.50	Minor
115	19-4071 - Forest and Conservation Technicians	5	35	\$14.28	\$12.50	Minor
116	19-4099 - Life, Physical, and Social Science Technicians, All Other	5	35	\$14.28	\$12.50	Minor
117	19-5011 - Occupational Health and Safety Specialists	Not met	Not met	Not met	Not met	Not met
118	19-5012 - Occupational Health and Safety Technicians	Not met	Not met	Not met	Not met	Not met
119	21-1011 - Substance Abuse and Behavioral Disorder Counselors	7	68	\$18.20	\$17.91	Broad
120	21-1012 - Educational, Guidance, and Career Counselors and Advisors	7	68	\$18.20	\$17.91	Broad
121	21-1014 - Mental Health Counselors	7	68	\$18.20	\$17.91	Broad
122	21-1015 - Rehabilitation Counselors	7	68	\$18.20	\$17.91	Broad
123	21-1019 - Counselors, All Other	3	39	\$18.06	\$17.91	Detailed
124	21-1021 - Child, Family, and School Social Workers	10	437	\$13.81	\$12.80	Minor
125	21-1022 - Healthcare Social Workers	10	437	\$13.81	\$12.80	Minor
126	21-1029 - Social Workers, All Other	10	437	\$13.81	\$12.80	Minor
127	21-1091 - Health Education Specialists	4	352	\$12.76	\$12.00	Broad
128	21-1092 - Probation Officers and Correctional Treatment Specialists	4	352	\$12.76	\$12.00	Broad
129	21-1093 - Social and Human Service Assistants	4	352	\$12.76	\$12.00	Broad
130	21-1094 - Community Health Workers	4	352	\$12.76	\$12.00	Broad
131	21-1099 - Community and Social Service Specialists, All Other	4	352	\$12.76	\$12.00	Broad
132	21-2011 - Clergy	Not met	Not met	Not met	Not met	Not met
133	21-2021 - Directors, Religious Activities and Education	Not met	Not met	Not met	Not met	Not met
134	23-1011 - Lawyers	10	36	\$36.96	\$33.65	Broad
135	23-1012 - Judicial Law Clerks	10	36	\$36.96	\$33.65	Broad
136	23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers	10	45	\$40.76	\$35.10	Minor
137	23-1023 - Judges, Magistrate Judges, and Magistrates	10	45	\$40.76	\$35.10	Minor
138	23-2011 - Paralegals and Legal Assistants	11	48	\$20.13	\$17.26	Detailed
139	23-2093 - Title Examiners, Abstractors, and Searchers	11	53	\$21.28	\$17.88	Minor
140	23-2099 - Legal Support Workers, All Other	11	53	\$21.28	\$17.88	Minor
141	25-1011 - Business Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
142	25-1021 - Computer Science Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
143	25-1022 - Mathematical Science Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
144	25-1042 - Biological Science Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
145	25-1043 - Forestry and Conservation Science Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
146	25-1051 - Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
147	25-1066 - Psychology Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
148	25-1069 - Social Sciences Teachers, Postsecondary, All Other	6	50	\$24.94	\$22.64	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
149	25-1071 - Health Specialties Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
150	25-1072 - Nursing Instructors and Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
151	25-1081 - Education Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
152	25-1121 - Art, Drama, and Music Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
153	25-1123 - English Language and Literature Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
154	25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
155	25-1194 - Career/Technical Education Teachers, Postsecondary	6	50	\$24.94	\$22.64	Minor
156	25-1199 - Postsecondary Teachers, All Other	6	50	\$24.94	\$22.64	Minor
157	25-2011 - Preschool Teachers, Except Special Education	11	114	\$16.25	\$14.27	Minor
158	25-2012 - Kindergarten Teachers, Except Special Education	11	114	\$16.25	\$14.27	Minor
159	25-2021 - Elementary School Teachers, Except Special Education	8	32	\$11.96	\$12.25	Detailed
160	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	8	43	\$11.83	\$11.90	Broad
161	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	11	114	\$16.25	\$14.27	Minor
162	25-2059 - Special Education Teachers, All Other	11	114	\$16.25	\$14.27	Minor
163	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	10	720	\$19.31	\$17.94	Minor
164	25-3021 - Self-Enrichment Teachers	10	720	\$19.31	\$17.94	Minor
165	25-3031 - Substitute Teachers, Short-Term	10	720	\$19.31	\$17.94	Minor
166	25-3041 - Tutors	10	720	\$19.31	\$17.94	Minor
167	25-3099 - Teachers and Instructors, All Other	4	548	\$20.85	\$20.89	Detailed
168	25-4011 - Archivists	3	32	\$13.03	\$10.46	Minor
169	25-4013 - Museum Technicians and Conservators	3	32	\$13.03	\$10.46	Minor
170	25-4022 - Librarians and Media Collections Specialists	3	32	\$13.03	\$10.46	Minor
171	25-4031 - Library Technicians	3	32	\$13.03	\$10.46	Minor
172	25-9021 - Farm and Home Management Educators	8	201	\$12.19	\$10.69	Minor
173	25-9031 - Instructional Coordinators	8	201	\$12.19	\$10.69	Minor
174	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Educa	4	48	\$10.46	\$10.69	Detailed
175	25-9043 - Teaching Assistants, Special Education	4	168	\$10.66	\$10.69	Broad
176	25-9099 - Educational Instruction and Library Workers, All Other	8	201	\$12.19	\$10.69	Minor
177	27-1019 - Artists and Related Workers, All Other	21	35	\$9.67	\$9.18	Minor
178	27-1023 - Floral Designers	21	34	\$9.72	\$9.18	Broad
179	27-1024 - Graphic Designers	21	34	\$9.72	\$9.18	Broad
180	27-1025 - Interior Designers	21	34	\$9.72	\$9.18	Broad
181	27-1026 - Merchandise Displayers and Window Trimmers	21	34	\$9.72	\$9.18	Broad
182	27-2022 - Coaches and Scouts	Not met	Not met	Not met	Not met	Not met
183	27-2042 - Musicians and Singers	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	27-3011 - Broadcast Announcers and Radio Disc Jockeys	9	35	\$17.37	\$14.98	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
186	27-3023 - News Analysts, Reporters, and Journalists	9	35	\$17.37	\$14.98	Minor
187	27-3031 - Public Relations Specialists	9	35	\$17.37	\$14.98	Minor
188	27-3041 - Editors	9	35	\$17.37	\$14.98	Minor
189	27-3042 - Technical Writers	9	35	\$17.37	\$14.98	Minor
190	27-3091 - Interpreters and Translators	9	35	\$17.37	\$14.98	Minor
191	27-3092 - Court Reporters and Simultaneous Captioners	9	35	\$17.37	\$14.98	Minor
192	27-3099 - Media and Communication Workers, All Other	9	35	\$17.37	\$14.98	Minor
193	27-4011 - Audio and Video Technicians	Not met	Not met	Not met	Not met	Not met
194	27-4099 - Media and Communication Equipment Workers, All Other	Not met	Not met	Not met	Not met	Not met
195	29-1021 - Dentists, General	14	331	\$43.05	\$23.38	Minor
196	29-1031 - Dietitians and Nutritionists	14	331	\$43.05	\$23.38	Minor
197	29-1041 - Optometrists	14	331	\$43.05	\$23.38	Minor
198	29-1051 - Pharmacists	14	331	\$43.05	\$23.38	Minor
199	29-1071 - Physician Assistants	14	331	\$43.05	\$23.38	Minor
200	29-1081 - Podiatrists	14	331	\$43.05	\$23.38	Minor
201	29-1122 - Occupational Therapists	14	331	\$43.05	\$23.38	Minor
202	29-1123 - Physical Therapists	14	331	\$43.05	\$23.38	Minor
203	29-1125 - Recreational Therapists	14	331	\$43.05	\$23.38	Minor
204	29-1126 - Respiratory Therapists	14	331	\$43.05	\$23.38	Minor
205	29-1127 - Speech-Language Pathologists	14	331	\$43.05	\$23.38	Minor
206	29-1129 - Therapists, All Other	14	331	\$43.05	\$23.38	Minor
207	29-1131 - Veterinarians	14	331	\$43.05	\$23.38	Minor
208	29-1141 - Registered Nurses	8	175	\$17.53	\$16.03	Detailed
209	29-1151 - Nurse Anesthetists	14	331	\$43.05	\$23.38	Minor
210	29-1161 - Nurse Midwives	14	331	\$43.05	\$23.38	Minor
211	29-1171 - Nurse Practitioners	14	331	\$43.05	\$23.38	Minor
212	29-1181 - Audiologists	14	331	\$43.05	\$23.38	Minor
213	29-1211 - Anesthesiologists	5	55	\$113.85	\$104.81	Broad
214	29-1212 - Cardiologists	5	55	\$113.85	\$104.81	Broad
215	29-1214 - Emergency Medicine Physicians	5	55	\$113.85	\$104.81	Broad
216	29-1215 - Family Medicine Physicians	5	55	\$113.85	\$104.81	Broad
217	29-1216 - General Internal Medicine Physicians	5	55	\$113.85	\$104.81	Broad
218	29-1218 - Obstetricians and Gynecologists	5	55	\$113.85	\$104.81	Broad
219	29-1221 - Pediatricians, General	5	55	\$113.85	\$104.81	Broad
220	29-1223 - Psychiatrists	5	55	\$113.85	\$104.81	Broad
221	29-1224 - Radiologists	5	55	\$113.85	\$104.81	Broad
222	29-1229 - Physicians, All Other	5	55	\$113.85	\$104.81	Broad

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
223	29-1242 - Orthopedic Surgeons, Except Pediatric	14	331	\$43.05	\$23.38	Minor
224	29-1249 - Surgeons, All Other	14	331	\$43.05	\$23.38	Minor
225	29-1292 - Dental Hygienists	14	331	\$43.05	\$23.38	Minor
226	29-2011 - Medical and Clinical Laboratory Technologists	10	182	\$15.02	\$14.18	Minor
227	29-2012 - Medical and Clinical Laboratory Technicians	10	182	\$15.02	\$14.18	Minor
228	29-2031 - Cardiovascular Technologists and Technicians	10	182	\$15.02	\$14.18	Minor
229	29-2034 - Radiologic Technologists and Technicians	10	182	\$15.02	\$14.18	Minor
230	29-2042 - Emergency Medical Technicians	10	182	\$15.02	\$14.18	Minor
231	29-2051 - Dietetic Technicians	10	182	\$15.02	\$14.18	Minor
232	29-2052 - Pharmacy Technicians	10	182	\$15.02	\$14.18	Minor
233	29-2061 - Licensed Practical and Licensed Vocational Nurses	10	182	\$15.02	\$14.18	Minor
234	29-2072 - Medical Records Specialists	10	182	\$15.02	\$14.18	Minor
235	29-2081 - Opticians, Dispensing	10	182	\$15.02	\$14.18	Minor
236	29-2099 - Health Technologists and Technicians, All Other	4	33	\$15.51	\$14.00	Detailed
237	29-9021 - Health Information Technologists and Medical Registrars	Not met	Not met	Not met	Not met	Not met
238	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not met	Not met	Not met	Not met	Not met
239	31-1121 - Home Health Aides	6	56	\$11.22	\$10.86	Minor
240	31-1131 - Nursing Assistants	4	51	\$11.19	\$10.71	Detailed
241	31-2021 - Physical Therapist Assistants	Not met	Not met	Not met	Not met	Not met
242	31-2022 - Physical Therapist Aides	Not met	Not met	Not met	Not met	Not met
243	31-9011 - Massage Therapists	12	82	\$12.26	\$11.11	Minor
244	31-9091 - Dental Assistants	5	67	\$12.67	\$11.13	Broad
245	31-9092 - Medical Assistants	3	30	\$12.35	\$11.13	Detailed
246	31-9094 - Medical Transcriptionists	5	67	\$12.67	\$11.13	Broad
247	31-9095 - Pharmacy Aides	5	67	\$12.67	\$11.13	Broad
248	31-9097 - Phlebotomists	5	67	\$12.67	\$11.13	Broad
249	31-9099 - Healthcare Support Workers, All Other	5	67	\$12.67	\$11.13	Broad
250	33-1011 - First-Line Supervisors of Correctional Officers	7	117	\$17.43	\$17.45	Minor
251	33-1012 - First-Line Supervisors of Police and Detectives	7	117	\$17.43	\$17.45	Minor
252	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	7	117	\$17.43	\$17.45	Minor
253	33-1091 - First-Line Supervisors of Security Workers	7	117	\$17.43	\$17.45	Minor
254	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	7	117	\$17.43	\$17.45	Minor
255	33-2011 - Firefighters	Not met	Not met	Not met	Not met	Not met
256	33-2022 - Forest Fire Inspectors and Prevention Specialists	Not met	Not met	Not met	Not met	Not met
257	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
258	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
259	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
260	33-9011 - Animal Control Workers	34	410	\$9.61	\$8.00	Minor
261	33-9031 - Gambling Surveillance Officers and Gambling Investigators	29	243	\$7.96	\$7.49	Broad
262	33-9032 - Security Guards	29	242	\$7.96	\$7.49	Detailed
263	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	6	38	\$8.69	\$8.00	Detailed
264	33-9094 - School Bus Monitors	8	165	\$12.06	\$11.25	Broad
265	33-9099 - Protective Service Workers, All Other	8	165	\$12.06	\$11.25	Broad
266	35-1011 - Chefs and Head Cooks	12	40	\$15.10	\$12.99	Detailed
267	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	30	123	\$10.30	\$10.00	Detailed
268	35-2011 - Cooks, Fast Food	74	317	\$8.69	\$8.55	Broad
269	35-2012 - Cooks, Institution and Cafeteria	9	31	\$9.28	\$8.81	Detailed
270	35-2014 - Cooks, Restaurant	57	247	\$8.69	\$8.68	Detailed
271	35-2015 - Cooks, Short Order	74	317	\$8.69	\$8.55	Broad
272	35-2019 - Cooks, All Other	74	317	\$8.69	\$8.55	Broad
273	35-2021 - Food Preparation Workers	26	243	\$7.95	\$7.84	Detailed
274	35-3011 - Bartenders	57	338	\$7.93	\$8.00	Minor
275	35-3023 - Fast Food and Counter Workers	11	79	\$7.97	\$8.00	Detailed
276	35-3031 - Waiters and Waitresses	42	207	\$7.89	\$8.00	Detailed
277	35-3041 - Food Servers, Nonrestaurant	5	33	\$7.84	\$8.00	Detailed
278	35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	23	85	\$7.94	\$7.85	Minor
279	35-9021 - Dishwashers	17	52	\$7.82	\$7.75	Detailed
280	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	23	85	\$7.94	\$7.85	Minor
281	35-9099 - Food Preparation and Serving Related Workers, All Other	23	85	\$7.94	\$7.85	Minor
282	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	19	35	\$10.38	\$10.25	Detailed
283	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	22	42	\$10.65	\$10.50	Broad
284	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	74	231	\$8.15	\$7.93	Detailed
285	37-2012 - Maids and Housekeeping Cleaners	41	233	\$7.64	\$7.45	Detailed
286	37-2019 - Building Cleaning Workers, All Other	109	471	\$7.90	\$7.75	Broad
287	37-2021 - Pest Control Workers	110	475	\$7.91	\$7.75	Minor
288	37-3011 - Landscaping and Groundskeeping Workers	25	84	\$8.26	\$8.28	Detailed
289	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	40	171	\$9.47	\$8.51	Broad
290	37-3019 - Grounds Maintenance Workers, All Other	15	84	\$10.70	\$10.58	Detailed
291	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
292	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Not met	Not met	Not met	Not met	Not met
293	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
294	39-2011 - Animal Trainers	Not met	Not met	Not met	Not met	Not met
295	39-2021 - Animal Caretakers	Not met	Not met	Not met	Not met	Not met
296	39-3012 - Gambling and Sports Book Writers and Runners	8	38	\$7.70	\$7.57	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
297	39-3019 - Gambling Service Workers, All Other	8	38	\$7.70	\$7.57	Minor
298	39-3091 - Amusement and Recreation Attendants	8	38	\$7.70	\$7.57	Minor
299	39-5011 - Barbers	22	41	\$9.60	\$7.88	Broad
300	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	20	37	\$9.77	\$7.52	Detailed
301	39-5092 - Manicurists and Pedicurists	23	42	\$9.54	\$7.87	Minor
302	39-6011 - Baggage Porters and Bellhops	Not met	Not met	Not met	Not met	Not met
303	39-6012 - Concierges	Not met	Not met	Not met	Not met	Not met
304	39-7011 - Tour Guides and Escorts	13	30	\$10.05	\$9.78	Broad
305	39-7012 - Travel Guides	13	30	\$10.05	\$9.78	Broad
306	39-9011 - Childcare Workers	11	64	\$7.79	\$7.53	Detailed
307	39-9031 - Exercise Trainers and Group Fitness Instructors	15	86	\$9.23	\$7.58	Minor
308	39-9032 - Recreation Workers	15	86	\$9.23	\$7.58	Minor
309	39-9099 - Personal Care and Service Workers, All Other	15	86	\$9.23	\$7.58	Minor
310	41-1011 - First-Line Supervisors of Retail Sales Workers	36	88	\$10.17	\$9.46	Detailed
311	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	41	97	\$10.40	\$9.49	Broad
312	41-2011 - Cashiers	59	244	\$7.92	\$7.75	Detailed
313	41-2012 - Gambling Change Persons and Booth Cashiers	11	56	\$8.21	\$8.25	Detailed
314	41-2021 - Counter and Rental Clerks	107	485	\$8.23	\$8.00	Minor
315	41-2022 - Parts Salespersons	107	485	\$8.23	\$8.00	Minor
316	41-2031 - Retail Salespersons	38	162	\$8.59	\$8.58	Detailed
317	41-3011 - Advertising Sales Agents	Not met	Not met	Not met	Not met	Not met
318	41-3021 - Insurance Sales Agents	Not met	Not met	Not met	Not met	Not met
319	41-3041 - Travel Agents	Not met	Not met	Not met	Not met	Not met
320	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Not met	Not met	Not met	Not met	Not met
321	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	29	59	\$9.39	\$9.27	Broad
322	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19	39	\$9.29	\$9.27	Detailed
323	41-9011 - Demonstrators and Product Promoters	15	40	\$14.52	\$8.99	Minor
324	41-9022 - Real Estate Sales Agents	15	40	\$14.52	\$8.99	Minor
325	41-9031 - Sales Engineers	15	40	\$14.52	\$8.99	Minor
326	41-9041 - Telemarketers	15	40	\$14.52	\$8.99	Minor
327	41-9099 - Sales and Related Workers, All Other	10	31	\$9.32	\$8.25	Detailed
328	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	24	50	\$14.04	\$12.41	Detailed
329	43-2021 - Telephone Operators	3	30	\$11.13	\$10.57	Detailed
330	43-3011 - Bill and Account Collectors	130	359	\$12.11	\$10.56	Minor
331	43-3021 - Billing and Posting Clerks	130	359	\$12.11	\$10.56	Minor
332	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	111	227	\$11.43	\$10.16	Detailed
333	43-3041 - Gambling Cage Workers	130	359	\$12.11	\$10.56	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
334	43-3051 - Payroll and Timekeeping Clerks	130	359	\$12.11	\$10.56	Minor
335	43-3061 - Procurement Clerks	16	33	\$14.71	\$13.36	Detailed
336	43-3071 - Tellers	4	35	\$15.08	\$17.06	Detailed
337	43-3099 - Financial Clerks, All Other	130	359	\$12.11	\$10.56	Minor
338	43-4031 - Court, Municipal, and License Clerks	68	423	\$10.66	\$9.45	Minor
339	43-4041 - Credit Authorizers, Checkers, and Clerks	68	423	\$10.66	\$9.45	Minor
340	43-4051 - Customer Service Representatives	19	119	\$10.84	\$10.00	Detailed
341	43-4061 - Eligibility Interviewers, Government Programs	68	423	\$10.66	\$9.45	Minor
342	43-4071 - File Clerks	68	423	\$10.66	\$9.45	Minor
343	43-4081 - Hotel, Motel, and Resort Desk Clerks	16	67	\$8.72	\$8.25	Detailed
344	43-4111 - Interviewers, Except Eligibility and Loan	68	423	\$10.66	\$9.45	Minor
345	43-4121 - Library Assistants, Clerical	68	423	\$10.66	\$9.45	Minor
346	43-4141 - New Accounts Clerks	68	423	\$10.66	\$9.45	Minor
347	43-4151 - Order Clerks	68	423	\$10.66	\$9.45	Minor
348	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	68	423	\$10.66	\$9.45	Minor
349	43-4171 - Receptionists and Information Clerks	15	36	\$8.51	\$8.00	Detailed
350	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	8	65	\$8.87	\$7.50	Detailed
351	43-5011 - Cargo and Freight Agents	6	50	\$8.42	\$8.33	Detailed
352	43-5021 - Couriers and Messengers	49	172	\$10.05	\$8.48	Minor
353	43-5031 - Public Safety Telecommunicators	49	172	\$10.05	\$8.48	Minor
354	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	49	172	\$10.05	\$8.48	Minor
355	43-5041 - Meter Readers, Utilities	49	172	\$10.05	\$8.48	Minor
356	43-5061 - Production, Planning, and Expediting Clerks	49	172	\$10.05	\$8.48	Minor
357	43-5071 - Shipping, Receiving, and Inventory Clerks	29	70	\$11.11	\$9.30	Detailed
358	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	49	172	\$10.05	\$8.48	Minor
359	43-6011 - Executive Secretaries and Executive Administrative Assistants	27	80	\$19.10	\$17.74	Detailed
360	43-6012 - Legal Secretaries and Administrative Assistants	73	518	\$14.05	\$12.30	Broad
361	43-6013 - Medical Secretaries and Administrative Assistants	73	518	\$14.05	\$12.30	Broad
362	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	51	397	\$12.94	\$11.81	Detailed
363	43-9021 - Data Entry Keyers	3	30	\$10.57	\$9.63	Broad
364	43-9022 - Word Processors and Typists	3	30	\$10.57	\$9.63	Broad
365	43-9041 - Insurance Claims and Policy Processing Clerks	65	1040	\$9.91	\$8.39	Minor
366	43-9061 - Office Clerks, General	34	121	\$10.11	\$9.20	Detailed
367	43-9111 - Statistical Assistants	65	1040	\$9.91	\$8.39	Minor
368	43-9199 - Office and Administrative Support Workers, All Other	35	878	\$9.83	\$7.74	Detailed
369	45-2011 - Agricultural Inspectors	4	31	\$12.16	\$11.25	Minor
370	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	4	31	\$12.16	\$11.25	Minor



