



THE 2024 PREVAILING WAGE STUDY  
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE  
CENTRAL STATISTICS DIVISION

MAY 31, 2024





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Arnold I. Palacios, Governor • David M. Apatang, Lt. Governor • Remedio C. Mafnas, 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 announce the release of the 2024 Prevailing Wage Study (PWS) Report. This comprehensive report presents the findings of the 2024 annual wage study in the CNMI, fulfilling the requirements of the Northern Mariana Islands U.S. Workforce Act of 2018.

Key Highlights:

1. **Methodology:** The report describes the rigorous methodology used in conducting the study.
2. **Hourly Wage Statistics:** It presents detailed hourly wage statistics derived from the survey.
3. **Analysis by Categories:**
  - Employer Size
  - Occupation
  - Industry
  - Sector
  - Citizenship
  - Employment Visa
  - Gender
  - Total Hours Worked per Week

Appendices:

1. **Appendix A:** Contains the Standard Occupational Codes (SOC) Detailed Titles Hourly Wage Statistics for the 502 titles captured by the survey in the CNMI economy in 2024.
2. **Appendix B:** Provides a sample ETA Form 9165.

3. **Appendix C:** Lists the definitions of the 502 Detailed Titles found in the 2024 PWS.
4. **Appendix D:** Displays the 2024 PWS online forms.

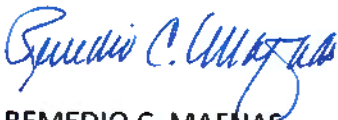
This report represents the collaborative efforts of our CNMI Department of Commerce's Central Statistics Division, the US Department of Labor's National Prevailing Wage Center, and DataTalks. I extend my heartfelt gratitude to everyone involved in completing this important study.

**Acknowledgments:**

- Special thanks to CNMI businesses and public sector agencies for contributing the data that made this report possible.
- Lastly, I express my sincere appreciation for the Technical Assistance Program funding from the US Department of the Interior's Office of Insular Affairs (DOI-OIA).

Thank you for your continued support, and I hope you find this report valuable for your needs.

Warm Regards,



REMEDIIO C. MAFNAS  
Department of Commerce, Acting Secretary

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# INTRODUCTION

This report documents the results of the 2024 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 total hours worked per week. The challenges and limitations of the 2024 study are also discussed. There are four appendices to this report: Appendix A contains the SOC Detailed Titles Hourly Wage Statistics for the 502 SOC Detailed Titles captured by the study survey this year; Appendix B shows a sample ETA Form 9165 using the 2024 PWS hourly wage statistics; Appendix C lists the definitions of the 502 Titles found in the 2024 PWS; and Appendix D shows the 2024 PWS Online data collection forms. It should be noted that this is the fifth round of the CNMI PWS where the survey data collection was done via an online portal and the data cleaning, processing, tabulation, analysis, and reporting parallel those of the past survey rounds.

## BACKGROUND AND PURPOSE

The 2024 PWS is the ninth round of the Prevailing Wage Study in the Commonwealth. The 2024 PWS is the sixth 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 2024 results are going to be used when applying for foreign worker visas—CW1, H1Bs and others. The funding for the 2024 PWS was provided by the US Department of the Interior’s Office of Insular Affairs (US DOI – OIA).

The purpose of the 2024 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 2024 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 2024 PWS was the month of February 2024. The study asked employers to submit wages and other related data based on payroll data from the month of February 2024.

# THE METHODOLOGY

## CENSUS OF EMPLOYERS AND EMPLOYEES

All CNMI employers and employees in the private and the public sectors were targeted in the 2024 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 2024 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 2024 PWS is the fifth year an online portal was the primary mode of collecting

survey data from employers in the Commonwealth. In January of 2024, 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 February, two office data clerks came on board and trained on how the PWS portal collects survey data from employers.

As was done in previous years, the CSD announced the 2024 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 effort via email to various business organizations including the Saipan Chamber of Commerce, 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 March 1<sup>st</sup> and ended on March 31, 2024. 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 valid emails were imported into Brevo, an email campaign web service, which is used to send email directly to companies/employers for the PWS Survey. The first email campaign was sent out on February 29, 2024, that informed employers of the start date of the Survey and asked everyone to participate. Second direct emails were sent on March 7, 2024, to two different groups: one email thanked those who had submitted their survey. And a separate one was sent out on the same day to those who were yet to complete the survey. Third emails were sent out on March 15, 2024, again, to two separate groups: one email thanking those who had submitted their survey and another reminding those who have not to submit theirs. Like 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 2024 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). Excel Power Pivot was used to produce tables on wage statistics. And Excel Chart was used to create graphical displays of findings.

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

The data collection process for the 2024 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 points 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 2024 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. The CNMI government employees data was provided by the Department of Finance to CSD in Excel format. The [PWS Online Portal](#) has three related forms that each employer (company or organization) was required to complete for the 2024 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 2024 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 2024 PWS**

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

At the conclusion of the 2024 data collection period, a total of 1,165 companies (employers) registered in the PWS Portal since 2020; but some (103) of these were duplicates. Some employers registered again when they forgot their usernames and passwords. There were 1,062 valid companies in the portal.

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

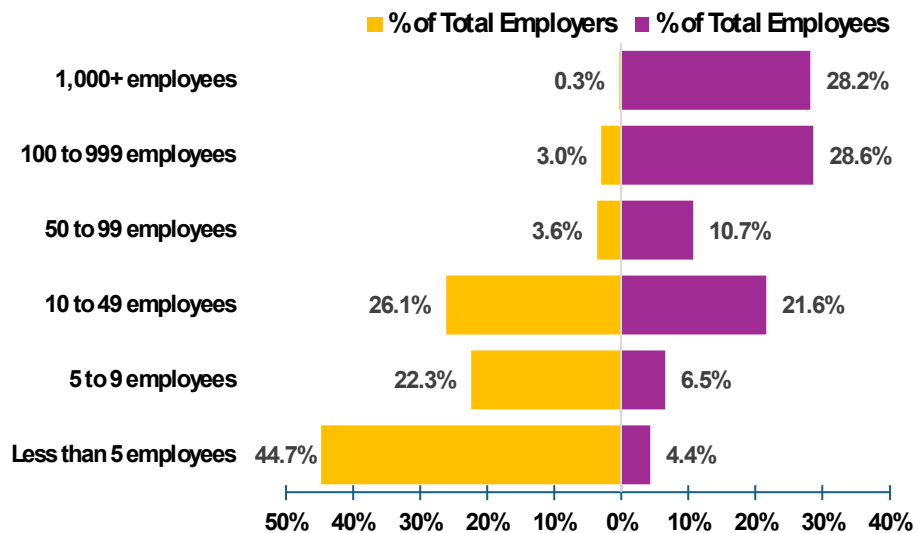
Of 1,062 employers in the portal, 43 were determined to be inactive, 143 registered but did not participate in the survey, 128 reported zero (0) employees, 137 reported employees in the prior years but did not report employees in the 2024 PWS survey; and 611 employers reported 1 or more employees. The clean dataset used in producing the hourly wage statistics for this report contains a total of 609 employers and a total of 14,038 employees. The CNMI's overall mean hourly wage was \$14.54 while the median was \$10.82 in 2024.

## HOURLY WAGE STATISTICS BY EMPLOYER SIZE

The shape of the percent distribution of total employers and the percent distribution of total of employees by employer size remained similar to prior years: employers in the CNMI in the 2024 PWS were mostly small employers. About 45% of total employers had less than 5 employees and employed about 4% of total employees; cumulatively, 67% of total employers had less than 10 employees with about 11% of total employees; and 93% had less than 50 employees with about 33% of total employees. Only about 7% of all employers had 50 or more employees but employed about 68% of total employees. See Chart 1 for details.

The mean hourly wage was highest in the employer group with 1,000+ employees (\$16.78) and was lowest in the 50 to 99 employer group (\$11.81) See Table 1.0 for details.

**Chart 1.0 Percentage of Total Employers vs Percentage of Total Employees: 2024 PWS, CNMI**



**Table 1.0 Hourly Wage Statistics by Employer Size: 2024 PWS, CNMI**

Employer Size	Employers Count	Percentage of Total Employers	Cummulative % of Total Employers	Employees Count	Percentage of Total Employees	Cummulative % of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>--</b>	<b>14,038</b>	<b>100.0%</b>	<b>--</b>	<b>\$14.54</b>	<b>\$10.82</b>
Less than 5 employees	272	44.7%	44.7%	613	4.4%	4.4%	\$12.60	\$9.95
5 to 9 employees	136	22.3%	67.0%	915	6.5%	10.9%	\$12.72	\$9.19
10 to 49 employees	159	26.1%	93.1%	3,031	21.6%	32.5%	\$12.94	\$9.50
50 to 99 employees	22	3.6%	96.7%	1,499	10.7%	43.2%	\$11.81	\$9.19
100 to 999 employees	18	3.0%	99.7%	4,021	28.6%	71.8%	\$15.28	\$10.22
1,000+ employees	2	0.3%	100.0%	3,959	28.2%	100.0%	\$16.78	\$15.00

## HOURLY WAGE STATISTICS BY SOC MAJOR TITLES

### Employers by SOC Major Titles

About 64% of all employers in the 2024 PWS reported Management Occupations; about 45% had Office and Administrative Support Occupations; about 32% had Installation, Maintenance, and Repair Occupations. See Chart 2.a for details.

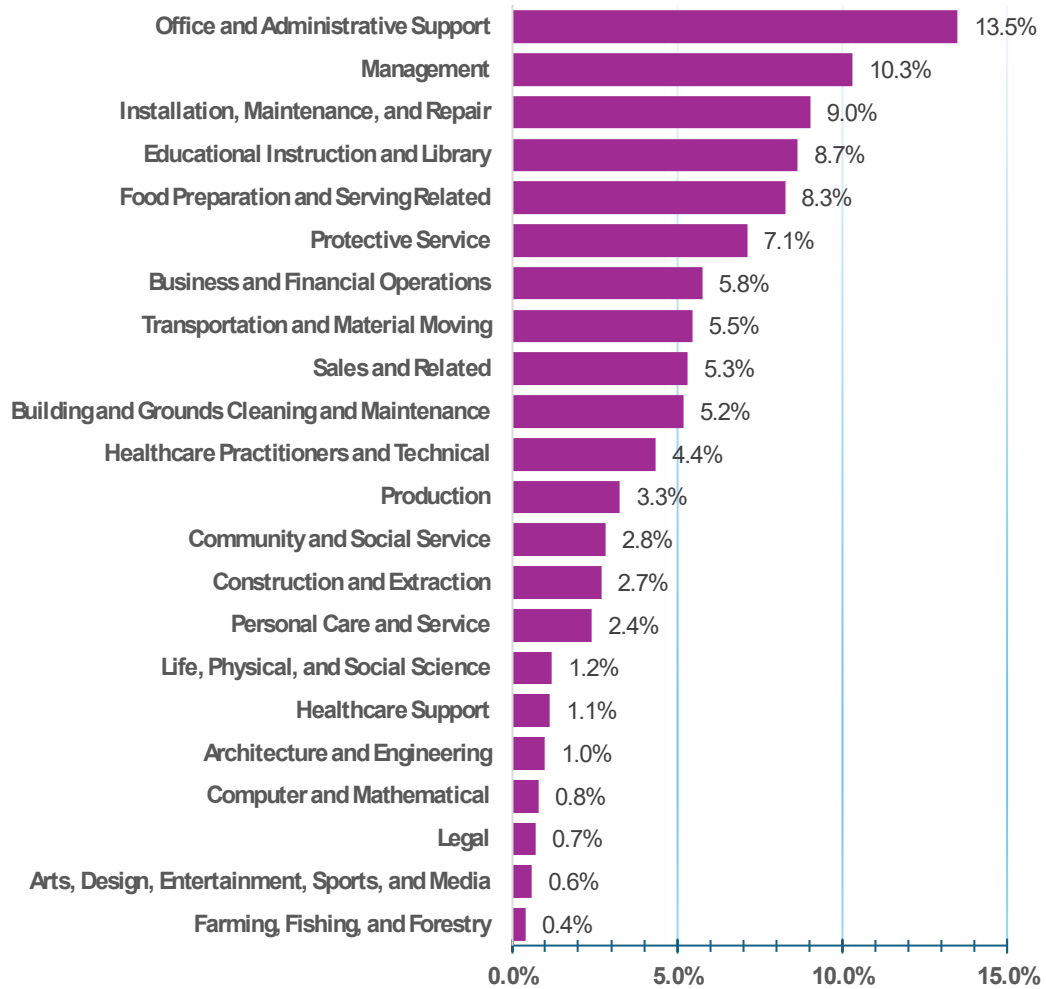
**Chart 2.a Percentage of Total Employers by SOC Major Titles:  
2024 PWS, CNMI**



### Employees by SOC Major Titles

Office and Administrative Support Occupations had the largest share (about 14%) of total employees reported in the 2024 PWS; followed by Management Occupations (10%); Installation, Maintenance, and Repair Occupations (9.0%), Educational Instruction and Library Occupations (9%), Food Preparation and Serving Related and Occupations (8%), and protective Service Occupations (about 7%). See Chart 2.b for details.