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
371	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met
372	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
373	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
374	47-2031 - Carpenters	45	214	\$10.87	\$9.74	Minor
375	47-2041 - Carpet Installers	45	214	\$10.87	\$9.74	Minor
376	47-2051 - Cement Masons and Concrete Finishers	9	52	\$8.94	\$8.75	Detailed
377	47-2061 - Construction Laborers	12	47	\$10.92	\$9.11	Detailed
378	47-2073 - Operating Engineers and Other Construction Equipment Operators	6	42	\$11.10	\$9.62	Detailed
379	47-2111 - Electricians	25	40	\$12.58	\$11.35	Detailed
380	47-2141 - Painters, Construction and Maintenance	45	214	\$10.87	\$9.74	Minor
381	47-2152 - Plumbers, Pipefitters, and Steamfitters	45	214	\$10.87	\$9.74	Minor
382	47-2171 - Reinforcing Iron and Rebar Workers	45	214	\$10.87	\$9.74	Minor
383	47-2211 - Sheet Metal Workers	45	214	\$10.87	\$9.74	Minor
384	47-2221 - Structural Iron and Steel Workers	45	214	\$10.87	\$9.74	Minor
385	47-2231 - Solar Photovoltaic Installers	45	214	\$10.87	\$9.74	Minor
386	47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	5	110	\$10.17	\$9.62	Broad
387	47-3012 - Helpers--Carpenters	5	110	\$10.17	\$9.62	Broad
388	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	5	110	\$10.17	\$9.62	Broad
389	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	5	110	\$10.17	\$9.62	Broad
390	47-3019 - Helpers, Construction Trades, All Other	5	110	\$10.17	\$9.62	Broad
391	47-4011 - Construction and Building Inspectors	Not met	Not met	Not met	Not met	Not met
392	47-4099 - Construction and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
393	47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	Not met	Not met	Not met	Not met	Not met
394	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	Not met	Not met	Not met	Not met	Not met
395	49-2011 - Computer, Automated Teller, and Office Machine Repairers	12	55	\$17.30	\$14.94	Minor
396	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	4	40	\$19.27	\$17.60	Broad
397	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	4	40	\$19.27	\$17.60	Broad
398	49-2091 - Avionics Technicians	12	55	\$17.30	\$14.94	Minor
399	49-2092 - Electric Motor, Power Tool, and Related Repairers	12	55	\$17.30	\$14.94	Minor
400	49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	12	55	\$17.30	\$14.94	Minor
401	49-2097 - Audiovisual Equipment Installers and Repairers	12	55	\$17.30	\$14.94	Minor
402	49-2098 - Security and Fire Alarm Systems Installers	12	55	\$17.30	\$14.94	Minor
403	49-3011 - Aircraft Mechanics and Service Technicians	54	171	\$11.08	\$10.15	Minor
404	49-3021 - Automotive Body and Related Repairers	37	91	\$10.15	\$9.10	Broad
405	49-3023 - Automotive Service Technicians and Mechanics	33	73	\$10.07	\$9.00	Detailed
406	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	54	171	\$11.08	\$10.15	Minor
407	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	13	53	\$11.25	\$10.15	Detailed



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
408	49-3051 - Motorboat Mechanics and Service Technicians	54	171	\$11.08	\$10.15	Minor
409	49-3093 - Tire Repairers and Changers	54	171	\$11.08	\$10.15	Minor
410	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21	60	\$10.06	\$9.25	Detailed
411	49-9041 - Industrial Machinery Mechanics	155	1071	\$9.96	\$8.81	Minor
412	49-9043 - Maintenance Workers, Machinery	155	1071	\$9.96	\$8.81	Minor
413	49-9051 - Electrical Power-Line Installers and Repairers	3	37	\$17.23	\$15.43	Broad
414	49-9052 - Telecommunications Line Installers and Repairers	3	37	\$17.23	\$15.43	Broad
415	49-9064 - Watch and Clock Repairers	155	1071	\$9.96	\$8.81	Minor
416	49-9071 - Maintenance and Repair Workers, General	143	799	\$9.54	\$8.72	Detailed
417	49-9096 - Riggers	15	155	\$10.05	\$9.32	Broad
418	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	11	144	\$9.63	\$9.32	Detailed
419	49-9099 - Installation, Maintenance, and Repair Workers, All Other	15	155	\$10.05	\$9.32	Broad
420	51-1011 - First-Line Supervisors of Production and Operating Workers	Not met	Not met	Not met	Not met	Not met
421	51-2041 - Structural Metal Fabricators and Fitters	Not met	Not met	Not met	Not met	Not met
422	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
423	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
424	51-3011 - Bakers	23	94	\$8.36	\$8.25	Detailed
425	51-3021 - Butchers and Meat Cutters	28	113	\$8.38	\$8.25	Minor
426	51-3092 - Food Batchmakers	28	113	\$8.38	\$8.25	Minor
427	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
428	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
429	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
430	51-5111 - Prepress Technicians and Workers	Not met	Not met	Not met	Not met	Not met
431	51-5112 - Printing Press Operators	Not met	Not met	Not met	Not met	Not met
432	51-5113 - Print Binding and Finishing Workers	Not met	Not met	Not met	Not met	Not met
433	51-6011 - Laundry and Dry-Cleaning Workers	22	45	\$8.84	\$8.00	Minor
434	51-6021 - Pressers, Textile, Garment, and Related Materials	22	45	\$8.84	\$8.00	Minor
435	51-6031 - Sewing Machine Operators	22	45	\$8.84	\$8.00	Minor
436	51-6052 - Tailors, Dressmakers, and Custom Sewers	22	45	\$8.84	\$8.00	Minor
437	51-6093 - Upholsterers	22	45	\$8.84	\$8.00	Minor
438	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
439	51-8013 - Power Plant Operators	5	61	\$14.48	\$13.42	Minor
440	51-8031 - Water and Wastewater Treatment Plant and System Operators	5	61	\$14.48	\$13.42	Minor
441	51-8092 - Gas Plant Operators	5	61	\$14.48	\$13.42	Minor
442	51-8093 - Petroleum Pump System Operators, Refinery Operators, and Gaugers	5	61	\$14.48	\$13.42	Minor
443	51-8099 - Plant and System Operators, All Other	5	61	\$14.48	\$13.42	Minor
444	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	28	89	\$8.90	\$8.00	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
445	51-9022 - Grinding and Polishing Workers, Hand	28	89	\$8.90	\$8.00	Minor
446	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	28	89	\$8.90	\$8.00	Minor
447	51-9071 - Jewelers and Precious Stone and Metal Workers	28	89	\$8.90	\$8.00	Minor
448	51-9081 - Dental Laboratory Technicians	28	89	\$8.90	\$8.00	Minor
449	51-9123 - Painting, Coating, and Decorating Workers	28	89	\$8.90	\$8.00	Minor
450	51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	28	89	\$8.90	\$8.00	Minor
451	51-9192 - Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	20	76	\$8.28	\$7.75	Broad
452	51-9193 - Cooling and Freezing Equipment Operators and Tenders	20	76	\$8.28	\$7.75	Broad
453	51-9198 - Helpers--Production Workers	14	59	\$7.95	\$7.74	Detailed
454	51-9199 - Production Workers, All Other	20	76	\$8.28	\$7.75	Broad
455	53-1041 - Aircraft Cargo Handling Supervisors	Not met	Not met	Not met	Not met	Not met
456	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Not met	Not met	Not met	Not met	Not met
457	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Not met	Not met	Not met	Not met	Not met
458	53-1044 - First-Line Supervisors of Passenger Attendants	Not met	Not met	Not met	Not met	Not met
459	53-1049 - First-Line Supervisors of Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
460	53-2012 - Commercial Pilots	Not met	Not met	Not met	Not met	Not met
461	53-2021 - Air Traffic Controllers	Not met	Not met	Not met	Not met	Not met
462	53-2022 - Airfield Operations Specialists	Not met	Not met	Not met	Not met	Not met
463	53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	58	255	\$9.32	\$9.00	Minor
464	53-3031 - Driver/Sales Workers	32	95	\$8.20	\$7.85	Detailed
465	53-3032 - Heavy and Tractor-Trailer Truck Drivers	14	63	\$10.47	\$10.00	Detailed
466	53-3033 - Light Truck Drivers	52	183	\$8.95	\$8.25	Broad
467	53-3051 - Bus Drivers, School	5	55	\$9.27	\$9.16	Broad
468	53-3052 - Bus Drivers, Transit and Intercity	5	55	\$9.27	\$9.16	Broad
469	53-3053 - Shuttle Drivers and Chauffeurs	5	55	\$9.27	\$9.16	Broad
470	53-3099 - Motor Vehicle Operators, All Other	58	255	\$9.32	\$9.00	Minor
471	53-5021 - Captains, Mates, and Pilots of Water Vessels	Not met	Not met	Not met	Not met	Not met
472	53-5022 - Motorboat Operators	Not met	Not met	Not met	Not met	Not met
473	53-6031 - Automotive and Watercraft Service Attendants	Not met	Not met	Not met	Not met	Not met
474	53-6099 - Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
475	53-7011 - Conveyor Operators and Tenders	77	455	\$9.01	\$8.15	Minor
476	53-7021 - Crane and Tower Operators	77	455	\$9.01	\$8.15	Minor
477	53-7041 - Hoist and Winch Operators	77	455	\$9.01	\$8.15	Minor
478	53-7051 - Industrial Truck and Tractor Operators	77	455	\$9.01	\$8.15	Minor
479	53-7061 - Cleaners of Vehicles and Equipment	14	76	\$8.01	\$8.14	Detailed
480	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	11	64	\$8.53	\$7.95	Detailed
481	53-7063 - Machine Feeders and Offbearers	67	339	\$8.39	\$7.95	Broad

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2023 PWS, CNMI**

Row #	SOC Detailed Code and Title	Employers Count with 3-30	Employees Count with 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
482	53-7064 - Packers and Packagers, Hand	67	339	\$8.39	\$7.95	Broad
483	53-7065 - Stockers and Order Fillers	47	182	\$8.56	\$7.93	Detailed
484	53-7071 - Gas Compressor and Gas Pumping Station Operators	77	455	\$9.01	\$8.15	Minor
485	53-7081 - Refuse and Recyclable Material Collectors	77	455	\$9.01	\$8.15	Minor
486	53-7199 - Material Moving Workers, All Other	5	71	\$10.57	\$9.81	Detailed
487	<b>Grand Total</b>	<b>583</b>	<b>14,557</b>	<b>\$14.03</b>	<b>\$10.50</b>	

**Met at Detailed: 82**  
**Met at Broad: 89**  
**Met at Minor: 246**  
**Total Met: 417**  
**Not Met: 69**  
**Total Titles: 486**