**Chart 2.b Percentage of Total Employees by SOC Major Titles:  
2024 PWS, CNMI**



### Mean Hourly Wage by SOC Major Titles

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$32.68), followed by Legal Occupations (\$29.00), and Managerial Occupations (\$24.68) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.77). See Chart 2.c below for details.

**Chart 2.c Mean Hourly Wage by SOC Major Titles:  
2024 PWS, CNMI**

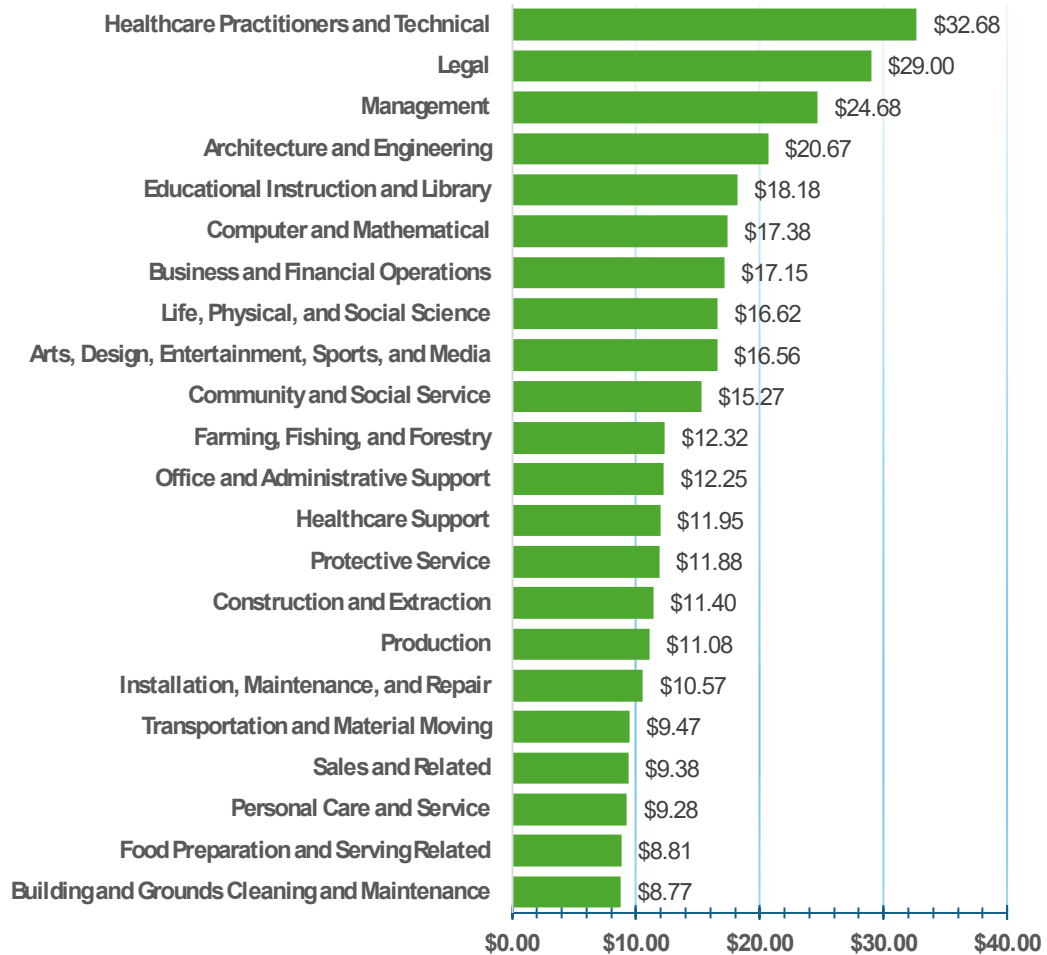


Table 2.0 below shows the employers count, the employees count, the mean, and the median hourly wage by SOC Major Titles in the Commonwealth in 2024.

**Table 2.0 Hourly Wage Statistics by SOC Major Titles: 2024 PWS, CNMI**

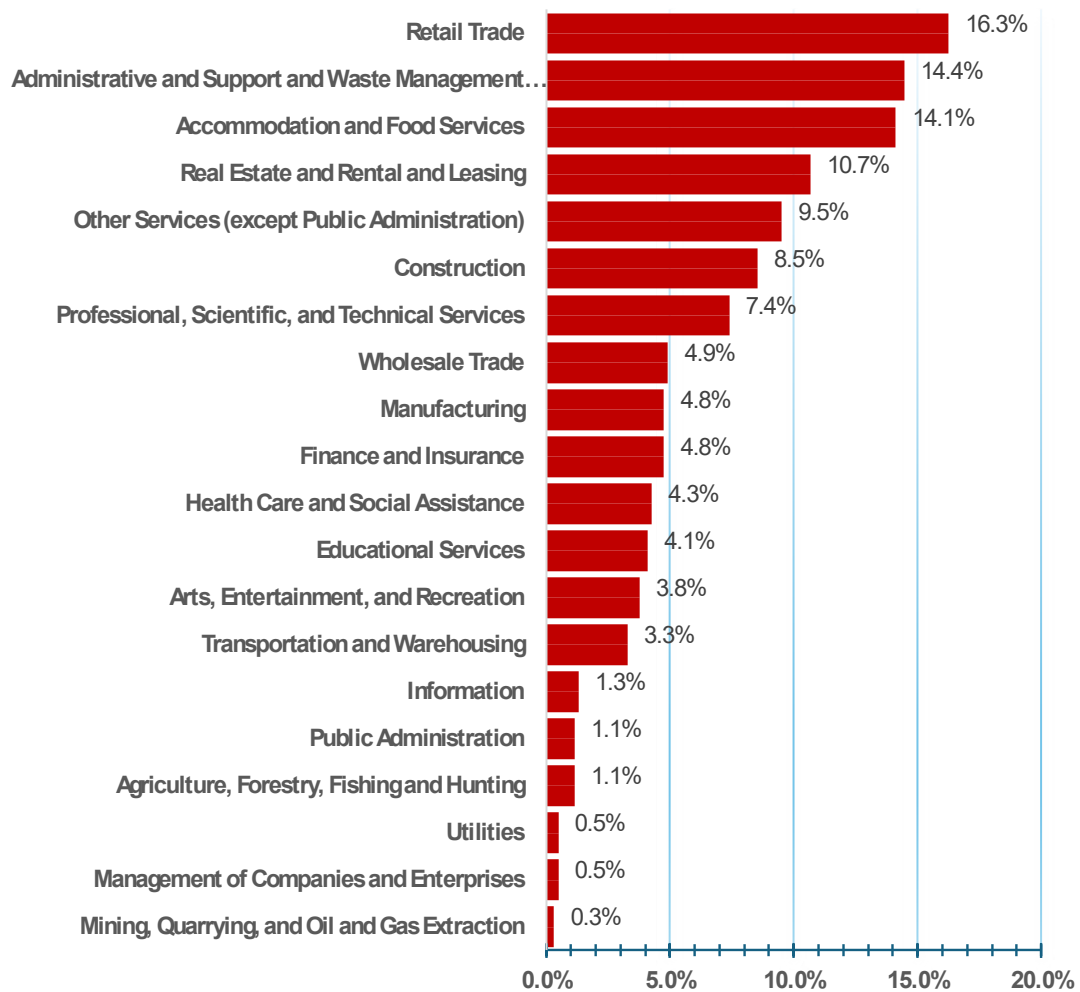
SOC Major Title	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
Architecture and Engineering Occupations	32	5.3%	140	1.0%	\$20.67	\$17.87
Arts, Design, Entertainment, Sports, and Media Occupations	28	4.6%	84	0.6%	\$16.56	\$13.66
Building and Grounds Cleaning and Maintenance Occupations	131	21.5%	728	5.2%	\$8.77	\$8.00
Business and Financial Operations Occupations	170	27.9%	808	5.8%	\$17.15	\$16.19
Community and Social Service Occupations	17	2.8%	397	2.8%	\$15.27	\$14.16
Computer and Mathematical Occupations	31	5.1%	113	0.8%	\$17.38	\$16.22
Construction and Extraction Occupations	56	9.2%	379	2.7%	\$11.40	\$10.56
Educational Instruction and Library Occupations	25	4.1%	1,215	8.7%	\$18.18	\$15.45
Farming, Fishing, and Forestry Occupations	8	1.3%	57	0.4%	\$12.32	\$11.25
Food Preparation and Serving Related Occupations	102	16.7%	1,160	8.3%	\$8.81	\$8.25
Healthcare Practitioners and Technical Occupations	18	3.0%	611	4.4%	\$32.68	\$17.00
Healthcare Support Occupations	20	3.3%	160	1.1%	\$11.95	\$11.46
Installation, Maintenance, and Repair Occupations	197	32.3%	1,267	9.0%	\$10.57	\$9.28
Legal Occupations	15	2.5%	100	0.7%	\$29.00	\$28.85
Life, Physical, and Social Science Occupations	19	3.1%	169	1.2%	\$16.62	\$13.46
Management Occupations	390	64.0%	1,447	10.3%	\$24.68	\$21.59
Office and Administrative Support Occupations	274	45.0%	1,894	13.5%	\$12.25	\$10.91
Personal Care and Service Occupations	70	11.5%	339	2.4%	\$9.28	\$8.00
Production Occupations	79	13.0%	459	3.3%	\$11.08	\$9.00
Protective Service Occupations	37	6.1%	999	7.1%	\$11.88	\$11.25
Sales and Related Occupations	161	26.4%	746	5.3%	\$9.38	\$8.40
Transportation and Material Moving Occupations	128	21.0%	766	5.5%	\$9.47	\$8.32

# HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

## Employers by Major Industry

About 16% of total employers in the 2024 PWS were in the Retail Trade industry; about 14% were in the Administrative and Support and Waste Management and Remedial Services industry; about 14% were in the Accommodation and Food Services industry; and about 11% were in the Real Estate and Rental and Leasing industry. See Chart 3.a below for details.

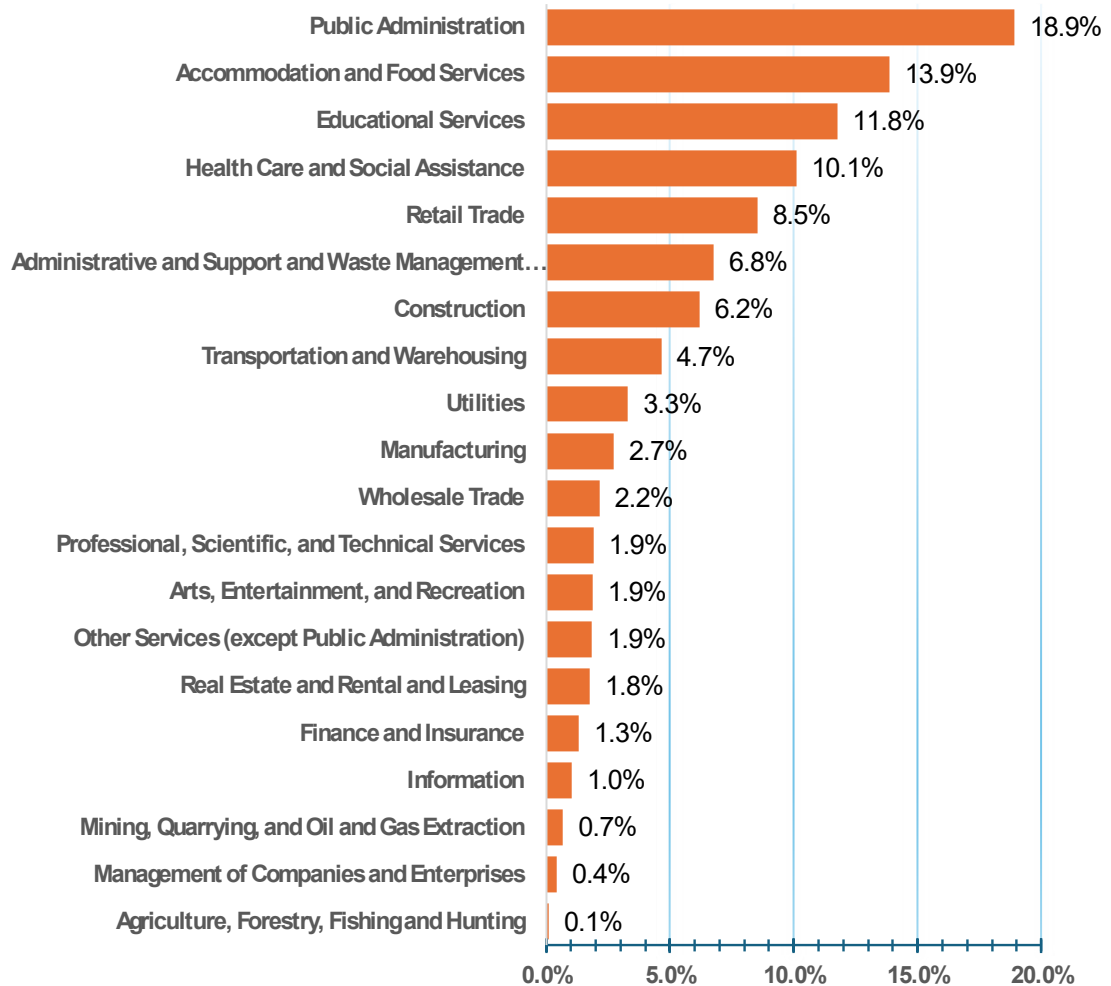
**Chart 3.a Percentage of Total Employers by Major Industries:  
2024 PWS, CNMI**



### Employees by Major Industry

The Public Administration had the largest share (about 19%) of total employees in the 2024 PWS, followed by Accommodation and Food Services industry (about 14%), Educational Services (about 12%), Health Care and Social Assistance (about 10%), and Retail Trade (about 9%). See Chart 3.b below for details.