**APPENDIX A**

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
1	11-0000			Management Occupations	352	1,401	\$24.57	\$21.63
2	11-1000			Top Executives	279	563	\$26.74	\$21.68
3	11-1010			Chief Executives	86	166	\$39.19	\$34.86
4				11-1011 - Chief Executives	86	166	\$39.19	\$34.86
5	11-1020			General and Operations Managers	235	364	\$22.10	\$19.75
6				11-1021 - General and Operations Managers	235	364	\$22.10	\$19.75
7	11-1030			Legislators	D	33	D	D
8				11-1031 - Legislators	D	33	D	D
9	11-2000			Advertising, Marketing, Promotions, Public Relations, and Sales Managers	58	96	\$18.21	\$17.30
10	11-2010			Advertising and Promotions Managers	4	D	D	D
11				11-2011 - Advertising and Promotions Managers	4	D	D	D
12	11-2020			Marketing and Sales Managers	54	86	\$17.85	\$17.30
13				11-2021 - Marketing Managers	24	32	\$19.16	\$18.24
14				11-2022 - Sales Managers	36	54	\$17.07	\$16.82
15	11-2030			Public Relations and Fundraising Managers	6	D	D	D
16				11-2032 - Public Relations Managers	6	D	D	D
17	11-3000			Operations Specialties Managers	75	224	\$24.00	\$22.87
18	11-3010			Administrative Services and Facilities Managers	37	103	\$22.68	\$20.93
19				11-3012 - Administrative Services Managers	28	91	\$22.37	\$21.06
20				11-3013 - Facilities Managers	11	D	D	D
21	11-3020			Computer and Information Systems Managers	17	D	D	D
22				11-3021 - Computer and Information Systems Managers	17	D	D	D
23	11-3030			Financial Managers	29	36	\$27.41	\$23.38
24				11-3031 - Financial Managers	29	36	\$27.41	\$23.38
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	5	D	D	D
30				11-3071 - Transportation, Storage, and Distribution Managers	5	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	20	30	\$25.94	\$25.19
34				11-3121 - Human Resources Managers	20	30	\$25.94	\$25.19
35	11-3130			Training and Development Managers	D	D	D	D
36				11-3131 - Training and Development Managers	D	D	D	D
37	11-9000			Other Management Occupations	99	518	\$23.62	\$22.74
38	11-9010			Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
39				11-9013 - Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
40	11-9020			Construction Managers	12	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
41				11-9021 - Construction Managers	12	D	D	D
42			<b>11-9030</b>	<b>- Education and Childcare Administrators</b>	<b>10</b>	<b>75</b>	<b>\$31.03</b>	<b>\$31.25</b>
43				11-9031 - Education and Childcare Administrators, Preschool and Daycare	3	D	D	D
44				11-9032 - Education Administrators, Kindergarten through Secondary	3	D	D	D
45				11-9033 - Education Administrators, Postsecondary	D	D	D	D
46				11-9039 - Education Administrators, All Other	D	45	D	D
47			<b>11-9040</b>	<b>- Architectural and Engineering Managers</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
48				11-9041 - Architectural and Engineering Managers	9	D	D	D
49			<b>11-9050</b>	<b>- Food Service Managers</b>	<b>21</b>	<b>49</b>	<b>\$14.30</b>	<b>\$11.07</b>
50				11-9051 - Food Service Managers	21	49	\$14.30	\$11.07
51			<b>11-9070</b>	<b>- Entertainment and Recreation Managers</b>	<b>7</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	3	D	D	D
54			<b>11-9080</b>	<b>- Lodging Managers</b>	<b>11</b>	<b>D</b>	<b>D</b>	<b>D</b>
55				11-9081 - Lodging Managers	11	D	D	D
56			<b>11-9110</b>	<b>- Medical and Health Services Managers</b>	<b>3</b>	<b>33</b>	<b>\$31.02</b>	<b>\$28.37</b>
57				11-9111 - Medical and Health Services Managers	3	33	\$31.02	\$28.37
58			<b>11-9120</b>	<b>- Natural Sciences Managers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
59				11-9121 - Natural Sciences Managers	D	D	D	D
60			<b>11-9140</b>	<b>- Property, Real Estate, and Community Association Managers</b>	<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
61				11-9141 - Property, Real Estate, and Community Association Managers	8	D	D	D
62			<b>11-9150</b>	<b>- Social and Community Service Managers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
63				11-9151 - Social and Community Service Managers	D	D	D	D
64			<b>11-9160</b>	<b>- Emergency Management Directors</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
65				11-9161 - Emergency Management Directors	D	D	D	D
66			<b>11-9170</b>	<b>- Personal Service Managers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
67				11-9171 - Funeral Home Managers	D	D	D	D
68				11-9179 - Personal Service Managers, All Other	D	D	D	D
69			<b>11-9190</b>	<b>- Miscellaneous Managers</b>	<b>47</b>	<b>243</b>	<b>\$24.25</b>	<b>\$23.38</b>
70				11-9199 - Managers, All Other	47	243	\$24.25	\$23.38
71	<b>13-0000</b>			<b>- Business and Financial Operations Occupations</b>	<b>156</b>	<b>866</b>	<b>\$16.50</b>	<b>\$15.14</b>
72			<b>13-1000</b>	<b>- Business Operations Specialists</b>	<b>53</b>	<b>476</b>	<b>\$16.40</b>	<b>\$15.00</b>
73			<b>13-1020</b>	<b>- Buyers and Purchasing Agents</b>	<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
74				13-1022 - Wholesale and Retail Buyers, Except Farm Products	5	D	D	D
75				13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	5	D	D	D
76			<b>13-1030</b>	<b>- Claims Adjusters, Appraisers, Examiners, and Investigators</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
77				13-1031 - Claims Adjusters, Examiners, and Investigators	5	D	D	D
78			<b>13-1040</b>	<b>- Compliance Officers</b>	<b>8</b>	<b>45</b>	<b>\$16.12</b>	<b>\$14.42</b>
79				13-1041 - Compliance Officers	8	45	\$16.12	\$14.42
80			<b>13-1050</b>	<b>- Cost Estimators</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
81				13-1051 - Cost Estimators	5	D	D	D
82			<b>13-1070</b>	<b>- Human Resources Workers</b>	<b>19</b>	<b>55</b>	<b>\$17.14</b>	<b>\$16.62</b>
83				13-1071 - Human Resources Specialists	18	45	\$17.09	\$15.68
84				13-1075 - Labor Relations Specialists	D	D	D	D
85			<b>13-1080</b>	<b>- Logisticians and Project Management Specialists</b>	<b>10</b>	<b>277</b>	<b>\$16.97</b>	<b>\$15.07</b>
86				13-1081 - Logisticians	3	D	D	D
87				13-1082 - Project Management Specialists	9	255	\$17.33	\$15.87
88			<b>13-1110</b>	<b>- Management Analysts</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
89				13-1111 - Management Analysts	4	D	D	D
90			<b>13-1120</b>	<b>- Meeting, Convention, and Event Planners</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
91				13-1121 - Meeting, Convention, and Event Planners	D	D	D	D
92			<b>13-1130</b>	<b>- Fundraisers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
93				13-1131 - Fundraisers	D	D	D	D
94			<b>13-1140</b>	<b>- Compensation, Benefits, and Job Analysis Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
95				13-1141 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
96			<b>13-1150</b>	<b>- Training and Development Specialists</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
97				13-1151 - Training and Development Specialists	4	D	D	D
98			<b>13-1160</b>	<b>- Market Research Analysts and Marketing Specialists</b>	<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
99				13-1161 - Market Research Analysts and Marketing Specialists	10	D	D	D
100			<b>13-1190</b>	<b>- Miscellaneous Business Operations Specialists</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
101				13-1199 - Business Operations Specialists, All Other	3	D	D	D
102			<b>13-2000</b>	<b>- Financial Specialists</b>	<b>136</b>	<b>390</b>	<b>\$16.63</b>	<b>\$15.29</b>
103			<b>13-2010</b>	<b>- Accountants and Auditors</b>	<b>128</b>	<b>237</b>	<b>\$16.98</b>	<b>\$15.60</b>
104				13-2011 - Accountants and Auditors	128	237	\$16.98	\$15.60
105			<b>13-2020</b>	<b>- Property Appraisers and Assessors</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
106				13-2022 - Appraisers of Personal and Business Property	D	D	D	D
107				13-2023 - Appraisers and Assessors of Real Estate	D	D	D	D
108			<b>13-2030</b>	<b>- Budget Analysts</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
109				13-2031 - Budget Analysts	5	D	D	D
110			<b>13-2040</b>	<b>- Credit Analysts</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
111				13-2041 - Credit Analysts	D	D	D	D
112			<b>13-2050</b>	<b>- Financial Analysts and Advisors</b>	<b>12</b>	<b>51</b>	<b>\$16.42</b>	<b>\$14.42</b>
113				13-2051 - Financial and Investment Analysts	3	D	D	D
114				13-2053 - Insurance Underwriters	9	30	\$11.69	\$11.00
115			<b>13-2060</b>	<b>- Financial Examiners</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
116				13-2061 - Financial Examiners	3	D	D	D
117			<b>13-2070</b>	<b>- Credit Counselors and Loan Officers</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
118				13-2071 - Credit Counselors	D	D	D	D
119				13-2072 - Loan Officers	3	D	D	D
120			<b>13-2080</b>	<b>- Tax Examiners, Collectors and Preparers, and Revenue Agents</b>	<b>4</b>	<b>53</b>	<b>\$12.26</b>	<b>\$11.25</b>



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
121				13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	51	D	D
122				13-2082 - Tax Preparers	D	D	D	D
123			<b>13-2090</b>	<b>Miscellaneous Financial Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
124				13-2099 - Financial Specialists, All Other	D	D	D	D
125	<b>15-0000</b>	<b>Computer and Mathematical Occupations</b>			<b>34</b>	<b>148</b>	<b>\$18.63</b>	<b>\$16.94</b>
126		<b>15-1200</b>	<b>Computer Occupations</b>		<b>33</b>	<b>135</b>	<b>\$18.01</b>	<b>\$15.58</b>
127			<b>15-1210</b>	<b>Computer and Information Analysts</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
128				15-1211 - Computer Systems Analysts	4	D	D	D
129				15-1212 - Information Security Analysts	D	D	D	D
130			<b>15-1230</b>	<b>Computer Support Specialists</b>	<b>22</b>	<b>64</b>	<b>\$14.92</b>	<b>\$13.70</b>
131				15-1231 - Computer Network Support Specialists	6	D	D	D
132				15-1232 - Computer User Support Specialists	19	49	\$14.14	\$12.78
133			<b>15-1240</b>	<b>Database and Network Administrators and Architects</b>	<b>8</b>	<b>35</b>	<b>\$23.87</b>	<b>\$24.04</b>
134				15-1241 - Computer Network Architects	D	D	D	D
135				15-1242 - Database Administrators	3	D	D	D
136				15-1244 - Network and Computer Systems Administrators	6	D	D	D
137			<b>15-1250</b>	<b>Software and Web Developers, Programmers, and Testers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
138				15-1251 - Computer Programmers	4	D	D	D
139				15-1253 - Software Quality Assurance Analysts and Testers	D	D	D	D
140				15-1254 - Web Developers	D	D	D	D
141				15-1255 - Web and Digital Interface Designers	D	D	D	D
142			<b>15-1290</b>	<b>Miscellaneous Computer Occupations</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
143				15-1299 - Computer Occupations, All Other	6	D	D	D
144			<b>15-2000</b>	<b>Mathematical Science Occupations</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
145			<b>15-2030</b>	<b>Operations Research Analysts</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
146				15-2031 - Operations Research Analysts	D	D	D	D
147			<b>15-2040</b>	<b>Statisticians</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
148				15-2041 - Statisticians	4	D	D	D
149	<b>17-0000</b>	<b>Architecture and Engineering Occupations</b>			<b>36</b>	<b>155</b>	<b>\$20.05</b>	<b>\$17.70</b>
150			<b>17-1000</b>	<b>Architects, Surveyors, and Cartographers</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
151			<b>17-1010</b>	<b>Architects, Except Naval</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
152				17-1011 - Architects, Except Landscape and Naval	D	D	D	D
153			<b>17-1020</b>	<b>Surveyors, Cartographers, and Photogrammetrists</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
154				17-1022 - Surveyors	4	D	D	D
155			<b>17-2000</b>	<b>Engineers</b>	<b>17</b>	<b>57</b>	<b>\$26.84</b>	<b>\$24.04</b>
156			<b>17-2030</b>	<b>Bioengineers and Biomedical Engineers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
157				17-2031 - Bioengineers and Biomedical Engineers	D	D	D	D
158			<b>17-2050</b>	<b>Civil Engineers</b>	<b>11</b>	<b>D</b>	<b>D</b>	<b>D</b>
159				17-2051 - Civil Engineers	11	D	D	D
160			<b>17-2070</b>	<b>Electrical and Electronics Engineers</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
161				17-2071 - Electrical Engineers	4	D	D	D
162				17-2072 - Electronics Engineers, Except Computer	D	D	D	D
163				<b>17-2080 - Environmental Engineers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
164				17-2081 - Environmental Engineers	D	D	D	D
165				<b>17-2120 - Marine Engineers and Naval Architects</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
166				17-2121 - Marine Engineers and Naval Architects	D	D	D	D
167				<b>17-2140 - Mechanical Engineers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
168				17-2141 - Mechanical Engineers	D	D	D	D
169				<b>17-2190 - Miscellaneous Engineers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
170				17-2199 - Engineers, All Other	3	D	D	D
171				<b>17-3000 - Drafters, Engineering Technicians, and Mapping Technicians</b>	<b>27</b>	<b>70</b>	<b>\$16.93</b>	<b>\$16.33</b>
172				<b>17-3010 - Drafters</b>	<b>14</b>	<b>D</b>	<b>D</b>	<b>D</b>
173				17-3011 - Architectural and Civil Drafters	10	D	D	D
174				17-3012 - Electrical and Electronics Drafters	D	D	D	D
175				17-3013 - Mechanical Drafters	D	D	D	D
176				17-3019 - Drafters, All Other	3	D	D	D
177				<b>17-3020 - Engineering Technologists and Technicians, Except Drafters</b>	<b>17</b>	<b>35</b>	<b>\$17.76</b>	<b>\$17.02</b>
178				17-3022 - Civil Engineering Technologists and Technicians	11	D	D	D
179				17-3023 - Electrical and Electronic Engineering Technologists and Technicians	D	D	D	D
180				17-3027 - Mechanical Engineering Technologists and Technicians	D	D	D	D
181				17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
182				<b>17-3030 - Surveying and Mapping Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
183				17-3031 - Surveying and Mapping Technicians	D	D	D	D
184				<b>19-0000 - Life, Physical, and Social Science Occupations</b>	<b>12</b>	<b>161</b>	<b>\$16.26</b>	<b>\$13.46</b>
185				<b>19-1000 - Life Scientists</b>	<b>3</b>	<b>39</b>	<b>\$19.24</b>	<b>\$20.19</b>
186				<b>19-1010 - Agricultural and Food Scientists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
187				19-1012 - Food Scientists and Technologists	D	D	D	D
188				<b>19-1020 - Biological Scientists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
189				19-1022 - Microbiologists	D	D	D	D
190				19-1023 - Zoologists and Wildlife Biologists	D	D	D	D
191				19-1029 - Biological Scientists, All Other	D	D	D	D
192				<b>19-1030 - Conservation Scientists and Foresters</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
193				19-1031 - Conservation Scientists	D	D	D	D
194				<b>19-2000 - Physical Scientists</b>	<b>5</b>	<b>45</b>	<b>\$12.08</b>	<b>\$11.54</b>
195				<b>19-2030 - Chemists and Materials Scientists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
196				19-2031 - Chemists	D	D	D	D
197				<b>19-2040 - Environmental Scientists and Geoscientists</b>	<b>4</b>	<b>44</b>	<b>\$11.87</b>	<b>\$11.39</b>
198				19-2041 - Environmental Scientists and Specialists, Including Health	4	44	\$11.87	\$11.39
199				<b>19-3000 - Social Scientists and Related Workers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
200				<b>19-3030 - Psychologists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>

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Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
201				19-3033 - Clinical and Counseling Psychologists	D	D	D	D
202				19-3034 - School Psychologists	D	D	D	D
203				19-3039 - Psychologists, All Other	D	D	D	D
204				<b>19-3050 - Urban and Regional Planners</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
205				19-3051 - Urban and Regional Planners	D	D	D	D
206				<b>19-3090 - Miscellaneous Social Scientists and Related Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
207				19-3091 - Anthropologists and Archeologists	D	D	D	D
208				19-3099 - Social Scientists and Related Workers, All Other	D	D	D	D
209				<b>19-4000 - Life, Physical, and Social Science Technicians</b>	<b>5</b>	<b>35</b>	<b>\$14.28</b>	<b>\$12.50</b>
210				<b>19-4040 - Environmental Science and Geoscience Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
211				19-4042 - Environmental Science and Protection Technicians, Including Health	D	D	D	D
212				19-4044 - Hydrologic Technicians	D	D	D	D
213				<b>19-4060 - Social Science Research Assistants</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
214				19-4061 - Social Science Research Assistants	D	D	D	D
215				<b>19-4070 - Forest and Conservation Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
216				19-4071 - Forest and Conservation Technicians	D	D	D	D
217				<b>19-4090 - Miscellaneous Life, Physical, and Social Science Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
218				19-4099 - Life, Physical, and Social Science Technicians, All Other	D	D	D	D
219				<b>19-5000 - Occupational Health and Safety Specialists and Technicians</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
220				<b>19-5010 - Occupational Health and Safety Specialists and Technicians</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
221				19-5011 - Occupational Health and Safety Specialists	5	D	D	D
222				19-5012 - Occupational Health and Safety Technicians	D	D	D	D
223				<b>21-0000 - Community and Social Service Occupations</b>	<b>12</b>	<b>459</b>	<b>\$14.91</b>	<b>\$12.98</b>
224				<b>21-1000 - Counselors, Social Workers, and Other Community and Social Service Specialists</b>	<b>10</b>	<b>437</b>	<b>\$13.81</b>	<b>\$12.80</b>
225				<b>21-1010 - Counselors</b>	<b>7</b>	<b>68</b>	<b>\$18.20</b>	<b>\$17.91</b>
226				21-1011 - Substance Abuse and Behavioral Disorder Counselors	D	D	D	D
227				21-1012 - Educational, Guidance, and Career Counselors and Advisors	3	D	D	D
228				21-1014 - Mental Health Counselors	D	D	D	D
229				21-1015 - Rehabilitation Counselors	D	D	D	D
230				21-1019 - Counselors, All Other	3	39	\$18.06	\$17.91
231				<b>21-1020 - Social Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
232				21-1021 - Child, Family, and School Social Workers	D	D	D	D
233				21-1022 - Healthcare Social Workers	4	D	D	D
234				21-1029 - Social Workers, All Other	D	D	D	D
235				<b>21-1090 - Miscellaneous Community and Social Service Specialists</b>	<b>4</b>	<b>352</b>	<b>\$12.76</b>	<b>\$12.00</b>
236				21-1091 - Health Education Specialists	D	D	D	D
237				21-1092 - Probation Officers and Correctional Treatment Specialists	D	D	D	D
238				21-1093 - Social and Human Service Assistants	D	D	D	D
239				21-1094 - Community Health Workers	D	48	D	D
240				21-1099 - Community and Social Service Specialists, All Other	D	244	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
241				<b>21-2000 - Religious Workers</b>	3	D	D	D
242				<b>21-2010 - Clergy</b>	D	D	D	D
243				21-2011 - Clergy	D	D	D	D
244				<b>21-2020 - Directors, Religious Activities and Education</b>	D	D	D	D
245				21-2021 - Directors, Religious Activities and Education	D	D	D	D
246				<b>23-0000 - Legal Occupations</b>	15	98	\$30.22	\$28.85
247				<b>23-1000 - Lawyers, Judges, and Related Workers</b>	10	45	\$40.76	\$35.10
248				<b>23-1010 - Lawyers and Judicial Law Clerks</b>	10	36	\$36.96	\$33.65
249				23-1011 - Lawyers	10	D	D	D
250				23-1012 - Judicial Law Clerks	D	D	D	D
251				<b>23-1020 - Judges, Magistrates, and Other Judicial Workers</b>	D	D	D	D
252				23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers	D	D	D	D
253				23-1023 - Judges, Magistrate Judges, and Magistrates	D	D	D	D
254				<b>23-2000 - Legal Support Workers</b>	11	53	\$21.28	\$17.88
255				<b>23-2010 - Paralegals and Legal Assistants</b>	11	48	\$20.13	\$17.26
256				23-2011 - Paralegals and Legal Assistants	11	48	\$20.13	\$17.26
257				<b>23-2090 - Miscellaneous Legal Support Workers</b>	D	D	D	D
258				23-2093 - Title Examiners, Abstractors, and Searchers	D	D	D	D
259				23-2099 - Legal Support Workers, All Other	D	D	D	D
260				<b>25-0000 - Educational Instruction and Library Occupations</b>	25	1,117	\$17.79	\$15.45
261				<b>25-1000 - Postsecondary Teachers</b>	6	50	\$24.94	\$22.64
262				<b>25-1010 - Business Teachers, Postsecondary</b>	D	D	D	D
263				25-1011 - Business Teachers, Postsecondary	D	D	D	D
264				<b>25-1020 - Math and Computer Science Teachers, Postsecondary</b>	D	D	D	D
265				25-1021 - Computer Science Teachers, Postsecondary	D	D	D	D
266				25-1022 - Mathematical Science Teachers, Postsecondary	D	D	D	D
267				<b>25-1040 - Life Sciences Teachers, Postsecondary</b>	D	D	D	D
268				25-1042 - Biological Science Teachers, Postsecondary	D	D	D	D
269				25-1043 - Forestry and Conservation Science Teachers, Postsecondary	D	D	D	D
270				<b>25-1050 - Physical Sciences Teachers, Postsecondary</b>	D	D	D	D
271				25-1051 - Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	D	D	D	D
272				<b>25-1060 - Social Sciences Teachers, Postsecondary</b>	D	D	D	D
273				25-1066 - Psychology Teachers, Postsecondary	D	D	D	D
274				25-1069 - Social Sciences Teachers, Postsecondary, All Other	D	D	D	D
275				<b>25-1070 - Health Teachers, Postsecondary</b>	3	D	D	D
276				25-1071 - Health Specialties Teachers, Postsecondary	D	D	D	D
277				25-1072 - Nursing Instructors and Teachers, Postsecondary	D	D	D	D
278				<b>25-1080 - Education and Library Science Teachers, Postsecondary</b>	D	D	D	D
279				25-1081 - Education Teachers, Postsecondary	D	D	D	D
280				<b>25-1120 - Arts, Communications, History, and Humanities Teachers, Postsecondary</b>	D	D	D	D

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Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
281				25-1121 - Art, Drama, and Music Teachers, Postsecondary	D	D	D	D
282				25-1123 - English Language and Literature Teachers, Postsecondary	D	D	D	D
283				<b>25-1190 - Miscellaneous Postsecondary Teachers</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
284				25-1193 - Recreation and Fitness Studies Teachers, Postsecondary	D	D	D	D
285				25-1194 - Career/Technical Education Teachers, Postsecondary	D	D	D	D
286				25-1199 - Postsecondary Teachers, All Other	D	D	D	D
287				<b>25-2000 - Preschool, Elementary, Middle, Secondary, and Special Education Teachers</b>	<b>11</b>	<b>114</b>	<b>\$16.25</b>	<b>\$14.27</b>
288				<b>25-2010 - Preschool and Kindergarten Teachers</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
289				25-2011 - Preschool Teachers, Except Special Education	3	D	D	D
290				25-2012 - Kindergarten Teachers, Except Special Education	3	D	D	D
291				<b>25-2020 - Elementary and Middle School Teachers</b>	<b>8</b>	<b>43</b>	<b>\$11.83</b>	<b>\$11.90</b>
292				25-2021 - Elementary School Teachers, Except Special Education	8	32	\$11.96	\$12.25
293				25-2022 - Middle School Teachers, Except Special and Career/Technical Education	D	D	D	D
294				<b>25-2030 - Secondary School Teachers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
295				25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	3	D	D	D
296				<b>25-2050 - Special Education Teachers</b>	<b>D</b>	<b>50</b>	<b>D</b>	<b>D</b>
297				25-2059 - Special Education Teachers, All Other	D	50	D	D
298				<b>25-3000 - Other Teachers and Instructors</b>	<b>10</b>	<b>720</b>	<b>\$19.31</b>	<b>\$17.94</b>
299				<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>
300				25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
301				<b>25-3020 - Self-Enrichment Teachers</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
302				25-3021 - Self-Enrichment Teachers	5	D	D	D
303				<b>25-3030 - Substitute Teachers, Short-Term</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
304				25-3031 - Substitute Teachers, Short-Term	D	D	D	D
305				<b>25-3040 - Tutors</b>	<b>D</b>	<b>135</b>	<b>D</b>	<b>D</b>
306				25-3041 - Tutors	D	135	D	D
307				<b>25-3090 - Miscellaneous Teachers and Instructors</b>	<b>4</b>	<b>548</b>	<b>\$20.85</b>	<b>\$20.89</b>
308				25-3099 - Teachers and Instructors, All Other	4	548	\$20.85	\$20.89
309				<b>25-4000 - Librarians, Curators, and Archivists</b>	<b>3</b>	<b>32</b>	<b>\$13.03</b>	<b>\$10.46</b>
310				<b>25-4010 - Archivists, Curators, and Museum Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
311				25-4011 - Archivists	D	D	D	D
312				25-4013 - Museum Technicians and Conservators	D	D	D	D
313				<b>25-4020 - Librarians and Media Collections Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
314				25-4022 - Librarians and Media Collections Specialists	D	D	D	D
315				<b>25-4030 - Library Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
316				25-4031 - Library Technicians	D	D	D	D
317				<b>25-9000 - Other Educational Instruction and Library Occupations</b>	<b>8</b>	<b>201</b>	<b>\$12.19</b>	<b>\$10.69</b>
318				<b>25-9020 - Farm and Home Management Educators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
319				25-9021 - Farm and Home Management Educators	D	D	D	D
320				<b>25-9030 - Instructional Coordinators</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
321				25-9031 - Instructional Coordinators	4	D	D	D
322			<b>25-9040</b>	<b>- Teaching Assistants</b>	<b>4</b>	<b>168</b>	<b>\$10.66</b>	<b>\$10.69</b>
323				25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	4	48	\$10.46	\$10.69
324				25-9043 - Teaching Assistants, Special Education	D	120	D	D
325			<b>25-9090</b>	<b>- Miscellaneous Educational Instruction and Library Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
326				25-9099 - Educational Instruction and Library Workers, All Other	D	D	D	D
327	<b>27-0000</b>			<b>- Arts, Design, Entertainment, Sports, and Media Occupations</b>	<b>29</b>	<b>103</b>	<b>\$13.88</b>	<b>\$10.10</b>
328			<b>27-1000</b>	<b>- Art and Design Workers</b>	<b>21</b>	<b>35</b>	<b>\$9.67</b>	<b>\$9.18</b>
329				<b>27-1010 - Artists and Related Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
330				27-1019 - Artists and Related Workers, All Other	D	D	D	D
331			<b>27-1020</b>	<b>- Designers</b>	<b>21</b>	<b>34</b>	<b>\$9.72</b>	<b>\$9.18</b>
332				27-1023 - Floral Designers	D	D	D	D
333				27-1024 - Graphic Designers	12	D	D	D
334				27-1025 - Interior Designers	D	D	D	D
335				27-1026 - Merchandise Displayers and Window Trimmers	7	D	D	D
336			<b>27-2000</b>	<b>- Entertainers and Performers, Sports and Related Workers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
337				<b>27-2020 - Athletes, Coaches, Umpires, and Related Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
338				27-2022 - Coaches and Scouts	D	D	D	D
339			<b>27-2040</b>	<b>- Musicians, Singers, and Related Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
340				27-2042 - Musicians and Singers	D	D	D	D
341			<b>27-2090</b>	<b>- Miscellaneous Entertainers and Performers, Sports and Related Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
342				27-2099 - Entertainers and Performers, Sports and Related Workers, All Other	D	D	D	D
343			<b>27-3000</b>	<b>- Media and Communication Workers</b>	<b>9</b>	<b>35</b>	<b>\$17.37</b>	<b>\$14.98</b>
344				<b>27-3010 - Broadcast Announcers and Radio Disc Jockeys</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
345				27-3011 - Broadcast Announcers and Radio Disc Jockeys	D	D	D	D
346			<b>27-3020</b>	<b>- News Analysts, Reporters and Journalists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
347				27-3023 - News Analysts, Reporters, and Journalists	D	D	D	D
348			<b>27-3030</b>	<b>- Public Relations Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
349				27-3031 - Public Relations Specialists	D	D	D	D
350			<b>27-3040</b>	<b>- Writers and Editors</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
351				27-3041 - Editors	D	D	D	D
352				27-3042 - Technical Writers	D	D	D	D
353			<b>27-3090</b>	<b>- Miscellaneous Media and Communication Workers</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
354				27-3091 - Interpreters and Translators	3	D	D	D
355				27-3092 - Court Reporters and Simultaneous Captioners	D	D	D	D
356				27-3099 - Media and Communication Workers, All Other	D	D	D	D
357			<b>27-4000</b>	<b>- Media and Communication Equipment Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
358				<b>27-4010 - Broadcast, Sound, and Lighting Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
359				27-4011 - Audio and Video Technicians	D	D	D	D
360			<b>27-4090</b>	<b>- Miscellaneous Media and Communication Equipment Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

	Major Code and Title	Minor Code and Title	Broad Code and Title			Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
Row #	Detailed Code and Title								
361	27-4099 - Media and Communication Equipment Workers, All Other					D	D	D	D
362	29-0000 - Healthcare Practitioners and Technical Occupations					16	516	\$33.07	\$18.32
363		29-1000 - Healthcare Diagnosing or Treating Practitioners				14	331	\$43.05	\$23.38
364		29-1020 - Dentists				D	D	D	D
365		29-1021 - Dentists, General				D	D	D	D
366		29-1030 - Dietitians and Nutritionists				3	D	D	D
367		29-1031 - Dietitians and Nutritionists				3	D	D	D
368		29-1040 - Optometrists				D	D	D	D
369		29-1041 - Optometrists				D	D	D	D
370		29-1050 - Pharmacists				D	D	D	D
371		29-1051 - Pharmacists				D	D	D	D
372		29-1070 - Physician Assistants				3	D	D	D
373		29-1071 - Physician Assistants				3	D	D	D
374		29-1080 - Podiatrists				D	D	D	D
375		29-1081 - Podiatrists				D	D	D	D
376		29-1120 - Therapists				6	D	D	D
377		29-1122 - Occupational Therapists				D	D	D	D
378		29-1123 - Physical Therapists				4	D	D	D
379		29-1125 - Recreational Therapists				D	D	D	D
380		29-1126 - Respiratory Therapists				D	D	D	D
381		29-1127 - Speech-Language Pathologists				D	D	D	D
382		29-1129 - Therapists, All Other				D	D	D	D
383		29-1130 - Veterinarians				D	D	D	D
384		29-1131 - Veterinarians				D	D	D	D
385		29-1140 - Registered Nurses				8	175	\$17.53	\$16.03
386		29-1141 - Registered Nurses				8	175	\$17.53	\$16.03
387		29-1150 - Nurse Anesthetists				D	D	D	D
388		29-1151 - Nurse Anesthetists				D	D	D	D
389		29-1160 - Nurse Midwives				D	D	D	D
390		29-1161 - Nurse Midwives				D	D	D	D
391		29-1170 - Nurse Practitioners				D	D	D	D
392		29-1171 - Nurse Practitioners				D	D	D	D
393		29-1180 - Audiologists				D	D	D	D
394		29-1181 - Audiologists				D	D	D	D
395		29-1210 - Physicians				5	55	\$113.85	\$104.81
396		29-1211 - Anesthesiologists				D	D	D	D
397		29-1212 - Cardiologists				D	D	D	D
398	29-1214 - Emergency Medicine Physicians				D	D	D	D	
399	29-1215 - Family Medicine Physicians				D	D	D	D	
400	29-1216 - General Internal Medicine Physicians				3	D	D	D	