**Chart 3.b Percentage of Total Employees by Major Industries:  
2024 PWS, CNMI**





### Mean Hourly Wage by Major Industry

The Management of Companies and Enterprises industry had the highest mean hourly wage (\$24.00) in 2024, followed by Health Care and Social Assistance (\$22.83), Education Services (\$18.25), the Professional, Scientific, and Technical Services (\$18.06), Information (\$17.30), Finance and Insurance (\$17.29), Mining, Quarrying, and Oil and Gas Extraction (\$16.40), Public Administration (\$16.11), and the Utilities (\$15.96). The Administrative and Support and Waste Management and Remediation Services industry had the lowest mean hourly wage (\$9.79). See Chart 3.c below for details.

**Chart 3.c Mean Hourly Wage by Major Industries:  
2024 PWS, CNMI**



Table 3.0 below shows employers count, employees count, the mean, and the median hourly wage by Major Industries in the CNMI in 2024.

**Table 3.0 Hourly Wage Statistics by Major Industry Titles: 2024 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>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
Accommodation and Food Services	86	14.1%	1,947	13.9%	\$10.34	\$8.48
Administrative and Support and Waste Management and Remediation Services	88	14.4%	951	6.8%	\$9.79	\$8.50
Agriculture, Forestry, Fishing and Hunting	7	1.1%	15	0.1%	\$11.13	\$9.50
Arts, Entertainment, and Recreation	23	3.8%	263	1.9%	\$10.89	\$8.27
Construction	52	8.5%	869	6.2%	\$11.50	\$9.93
Educational Services	25	4.1%	1,651	11.8%	\$18.25	\$15.73
Finance and Insurance	29	4.8%	186	1.3%	\$17.29	\$12.50
Health Care and Social Assistance	26	4.3%	1,418	10.1%	\$22.83	\$14.39
Information	8	1.3%	145	1.0%	\$17.30	\$14.85
Management of Companies and Enterprises	3	0.5%	61	0.4%	\$24.00	\$18.36
Manufacturing	29	4.8%	384	2.7%	\$9.94	\$8.27
Mining, Quarrying, and Oil and Gas Extraction	2	0.3%	97	0.7%	\$16.40	\$14.30
Other Services (except Public Administration)	58	9.5%	261	1.9%	\$11.19	\$9.19
Professional, Scientific, and Technical Services	45	7.4%	269	1.9%	\$18.06	\$12.50
Public Administration	7	1.1%	2,655	18.9%	\$16.11	\$14.35
Real Estate and Rental and Leasing	65	10.7%	248	1.8%	\$15.04	\$9.54
Retail Trade	99	16.3%	1,197	8.5%	\$11.44	\$8.65
Transportation and Warehousing	20	3.3%	654	4.7%	\$12.04	\$9.93
Utilities	3	0.5%	465	3.3%	\$15.96	\$12.78
Wholesale Trade	30	4.9%	302	2.2%	\$10.96	\$8.84

## HOURLY WAGE STATISTICS BY SECTOR

### Employers by Sector

About 98% of total employers in the 2024 PWS were in the private sector while about 2% were in the public sector.

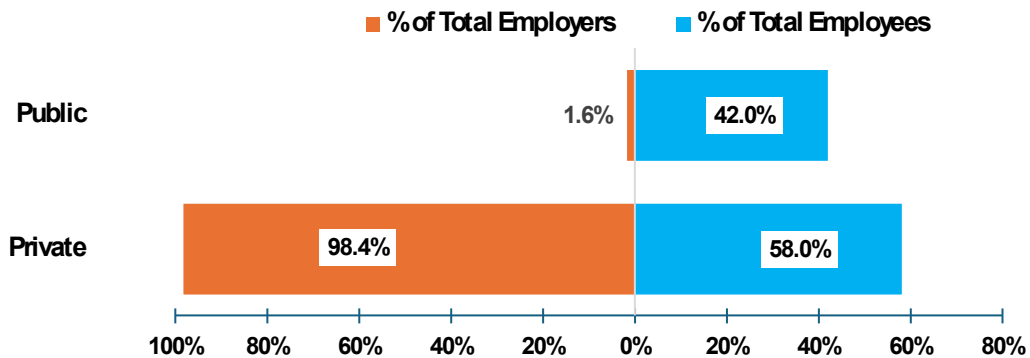
### Employees by Sector

About 58% of total employees in the 2024 PWS were in the private sector while about 42% were in the public sector.

### Mean Hourly Wage by Sector

The mean hourly wage in the public sector was higher (\$18.24) than mean hourly wage in the private sector (\$9.19), see Table 4.0 below for details.

**Chart 4.0 Percentage of Total Employers vs Percentage of Total Employees by Sector: 2024 PWS, CNMI**



**Table 4.0 Hourly Wage Statistics by Sector: 2024 PWS, CNMI**

Sector	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
Private	599	98.4%	8,141	58.0%	\$11.87	\$9.19
Public	10	1.6%	5,897	42.0%	\$18.24	\$15.00

## HOURLY WAGE STATISTICS BY CITIZENSHIP

### Employers by Citizenship

About 70% of all employers in the 2024 PWS reported U.S. citizen employees while 90% had non-U.S. citizens. see Table 4.0 below for details.

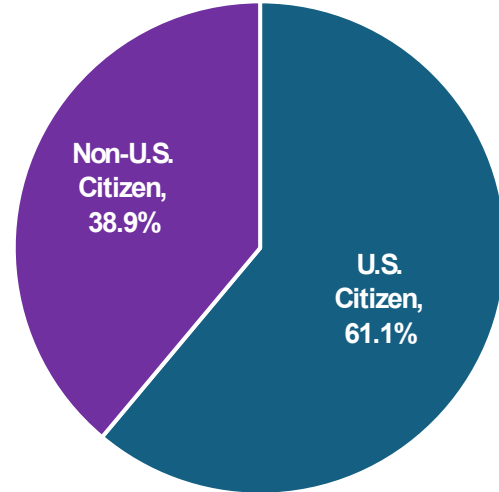
### Employees by Citizenship

About 61% of total employees in the 2024 PWS were U.S. citizens while about 39% were non-U.S. citizens, 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: 2024 PWS, CNMI**



**Table 5.0 Hourly Wage Statistics by Citizenship: 2024 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>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
<b>U.S. Citizen</b>	<b>429</b>	<b>70.4%</b>	<b>8,576</b>	<b>61.1%</b>	<b>\$16.35</b>	<b>\$12.50</b>
<b>Non-U.S. Citizen</b>	<b>550</b>	<b>90.3%</b>	<b>5,462</b>	<b>38.9%</b>	<b>\$11.70</b>	<b>\$9.19</b>
Philippines	443	72.7%	4,264	30.4%	\$11.26	\$9.19
FAS	104	17.1%	386	2.7%	\$10.40	\$8.00
Korea	118	19.4%	310	2.2%	\$16.91	\$13.04
China	98	16.1%	240	1.7%	\$11.30	\$8.97
Japan	48	7.9%	85	0.6%	\$16.13	\$13.71
Bangladesh	39	6.4%	77	0.5%	\$8.80	\$8.12
Other	52	8.5%	100	0.7%	\$18.73	\$10.65

## HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

### Employers by Visa Type

About 86% of all employers in the 2024 PWS employed U.S. citizens, about 57% employed workers with CW-1s while about 46% employed Green Card holders. see Table 6.0 below for details. Note that when it comes to classifying workers for U.S. Citizenship under the Northern Mariana Islands U.S. Workforce Act of 2018, citizens of the FAS (Palau, FMS, and Marshalls) and Green Card holders, are classified under U.S. Citizen.

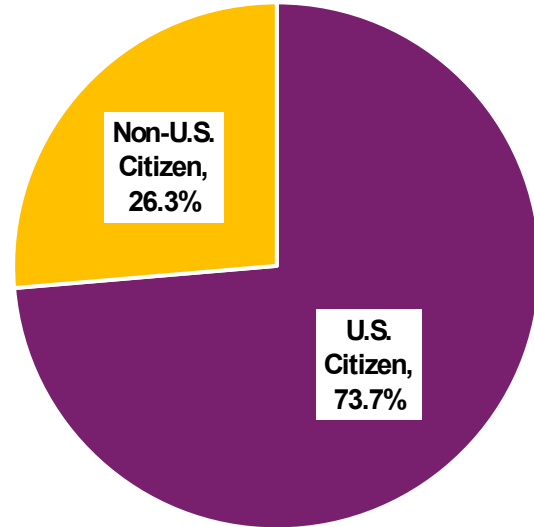
### Employees by Visa Type

About 74% of all employees reported in the 2024 PWS were U.S. citizens while about 17% were foreign workers on CW-1s, and about 8% 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 6.0 Percentage of Total Employees by Visa Type: 2024 PWS, CNMI**



**Table 6.0 Hourly Wage Statistics by Visa Types: 2024 PWS, CNMI**

Visa	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
<b>U.S. Citizen</b>	<b>526</b>	<b>86.4%</b>	<b>10,340</b>	<b>73.7%</b>	<b>\$15.72</b>	<b>\$12.00</b>
U.S. Citizen	429	70.4%	8,581	61.1%	\$16.35	\$12.50
Green Card	360	59.1%	1,382	9.8%	\$13.32	\$10.00
FAS	102	16.7%	377	2.7%	\$10.26	\$8.00
<b>Non-U.S. Citizen</b>	<b>477</b>	<b>78.3%</b>	<b>3,698</b>	<b>26.3%</b>	<b>\$11.24</b>	<b>\$9.19</b>
CW1	357	58.6%	2,435	17.3%	\$10.55	\$9.19
EAD	280	46.0%	1,065	7.6%	\$10.68	\$9.00
H1B	39	6.4%	71	0.5%	\$25.42	\$19.04
Other	53	8.7%	127	0.9%	\$21.12	\$19.23

## HOURLY WAGE STATISTICS BY GENDER

### Employers by Gender

About 85% of all employers in the 2024 PWS had female employees and about 85% had male employees.

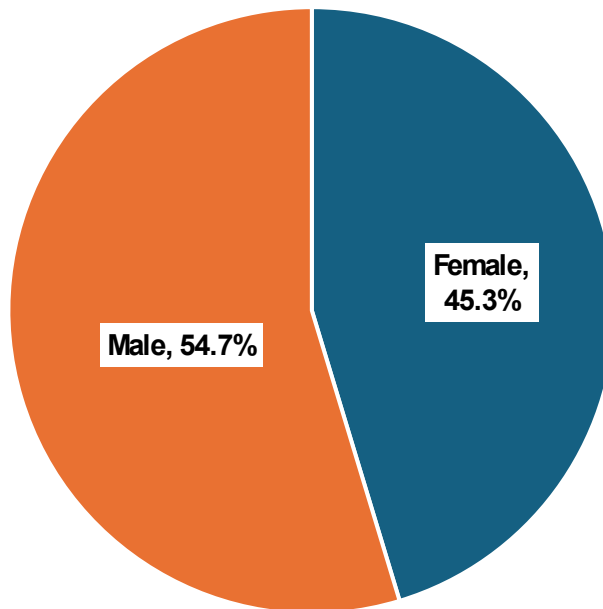
### Employees by Gender

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

### Mean Hourly Wage by Gender

Overall, female employees' mean hourly wage (\$14.85) was higher than the males' (\$14.29), see Table 7.0 below for details.