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
401				29-1218 - Obstetricians and Gynecologists	D	D	D	D
402				29-1221 - Pediatricians, General	D	D	D	D
403				29-1223 - Psychiatrists	D	D	D	D
404				29-1224 - Radiologists	D	D	D	D
405				29-1229 - Physicians, All Other	3	D	D	D
406				<b>29-1240 - Surgeons</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
407				29-1242 - Orthopedic Surgeons, Except Pediatric	D	D	D	D
408				29-1249 - Surgeons, All Other	D	D	D	D
409				<b>29-1290 - Miscellaneous Healthcare Diagnosing or Treating Practitioners</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
410				29-1292 - Dental Hygienists	D	D	D	D
411				<b>29-2000 - Health Technologists and Technicians</b>	<b>10</b>	<b>182</b>	<b>\$15.02</b>	<b>\$14.18</b>
412				<b>29-2010 - Clinical Laboratory Technologists and Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
413				29-2011 - Medical and Clinical Laboratory Technologists	D	D	D	D
414				29-2012 - Medical and Clinical Laboratory Technicians	D	D	D	D
415				<b>29-2030 - Diagnostic Related Technologists and Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
416				29-2031 - Cardiovascular Technologists and Technicians	D	D	D	D
417				29-2034 - Radiologic Technologists and Technicians	D	D	D	D
418				<b>29-2040 - Emergency Medical Technicians and Paramedics</b>	<b>D</b>	<b>33</b>	<b>D</b>	<b>D</b>
419				29-2042 - Emergency Medical Technicians	D	33	D	D
420				<b>29-2050 - Health Practitioner Support Technologists and Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
421				29-2051 - Dietetic Technicians	D	D	D	D
422				29-2052 - Pharmacy Technicians	D	D	D	D
423				<b>29-2060 - Licensed Practical and Licensed Vocational Nurses</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
424				29-2061 - Licensed Practical and Licensed Vocational Nurses	3	D	D	D
425				<b>29-2070 - Medical Records Specialists</b>	<b>D</b>	<b>34</b>	<b>D</b>	<b>D</b>
426				29-2072 - Medical Records Specialists	D	34	D	D
427				<b>29-2080 - Opticians, Dispensing</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
428				29-2081 - Opticians, Dispensing	D	D	D	D
429				<b>29-2090 - Miscellaneous Health Technologists and Technicians</b>	<b>4</b>	<b>33</b>	<b>\$15.51</b>	<b>\$14.00</b>
430				29-2099 - Health Technologists and Technicians, All Other	4	33	\$15.51	\$14.00
431				<b>29-9000 - Other Healthcare Practitioners and Technical Occupations</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
432				<b>29-9020 - Health Information Technologists and Medical Registrars</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
433				29-9021 - Health Information Technologists and Medical Registrars	D	D	D	D
434				<b>29-9090 - Miscellaneous Health Practitioners and Technical Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
435				29-9099 - Healthcare Practitioners and Technical Workers, All Other	D	D	D	D
436				<b>31-0000 - Healthcare Support Occupations</b>	<b>18</b>	<b>149</b>	<b>\$11.79</b>	<b>\$11.00</b>
437				<b>31-1100 - Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides</b>	<b>6</b>	<b>56</b>	<b>\$11.22</b>	<b>\$10.86</b>
438				<b>31-1120 - Home Health and Personal Care Aides</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
439				31-1121 - Home Health Aides	D	D	D	D
440				<b>31-1130 - Nursing Assistants, Orderlies, and Psychiatric Aides</b>	<b>4</b>	<b>51</b>	<b>\$11.19</b>	<b>\$10.71</b>



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
441				31-1131 - Nursing Assistants	4	51	\$11.19	\$10.71
442				<b>31-2000 - Occupational Therapy and Physical Therapist Assistants and Aides</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
443				<b>31-2020 - Physical Therapist Assistants and Aides</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
444				31-2021 - Physical Therapist Assistants	D	D	D	D
445				31-2022 - Physical Therapist Aides	D	D	D	D
446				<b>31-9000 - Other Healthcare Support Occupations</b>	<b>12</b>	<b>82</b>	<b>\$12.26</b>	<b>\$11.11</b>
447				<b>31-9010 - Massage Therapists</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
448				31-9011 - Massage Therapists	7	D	D	D
449				<b>31-9090 - Miscellaneous Healthcare Support Occupations</b>	<b>5</b>	<b>67</b>	<b>\$12.67</b>	<b>\$11.13</b>
450				31-9091 - Dental Assistants	D	D	D	D
451				31-9092 - Medical Assistants	3	30	\$12.35	\$11.13
452				31-9094 - Medical Transcriptionists	D	D	D	D
453				31-9095 - Pharmacy Aides	D	D	D	D
454				31-9097 - Phlebotomists	D	D	D	D
455				31-9099 - Healthcare Support Workers, All Other	3	D	D	D
456				<b>33-0000 - Protective Service Occupations</b>	<b>35</b>	<b>1,065</b>	<b>\$11.93</b>	<b>\$11.25</b>
457				<b>33-1000 - Supervisors of Protective Service Workers</b>	<b>7</b>	<b>117</b>	<b>\$17.43</b>	<b>\$17.45</b>
458				<b>33-1010 - First-Line Supervisors of Law Enforcement Workers</b>	<b>D</b>	<b>30</b>	<b>D</b>	<b>D</b>
459				33-1011 - First-Line Supervisors of Correctional Officers	D	D	D	D
460				33-1012 - First-Line Supervisors of Police and Detectives	D	D	D	D
461				<b>33-1020 - First-Line Supervisors of Firefighting and Prevention Workers</b>	<b>D</b>	<b>65</b>	<b>D</b>	<b>D</b>
462				33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	D	65	D	D
463				<b>33-1090 - Miscellaneous First-Line Supervisors, Protective Service Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
464				33-1091 - First-Line Supervisors of Security Workers	5	D	D	D
465				33-1099 - First-Line Supervisors of Protective Service Workers, All Other	D	D	D	D
466				<b>33-2000 - Firefighting and Prevention Workers</b>	<b>D</b>	<b>128</b>	<b>D</b>	<b>D</b>
467				<b>33-2010 - Firefighters</b>	<b>D</b>	<b>125</b>	<b>D</b>	<b>D</b>
468				33-2011 - Firefighters	D	125	D	D
469				<b>33-2020 - Fire Inspectors</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
470				33-2022 - Forest Fire Inspectors and Prevention Specialists	D	D	D	D
471				<b>33-3000 - Law Enforcement Workers</b>	<b>D</b>	<b>410</b>	<b>D</b>	<b>D</b>
472				<b>33-3010 - Bailiffs, Correctional Officers, and Jailers</b>	<b>D</b>	<b>109</b>	<b>D</b>	<b>D</b>
473				33-3012 - Correctional Officers and Jailers	D	109	D	D
474				<b>33-3030 - Fish and Game Wardens</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
475				33-3031 - Fish and Game Wardens	D	D	D	D
476				<b>33-3050 - Police Officers</b>	<b>D</b>	<b>296</b>	<b>D</b>	<b>D</b>
477				33-3051 - Police and Sheriff's Patrol Officers	D	296	D	D
478				<b>33-9000 - Other Protective Service Workers</b>	<b>34</b>	<b>410</b>	<b>\$9.61</b>	<b>\$8.00</b>
479				<b>33-9010 - Animal Control Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
480				33-9011 - Animal Control Workers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
481			<b>33-9030</b>	<b>- Security Guards and Gambling Surveillance Officers</b>	<b>29</b>	<b>243</b>	<b>\$7.96</b>	<b>\$7.49</b>
482				33-9031 - Gambling Surveillance Officers and Gambling Investigators	D	D	D	D
483				33-9032 - Security Guards	29	242	\$7.96	\$7.49
484			<b>33-9090</b>	<b>- Miscellaneous Protective Service Workers</b>	<b>8</b>	<b>165</b>	<b>\$12.06</b>	<b>\$11.25</b>
485				33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	6	38	\$8.69	\$8.00
486				33-9094 - School Bus Monitors	D	D	D	D
487				33-9099 - Protective Service Workers, All Other	D	119	D	D
488	<b>35-0000</b>			<b>- Food Preparation and Serving Related Occupations</b>	<b>99</b>	<b>1,146</b>	<b>\$8.65</b>	<b>\$8.17</b>
489			<b>35-1000</b>	<b>- Supervisors of Food Preparation and Serving Workers</b>	<b>35</b>	<b>163</b>	<b>\$11.48</b>	<b>\$10.04</b>
490			<b>35-1010</b>	<b>- Supervisors of Food Preparation and Serving Workers</b>	<b>35</b>	<b>163</b>	<b>\$11.48</b>	<b>\$10.04</b>
491				35-1011 - Chefs and Head Cooks	12	40	\$15.10	\$12.99
492				35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	30	123	\$10.30	\$10.00
493			<b>35-2000</b>	<b>- Cooks and Food Preparation Workers</b>	<b>81</b>	<b>560</b>	<b>\$8.37</b>	<b>\$8.17</b>
494			<b>35-2010</b>	<b>- Cooks</b>	<b>74</b>	<b>317</b>	<b>\$8.69</b>	<b>\$8.55</b>
495				35-2011 - Cooks, Fast Food	4	D	D	D
496				35-2012 - Cooks, Institution and Cafeteria	9	31	\$9.28	\$8.81
497				35-2014 - Cooks, Restaurant	57	247	\$8.69	\$8.68
498				35-2015 - Cooks, Short Order	3	D	D	D
499				35-2019 - Cooks, All Other	9	D	D	D
500			<b>35-2020</b>	<b>- Food Preparation Workers</b>	<b>26</b>	<b>243</b>	<b>\$7.95</b>	<b>\$7.84</b>
501				35-2021 - Food Preparation Workers	26	243	\$7.95	\$7.84
502			<b>35-3000</b>	<b>- Food and Beverage Serving Workers</b>	<b>57</b>	<b>338</b>	<b>\$7.93</b>	<b>\$8.00</b>
503			<b>35-3010</b>	<b>- Bartenders</b>	<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
504				35-3011 - Bartenders	10	D	D	D
505			<b>35-3020</b>	<b>- Fast Food and Counter Workers</b>	<b>11</b>	<b>79</b>	<b>\$7.97</b>	<b>\$8.00</b>
506				35-3023 - Fast Food and Counter Workers	11	79	\$7.97	\$8.00
507			<b>35-3030</b>	<b>- Waiters and Waitresses</b>	<b>42</b>	<b>207</b>	<b>\$7.89</b>	<b>\$8.00</b>
508				35-3031 - Waiters and Waitresses	42	207	\$7.89	\$8.00
509			<b>35-3040</b>	<b>- Food Servers, Nonrestaurant</b>	<b>5</b>	<b>33</b>	<b>\$7.84</b>	<b>\$8.00</b>
510				35-3041 - Food Servers, Nonrestaurant	5	33	\$7.84	\$8.00
511			<b>35-9000</b>	<b>- Other Food Preparation and Serving Related Workers</b>	<b>23</b>	<b>85</b>	<b>\$7.94</b>	<b>\$7.85</b>
512			<b>35-9010</b>	<b>- Dining Room and Cafeteria Attendants and Bartender Helpers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
513				35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	D	D	D	D
514			<b>35-9020</b>	<b>- Dishwashers</b>	<b>17</b>	<b>52</b>	<b>\$7.82</b>	<b>\$7.75</b>
515				35-9021 - Dishwashers	17	52	\$7.82	\$7.75
516			<b>35-9030</b>	<b>- Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
517				35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
518			<b>35-9090</b>	<b>- Miscellaneous Food Preparation and Serving Related Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
519				35-9099 - Food Preparation and Serving Related Workers, All Other	6	D	D	D
520	<b>37-0000</b>			<b>- Building and Grounds Cleaning and Maintenance Occupations</b>	<b>126</b>	<b>688</b>	<b>\$8.46</b>	<b>\$7.93</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
521			<b>37-1000</b>	<b>Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>	22	42	\$10.65	\$10.50
522			<b>37-1010</b>	<b>First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>	22	42	\$10.65	\$10.50
523				37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	19	35	\$10.38	\$10.25
524				37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	7	D	D	D
525			<b>37-2000</b>	<b>Building Cleaning and Pest Control Workers</b>	110	475	\$7.91	\$7.75
526			<b>37-2010</b>	<b>Building Cleaning Workers</b>	109	471	\$7.90	\$7.75
527				37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	74	231	\$8.15	\$7.93
528				37-2012 - Maids and Housekeeping Cleaners	41	233	\$7.64	\$7.45
529				37-2019 - Building Cleaning Workers, All Other	5	D	D	D
530			<b>37-2020</b>	<b>Pest Control Workers</b>	D	D	D	D
531				37-2021 - Pest Control Workers	D	D	D	D
532			<b>37-3000</b>	<b>Grounds Maintenance Workers</b>	40	171	\$9.47	\$8.51
533			<b>37-3010</b>	<b>Grounds Maintenance Workers</b>	40	171	\$9.47	\$8.51
534				37-3011 - Landscaping and Groundskeeping Workers	25	84	\$8.26	\$8.28
535				37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D
536				37-3019 - Grounds Maintenance Workers, All Other	15	84	\$10.70	\$10.58
537	<b>39-0000</b>			<b>Personal Care and Service Occupations</b>	68	265	\$9.69	\$8.00
538			<b>39-1000</b>	<b>Supervisors of Personal Care and Service Workers</b>	10	D	D	D
539			<b>39-1010</b>	<b>First-Line Supervisors of Entertainment and Recreation Workers</b>	8	D	D	D
540				39-1013 - First-Line Supervisors of Gambling Services Workers	5	D	D	D
541				39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	3	D	D	D
542			<b>39-1020</b>	<b>First-Line Supervisors of Personal Service Workers</b>	4	D	D	D
543				39-1022 - First-Line Supervisors of Personal Service Workers	4	D	D	D
544			<b>39-2000</b>	<b>Animal Care and Service Workers</b>	D	D	D	D
545			<b>39-2010</b>	<b>Animal Trainers</b>	D	D	D	D
546				39-2011 - Animal Trainers	D	D	D	D
547			<b>39-2020</b>	<b>Animal Caretakers</b>	D	D	D	D
548				39-2021 - Animal Caretakers	D	D	D	D
549			<b>39-3000</b>	<b>Entertainment Attendants and Related Workers</b>	8	38	\$7.70	\$7.57
550			<b>39-3010</b>	<b>Gambling Services Workers</b>	4	D	D	D
551				39-3012 - Gambling and Sports Book Writers and Runners	D	D	D	D
552				39-3019 - Gambling Service Workers, All Other	3	D	D	D
553			<b>39-3090</b>	<b>Miscellaneous Entertainment Attendants and Related Workers</b>	4	D	D	D
554				39-3091 - Amusement and Recreation Attendants	4	D	D	D
555			<b>39-5000</b>	<b>Personal Appearance Workers</b>	23	42	\$9.54	\$7.87
556			<b>39-5010</b>	<b>Barbers, Hairdressers, Hairstylists and Cosmetologists</b>	22	41	\$9.60	\$7.88
557				39-5011 - Barbers	D	D	D	D
558				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	20	37	\$9.77	\$7.52
559			<b>39-5090</b>	<b>Miscellaneous Personal Appearance Workers</b>	D	D	D	D
560				39-5092 - Manicurists and Pedicurists	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
561				<b>39-6000 - Baggage Porters, Bellhops, and Concierges</b>	9	D	D	D
562				<b>39-6010 - Baggage Porters, Bellhops, and Concierges</b>	9	D	D	D
563				39-6011 - Baggage Porters and Bellhops	5	D	D	D
564				39-6012 - Concierges	4	D	D	D
565				<b>39-7000 - Tour and Travel Guides</b>	13	30	\$10.05	\$9.78
566				<b>39-7010 - Tour and Travel Guides</b>	13	30	\$10.05	\$9.78
567				39-7011 - Tour Guides and Escorts	11	D	D	D
568				39-7012 - Travel Guides	3	D	D	D
569				<b>39-9000 - Other Personal Care and Service Workers</b>	15	86	\$9.23	\$7.58
570				<b>39-9010 - Childcare Workers</b>	11	64	\$7.79	\$7.53
571				39-9011 - Childcare Workers	11	64	\$7.79	\$7.53
572				<b>39-9030 - Recreation and Fitness Workers</b>	4	D	D	D
573				39-9031 - Exercise Trainers and Group Fitness Instructors	D	D	D	D
574				39-9032 - Recreation Workers	3	D	D	D
575				<b>39-9090 - Miscellaneous Personal Care and Service Workers</b>	D	D	D	D
576				39-9099 - Personal Care and Service Workers, All Other	D	D	D	D
577	<b>41-0000 - Sales and Related Occupations</b>				164	710	\$9.32	\$8.38
578				<b>41-1000 - Supervisors of Sales Workers</b>	41	97	\$10.40	\$9.49
579				<b>41-1010 - First-Line Supervisors of Sales Workers</b>	41	97	\$10.40	\$9.49
580				41-1011 - First-Line Supervisors of Retail Sales Workers	36	88	\$10.17	\$9.46
581				41-1012 - First-Line Supervisors of Non-Retail Sales Workers	8	D	D	D
582				<b>41-2000 - Retail Sales Workers</b>	107	485	\$8.23	\$8.00
583				<b>41-2010 - Cashiers</b>	70	300	\$7.98	\$7.75
584				41-2011 - Cashiers	59	244	\$7.92	\$7.75
585				41-2012 - Gambling Change Persons and Booth Cashiers	11	56	\$8.21	\$8.25
586				<b>41-2020 - Counter and Rental Clerks and Parts Salespersons</b>	14	D	D	D
587				41-2021 - Counter and Rental Clerks	9	D	D	D
588				41-2022 - Parts Salespersons	5	D	D	D
589				<b>41-2030 - Retail Salespersons</b>	38	162	\$8.59	\$8.58
590				41-2031 - Retail Salespersons	38	162	\$8.59	\$8.58
591				<b>41-3000 - Sales Representatives, Services</b>	17	D	D	D
592				<b>41-3010 - Advertising Sales Agents</b>	D	D	D	D
593				41-3011 - Advertising Sales Agents	D	D	D	D
594				<b>41-3020 - Insurance Sales Agents</b>	6	D	D	D
595				41-3021 - Insurance Sales Agents	6	D	D	D
596				<b>41-3040 - Travel Agents</b>	D	D	D	D
597				41-3041 - Travel Agents	D	D	D	D
598				<b>41-3090 - Miscellaneous Sales Representatives, Services</b>	8	D	D	D
599				41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	8	D	D	D
600				<b>41-4000 - Sales Representatives, Wholesale and Manufacturing</b>	29	59	\$9.39	\$9.27