**Chart 7.0 Percentage of Total Employees by Gender: 2024 PWS, CNMI**



**Table 7.0 Hourly Wage Statistics by Gender: 2024 PWS, CNMI**

Gender	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>\$14.54</b>	<b>\$10.82</b>
Female	516	84.7%	6,363	45.3%	\$14.85	\$11.54
Male	518	85.1%	7,675	54.7%	\$14.29	\$10.20

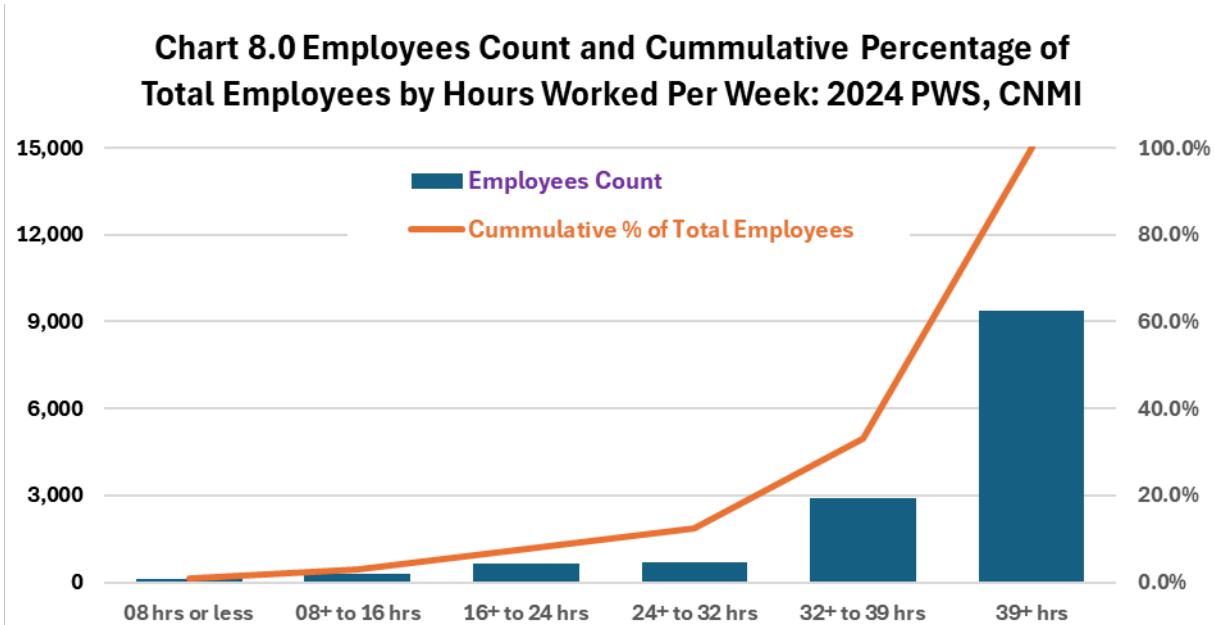
## HOURLY WAGE STATISTICS BY TOTAL HOURS WORKED PER WEEK

### Employers by Total Hours Worked Per Week

The distribution of total hours worked per week reported by employers in 2024 is not too different from 2023. As shown in Table 8.0 below, about 72% of total employers reported over 39 hours per week, 48% reported 32+ to 39 hours per week, 35% reported 24+ to 32 hours per week, 35% reported 16+ to 24 hours per week, 21% reported 8+ to 16 hours per week, and 12% reported 8 hours or less per week.

### Employees by Total Hours Worked Per Week

The distribution of total hours worked per week by employees in 2024 is notably different from 2023 due to the CNMI government’s reduction of biweekly hours from 80 to 70 hours beginning in late 2023. About 20% of total employees worked between 32 and 39 hours per week, consisting mainly of the CNMI government employees. This reduced the percentage of total employees that worked full time (over 39 hours per week) to about 67% in 2024. Cumulatively, 33% of total employees worked less than full-time (39 hours or less) while 67% worked full-time (39+ hours). See Chart 8.0 and Table 8.0 for details.



**Table 8.0 Hourly Wage Statistics by Total Hours Worked Per Week: 2024 PWS, CNMI**

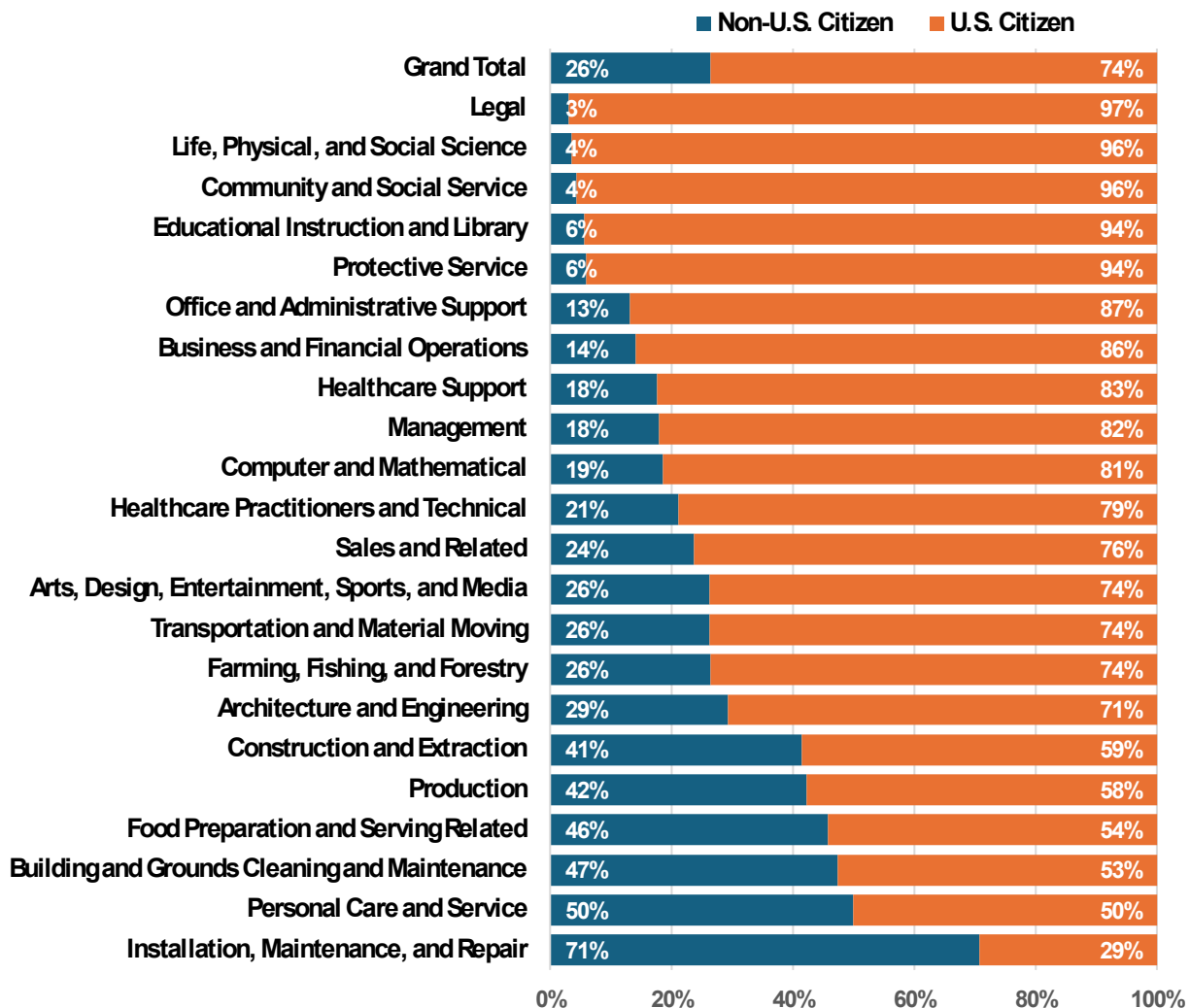
Hours Worked Per Week	Employers Count	Percentage of Total Employers	Employees Count	Percentage of Total Employees	Cummulative % of Total Employees	Mean Hourly Wage	Median Hourly Wage
<b>Grand Total</b>	<b>609</b>	<b>100.0%</b>	<b>14,038</b>	<b>100.0%</b>	<b>--</b>	<b>\$14.54</b>	<b>\$10.82</b>
08 hrs or less	75	12.3%	134	1.0%	1.0%	\$24.68	\$10.00
08+ to 16 hrs	130	21.3%	301	2.1%	3.1%	\$13.41	\$10.00
16+ to 24 hrs	212	34.8%	632	4.5%	7.6%	\$12.44	\$9.54
24+ to 32 hrs	213	35.0%	691	4.9%	12.5%	\$10.53	\$8.35
32+ to 39 hrs	289	47.5%	2,890	20.6%	33.1%	\$11.16	\$9.08
39+ hrs	445	73.1%	9,390	66.9%	100.0%	\$15.91	\$12.02

## EMPLOYEES BY U.S. CITIZENSHIP AND BY SOC MAJOR TITLES

### Percentage of Total Employees by U.S. Citizenship and by Major Titles

Overall, 74% of total employees were U.S. Citizens while 26% were non-U.S. citizens. By SOC Major Group Titles, the percentage of total employees that were U.S. Citizens vs non-U.S. Citizens varied. As shown in Chart 9.0 below, U.S Citizens constitute the majority of all employees in each of the Major Group Titles, except in Personal Care and Services and in Installation, Maintenance, and Repair. For example, 97% of all employees in the Legal Occupations were U.S Citizens, only about 3% were non-U.S. Citizens. In the Installation, Maintenance, and Repair 71% of all employees were non-U.S. Citizens while 29% were U.S. Citizens. It is noted here, again, that when it comes to classifying workers for U.S. Citizenship under the Northern Mariana Islands U.S. Workforce Act of 2018, citizens of the FAS (Palau, FMS, and Marshalls) and Green Card holders, are classified under U.S. Citizen workers.

**Chart 9.0 Percentage of Total Employees by U.S. Citizenship and by SOC Major Titles: 2024 PWS, CNMI**





Count and Percentage of Total Employees by U.S. Citizenship and by Major Titles

Table 9.0 below show count and percentage of total employees by U.S. Citizenship and by SOC Major Group Titles in the CNMI in 2024 based on the Prevailing Wage Study.

**Table 9.0 Count and Percentage of Total Employees by U.S. Citizenship and by SOC Major Titles: 2024 PWS, CNMI**

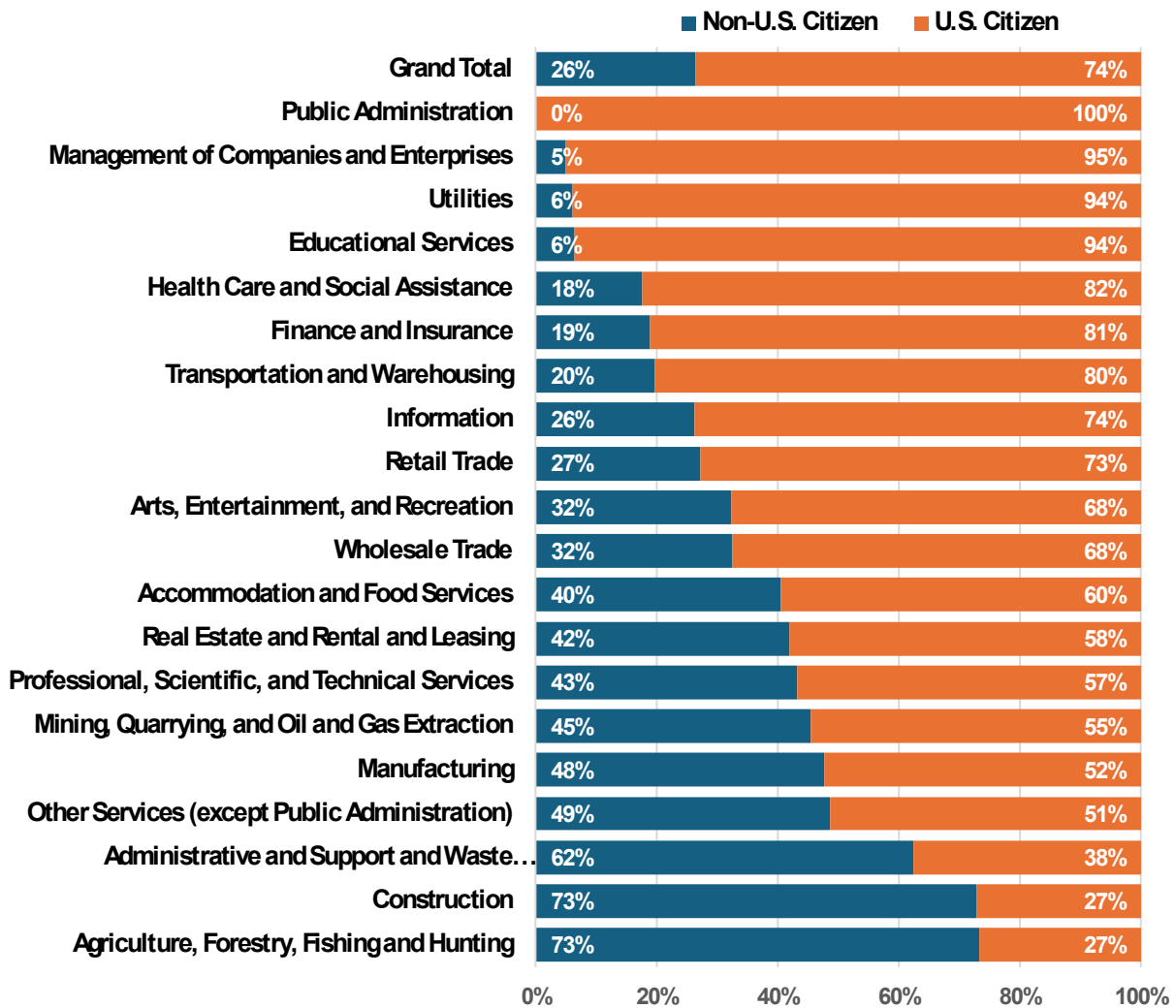
SOC Major Group Title	Count of Total Employees			Percentage of Total Employees		
	Non-U.S. Citizen	U.S. Citizen	Grand Total	None-U.S. Citizen	U.S. Citizen	Grand Total
<b>Grand Total</b>	<b>3,698</b>	<b>10,340</b>	<b>14,038</b>	<b>26.3%</b>	<b>73.7%</b>	<b>100.0%</b>
Architecture and Engineering Occupations	41	99	140	29.3%	70.7%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	22	62	84	26.2%	73.8%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	345	383	728	47.4%	52.6%	100.0%
Business and Financial Operations Occupations	114	694	808	14.1%	85.9%	100.0%
Community and Social Service Occupations	17	380	397	4.3%	95.7%	100.0%
Computer and Mathematical Occupations	21	92	113	18.6%	81.4%	100.0%
Construction and Extraction Occupations	157	222	379	41.4%	58.6%	100.0%
Educational Instruction and Library Occupations	67	1,148	1,215	5.5%	94.5%	100.0%
Farming, Fishing, and Forestry Occupations	15	42	57	26.3%	73.7%	100.0%
Food Preparation and Serving Related Occupations	530	630	1,160	45.7%	54.3%	100.0%
Healthcare Practitioners and Technical Occupations	129	482	611	21.1%	78.9%	100.0%
Healthcare Support Occupations	28	132	160	17.5%	82.5%	100.0%
Installation, Maintenance, and Repair Occupations	896	371	1,267	70.7%	29.3%	100.0%
Legal Occupations	3	97	100	3.0%	97.0%	100.0%
Life, Physical, and Social Science Occupations	6	163	169	3.6%	96.4%	100.0%
Management Occupations	259	1,188	1,447	17.9%	82.1%	100.0%
Office and Administrative Support Occupations	249	1,645	1,894	13.1%	86.9%	100.0%
Personal Care and Service Occupations	169	170	339	49.9%	50.1%	100.0%
Production Occupations	194	265	459	42.3%	57.7%	100.0%
Protective Service Occupations	58	941	999	5.8%	94.2%	100.0%
Sales and Related Occupations	177	569	746	23.7%	76.3%	100.0%
Transportation and Material Moving Occupations	201	565	766	26.2%	73.8%	100.0%

## EMPLOYEES BY U.S. CITIZENSHIP AND BY MAJOR INDUSTRIES

### Percentage of Total Employees by U.S. Citizenship and by Major Industries

Overall, 74% of total employees were U.S. Citizens while 26% were non-U.S. citizens, shown earlier. By major industry (NAICS 2012), the percentage of total employees that were U.S. Citizens vs non-U.S. Citizens varied. As shown in Chart 10.0 below, U.S. Citizens constitute the majority of all employees in most of the industries in the CNMI, except in Administrative and Support and Waste Management and Remediation Services, Construction, and Agriculture, Forestry, Fishing and Hunting. For example, almost 100% of all employees in Public Administration were U.S. Citizens, less than 1% were non-U.S. Citizens. In Construction and in Agriculture, Forestry, Fishing and Hunting, 73% of all employees were non-U.S. Citizens while 27% were U.S. Citizens

**Chart 10.0 Percentage of Total Employees by U.S. Citizenship and by Major Industries: 2024 PWS, CNMI**



Count and Percentage of Total Employees by U.S. Citizenship and by Major Titles

Table 10.0 below shows counts and percentages of total employees by U.S. Citizenship and by Major Industries in the CNMI in 2024 based on the Prevailing Wage Study.

**Table 10.0 Count and Percentage of Total Employees by U.S. Citizenship and by Major Industries: 2024 PWS, CNMI**

Major Industries	Count of Total Employees			Percentage of Total Employees		
	None-U.S. Citizen	U.S. Citizen	Grand Total	None-U.S. Citizen	U.S. Citizen	Grand Total
<b>Grand Total</b>	<b>3,698</b>	<b>10,340</b>	<b>14,038</b>	<b>26.3%</b>	<b>73.7%</b>	<b>100.0%</b>
Accommodation and Food Services	787	1,160	1,947	40.4%	59.6%	100.0%
Administrative and Support and Waste Management and Remediation S	594	357	951	62.5%	37.5%	100.0%
Agriculture, Forestry, Fishing and Hunting	11	4	15	73.3%	26.7%	100.0%
Arts, Entertainment, and Recreation	85	178	263	32.3%	67.7%	100.0%
Construction	632	237	869	72.7%	27.3%	100.0%
Educational Services	106	1,545	1,651	6.4%	93.6%	100.0%
Finance and Insurance	35	151	186	18.8%	81.2%	100.0%
Health Care and Social Assistance	250	1,168	1,418	17.6%	82.4%	100.0%
Information	38	107	145	26.2%	73.8%	100.0%
Management of Companies and Enterprises	3	58	61	4.9%	95.1%	100.0%
Manufacturing	183	201	384	47.7%	52.3%	100.0%
Mining, Quarrying, and Oil and Gas Extraction	44	53	97	45.4%	54.6%	100.0%
Other Services (except Public Administration)	127	134	261	48.7%	51.3%	100.0%
Professional, Scientific, and Technical Services	116	153	269	43.1%	56.9%	100.0%
Public Administration	3	2,652	2,655	0.1%	99.9%	100.0%
Real Estate and Rental and Leasing	104	144	248	41.9%	58.1%	100.0%
Retail Trade	326	871	1,197	27.2%	72.8%	100.0%
Transportation and Warehousing	128	526	654	19.6%	80.4%	100.0%
Utilities	28	437	465	6.0%	94.0%	100.0%
Wholesale Trade	98	204	302	32.5%	67.5%	100.0%

## HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 14,038 employees in the 2024 PWS clean dataset were classified into 502 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 95 Detailed Titles met this rule in the 2024 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, 432 of the 502 Titles in the 2024 PWS had hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2024 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 2024 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 2024 is not too different from 2023 with some notable changes. It is difficult to be certain when describing the current economic conditions because the CNMI does not regularly produce common economic indicators like GDP, unemployment rate and other indicators. The number of visitors (tourists) in 2024 has remained about the same or just slightly higher than 2023. The number of visitors is an important indicator of economic activities as the CNMI's economy is heavily reliant on the tourism industry. While hotels have guests and restaurants have customers, the amount of business activities remains lower compared to the period before the COVID-19 pandemic. Most businesses are open with regular hours of operation and reported full-time hours for most employees. A notable exception is the CNMI local government which had reduced the regular working hours of some of its employees from 80 to 70 hours per two-week period, beginning in late 2023.

### LIMITATIONS

**Not all Active Employers Completed the 2024 PW Survey.** More employers participated in 2024 than in 2023. But it remains that some of them register online in the PWS portal, but do not participate or submit employee data. Some participated in prior years but did not participate this year. The number of employers and the number of reported employees in the 2024 PWS increased from those in the 2023 PWS. However, not all companies with employees participated in the 2024 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 in this report. Appendix A consists of two tables: Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2024 PWS, CNMI shows the 502 Detailed Titles captured by the study in the CNMI economy in 2024; Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2024 PWS, CNMI, shows the hourly wage statistics at the different SOC levels of aggregation. Appendix B shows a sample ETA Form 9165 using the 2024 PWS. Appendix C lists the definitions of the 502 Detailed Titles found in the 2024 PWS. And Appendix D shows the data definitions and the screenshots of the 2024 PWS Online Portal forms.



## **APPENDIX A: 2024 CNMI HOURLY WAGE STATISTICS**

This appendix contains the hourly wage statistics produced from the 2024 PWS to meet the prevailing wage requirements when applying for a foreign worker visa in the Commonwealth of the Northern Mariana Islands. There are two tables: Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI and Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024. 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 (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 95 of the 502 Detailed Titles in the 2024 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 67 number of employers, the 106 number of employees, the \$19.76 mean hourly wage, and the \$18.00 median hourly wage for the Detailed Title **11-2011 - Advertising and Promotions Managers**, in row #4 in Table A1, come 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 2024 PWS cannot be used as the source for prevailing wage rate when applying for a visa, in which case, the appropriate 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 TITLES:**  
**2024, CNMI**



**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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	108	185	\$39.38	\$33.65	Detailed
2	11-1021 - General and Operations Managers	243	373	\$22.09	\$19.27	Detailed
3	11-1031 - Legislators	303	584	\$27.27	\$21.37	Minor
4	11-2011 - Advertising and Promotions Managers	67	106	\$19.76	\$18.00	Minor
5	11-2021 - Marketing Managers	29	36	\$21.53	\$20.83	Detailed
6	11-2022 - Sales Managers	42	59	\$18.24	\$17.31	Detailed
7	11-2032 - Public Relations Managers	67	106	\$19.76	\$18.00	Minor
8	11-3012 - Administrative Services Managers	37	84	\$20.97	\$21.22	Detailed
9	11-3013 - Facilities Managers	43	96	\$21.05	\$20.57	Broad
10	11-3021 - Computer and Information Systems Managers	101	235	\$22.08	\$20.91	Minor
11	11-3031 - Financial Managers	38	46	\$25.98	\$23.31	Detailed
12	11-3061 - Purchasing Managers	101	235	\$22.08	\$20.91	Minor
13	11-3071 - Transportation, Storage, and Distribution Managers	101	235	\$22.08	\$20.91	Minor
14	11-3111 - Compensation and Benefits Managers	101	235	\$22.08	\$20.91	Minor
15	11-3121 - Human Resources Managers	27	32	\$23.35	\$21.91	Detailed
16	11-3131 - Training and Development Managers	101	235	\$22.08	\$20.91	Minor
17	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	109	522	\$23.95	\$22.26	Minor
18	11-9021 - Construction Managers	109	522	\$23.95	\$22.26	Minor
19	11-9031 - Education and Childcare Administrators, Preschool and Daycare	13	86	\$32.04	\$33.09	Broad
20	11-9032 - Education Administrators, Kindergarten through Secondary	3	32	\$36.32	\$37.50	Detailed
21	11-9033 - Education Administrators, Postsecondary	13	86	\$32.04	\$33.09	Broad
22	11-9039 - Education Administrators, All Other	13	86	\$32.04	\$33.09	Broad
23	11-9041 - Architectural and Engineering Managers	109	522	\$23.95	\$22.26	Minor
24	11-9051 - Food Service Managers	26	62	\$14.70	\$13.23	Detailed
25	11-9071 - Gambling Managers	109	522	\$23.95	\$22.26	Minor
26	11-9072 - Entertainment and Recreation Managers, Except Gambling	109	522	\$23.95	\$22.26	Minor
27	11-9081 - Lodging Managers	109	522	\$23.95	\$22.26	Minor
28	11-9111 - Medical and Health Services Managers	109	522	\$23.95	\$22.26	Minor
29	11-9121 - Natural Sciences Managers	109	522	\$23.95	\$22.26	Minor
30	11-9141 - Property, Real Estate, and Community Association Managers	109	522	\$23.95	\$22.26	Minor
31	11-9151 - Social and Community Service Managers	109	522	\$23.95	\$22.26	Minor
32	11-9161 - Emergency Management Directors	109	522	\$23.95	\$22.26	Minor
33	11-9179 - Personal Service Managers, All Other	109	522	\$23.95	\$22.26	Minor
34	11-9199 - Managers, All Other	47	219	\$23.92	\$22.27	Detailed
35	13-1021 - Buyers and Purchasing Agents, Farm Products	57	406	\$17.25	\$16.42	Minor
36	13-1022 - Wholesale and Retail Buyers, Except Farm Products	57	406	\$17.25	\$16.42	Minor
37	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	57	406	\$17.25	\$16.42	Minor
38	13-1031 - Claims Adjusters, Examiners, and Investigators	57	406	\$17.25	\$16.42	Minor
39	13-1041 - Compliance Officers	6	51	\$15.21	\$13.46	Detailed
40	13-1051 - Cost Estimators	57	406	\$17.25	\$16.42	Minor
41	13-1071 - Human Resources Specialists	20	48	\$17.13	\$16.62	Detailed
42	13-1075 - Labor Relations Specialists	21	57	\$17.11	\$16.62	Broad
43	13-1081 - Logisticians	13	211	\$18.10	\$17.31	Broad