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
601			<b>41-4010</b>	<b>Sales Representatives, Wholesale and Manufacturing</b>	<b>29</b>	<b>59</b>	<b>\$9.39</b>	<b>\$9.27</b>
602				41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	11	D	D	D
603				41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19	39	\$9.29	\$9.27
604			<b>41-9000</b>	<b>Other Sales and Related Workers</b>	<b>15</b>	<b>40</b>	<b>\$14.52</b>	<b>\$8.99</b>
605			<b>41-9010</b>	<b>Models, Demonstrators, and Product Promoters</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
606				41-9011 - Demonstrators and Product Promoters	D	D	D	D
607			<b>41-9020</b>	<b>Real Estate Brokers and Sales Agents</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
608				41-9022 - Real Estate Sales Agents	D	D	D	D
609			<b>41-9030</b>	<b>Sales Engineers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
610				41-9031 - Sales Engineers	3	D	D	D
611			<b>41-9040</b>	<b>Telemarketers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
612				41-9041 - Telemarketers	D	D	D	D
613			<b>41-9090</b>	<b>Miscellaneous Sales and Related Workers</b>	<b>10</b>	<b>31</b>	<b>\$9.32</b>	<b>\$8.25</b>
614				41-9099 - Sales and Related Workers, All Other	10	31	\$9.32	\$8.25
615	<b>43-0000</b>			<b>Office and Administrative Support Occupations</b>	<b>250</b>	<b>2,592</b>	<b>\$11.27</b>	<b>\$10.00</b>
616			<b>43-1000</b>	<b>Supervisors of Office and Administrative Support Workers</b>	<b>24</b>	<b>50</b>	<b>\$14.04</b>	<b>\$12.41</b>
617			<b>43-1010</b>	<b>First-Line Supervisors of Office and Administrative Support Workers</b>	<b>24</b>	<b>50</b>	<b>\$14.04</b>	<b>\$12.41</b>
618				43-1011 - First-Line Supervisors of Office and Administrative Support Workers	24	50	\$14.04	\$12.41
619			<b>43-2000</b>	<b>Communications Equipment Operators</b>	<b>3</b>	<b>30</b>	<b>\$11.13</b>	<b>\$10.57</b>
620			<b>43-2020</b>	<b>Telephone Operators</b>	<b>3</b>	<b>30</b>	<b>\$11.13</b>	<b>\$10.57</b>
621				43-2021 - Telephone Operators	3	30	\$11.13	\$10.57
622			<b>43-3000</b>	<b>Financial Clerks</b>	<b>130</b>	<b>359</b>	<b>\$12.11</b>	<b>\$10.56</b>
623			<b>43-3010</b>	<b>Bill and Account Collectors</b>	<b>11</b>	<b>D</b>	<b>D</b>	<b>D</b>
624				43-3011 - Bill and Account Collectors	11	D	D	D
625			<b>43-3020</b>	<b>Billing and Posting Clerks</b>	<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
626				43-3021 - Billing and Posting Clerks	8	D	D	D
627			<b>43-3030</b>	<b>Bookkeeping, Accounting, and Auditing Clerks</b>	<b>111</b>	<b>227</b>	<b>\$11.43</b>	<b>\$10.16</b>
628				43-3031 - Bookkeeping, Accounting, and Auditing Clerks	111	227	\$11.43	\$10.16
629			<b>43-3040</b>	<b>Gambling Cage Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
630				43-3041 - Gambling Cage Workers	D	D	D	D
631			<b>43-3050</b>	<b>Payroll and Timekeeping Clerks</b>	<b>10</b>	<b>D</b>	<b>D</b>	<b>D</b>
632				43-3051 - Payroll and Timekeeping Clerks	10	D	D	D
633			<b>43-3060</b>	<b>Procurement Clerks</b>	<b>16</b>	<b>33</b>	<b>\$14.71</b>	<b>\$13.36</b>
634				43-3061 - Procurement Clerks	16	33	\$14.71	\$13.36
635			<b>43-3070</b>	<b>Tellers</b>	<b>4</b>	<b>35</b>	<b>\$15.08</b>	<b>\$17.06</b>
636				43-3071 - Tellers	4	35	\$15.08	\$17.06
637			<b>43-3090</b>	<b>Miscellaneous Financial Clerks</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
638				43-3099 - Financial Clerks, All Other	4	D	D	D
639			<b>43-4000</b>	<b>Information and Record Clerks</b>	<b>68</b>	<b>423</b>	<b>\$10.66</b>	<b>\$9.45</b>
640			<b>43-4030</b>	<b>Court, Municipal, and License Clerks</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
641				43-4031 - Court, Municipal, and License Clerks	D	D	D	D
642				<b>43-4040 - Credit Authorizers, Checkers, and Clerks</b>	D	D	D	D
643				43-4041 - Credit Authorizers, Checkers, and Clerks	D	D	D	D
644				<b>43-4050 - Customer Service Representatives</b>	19	119	\$10.84	\$10.00
645				43-4051 - Customer Service Representatives	19	119	\$10.84	\$10.00
646				<b>43-4060 - Eligibility Interviewers, Government Programs</b>	3	D	D	D
647				43-4061 - Eligibility Interviewers, Government Programs	3	D	D	D
648				<b>43-4070 - File Clerks</b>	5	D	D	D
649				43-4071 - File Clerks	5	D	D	D
650				<b>43-4080 - Hotel, Motel, and Resort Desk Clerks</b>	16	67	\$8.72	\$8.25
651				43-4081 - Hotel, Motel, and Resort Desk Clerks	16	67	\$8.72	\$8.25
652				<b>43-4110 - Interviewers, Except Eligibility and Loan</b>	D	34	D	D
653				43-4111 - Interviewers, Except Eligibility and Loan	D	34	D	D
654				<b>43-4120 - Library Assistants, Clerical</b>	D	D	D	D
655				43-4121 - Library Assistants, Clerical	D	D	D	D
656				<b>43-4140 - New Accounts Clerks</b>	D	D	D	D
657				43-4141 - New Accounts Clerks	D	D	D	D
658				<b>43-4150 - Order Clerks</b>	3	D	D	D
659				43-4151 - Order Clerks	3	D	D	D
660				<b>43-4160 - Human Resources Assistants, Except Payroll and Timekeeping</b>	12	D	D	D
661				43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	12	D	D	D
662				<b>43-4170 - Receptionists and Information Clerks</b>	15	36	\$8.51	\$8.00
663				43-4171 - Receptionists and Information Clerks	15	36	\$8.51	\$8.00
664				<b>43-4180 - Reservation and Transportation Ticket Agents and Travel Clerks</b>	8	65	\$8.87	\$7.50
665				43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	8	65	\$8.87	\$7.50
666				<b>43-5000 - Material Recording, Scheduling, Dispatching, and Distributing Workers</b>	49	172	\$10.05	\$8.48
667				<b>43-5010 - Cargo and Freight Agents</b>	6	50	\$8.42	\$8.33
668				43-5011 - Cargo and Freight Agents	6	50	\$8.42	\$8.33
669				<b>43-5020 - Couriers and Messengers</b>	8	D	D	D
670				43-5021 - Couriers and Messengers	8	D	D	D
671				<b>43-5030 - Dispatchers</b>	4	D	D	D
672				43-5031 - Public Safety Telecommunicators	D	D	D	D
673				43-5032 - Dispatchers, Except Police, Fire, and Ambulance	3	D	D	D
674				<b>43-5040 - Meter Readers, Utilities</b>	D	D	D	D
675				43-5041 - Meter Readers, Utilities	D	D	D	D
676				<b>43-5060 - Production, Planning, and Expediting Clerks</b>	3	D	D	D
677				43-5061 - Production, Planning, and Expediting Clerks	3	D	D	D
678				<b>43-5070 - Shipping, Receiving, and Inventory Clerks</b>	29	70	\$11.11	\$9.30
679				43-5071 - Shipping, Receiving, and Inventory Clerks	29	70	\$11.11	\$9.30
680				<b>43-5110 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping</b>	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
681				43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
682			<b>43-6000 - Secretaries and Administrative Assistants</b>		<b>73</b>	<b>518</b>	<b>\$14.05</b>	<b>\$12.30</b>
683			<b>43-6010 - Secretaries and Administrative Assistants</b>		<b>73</b>	<b>518</b>	<b>\$14.05</b>	<b>\$12.30</b>
684				43-6011 - Executive Secretaries and Executive Administrative Assistants	27	80	\$19.10	\$17.74
685				43-6012 - Legal Secretaries and Administrative Assistants	7	D	D	D
686				43-6013 - Medical Secretaries and Administrative Assistants	5	D	D	D
687				43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	51	397	\$12.94	\$11.81
688			<b>43-9000 - Other Office and Administrative Support Workers</b>		<b>65</b>	<b>1,040</b>	<b>\$9.91</b>	<b>\$8.39</b>
689			<b>43-9020 - Data Entry and Information Processing Workers</b>		<b>3</b>	<b>30</b>	<b>\$10.57</b>	<b>\$9.63</b>
690				43-9021 - Data Entry Keyers	D	D	D	D
691				43-9022 - Word Processors and Typists	D	D	D	D
692			<b>43-9040 - Insurance Claims and Policy Processing Clerks</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
693				43-9041 - Insurance Claims and Policy Processing Clerks	4	D	D	D
694			<b>43-9060 - Office Clerks, General</b>		<b>34</b>	<b>121</b>	<b>\$10.11</b>	<b>\$9.20</b>
695				43-9061 - Office Clerks, General	34	121	\$10.11	\$9.20
696			<b>43-9110 - Statistical Assistants</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
697				43-9111 - Statistical Assistants	D	D	D	D
698			<b>43-9190 - Miscellaneous Office and Administrative Support Workers</b>		<b>35</b>	<b>878</b>	<b>\$9.83</b>	<b>\$7.74</b>
699				43-9199 - Office and Administrative Support Workers, All Other	35	878	\$9.83	\$7.74
700			<b>45-0000 - Farming, Fishing, and Forestry Occupations</b>		<b>7</b>	<b>59</b>	<b>\$13.05</b>	<b>\$11.81</b>
701			<b>45-2000 - Agricultural Workers</b>		<b>4</b>	<b>31</b>	<b>\$12.16</b>	<b>\$11.25</b>
702			<b>45-2010 - Agricultural Inspectors</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
703				45-2011 - Agricultural Inspectors	D	D	D	D
704			<b>45-2090 - Miscellaneous Agricultural Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
705				45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	3	D	D	D
706			<b>45-3000 - Fishing and Hunting Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
707			<b>45-3030 - Fishing and Hunting Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
708				45-3031 - Fishing and Hunting Workers	3	D	D	D
709			<b>45-4000 - Forest, Conservation, and Logging Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
710			<b>45-4010 - Forest and Conservation Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
711				45-4011 - Forest and Conservation Workers	D	D	D	D
712			<b>47-0000 - Construction and Extraction Occupations</b>		<b>52</b>	<b>362</b>	<b>\$11.24</b>	<b>\$9.76</b>
713			<b>47-1000 - Supervisors of Construction and Extraction Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
714			<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>
715				47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	D	D	D	D
716			<b>47-2000 - Construction Trades Workers</b>		<b>45</b>	<b>214</b>	<b>\$10.87</b>	<b>\$9.74</b>
717			<b>47-2030 - Carpenters</b>		<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
718				47-2031 - Carpenters	9	D	D	D
719			<b>47-2040 - Carpet, Floor, and Tile Installers and Finishers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
720				47-2041 - Carpet Installers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
721			<b>47-2050 - Cement Masons, Concrete Finishers, and Terrazzo Workers</b>		9	52	\$8.94	\$8.75
722				47-2051 - Cement Masons and Concrete Finishers	9	52	\$8.94	\$8.75
723			<b>47-2060 - Construction Laborers</b>		12	47	\$10.92	\$9.11
724				47-2061 - Construction Laborers	12	47	\$10.92	\$9.11
725			<b>47-2070 - Construction Equipment Operators</b>		6	42	\$11.10	\$9.62
726				47-2073 - Operating Engineers and Other Construction Equipment Operators	6	42	\$11.10	\$9.62
727			<b>47-2110 - Electricians</b>		25	40	\$12.58	\$11.35
728				47-2111 - Electricians	25	40	\$12.58	\$11.35
729			<b>47-2140 - Painters and Paperhangers</b>		D	D	D	D
730				47-2141 - Painters, Construction and Maintenance	D	D	D	D
731			<b>47-2150 - Pipelayers, Plumbers, Pipefitters, and Steamfitters</b>		D	D	D	D
732				47-2152 - Plumbers, Pipefitters, and Steamfitters	D	D	D	D
733			<b>47-2170 - Reinforcing Iron and Rebar Workers</b>		D	D	D	D
734				47-2171 - Reinforcing Iron and Rebar Workers	D	D	D	D
735			<b>47-2210 - Sheet Metal Workers</b>		D	D	D	D
736				47-2211 - Sheet Metal Workers	D	D	D	D
737			<b>47-2220 - Structural Iron and Steel Workers</b>		D	D	D	D
738				47-2221 - Structural Iron and Steel Workers	D	D	D	D
739			<b>47-2230 - Solar Photovoltaic Installers</b>		D	D	D	D
740				47-2231 - Solar Photovoltaic Installers	D	D	D	D
741			<b>47-3000 - Helpers, Construction Trades</b>		5	110	\$10.17	\$9.62
742			<b>47-3010 - Helpers, Construction Trades</b>		5	110	\$10.17	\$9.62
743				47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	D	D	D	D
744				47-3012 - Helpers--Carpenters	D	D	D	D
745				47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
746				47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
747				47-3019 - Helpers, Construction Trades, All Other	D	85	D	D
748			<b>47-4000 - Other Construction and Related Workers</b>		5	D	D	D
749			<b>47-4010 - Construction and Building Inspectors</b>		4	D	D	D
750				47-4011 - Construction and Building Inspectors	4	D	D	D
751			<b>47-4090 - Miscellaneous Construction and Related Workers</b>		D	D	D	D
752				47-4099 - Construction and Related Workers, All Other	D	D	D	D
753			<b>47-5000 - Extraction Workers</b>		D	D	D	D
754			<b>47-5020 - Surface Mining Machine Operators and Earth Drillers</b>		D	D	D	D
755				47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	D	D	D	D
756	<b>49-0000 - Installation, Maintenance, and Repair Occupations</b>				185	1,313	\$10.50	\$9.00
757			<b>49-1000 - Supervisors of Installation, Maintenance, and Repair Workers</b>		9	D	D	D
758			<b>49-1010 - First-Line Supervisors of Mechanics, Installers, and Repairers</b>		9	D	D	D
759				49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	9	D	D	D
760			<b>49-2000 - Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>		12	55	\$17.30	\$14.94