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
44	13-1082 - Project Management Specialists	10	201	\$18.25	\$17.45	Detailed
45	13-1111 - Management Analysts	57	406	\$17.25	\$16.42	Minor
46	13-1121 - Meeting, Convention, and Event Planners	57	406	\$17.25	\$16.42	Minor
47	13-1141 - Compensation, Benefits, and Job Analysis Specialists	57	406	\$17.25	\$16.42	Minor
48	13-1151 - Training and Development Specialists	57	406	\$17.25	\$16.42	Minor
49	13-1161 - Market Research Analysts and Marketing Specialists	57	406	\$17.25	\$16.42	Minor
50	13-1199 - Business Operations Specialists, All Other	57	406	\$17.25	\$16.42	Minor
51	13-2011 - Accountants and Auditors	133	254	\$17.48	\$16.19	Detailed
52	13-2022 - Appraisers of Personal and Business Property	143	402	\$17.04	\$16.19	Minor
53	13-2023 - Appraisers and Assessors of Real Estate	143	402	\$17.04	\$16.19	Minor
54	13-2031 - Budget Analysts	143	402	\$17.04	\$16.19	Minor
55	13-2041 - Credit Analysts	143	402	\$17.04	\$16.19	Minor
56	13-2051 - Financial and Investment Analysts	10	44	\$17.45	\$15.29	Broad
57	13-2053 - Insurance Underwriters	10	44	\$17.45	\$15.29	Broad
58	13-2061 - Financial Examiners	143	402	\$17.04	\$16.19	Minor
59	13-2071 - Credit Counselors	143	402	\$17.04	\$16.19	Minor
60	13-2072 - Loan Officers	143	402	\$17.04	\$16.19	Minor
61	13-2081 - Tax Examiners and Collectors, and Revenue Agents	3	55	\$11.94	\$11.25	Broad
62	13-2082 - Tax Preparers	3	55	\$11.94	\$11.25	Broad
63	13-2099 - Financial Specialists, All Other	143	402	\$17.04	\$16.19	Minor
64	15-1211 - Computer Systems Analysts	30	102	\$17.31	\$16.11	Minor
65	15-1231 - Computer Network Support Specialists	21	52	\$15.85	\$14.51	Broad
66	15-1232 - Computer User Support Specialists	19	38	\$15.20	\$13.84	Detailed
67	15-1242 - Database Administrators	30	102	\$17.31	\$16.11	Minor
68	15-1243 - Database Architects	30	102	\$17.31	\$16.11	Minor
69	15-1244 - Network and Computer Systems Administrators	30	102	\$17.31	\$16.11	Minor
70	15-1251 - Computer Programmers	30	102	\$17.31	\$16.11	Minor
71	15-1255 - Web and Digital Interface Designers	30	102	\$17.31	\$16.11	Minor
72	15-1299 - Computer Occupations, All Other	30	102	\$17.31	\$16.11	Minor
73	15-2031 - Operations Research Analysts	Not met	Not met	Not met	Not met	Not met
74	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
75	15-2051 - Data Scientists	Not met	Not met	Not met	Not met	Not met
76	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
77	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
78	17-2031 - Bioengineers and Biomedical Engineers	16	49	\$30.17	\$25.48	Minor
79	17-2051 - Civil Engineers	16	49	\$30.17	\$25.48	Minor
80	17-2071 - Electrical Engineers	16	49	\$30.17	\$25.48	Minor
81	17-2072 - Electronics Engineers, Except Computer	16	49	\$30.17	\$25.48	Minor
82	17-2081 - Environmental Engineers	16	49	\$30.17	\$25.48	Minor
83	17-2141 - Mechanical Engineers	16	49	\$30.17	\$25.48	Minor
84	17-2199 - Engineers, All Other	16	49	\$30.17	\$25.48	Minor
85	17-3011 - Architectural and Civil Drafters	24	71	\$16.18	\$16.75	Minor
86	17-3012 - Electrical and Electronics Drafters	24	71	\$16.18	\$16.75	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
87	17-3013 - Mechanical Drafters	24	71	\$16.18	\$16.75	Minor
88	17-3019 - Drafters, All Other	24	71	\$16.18	\$16.75	Minor
89	17-3022 - Civil Engineering Technologists and Technicians	16	45	\$15.75	\$16.75	Broad
90	17-3023 - Electrical and Electronic Engineering Technologists and Technicians	16	45	\$15.75	\$16.75	Broad
91	17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	16	45	\$15.75	\$16.75	Broad
92	17-3025 - Environmental Engineering Technologists and Technicians	16	45	\$15.75	\$16.75	Broad
93	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	16	45	\$15.75	\$16.75	Broad
94	17-3031 - Surveying and Mapping Technicians	24	71	\$16.18	\$16.75	Minor
95	19-1022 - Microbiologists	6	35	\$20.91	\$21.63	Minor
96	19-1023 - Zoologists and Wildlife Biologists	6	35	\$20.91	\$21.63	Minor
97	19-1029 - Biological Scientists, All Other	6	35	\$20.91	\$21.63	Minor
98	19-1031 - Conservation Scientists	6	35	\$20.91	\$21.63	Minor
99	19-1032 - Foresters	6	35	\$20.91	\$21.63	Minor
100	19-1041 - Epidemiologists	6	35	\$20.91	\$21.63	Minor
101	19-2031 - Chemists	5	39	\$14.54	\$12.98	Minor
102	19-2041 - Environmental Scientists and Specialists, Including Health	4	38	\$14.32	\$12.98	Detailed
103	19-3033 - Clinical and Counseling Psychologists	Not m	Not met	Not rr	Not m	Not met
104	19-3034 - School Psychologists	Not m	Not met	Not rr	Not m	Not met
105	19-3051 - Urban and Regional Planners	Not m	Not met	Not rr	Not m	Not met
106	19-3091 - Anthropologists and Archeologists	Not m	Not met	Not rr	Not m	Not met
107	19-3094 - Political Scientists	Not m	Not met	Not rr	Not m	Not met
108	19-3099 - Social Scientists and Related Workers, All Other	Not m	Not met	Not rr	Not m	Not met
109	19-4013 - Food Science Technicians	6	30	\$13.12	\$12.83	Minor
110	19-4021 - Biological Technicians	6	30	\$13.12	\$12.83	Minor
111	19-4031 - Chemical Technicians	6	30	\$13.12	\$12.83	Minor
112	19-4042 - Environmental Science and Protection Technicians, Including Health	6	30	\$13.12	\$12.83	Minor
113	19-4043 - Geological Technicians, Except Hydrologic Technicians	6	30	\$13.12	\$12.83	Minor
114	19-4044 - Hydrologic Technicians	6	30	\$13.12	\$12.83	Minor
115	19-4061 - Social Science Research Assistants	6	30	\$13.12	\$12.83	Minor
116	19-4071 - Forest and Conservation Technicians	6	30	\$13.12	\$12.83	Minor
117	19-4092 - Forensic Science Technicians	6	30	\$13.12	\$12.83	Minor
118	19-4099 - Life, Physical, and Social Science Technicians, All Other	6	30	\$13.12	\$12.83	Minor
119	19-5011 - Occupational Health and Safety Specialists	9	40	\$12.33	\$11.38	Broad
120	19-5012 - Occupational Health and Safety Technicians	4	33	\$11.52	\$11.38	Detailed
121	21-1011 - Substance Abuse and Behavioral Disorder Counselors	9	78	\$19.94	\$19.32	Broad
122	21-1012 - Educational, Guidance, and Career Counselors and Advisors	6	30	\$18.57	\$19.32	Detailed
123	21-1014 - Mental Health Counselors	9	78	\$19.94	\$19.32	Broad
124	21-1015 - Rehabilitation Counselors	9	78	\$19.94	\$19.32	Broad
125	21-1019 - Counselors, All Other	4	32	\$20.23	\$19.32	Detailed
126	21-1021 - Child, Family, and School Social Workers	13	367	\$15.17	\$14.35	Minor
127	21-1022 - Healthcare Social Workers	13	367	\$15.17	\$14.35	Minor
128	21-1023 - Mental Health and Substance Abuse Social Workers	13	367	\$15.17	\$14.35	Minor
129	21-1029 - Social Workers, All Other	13	367	\$15.17	\$14.35	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
130	21-1091 - Health Education Specialists	5	268	\$13.46	\$12.89	Broad
131	21-1092 - Probation Officers and Correctional Treatment Specialists	5	268	\$13.46	\$12.89	Broad
132	21-1093 - Social and Human Service Assistants	5	268	\$13.46	\$12.89	Broad
133	21-1094 - Community Health Workers	3	46	\$12.78	\$12.15	Detailed
134	21-1099 - Community and Social Service Specialists, All Other	3	166	\$12.04	\$10.64	Detailed
135	21-2011 - Clergy	5	30	\$16.57	\$8.41	Minor
136	21-2021 - Directors, Religious Activities and Education	5	30	\$16.57	\$8.41	Minor
137	21-2099 - Religious Workers, All Other	5	30	\$16.57	\$8.41	Minor
138	23-1011 - Lawyers	10	31	\$40.03	\$38.46	Detailed
139	23-1012 - Judicial Law Clerks	10	38	\$37.97	\$37.20	Broad
140	23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers	10	47	\$41.05	\$38.46	Minor
141	23-1023 - Judges, Magistrate Judges, and Magistrates	10	47	\$41.05	\$38.46	Minor
142	23-2011 - Paralegals and Legal Assistants	10	48	\$18.59	\$16.61	Detailed
143	23-2099 - Legal Support Workers, All Other	11	53	\$18.31	\$16.39	Minor
144	25-1011 - Business Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
145	25-1021 - Computer Science Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
146	25-1022 - Mathematical Science Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
147	25-1042 - Biological Science Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
148	25-1043 - Forestry and Conservation Science Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
149	25-1062 - Area, Ethnic, and Cultural Studies Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
150	25-1066 - Psychology Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
151	25-1069 - Social Sciences Teachers, Postsecondary, All Other	7	50	\$23.53	\$22.64	Minor
152	25-1071 - Health Specialties Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
153	25-1072 - Nursing Instructors and Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
154	25-1081 - Education Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
155	25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
156	25-1123 - English Language and Literature Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
157	25-1124 - Foreign Language and Literature Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
158	25-1194 - Career/Technical Education Teachers, Postsecondary	7	50	\$23.53	\$22.64	Minor
159	25-1199 - Postsecondary Teachers, All Other	7	50	\$23.53	\$22.64	Minor
160	25-2011 - Preschool Teachers, Except Special Education	12	378	\$21.28	\$21.29	Minor
161	25-2012 - Kindergarten Teachers, Except Special Education	12	378	\$21.28	\$21.29	Minor
162	25-2021 - Elementary School Teachers, Except Special Education	11	191	\$20.48	\$21.29	Detailed
163	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	5	61	\$20.89	\$21.29	Detailed
164	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	5	72	\$20.50	\$20.35	Detailed
165	25-2056 - Special Education Teachers, Elementary School	12	378	\$21.28	\$21.29	Minor
166	25-2057 - Special Education Teachers, Middle School	12	378	\$21.28	\$21.29	Minor
167	25-2058 - Special Education Teachers, Secondary School	12	378	\$21.28	\$21.29	Minor
168	25-2059 - Special Education Teachers, All Other	12	378	\$21.28	\$21.29	Minor
169	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	11	548	\$17.76	\$15.00	Minor
170	25-3021 - Self-Enrichment Teachers	11	548	\$17.76	\$15.00	Minor
171	25-3031 - Substitute Teachers, Short-Term	11	548	\$17.76	\$15.00	Minor
172	25-3041 - Tutors	11	548	\$17.76	\$15.00	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI

Row #	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
173	25-3099 - Teachers and Instructors, All Other	5	274	\$21.18	\$20.81	Detailed
174	25-4011 - Archivists	Not m	Not met	Not rr	Not m	Not met
175	25-4013 - Museum Technicians and Conservators	Not m	Not met	Not rr	Not m	Not met
176	25-4022 - Librarians and Media Collections Specialists	Not m	Not met	Not rr	Not m	Not met
177	25-4031 - Library Technicians	Not m	Not met	Not rr	Not m	Not met
178	25-9021 - Farm and Home Management Educators	7	211	\$13.06	\$10.68	Minor
179	25-9031 - Instructional Coordinators	7	211	\$13.06	\$10.68	Minor
180	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	3	47	\$13.77	\$11.63	Detailed
181	25-9043 - Teaching Assistants, Special Education	3	166	\$11.33	\$10.68	Broad
182	25-9049 - Teaching Assistants, All Other	3	166	\$11.33	\$10.68	Broad
183	25-9099 - Educational Instruction and Library Workers, All Other	7	211	\$13.06	\$10.68	Minor
184	27-1023 - Floral Designers	18	36	\$10.13	\$9.76	Broad
185	27-1024 - Graphic Designers	18	36	\$10.13	\$9.76	Broad
186	27-1025 - Interior Designers	18	36	\$10.13	\$9.76	Broad
187	27-1026 - Merchandise Displayers and Window Trimmers	18	36	\$10.13	\$9.76	Broad
188	27-2022 - Coaches and Scouts	Not m	Not met	Not rr	Not m	Not met
189	27-2042 - Musicians and Singers	Not m	Not met	Not rr	Not m	Not met
190	27-3023 - News Analysts, Reporters, and Journalists	10	36	\$19.31	\$16.98	Minor
191	27-3031 - Public Relations Specialists	10	36	\$19.31	\$16.98	Minor
192	27-3041 - Editors	10	36	\$19.31	\$16.98	Minor
193	27-3042 - Technical Writers	10	36	\$19.31	\$16.98	Minor
194	27-3091 - Interpreters and Translators	10	36	\$19.31	\$16.98	Minor
195	27-3092 - Court Reporters and Simultaneous Captioners	10	36	\$19.31	\$16.98	Minor
196	27-3099 - Media and Communication Workers, All Other	10	36	\$19.31	\$16.98	Minor
197	27-4011 - Audio and Video Technicians	Not m	Not met	Not rr	Not m	Not met
198	27-4099 - Media and Communication Equipment Workers, All Other	Not m	Not met	Not rr	Not m	Not met
199	29-1021 - Dentists, General	17	358	\$45.34	\$23.40	Minor
200	29-1023 - Orthodontists	17	358	\$45.34	\$23.40	Minor
201	29-1031 - Dietitians and Nutritionists	17	358	\$45.34	\$23.40	Minor
202	29-1041 - Optometrists	17	358	\$45.34	\$23.40	Minor
203	29-1051 - Pharmacists	17	358	\$45.34	\$23.40	Minor
204	29-1071 - Physician Assistants	17	358	\$45.34	\$23.40	Minor
205	29-1081 - Podiatrists	17	358	\$45.34	\$23.40	Minor
206	29-1122 - Occupational Therapists	17	358	\$45.34	\$23.40	Minor
207	29-1123 - Physical Therapists	17	358	\$45.34	\$23.40	Minor
208	29-1125 - Recreational Therapists	17	358	\$45.34	\$23.40	Minor
209	29-1126 - Respiratory Therapists	17	358	\$45.34	\$23.40	Minor
210	29-1129 - Therapists, All Other	17	358	\$45.34	\$23.40	Minor
211	29-1141 - Registered Nurses	8	192	\$17.05	\$16.24	Detailed
212	29-1151 - Nurse Anesthetists	17	358	\$45.34	\$23.40	Minor
213	29-1161 - Nurse Midwives	17	358	\$45.34	\$23.40	Minor
214	29-1171 - Nurse Practitioners	17	358	\$45.34	\$23.40	Minor
215	29-1181 - Audiologists	17	358	\$45.34	\$23.40	Minor

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
216	29-1211 - Anesthesiologists	5	57	\$116.96	\$108.65	Broad
217	29-1212 - Cardiologists	5	57	\$116.96	\$108.65	Broad
218	29-1214 - Emergency Medicine Physicians	5	57	\$116.96	\$108.65	Broad
219	29-1215 - Family Medicine Physicians	5	57	\$116.96	\$108.65	Broad
220	29-1216 - General Internal Medicine Physicians	5	57	\$116.96	\$108.65	Broad
221	29-1217 - Neurologists	5	57	\$116.96	\$108.65	Broad
222	29-1218 - Obstetricians and Gynecologists	5	57	\$116.96	\$108.65	Broad
223	29-1221 - Pediatricians, General	5	57	\$116.96	\$108.65	Broad
224	29-1223 - Psychiatrists	5	57	\$116.96	\$108.65	Broad
225	29-1224 - Radiologists	5	57	\$116.96	\$108.65	Broad
226	29-1229 - Physicians, All Other	5	57	\$116.96	\$108.65	Broad
227	29-1241 - Ophthalmologists, Except Pediatric	17	358	\$45.34	\$23.40	Minor
228	29-1242 - Orthopedic Surgeons, Except Pediatric	17	358	\$45.34	\$23.40	Minor
229	29-1249 - Surgeons, All Other	17	358	\$45.34	\$23.40	Minor
230	29-1292 - Dental Hygienists	17	358	\$45.34	\$23.40	Minor
231	29-2012 - Medical and Clinical Laboratory Technicians	11	250	\$14.62	\$13.44	Minor
232	29-2031 - Cardiovascular Technologists and Technicians	11	250	\$14.62	\$13.44	Minor
233	29-2034 - Radiologic Technologists and Technicians	11	250	\$14.62	\$13.44	Minor
234	29-2042 - Emergency Medical Technicians	11	250	\$14.62	\$13.44	Minor
235	29-2051 - Dietetic Technicians	4	38	\$15.39	\$15.06	Broad
236	29-2052 - Pharmacy Technicians	4	38	\$15.39	\$15.06	Broad
237	29-2055 - Surgical Technologists	4	38	\$15.39	\$15.06	Broad
238	29-2057 - Ophthalmic Medical Technicians	4	38	\$15.39	\$15.06	Broad
239	29-2061 - Licensed Practical and Licensed Vocational Nurses	11	250	\$14.62	\$13.44	Minor
240	29-2072 - Medical Records Specialists	11	250	\$14.62	\$13.44	Minor
241	29-2081 - Opticians, Dispensing	11	250	\$14.62	\$13.44	Minor
242	29-2099 - Health Technologists and Technicians, All Other	4	67	\$13.39	\$12.81	Detailed
243	29-9021 - Health Information Technologists and Medical Registrars	Not m	Not met	Not r	Not m	Not met
244	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not m	Not met	Not r	Not m	Not met
245	31-1121 - Home Health Aides	7	50	\$11.24	\$10.81	Minor
246	31-1122 - Personal Care Aides	7	50	\$11.24	\$10.81	Minor
247	31-1131 - Nursing Assistants	3	42	\$11.59	\$11.28	Detailed
248	31-2022 - Physical Therapist Aides	Not m	Not met	Not r	Not m	Not met
249	31-9011 - Massage Therapists	16	103	\$12.37	\$11.46	Minor
250	31-9091 - Dental Assistants	9	85	\$12.67	\$12.00	Broad
251	31-9092 - Medical Assistants	3	33	\$12.90	\$12.64	Detailed
252	31-9093 - Medical Equipment Preparers	9	85	\$12.67	\$12.00	Broad
253	31-9094 - Medical Transcriptionists	9	85	\$12.67	\$12.00	Broad
254	31-9095 - Pharmacy Aides	9	85	\$12.67	\$12.00	Broad
255	31-9097 - Phlebotomists	9	85	\$12.67	\$12.00	Broad
256	31-9099 - Healthcare Support Workers, All Other	9	85	\$12.67	\$12.00	Broad
257	33-1011 - First-Line Supervisors of Correctional Officers	7	100	\$16.90	\$15.83	Minor
258	33-1012 - First-Line Supervisors of Police and Detectives	7	100	\$16.90	\$15.83	Minor



Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI

Row #	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
259	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	7	100	\$16.90	\$15.83	Minor
260	33-1091 - First-Line Supervisors of Security Workers	7	100	\$16.90	\$15.83	Minor
261	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	7	100	\$16.90	\$15.83	Minor
262	33-2011 - Firefighters	Not met	Not met	Not met	Not met	Not met
263	33-2022 - Forest Fire Inspectors and Prevention Specialists	Not met	Not met	Not met	Not met	Not met
264	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
265	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
266	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met
267	33-9011 - Animal Control Workers	36	414	\$9.55	\$8.00	Minor
268	33-9032 - Security Guards	27	247	\$8.15	\$7.50	Detailed
269	33-9091 - Crossing Guards and Flaggers	13	166	\$11.64	\$10.71	Broad
270	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	9	50	\$8.13	\$8.00	Detailed
271	33-9094 - School Bus Monitors	13	166	\$11.64	\$10.71	Broad
272	33-9099 - Protective Service Workers, All Other	3	114	\$13.18	\$12.10	Detailed
273	35-1011 - Chefs and Head Cooks	14	50	\$15.13	\$12.00	Detailed
274	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	26	100	\$10.60	\$10.00	Detailed
275	35-2011 - Cooks, Fast Food	75	324	\$8.85	\$8.69	Broad
276	35-2012 - Cooks, Institution and Cafeteria	75	324	\$8.85	\$8.69	Broad
277	35-2014 - Cooks, Restaurant	54	260	\$8.83	\$8.69	Detailed
278	35-2015 - Cooks, Short Order	75	324	\$8.85	\$8.69	Broad
279	35-2019 - Cooks, All Other	75	324	\$8.85	\$8.69	Broad
280	35-2021 - Food Preparation Workers	26	163	\$7.84	\$7.87	Detailed
281	35-3011 - Bartenders	62	381	\$8.15	\$8.04	Minor
282	35-3023 - Fast Food and Counter Workers	15	99	\$8.35	\$8.00	Detailed
283	35-3031 - Waiters and Waitresses	47	235	\$8.04	\$8.11	Detailed
284	35-3041 - Food Servers, Nonrestaurant	4	31	\$8.11	\$8.00	Detailed
285	35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	20	142	\$8.14	\$8.00	Minor
286	35-9021 - Dishwashers	18	58	\$8.24	\$8.00	Detailed
287	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	20	142	\$8.14	\$8.00	Minor
288	35-9099 - Food Preparation and Serving Related Workers, All Other	4	65	\$8.09	\$8.00	Detailed
289	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	16	39	\$9.90	\$9.90	Detailed
290	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	25	59	\$10.81	\$10.00	Broad
291	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	71	228	\$8.29	\$8.00	Detailed
292	37-2012 - Maids and Housekeeping Cleaners	47	267	\$7.77	\$7.64	Detailed
293	37-2019 - Building Cleaning Workers, All Other	115	506	\$8.29	\$7.99	Broad
294	37-2021 - Pest Control Workers	116	510	\$8.29	\$7.99	Minor
295	37-3011 - Landscaping and Groundskeeping Workers	24	77	\$8.57	\$8.25	Detailed
296	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	37	159	\$9.56	\$9.00	Broad
297	37-3019 - Grounds Maintenance Workers, All Other	14	79	\$10.52	\$10.34	Detailed
298	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
299	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Not met	Not met	Not met	Not met	Not met
300	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
301	39-2011 - Animal Trainers	Not met	Not met	Not met	Not met	Not met

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
302	39-2021 - Animal Caretakers	Not met	Not met	Not met	Not met	Not met
303	39-3012 - Gambling and Sports Book Writers and Runners	9	37	\$7.95	\$8.00	Minor
304	39-3019 - Gambling Service Workers, All Other	9	37	\$7.95	\$8.00	Minor
305	39-3031 - Ushers, Lobby Attendants, and Ticket Takers	9	37	\$7.95	\$8.00	Minor
306	39-3091 - Amusement and Recreation Attendants	9	37	\$7.95	\$8.00	Minor
307	39-5011 - Barbers	19	48	\$8.14	\$7.88	Broad
308	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	17	36	\$7.98	\$7.88	Detailed
309	39-5092 - Manicurists and Pedicurists	19	50	\$8.14	\$7.88	Minor
310	39-5093 - Shampooers	19	50	\$8.14	\$7.88	Minor
311	39-6011 - Baggage Porters and Bellhops	7	30	\$8.95	\$8.00	Broad
312	39-6012 - Concierges	7	30	\$8.95	\$8.00	Broad
313	39-7011 - Tour Guides and Escorts	13	33	\$10.43	\$10.85	Detailed
314	39-7012 - Travel Guides	15	37	\$10.72	\$10.85	Broad
315	39-9011 - Childcare Workers	12	115	\$7.81	\$7.58	Detailed
316	39-9031 - Exercise Trainers and Group Fitness Instructors	17	142	\$8.96	\$7.60	Minor
317	39-9032 - Recreation Workers	17	142	\$8.96	\$7.60	Minor
318	39-9099 - Personal Care and Service Workers, All Other	17	142	\$8.96	\$7.60	Minor
319	41-1011 - First-Line Supervisors of Retail Sales Workers	40	97	\$11.35	\$10.17	Detailed
320	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	47	114	\$11.40	\$10.17	Broad
321	41-2011 - Cashiers	70	254	\$7.89	\$7.55	Detailed
322	41-2012 - Gambling Change Persons and Booth Cashiers	9	42	\$7.88	\$7.81	Detailed
323	41-2021 - Counter and Rental Clerks	13	42	\$9.50	\$9.49	Broad
324	41-2022 - Parts Salespersons	13	42	\$9.50	\$9.49	Broad
325	41-2031 - Retail Salespersons	36	181	\$9.90	\$8.59	Detailed
326	41-3011 - Advertising Sales Agents	Not met	Not met	Not met	Not met	Not met
327	41-3021 - Insurance Sales Agents	Not met	Not met	Not met	Not met	Not met
328	41-3041 - Travel Agents	Not met	Not met	Not met	Not met	Not met
329	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Not met	Not met	Not met	Not met	Not met
330	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	25	59	\$9.10	\$8.55	Broad
331	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	19	46	\$8.94	\$8.50	Detailed
332	41-9011 - Demonstrators and Product Promoters	Not met	Not met	Not met	Not met	Not met
333	41-9022 - Real Estate Sales Agents	Not met	Not met	Not met	Not met	Not met
334	41-9031 - Sales Engineers	Not met	Not met	Not met	Not met	Not met
335	41-9099 - Sales and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
336	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	28	60	\$16.65	\$15.49	Detailed
337	43-2011 - Switchboard Operators, Including Answering Service	Not met	Not met	Not met	Not met	Not met
338	43-2099 - Communications Equipment Operators, All Other	Not met	Not met	Not met	Not met	Not met
339	43-3011 - Bill and Account Collectors	135	388	\$12.72	\$11.23	Minor
340	43-3021 - Billing and Posting Clerks	135	388	\$12.72	\$11.23	Minor
341	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	114	231	\$12.28	\$11.21	Detailed
342	43-3051 - Payroll and Timekeeping Clerks	135	388	\$12.72	\$11.23	Minor
343	43-3061 - Procurement Clerks	16	53	\$13.35	\$10.99	Detailed
344	43-3071 - Tellers	4	36	\$15.71	\$17.16	Detailed