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
761			<b>49-2010</b>	<b>Computer, Automated Teller, and Office Machine Repairers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
762				49-2011 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
763			<b>49-2020</b>	<b>Radio and Telecommunications Equipment Installers and Repairers</b>	<b>4</b>	<b>40</b>	<b>\$19.27</b>	<b>\$17.60</b>
764				49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	3	D	D	D
765				49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	3	D	D	D
766			<b>49-2090</b>	<b>Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
767				49-2091 - Avionics Technicians	D	D	D	D
768				49-2092 - Electric Motor, Power Tool, and Related Repairers	D	D	D	D
769				49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	3	D	D	D
770				49-2097 - Audiovisual Equipment Installers and Repairers	D	D	D	D
771				49-2098 - Security and Fire Alarm Systems Installers	D	D	D	D
772			<b>49-3000</b>	<b>Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>	<b>54</b>	<b>171</b>	<b>\$11.08</b>	<b>\$10.15</b>
773			<b>49-3010</b>	<b>Aircraft Mechanics and Service Technicians</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
774				49-3011 - Aircraft Mechanics and Service Technicians	3	D	D	D
775			<b>49-3020</b>	<b>Automotive Technicians and Repairers</b>	<b>37</b>	<b>91</b>	<b>\$10.15</b>	<b>\$9.10</b>
776				49-3021 - Automotive Body and Related Repairers	9	D	D	D
777				49-3023 - Automotive Service Technicians and Mechanics	33	73	\$10.07	\$9.00
778			<b>49-3030</b>	<b>Bus and Truck Mechanics and Diesel Engine Specialists</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
779				49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	5	D	D	D
780			<b>49-3040</b>	<b>Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics</b>	<b>13</b>	<b>53</b>	<b>\$11.25</b>	<b>\$10.15</b>
781				49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	13	53	\$11.25	\$10.15
782			<b>49-3050</b>	<b>Small Engine Mechanics</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
783				49-3051 - Motorboat Mechanics and Service Technicians	D	D	D	D
784			<b>49-3090</b>	<b>Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
785				49-3093 - Tire Repairers and Changers	D	D	D	D
786			<b>49-9000</b>	<b>Other Installation, Maintenance, and Repair Occupations</b>	<b>155</b>	<b>1,071</b>	<b>\$9.96</b>	<b>\$8.81</b>
787			<b>49-9020</b>	<b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>	<b>21</b>	<b>60</b>	<b>\$10.06</b>	<b>\$9.25</b>
788				49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21	60	\$10.06	\$9.25
789			<b>49-9040</b>	<b>Industrial Machinery Installation, Repair, and Maintenance Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
790				49-9041 - Industrial Machinery Mechanics	4	D	D	D
791				49-9043 - Maintenance Workers, Machinery	D	D	D	D
792			<b>49-9050</b>	<b>Line Installers and Repairers</b>	<b>3</b>	<b>37</b>	<b>\$17.23</b>	<b>\$15.43</b>
793				49-9051 - Electrical Power-Line Installers and Repairers	D	D	D	D
794				49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
795			<b>49-9060</b>	<b>Precision Instrument and Equipment Repairers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
796				49-9064 - Watch and Clock Repairers	D	D	D	D
797			<b>49-9070</b>	<b>Maintenance and Repair Workers, General</b>	<b>143</b>	<b>799</b>	<b>\$9.54</b>	<b>\$8.72</b>
798				49-9071 - Maintenance and Repair Workers, General	143	799	\$9.54	\$8.72
799			<b>49-9090</b>	<b>Miscellaneous Installation, Maintenance, and Repair Workers</b>	<b>15</b>	<b>155</b>	<b>\$10.05</b>	<b>\$9.32</b>
800				49-9096 - Riggers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
801				49-9098 - Helpers--Installation, Maintenance, and Repair Workers	11	144	\$9.63	\$9.32
802				49-9099 - Installation, Maintenance, and Repair Workers, All Other	4	D	D	D
803	<b>51-0000 - Production Occupations</b>				<b>85</b>	<b>382</b>	<b>\$10.70</b>	<b>\$8.76</b>
804				<b>51-1000 - Supervisors of Production Workers</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
805				<b>51-1010 - First-Line Supervisors of Production and Operating Workers</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
806				51-1011 - First-Line Supervisors of Production and Operating Workers	7	D	D	D
807				<b>51-2000 - Assemblers and Fabricators</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
808				<b>51-2040 - Structural Metal Fabricators and Fitters</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
809				51-2041 - Structural Metal Fabricators and Fitters	5	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>28</b>	<b>113</b>	<b>\$8.38</b>	<b>\$8.25</b>
815				<b>51-3010 - Bakers</b>	<b>23</b>	<b>94</b>	<b>\$8.36</b>	<b>\$8.25</b>
816				51-3011 - Bakers	23	94	\$8.36	\$8.25
817				<b>51-3020 - Butchers and Other Meat, Poultry, and Fish Processing Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
818				51-3021 - Butchers and Meat Cutters	6	D	D	D
819				<b>51-3090 - Miscellaneous Food Processing Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
820				51-3092 - Food Batchmakers	D	D	D	D
821				<b>51-4000 - Metal Workers and Plastic Workers</b>	<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
822				<b>51-4040 - Machinists</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
823				51-4041 - Machinists	3	D	D	D
824				<b>51-4120 - Welding, Soldering, and Brazing Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
825				51-4121 - Welders, Cutters, Solderers, and Brazers	D	D	D	D
826				51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
827				<b>51-5100 - Printing Workers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
828				<b>51-5110 - Printing Workers</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
829				51-5111 - Prepress Technicians and Workers	D	D	D	D
830				51-5112 - Printing Press Operators	3	D	D	D
831				51-5113 - Print Binding and Finishing Workers	D	D	D	D
832				<b>51-6000 - Textile, Apparel, and Furnishings Workers</b>	<b>22</b>	<b>45</b>	<b>\$8.84</b>	<b>\$8.00</b>
833				<b>51-6010 - Laundry and Dry-Cleaning Workers</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
834				51-6011 - Laundry and Dry-Cleaning Workers	9	D	D	D
835				<b>51-6020 - Pressers, Textile, Garment, and Related Materials</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
836				51-6021 - Pressers, Textile, Garment, and Related Materials	D	D	D	D
837				<b>51-6030 - Sewing Machine Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
838				51-6031 - Sewing Machine Operators	D	D	D	D
839				<b>51-6050 - Tailors, Dressmakers, and Sewers</b>	<b>8</b>	<b>D</b>	<b>D</b>	<b>D</b>
840				51-6052 - Tailors, Dressmakers, and Custom Sewers	8	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
841			<b>51-6090 - Miscellaneous Textile, Apparel, and Furnishings Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
842				51-6093 - Upholsterers	3	D	D	D
843			<b>51-7000 - Woodworkers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
844			<b>51-7010 - Cabinetmakers and Bench Carpenters</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
845				51-7011 - Cabinetmakers and Bench Carpenters	D	D	D	D
846			<b>51-8000 - Plant and System Operators</b>		<b>5</b>	<b>61</b>	<b>\$14.48</b>	<b>\$13.42</b>
847			<b>51-8010 - Power Plant Operators, Distributors, and Dispatchers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
848				51-8013 - Power Plant Operators	D	D	D	D
849			<b>51-8030 - Water and Wastewater Treatment Plant and System Operators</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
850				51-8031 - Water and Wastewater Treatment Plant and System Operators	D	D	D	D
851			<b>51-8090 - Miscellaneous Plant and System Operators</b>		<b>4</b>	<b>D</b>	<b>D</b>	<b>D</b>
852				51-8092 - Gas Plant Operators	D	D	D	D
853				51-8093 - Petroleum Pump System Operators, Refinery Operators, and Gaugers	D	D	D	D
854				51-8099 - Plant and System Operators, All Other	3	D	D	D
855			<b>51-9000 - Other Production Occupations</b>		<b>28</b>	<b>89</b>	<b>\$8.90</b>	<b>\$8.00</b>
856			<b>51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
857				51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	D	D	D	D
858				51-9022 - Grinding and Polishing Workers, Hand	D	D	D	D
859			<b>51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
860				51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	D	D	D
861			<b>51-9070 - Jewelers and Precious Stone and Metal Workers</b>		<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
862				51-9071 - Jewelers and Precious Stone and Metal Workers	3	D	D	D
863			<b>51-9080 - Dental and Ophthalmic Laboratory Technicians and Medical Appliance Technicians</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
864				51-9081 - Dental Laboratory Technicians	D	D	D	D
865			<b>51-9120 - Painting Workers</b>		<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
866				51-9123 - Painting, Coating, and Decorating Workers	D	D	D	D
867				51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	D	D	D	D
868			<b>51-9190 - Miscellaneous Production Workers</b>		<b>20</b>	<b>76</b>	<b>\$8.28</b>	<b>\$7.75</b>
869				51-9192 - Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	D	D	D	D
870				51-9193 - Cooling and Freezing Equipment Operators and Tenders	D	D	D	D
871				51-9198 - Helpers--Production Workers	14	59	\$7.95	\$7.74
872				51-9199 - Production Workers, All Other	4	D	D	D
873			<b>53-0000 - Transportation and Material Moving Occupations</b>		<b>125</b>	<b>802</b>	<b>\$9.49</b>	<b>\$8.39</b>
874			<b>53-1000 - Supervisors of Transportation and Material Moving Workers</b>		<b>13</b>	<b>D</b>	<b>D</b>	<b>D</b>
875			<b>53-1040 - First-Line Supervisors of Transportation and Material Moving Workers</b>		<b>13</b>	<b>D</b>	<b>D</b>	<b>D</b>
876				53-1041 - Aircraft Cargo Handling Supervisors	3	D	D	D
877				53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	D	D	D
878				53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	D	D	D	D
879				53-1044 - First-Line Supervisors of Passenger Attendants	D	D	D	D
880				53-1049 - First-Line Supervisors of Transportation Workers, All Other	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
881				<b>53-2000 - Air Transportation Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
882				<b>53-2010 - Aircraft Pilots and Flight Engineers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
883				53-2012 - Commercial Pilots	D	D	D	D
884				<b>53-2020 - Air Traffic Controllers and Airfield Operations Specialists</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
885				53-2021 - Air Traffic Controllers	D	D	D	D
886				53-2022 - Airfield Operations Specialists	D	D	D	D
887				<b>53-3000 - Motor Vehicle Operators</b>	<b>58</b>	<b>255</b>	<b>\$9.32</b>	<b>\$9.00</b>
888				<b>53-3010 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
889				53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
890				<b>53-3030 - Driver/Sales Workers and Truck Drivers</b>	<b>52</b>	<b>183</b>	<b>\$8.95</b>	<b>\$8.25</b>
891				53-3031 - Driver/Sales Workers	32	95	\$8.20	\$7.85
892				53-3032 - Heavy and Tractor-Trailer Truck Drivers	14	63	\$10.47	\$10.00
893				53-3033 - Light Truck Drivers	11	D	D	D
894				<b>53-3050 - Passenger Vehicle Drivers</b>	<b>5</b>	<b>55</b>	<b>\$9.27</b>	<b>\$9.16</b>
895				53-3051 - Bus Drivers, School	D	35	D	D
896				53-3052 - Bus Drivers, Transit and Intercity	D	D	D	D
897				53-3053 - Shuttle Drivers and Chauffeurs	D	D	D	D
898				<b>53-3090 - Miscellaneous Motor Vehicle Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
899				53-3099 - Motor Vehicle Operators, All Other	D	D	D	D
900				<b>53-5000 - Water Transportation Workers</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
901				<b>53-5020 - Ship and Boat Captains and Operators</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
902				53-5021 - Captains, Mates, and Pilots of Water Vessels	6	D	D	D
903				53-5022 - Motorboat Operators	D	D	D	D
904				<b>53-6000 - Other Transportation Workers</b>	<b>5</b>	<b>D</b>	<b>D</b>	<b>D</b>
905				<b>53-6030 - Transportation Service Attendants</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
906				53-6031 - Automotive and Watercraft Service Attendants	3	D	D	D
907				<b>53-6090 - Miscellaneous Transportation Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
908				53-6099 - Transportation Workers, All Other	D	D	D	D
909				<b>53-7000 - Material Moving Workers</b>	<b>77</b>	<b>455</b>	<b>\$9.01</b>	<b>\$8.15</b>
910				<b>53-7010 - Conveyor Operators and Tenders</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
911				53-7011 - Conveyor Operators and Tenders	3	D	D	D
912				<b>53-7020 - Crane and Tower Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
913				53-7021 - Crane and Tower Operators	D	D	D	D
914				<b>53-7040 - Hoist and Winch Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
915				53-7041 - Hoist and Winch Operators	D	D	D	D
916				<b>53-7050 - Industrial Truck and Tractor Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
917				53-7051 - Industrial Truck and Tractor Operators	D	D	D	D
918				<b>53-7060 - Laborers and Material Movers</b>	<b>67</b>	<b>339</b>	<b>\$8.39</b>	<b>\$7.95</b>
919				53-7061 - Cleaners of Vehicles and Equipment	14	76	\$8.01	\$8.14
920				53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	11	64	\$8.53	\$7.95

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2023**

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Employers Count	Employees Count	Mean Hourly Wage	Median Hourly Wage
921				53-7063 - Machine Feeders and Offbearers	D	D	D	D
922				53-7064 - Packers and Packagers, Hand	7	D	D	D
923				53-7065 - Stockers and Order Fillers	47	182	\$8.56	\$7.93
924				<b>53-7070 - Pumping Station Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
925				53-7071 - Gas Compressor and Gas Pumping Station Operators	D	D	D	D
926				<b>53-7080 - Refuse and Recyclable Material Collectors</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
927				53-7081 - Refuse and Recyclable Material Collectors	D	D	D	D
928				<b>53-7190 - Miscellaneous Material Moving Workers</b>	<b>5</b>	<b>71</b>	<b>\$10.57</b>	<b>\$9.81</b>
929				53-7199 - Material Moving Workers, All Other	5	71	\$10.57	\$9.81
930	<b>Grand Total</b>				<b>583</b>	<b>14,557</b>	<b>\$14.03</b>	<b>\$10.50</b>



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





## APPENDIX B: SAMPLE ETA FORM 9165

This appendix presents a sample Form ETA-9165 completed using the 2023 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: "2023 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 "926".
- 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 "926".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$8.69 (this figure is from Table A1, row #268, Mean Hourly Wage column).

E.7.b Check "Hour".

E.8. Check "Yes"

E.8.a \$8.55 (this figure is from Table A1, row #268, Median Hourly Wage column).

E.8.b Check "Hour".

E.9.a Enter "74" (this figure is from Table A1, row #268, 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  
U.S. Department of Labor



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

1. Title(s) of the job(s) included in the survey * 35-2011 - Cooks, Fast Food	
2. Duties of the job(s) included in the survey (attach additional sheets as necessary) * Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment.	
3. Identify the area of intended employment covered by the survey. * (Please refer to the instructions for the definition of area of intended employment) <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. * 926	
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: * 926	

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 \$ \$ 8.69	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 \$ \$ 8.55	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) 74	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:**  
**2023 CNMI PWS DETAILED TITLES DEFINITIONS**





**Table C. 2023 CNM PWS Detailed Title 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-Line Supervisors of Building and Grounds Cleaning and

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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.
<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>11-9121</b>	<b>Natural Sciences Managers</b>	Plan, direct, or coordinate activities in such fields as life sciences, physical sciences, mathematics, statistics, and research and development in these fields. Excludes “Computer and Information Systems Managers” (11-3021) and “Architecture and Engineering Managers” (11-9041).
<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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.
<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>13-1041</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. 2023 CNM PWS Detailed Title 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>13-1121</b>	<b>Meeting, Convention, and Event Planners</b>	Coordinate activities of staff, convention personnel, or clients to make arrangements for group meetings, events, or conventions.
<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 search marketing tactics, analyze web metrics, and develop

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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>13-2022</b>	<b>Appraisers of Personal and Business Property</b>	Appraise and estimate the fair value of tangible personal or business property, such as jewelry, art, antiques, collectibles, and equipment. Includes workers who appraise both personal and business property as well as real estate. May also appraise land. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031), “Insurance Appraisers, Auto Damage” (13-1032), “Appraisers and Assessors of Real Estate” (13-2023), and “Tax Examiners and Collectors, and Revenue Agents” (13-2081).
<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>13-2053</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. 2023 CNM PWS Detailed Title 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. 2023 CNM PWS Detailed Title 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 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).



**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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).
<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>17-2121</b>	<b>Marine Engineers and Naval Architects</b>	Design, develop, and evaluate the operation of marine vessels, ship machinery, and related equipment, such as power supply and propulsion systems.
<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>17-3013</b>	<b>Mechanical Drafters</b>	Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.
<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>17-3027</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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>19-1022</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.
<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>19-2031</b>	<b>Chemists</b>	Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge. Excludes “Biochemists and Biophysicists” (19-1021) and “Geoscientists, Except Hydrologists and Geographers” (19-2042).
<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-

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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>19-3033</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 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>19-4042</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).

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<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>21-1015</b>	<b>Rehabilitation Counselors</b>	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		programs that may include personal and vocational counseling, training, and job placement. Excludes “Occupational Therapists” (29-1122).
<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 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>21-1029</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,



**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		glaucoma, and hearing 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>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>23-1021</b>	<b>Administrative Law Judges, Adjudicators, and Hearing Officers</b>	Conduct hearings to recommend or make decisions on claims concerning government programs or other government-related matters. Determine liability, sanctions, or penalties, or recommend the acceptance or rejection of claims or settlements. Excludes “Arbitrators, Mediators, and Conciliators” (23-1022).
<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
25-1021	<b>Computer Science Teachers, Postsecondary</b>	Teach courses in computer science. May specialize in a field of computer science, such as the design and function of computers or operations and research analysis. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1022	<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 situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1042	<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.
25-1043	<b>Forestry and Conservation Science Teachers, Postsecondary</b>	Teach courses in forestry and conservation science. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research. Excludes “Agricultural Science Teachers, Postsecondary” (25-1041) and “Environmental Science Teachers, Postsecondary” (25-1053).
25-1051	<b>Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary</b>	Teach courses in the physical sciences, except chemistry and physics. Includes both teachers primarily engaged in teaching, and those who do a combination of teaching and research.
25-1066	<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.
25-1069	<b>Social Sciences Teachers, Postsecondary, All Other</b>	All postsecondary social sciences teachers not listed separately.
25-1071	<b>Health Specialties Teachers, Postsecondary</b>	Teach courses in health specialties, in fields such as dentistry, laboratory technology, medicine, pharmacy, public health, therapy, and veterinary medicine. Excludes “Biological Science Teachers, Postsecondary” (25-1042) and “Nursing Instructors and Teachers, Postsecondary” (25-1072) who teach medical science.
25-1072	<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.
25-1081	<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.
25-1121	<b>Art, Drama, and Music Teachers, Postsecondary</b>	Teach courses in drama, music, and the arts including fine and applied art, such as painting and sculpture, or design and crafts. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1123	<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.



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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
25-1193	<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.
25-1194	<b>Career/Technical Education Teachers, Postsecondary</b>	Teach vocational courses intended to provide occupational training below the baccalaureate level in subjects such as construction, mechanics/repair, manufacturing, transportation, or cosmetology, primarily to students who have graduated from or left high school. Teaching takes place in public or private schools whose primary business is academic or vocational education. Excludes “Training and Development Specialists” (13-1151), “Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors” (25-3011), and postsecondary teachers classified elsewhere in the 25-1000 minor group. Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).
25-1199	<b>Postsecondary Teachers, All Other</b>	All postsecondary teachers not listed separately.
25-2011	<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).
25-2012	<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).
25-2021	<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).
25-2022	<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).
25-2031	<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).
25-2059	<b>Special Education Teachers, All Other</b>	All special education teachers not listed separately.
25-3011	<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>25-4013</b>	<b>Museum Technicians and Conservators</b>	Restore, maintain, or prepare objects in museum collections for storage, research, or exhibit. May work with specimens such as fossils, skeletal parts, or botanicals; or artifacts, textiles, or art. May identify and record objects or install and arrange them in exhibits. Includes book or document conservators.
<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, 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 shelve books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.
<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

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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>25-9099</b>	<b>Educational Instruction and Library Workers, All Other</b>	All educational instruction and library workers not listed separately.
<b>27-1019</b>	<b>Artists and Related Workers, All Other</b>	All artists and related workers not listed separately.
<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>27-2042</b>	<b>Musicians and Singers</b>	Play one or more musical instruments or sing. May perform on stage, for broadcasting, or for sound or video recording.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>27-3011</b>	<b>Broadcast Announcers and Radio Disc Jockeys</b>	Speak or read from scripted materials, such as news reports or commercial messages, on radio, television, or other communications media. May play and queue music, announce artist or title of performance, identify station, or interview guests. Excludes “News Analysts, Reporters, and Journalists” (27-3023).
<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.
<b>27-3092</b>	<b>Court Reporters and Simultaneous Captioners</b>	Use verbatim methods and equipment to capture, store, retrieve, and transcribe pretrial and trial proceedings or other information. Includes stenocaptioners who operate computerized stenographic captioning equipment to provide captions of live or prerecorded broadcasts for hearing-impaired viewers.
<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>27-4099</b>	<b>Media and Communication Equipment Workers, All Other</b>	All media and communication equipment workers not listed separately.
<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

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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.
<b>29-1122</b>	<b>Occupational Therapists</b>	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual’s environment, teach skills, and modify specific tasks that present barriers to the individual. Excludes “Rehabilitation Counselors” (21-1015).
<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>29-1125</b>	<b>Recreational Therapists</b>	Plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities include sports, trips, dramatics, social activities, and crafts. May assess a patient condition and recommend appropriate recreational activity. Excludes “Recreation Workers” (39-9032).
<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>29-1127</b>	<b>Speech-Language Pathologists</b>	Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
29-1129	<b>Therapists, All Other</b>	All therapists not listed separately.
29-1131	<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.
29-1141	<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).
29-1151	<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.
29-1161	<b>Nurse Midwives</b>	Diagnose and coordinate all aspects of the birthing process, either independently or as part of a healthcare team. May provide well-woman gynecological care. Must have specialized, graduate nursing education.
29-1171	<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.
29-1181	<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.
29-1211	<b>Anesthesiologists</b>	Administer anesthetics and analgesics for pain management prior to, during, or after surgery.
29-1212	<b>Cardiologists</b>	Diagnose, treat, manage, and prevent diseases or conditions of the cardiovascular system. May further subspecialize in interventional procedures (e.g., balloon angioplasty and stent placement), echocardiography, or electrophysiology.
29-1214	<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.
29-1215	<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).
29-1216	<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>
29-1218	<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.
29-1221	<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).
29-1223	<b>Psychiatrists</b>	Diagnose, treat, and help prevent mental disorders. Excludes “Clinical and Counseling Psychologists” (19-3033) and “School Psychologists” (19-3034).
29-1224	<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.
29-1229	<b>Physicians, All Other</b>	All physicians not listed separately.
29-1242	<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).
29-1249	<b>Surgeons, All Other</b>	All surgeons not listed separately. Excludes “Oral and Maxillofacial Surgeons” (29-1022).
29-1292	<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.
29-2011	<b>Medical and Clinical Laboratory Technologists</b>	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.
29-2012	<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.
29-2031	<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.
29-2034	<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).
29-2042	<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).
29-2051	<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.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>29-2061</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).
<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>31-1131</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



**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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>31-2021</b>	<b>Physical Therapist Assistants</b>	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.
<b>31-2022</b>	<b>Physical Therapist Aides</b>	Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.
<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).
<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>31-9097</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>31-9099</b>	<b>Healthcare Support Workers, All Other</b>	All healthcare support workers not listed separately.
<b>33-1011</b>	<b>First-Line Supervisors of Correctional Officers</b>	Directly supervise and coordinate activities of correctional officers and jailers.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>33-2022</b>	<b>Forest Fire Inspectors and Prevention Specialists</b>	Enforce fire regulations, inspect forest for fire hazards, and recommend forest fire prevention or control measures. May report forest fires and weather conditions.
<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 deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
33-9092	<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.
33-9094	<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.
33-9099	<b>Protective Service Workers, All Other</b>	All protective service workers not listed separately.
35-1011	<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.
35-1012	<b>First-Line Supervisors of Food Preparation and Serving Workers</b>	Directly supervise and coordinate activities of workers engaged in preparing and serving food.
35-2011	<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.
35-2012	<b>Cooks, Institution and Cafeteria</b>	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.
35-2014	<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.
35-2015	<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).
35-2019	<b>Cooks, All Other</b>	All cooks not listed separately.
35-2021	<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.
35-3011	<b>Bartenders</b>	Mix and serve drinks to patrons, directly or through waitstaff.
35-3023	<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),
35-3031	<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>35-9011</b>	<b>Dining Room and Cafeteria Attendants and Bartender Helpers</b>	Facilitate food service. Clean tables; remove dirty dishes; replace soiled table linens; set tables; replenish supply of clean linens, silverware, glassware, and dishes; supply service bar with food; and serve items such as water, condiments, and coffee to patrons.
<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 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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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.
<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>39-2021</b>	<b>Animal Caretakers</b>	Feed, water, groom, bathe, exercise, or otherwise provide care to promote and maintain the well-being of pets and other animals that are not raised for consumption, such as dogs, cats, race horses, ornamental fish or birds, zoo animals, and mice. Work in settings such as kennels, animal shelters, zoos, circuses, and aquariums. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages, pens, or fish tanks. Excludes "Veterinary Assistants and Laboratory Animal Caretakers" (31-9096) and "Farmworkers, Farm, Ranch, and Aquacultural Animals" (45-2093).
<b>39-3012</b>	<b>Gambling and Sports Book Writers and Runners</b>	Post information enabling patrons to wager on various races and sporting events. Assist in the operation of games such as keno and bingo. May operate random number-generating equipment and announce the numbers for patrons. Receive,

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		verify, and record patrons' wagers. Scan and process winning tickets presented by patrons and pay out winnings for those wagers.
<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>39-5011</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).
<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>41-3011</b>	<b>Advertising Sales Agents</b>	Sell or solicit advertising space, time, or media in publications, signage, TV, radio, or Internet establishments or public spaces.
<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.
<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</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).



**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
	<b>Manufacturing, Technical and Scientific Products</b>	
<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>43-2021</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 numbers or bad connections. May handle emergency calls and assist children or people with physical disabilities to make telephone calls.
<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



**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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 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>43-4041</b>	<b>Credit Authorizers, Checkers, and Clerks</b>	Authorize credit charges against customers’ accounts. Investigate history and credit standing of individuals or business establishments applying for credit. May interview applicants to obtain personal and financial data, determine credit worthiness, process applications, and notify customers of acceptance or rejection of credit.
<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>43-4141</b>	<b>New Accounts Clerks</b>	Interview persons desiring to open accounts in financial institutions. Explain account services available to prospective customers and assist them in preparing applications.
<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).
<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>43-5011</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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>43-5061</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 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).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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 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>43-9111</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>45-2011</b>	<b>Agricultural Inspectors</b>	Inspect agricultural commodities, processing equipment, and facilities, and fish and logging operations, to ensure compliance with regulations and laws governing health, quality, and safety.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>45-3031</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

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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 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>47-2171</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).



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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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). 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>47-3014</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>47-4099</b>	<b>Construction and Related Workers, All Other</b>	All construction and related workers not listed separately.
<b>47-5022</b>	<b>Excavating and Loading Machine and Dragline Operators, Surface Mining</b>	Operate or tend machinery at surface mining site, equipped with scoops, shovels, or buckets to excavate and load loose materials.
<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.

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<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>49-2094</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>49-2097</b>	<b>Audiovisual Equipment Installers and Repairers</b>	Install, repair, or adjust audio or television receivers, stereo systems, camcorders, video systems, or other electronic entertainment equipment in homes or other venues. May perform routine maintenance. Excludes "Audio and Video Technicians" (27-4011).
<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).
<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>49-3023</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.



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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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>49-3093</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).
<b>49-9052</b>	<b>Telecommunications Line Installers and Repairers</b>	Install and repair telecommunications cable, including fiber optics.
<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>49-9096</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.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
49-9099	<b>Installation, Maintenance, and Repair Workers, All Other</b>	All installation, maintenance, and repair workers not listed separately.
51-1011	<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.
51-2041	<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).
51-2051	<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.
51-2099	<b>Assemblers and Fabricators, All Other</b>	All assemblers and fabricators not listed separately.
51-3011	<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).
51-3021	<b>Butchers and Meat Cutters</b>	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.
51-3092	<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.
51-4041	<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).
51-4121	<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.
51-4122	<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.
51-5111	<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.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
51-5112	<b>Printing Press Operators</b>	Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.
51-5113	<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.
51-6011	<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.
51-6021	<b>Pressers, Textile, Garment, and Related Materials</b>	Press or shape articles by hand or machine.
51-6031	<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.
51-6052	<b>Tailors, Dressmakers, and Custom Sewers</b>	Design, make, alter, repair, or fit garments.
51-6093	<b>Upholsterers</b>	Make, repair, or replace upholstery for household furniture or transportation vehicles.
51-7011	<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).
51-8013	<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).
51-8031	<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.
51-8092	<b>Gas Plant Operators</b>	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.
51-8093	<b>Petroleum Pump System Operators, Refinery Operators, and Gaugers</b>	Operate or control petroleum refining or processing units. May specialize in controlling manifold and pumping systems, gauging or testing oil in storage tanks, or regulating the flow of oil into pipelines.
51-8099	<b>Plant and System Operators, All Other</b>	All plant and system operators not listed separately.
51-9021	<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.

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
51-9022	<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.
51-9061	<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.
51-9071	<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.
51-9081	<b>Dental Laboratory Technicians</b>	Construct and repair full or partial dentures or dental appliances. Excludes “Dental Assistants” (31-9091).
51-9123	<b>Painting, Coating, and Decorating Workers</b>	Paint, coat, or decorate articles, such as furniture, glass, plateware, pottery, jewelry, toys, books, or leather. Excludes “Artists and Related Workers” (27-1010), “Designers” (27-1020), “Photographic Process Workers and Processing Machine Operators” (51-9151), and “Etchers and Engravers” (51-9194).
51-9124	<b>Coating, Painting, and Spraying Machine Setters, Operators, and Tenders</b>	Set up, operate, or tend spraying or rolling machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials. Includes painters of transportation vehicles such as painters in auto body repair facilities. Excludes “Plating Machine Setters, Operators, and Tenders, Metal and Plastic” (51-4193).
51-9192	<b>Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders</b>	Operate or tend machines to wash or clean products, such as barrels or kegs, glass items, tin plate, food, pulp, coal, plastic, or rubber, to remove impurities.
51-9193	<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.
51-9198	<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).
51-9199	<b>Production Workers, All Other</b>	All production workers not listed separately. Excludes “Packers and Packagers, Hand” (53-7064).
53-1041	<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

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
		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).
<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
53-3032	<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).
53-3033	<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).
53-3051	<b>Bus Drivers, School</b>	Drive a school bus to transport students. Ensure adherence to safety rules. May assist students in boarding or exiting.
53-3052	<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.
53-3053	<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).
53-3099	<b>Motor Vehicle Operators, All Other</b>	All motor vehicle operators not listed separately.
53-5021	<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).
53-5022	<b>Motorboat Operators</b>	Operate small motor-driven boats. May assist in navigational activities.
53-6031	<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).
53-6099	<b>Transportation Workers, All Other</b>	All transportation workers not listed separately.
53-7011	<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.
53-7021	<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.
53-7041	<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).
53-7051	<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).

**Table C. 2023 CNM PWS Detailed Title Definitions**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<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:**  
**2023 CNMI PWS DATA FIELDS AND ONLINE FORMS**

This appendix shows a brief description of the 2023 PWS and instructions on completing data fields in the forms which were accessible on the company dashboard of the PWS website and the screenshots of the 2023 PWS online forms.



# 2023 Prevailing Wage Survey Data Definitions and Instructions

Central Statistics Division, Department of Commerce, CNMI

December 10, 2022

This short document briefly describes the 2023 PWS Survey and defines/describes selected data fields in the survey.

**The 2023 Prevailing Wage Study Survey.** Several rounds of the PWS surveys have been completed since 2011 in the CNMI. This 2023 PWS survey is the fifth annual survey under the Northern Mariana Islands U.S. Workforce Act of 2018 and is the fourth 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 2023. Like the past PWS surveys, the results of the 2023 survey will be used to meet the prevailing wage requirements for CW1 and 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 are for One Complete Pay Period in February 2023.** It is important to note that the 2023 PWS is requesting for employee data for one full or complete pay period for the month of February 2023.

**Data Fields for the 2023 PWS Survey.** This round of the PWS asks for data points for fields necessary for a successful survey for 2023 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. For those who have already registered and participated in past surveys, you are asked to simply update your data appropriately.

**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 2023. Include all employees working at the time of the survey whether fulltime or part-time. This data value will assist in validating individual employees reported.

## DBA (Doing Business As) Data Form

<b>6</b>	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.
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### Pay Period Data Subform

<b>1</b>	DBA Name	Select the appropriate DBA and be sure to enter each and all employees under the appropriate DBA, if you have multiple DBAs.
<b>2</b>	Pay Period Duration	Select the appropriate pay period duration for your DBA. Monthly or Biweekly or Weekly. This data point allows for computing the hourly wage amount.
<b>3</b>	Beginning Date of Pay Period	Give/choose the beginning date of the pay period in February 2023. This data field will be used in data validation.
<b>4</b>	Ending Date of Pay Period	Give/choose the ending date of the pay period in February 2023. This data field will be used in data validation.
<b>5</b>	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

<b>1</b>	Position Title	Give/enter the employee position title as of February 2023. This data field will be used for data validation.
<b>2</b>	Gender	Give/choose the appropriate employee gender. This data field will allow for summarizing and reporting wage statistics by gender.
<b>3</b>	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.)
<b>4</b>	Citizenship	Give/choose the appropriate country of citizenship for the employee. This data will allow for summarizing and reporting on wage statistics by citizenship.
<b>5</b>	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.
<b>6</b>	Total hours worked	Give/enter the total hours worked for the pay period in February 2023. This data value will be used to derive the hourly wage amount.
<b>7</b>	Total Gross Amount of Pay	Give/enter the total amount of pay in dollars for the pay period in February 2023. This data field will be used to derive the hourly wage rate and related statistics.

## Screenshots of the 2023 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*	?
<input type="text"/>	
Company Email Address*	?
<input type="text"/>	
Username *	?
<input type="text"/>	
Password *	?
<input type="password"/>	
Confirm Password*	?
<input type="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



XXXX-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 2023.** It is important to note that the 2023 PWS is requesting for individual employee data for one full or complete pay period during the month of February 2023. 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 Duration:**

**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 Gross Amount of Pay for the Pay Period\*

Save Employee Info