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
345	43-3099 - Financial Clerks, All Other	135	388	\$12.72	\$11.23	Minor
346	43-4031 - Court, Municipal, and License Clerks	75	425	\$10.53	\$9.25	Minor
347	43-4041 - Credit Authorizers, Checkers, and Clerks	75	425	\$10.53	\$9.25	Minor
348	43-4051 - Customer Service Representatives	18	102	\$10.83	\$9.62	Detailed
349	43-4061 - Eligibility Interviewers, Government Programs	75	425	\$10.53	\$9.25	Minor
350	43-4071 - File Clerks	75	425	\$10.53	\$9.25	Minor
351	43-4081 - Hotel, Motel, and Resort Desk Clerks	16	61	\$8.58	\$8.00	Detailed
352	43-4111 - Interviewers, Except Eligibility and Loan	75	425	\$10.53	\$9.25	Minor
353	43-4121 - Library Assistants, Clerical	75	425	\$10.53	\$9.25	Minor
354	43-4141 - New Accounts Clerks	75	425	\$10.53	\$9.25	Minor
355	43-4151 - Order Clerks	75	425	\$10.53	\$9.25	Minor
356	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	75	425	\$10.53	\$9.25	Minor
357	43-4171 - Receptionists and Information Clerks	20	55	\$9.51	\$8.83	Detailed
358	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	8	68	\$8.77	\$7.50	Detailed
359	43-4199 - Information and Record Clerks, All Other	75	425	\$10.53	\$9.25	Minor
360	43-5011 - Cargo and Freight Agents	6	54	\$8.56	\$8.34	Detailed
361	43-5021 - Couriers and Messengers	49	164	\$10.19	\$8.80	Minor
362	43-5031 - Public Safety Telecommunicators	49	164	\$10.19	\$8.80	Minor
363	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	49	164	\$10.19	\$8.80	Minor
364	43-5041 - Meter Readers, Utilities	49	164	\$10.19	\$8.80	Minor
365	43-5052 - Postal Service Mail Carriers	49	164	\$10.19	\$8.80	Minor
366	43-5061 - Production, Planning, and Expediting Clerks	49	164	\$10.19	\$8.80	Minor
367	43-5071 - Shipping, Receiving, and Inventory Clerks	31	59	\$11.47	\$10.20	Detailed
368	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	49	164	\$10.19	\$8.80	Minor
369	43-6011 - Executive Secretaries and Executive Administrative Assistants	28	73	\$18.87	\$17.45	Detailed
370	43-6012 - Legal Secretaries and Administrative Assistants	83	415	\$14.26	\$13.02	Broad
371	43-6013 - Medical Secretaries and Administrative Assistants	83	415	\$14.26	\$13.02	Broad
372	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	60	315	\$13.15	\$12.40	Detailed
373	43-9021 - Data Entry Keyers	80	430	\$11.83	\$10.66	Minor
374	43-9022 - Word Processors and Typists	80	430	\$11.83	\$10.66	Minor
375	43-9041 - Insurance Claims and Policy Processing Clerks	80	430	\$11.83	\$10.66	Minor
376	43-9051 - Mail Clerks and Mail Machine Operators, Except Postal Service	80	430	\$11.83	\$10.66	Minor
377	43-9061 - Office Clerks, General	48	86	\$9.95	\$9.10	Detailed
378	43-9111 - Statistical Assistants	80	430	\$11.83	\$10.66	Minor
379	43-9199 - Office and Administrative Support Workers, All Other	34	307	\$12.22	\$10.89	Detailed
380	45-2011 - Agricultural Inspectors	6	31	\$11.91	\$10.71	Minor
381	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	6	31	\$11.91	\$10.71	Minor
382	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met
383	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
384	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
385	47-2031 - Carpenters	11	38	\$12.62	\$12.00	Detailed
386	47-2051 - Cement Masons and Concrete Finishers	9	56	\$9.78	\$9.38	Detailed
387	47-2061 - Construction Laborers	13	47	\$9.57	\$9.20	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI

Row #	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
388	47-2071 - Paving, Surfacing, and Tamping Equipment Operators	11	50	\$11.97	\$11.00	Broad
389	47-2073 - Operating Engineers and Other Construction Equipment Operators	9	48	\$11.86	\$11.00	Detailed
390	47-2111 - Electricians	17	34	\$12.64	\$12.00	Detailed
391	47-2141 - Painters, Construction and Maintenance	45	240	\$11.21	\$10.73	Minor
392	47-2152 - Plumbers, Pipefitters, and Steamfitters	45	240	\$11.21	\$10.73	Minor
393	47-2171 - Reinforcing Iron and Rebar Workers	45	240	\$11.21	\$10.73	Minor
394	47-2221 - Structural Iron and Steel Workers	45	240	\$11.21	\$10.73	Minor
395	47-2231 - Solar Photovoltaic Installers	45	240	\$11.21	\$10.73	Minor
396	47-3012 - Helpers--Carpenters	15	107	\$10.50	\$10.22	Broad
397	47-3013 - Helpers--Electricians	15	107	\$10.50	\$10.22	Broad
398	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	15	107	\$10.50	\$10.22	Broad
399	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	15	107	\$10.50	\$10.22	Broad
400	47-3019 - Helpers, Construction Trades, All Other	11	74	\$10.29	\$8.91	Detailed
401	47-4011 - Construction and Building Inspectors	Not met	Not met	Not met	Not met	Not met
402	47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	Not met	Not met	Not met	Not met	Not met
403	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	Not met	Not met	Not met	Not met	Not met
404	49-2011 - Computer, Automated Teller, and Office Machine Repairers	8	31	\$16.78	\$14.69	Minor
405	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	8	31	\$16.78	\$14.69	Minor
406	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	8	31	\$16.78	\$14.69	Minor
407	49-2091 - Avionics Technicians	8	31	\$16.78	\$14.69	Minor
408	49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	8	31	\$16.78	\$14.69	Minor
409	49-2097 - Audiovisual Equipment Installers and Repairers	8	31	\$16.78	\$14.69	Minor
410	49-3011 - Aircraft Mechanics and Service Technicians	56	172	\$11.85	\$11.00	Minor
411	49-3021 - Automotive Body and Related Repairers	35	98	\$11.18	\$10.06	Broad
412	49-3022 - Automotive Glass Installers and Repairers	35	98	\$11.18	\$10.06	Broad
413	49-3023 - Automotive Service Technicians and Mechanics	29	77	\$11.01	\$9.93	Detailed
414	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	56	172	\$11.85	\$11.00	Minor
415	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	13	47	\$12.48	\$11.10	Detailed
416	49-3051 - Motorboat Mechanics and Service Technicians	56	172	\$11.85	\$11.00	Minor
417	49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	56	172	\$11.85	\$11.00	Minor
418	49-3093 - Tire Repairers and Changers	56	172	\$11.85	\$11.00	Minor
419	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24	67	\$10.74	\$9.83	Detailed
420	49-9031 - Home Appliance Repairers	165	1,041	\$10.03	\$9.19	Minor
421	49-9041 - Industrial Machinery Mechanics	165	1,041	\$10.03	\$9.19	Minor
422	49-9043 - Maintenance Workers, Machinery	165	1,041	\$10.03	\$9.19	Minor
423	49-9051 - Electrical Power-Line Installers and Repairers	165	1,041	\$10.03	\$9.19	Minor
424	49-9052 - Telecommunications Line Installers and Repairers	165	1,041	\$10.03	\$9.19	Minor
425	49-9064 - Watch and Clock Repairers	165	1,041	\$10.03	\$9.19	Minor
426	49-9071 - Maintenance and Repair Workers, General	146	833	\$9.75	\$9.19	Detailed
427	49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	20	99	\$10.02	\$8.87	Broad
428	49-9092 - Commercial Divers	20	99	\$10.02	\$8.87	Broad
429	49-9096 - Riggers	20	99	\$10.02	\$8.87	Broad
430	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	13	76	\$9.21	\$8.72	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI

Row #	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
431	49-9099 - Installation, Maintenance, and Repair Workers, All Other	20	99	\$10.02	\$8.87	Broad
432	51-1011 - First-Line Supervisors of Production and Operating Workers	6	35	\$20.75	\$20.53	Detailed
433	51-2041 - Structural Metal Fabricators and Fitters	Not met	Not met	Not met	Not met	Not met
434	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
435	51-2092 - Team Assemblers	Not met	Not met	Not met	Not met	Not met
436	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
437	51-3011 - Bakers	22	92	\$8.64	\$8.31	Detailed
438	51-3021 - Butchers and Meat Cutters	29	116	\$8.63	\$8.28	Minor
439	51-3092 - Food Batchmakers	29	116	\$8.63	\$8.28	Minor
440	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
441	51-4072 - Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
442	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
443	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
444	51-5111 - Prepress Technicians and Workers	Not met	Not met	Not met	Not met	Not met
445	51-5112 - Printing Press Operators	Not met	Not met	Not met	Not met	Not met
446	51-5113 - Print Binding and Finishing Workers	Not met	Not met	Not met	Not met	Not met
447	51-6011 - Laundry and Dry-Cleaning Workers	10	30	\$7.85	\$8.00	Detailed
448	51-6021 - Pressers, Textile, Garment, and Related Materials	18	46	\$8.08	\$8.00	Minor
449	51-6031 - Sewing Machine Operators	18	46	\$8.08	\$8.00	Minor
450	51-6052 - Tailors, Dressmakers, and Custom Sewers	18	46	\$8.08	\$8.00	Minor
451	51-6093 - Upholsterers	18	46	\$8.08	\$8.00	Minor
452	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
453	51-8012 - Power Distributors and Dispatchers	6	117	\$12.16	\$11.58	Minor
454	51-8013 - Power Plant Operators	6	117	\$12.16	\$11.58	Minor
455	51-8031 - Water and Wastewater Treatment Plant and System Operators	4	63	\$11.59	\$11.04	Detailed
456	51-8092 - Gas Plant Operators	6	117	\$12.16	\$11.58	Minor
457	51-8099 - Plant and System Operators, All Other	6	117	\$12.16	\$11.58	Minor
458	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	30	100	\$9.57	\$8.14	Minor
459	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	30	100	\$9.57	\$8.14	Minor
460	51-9071 - Jewelers and Precious Stone and Metal Workers	30	100	\$9.57	\$8.14	Minor
461	51-9081 - Dental Laboratory Technicians	30	100	\$9.57	\$8.14	Minor
462	51-9083 - Ophthalmic Laboratory Technicians	30	100	\$9.57	\$8.14	Minor
463	51-9111 - Packaging and Filling Machine Operators and Tenders	30	100	\$9.57	\$8.14	Minor
464	51-9151 - Photographic Process Workers and Processing Machine Operators	30	100	\$9.57	\$8.14	Minor
465	51-9193 - Cooling and Freezing Equipment Operators and Tenders	18	79	\$8.63	\$8.13	Broad
466	51-9198 - Helpers--Production Workers	13	61	\$8.23	\$8.13	Detailed
467	51-9199 - Production Workers, All Other	18	79	\$8.63	\$8.13	Broad
468	53-1041 - Aircraft Cargo Handling Supervisors	Not met	Not met	Not met	Not met	Not met
469	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Not met	Not met	Not met	Not met	Not met
470	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Not met	Not met	Not met	Not met	Not met
471	53-1044 - First-Line Supervisors of Passenger Attendants	Not met	Not met	Not met	Not met	Not met
472	53-1049 - First-Line Supervisors of Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
473	53-2012 - Commercial Pilots	Not met	Not met	Not met	Not met	Not met

**Table A1. Hourly Wage Statistics by SOC Detailed Title: 2024 PWS, CNMI**

Row #	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
474	53-2022 - Airfield Operations Specialists	Not met	Not met	Not met	Not met	Not met
475	53-3011 - Ambulance Drivers and Attendants, Except Emergency Medical Technicians	64	260	\$9.39	\$8.98	Minor
476	53-3031 - Driver/Sales Workers	31	93	\$8.34	\$8.06	Detailed
477	53-3032 - Heavy and Tractor-Trailer Truck Drivers	15	55	\$11.31	\$10.09	Detailed
478	53-3033 - Light Truck Drivers	12	36	\$8.15	\$8.03	Detailed
479	53-3051 - Bus Drivers, School	10	62	\$9.41	\$9.27	Broad
480	53-3052 - Bus Drivers, Transit and Intercity	10	62	\$9.41	\$9.27	Broad
481	53-3053 - Shuttle Drivers and Chauffeurs	10	62	\$9.41	\$9.27	Broad
482	53-3054 - Taxi Drivers	10	62	\$9.41	\$9.27	Broad
483	53-3099 - Motor Vehicle Operators, All Other	64	260	\$9.39	\$8.98	Minor
484	53-5011 - Sailors and Marine Oilers	Not met	Not met	Not met	Not met	Not met
485	53-5021 - Captains, Mates, and Pilots of Water Vessels	Not met	Not met	Not met	Not met	Not met
486	53-5022 - Motorboat Operators	Not met	Not met	Not met	Not met	Not met
487	53-6021 - Parking Attendants	12	64	\$8.33	\$7.25	Minor
488	53-6031 - Automotive and Watercraft Service Attendants	5	35	\$7.52	\$7.25	Detailed
489	53-6032 - Aircraft Service Attendants	6	36	\$7.75	\$7.25	Broad
490	53-6051 - Transportation Inspectors	12	64	\$8.33	\$7.25	Minor
491	53-6099 - Transportation Workers, All Other	12	64	\$8.33	\$7.25	Minor
492	53-7011 - Conveyor Operators and Tenders	72	388	\$8.91	\$8.00	Minor
493	53-7021 - Crane and Tower Operators	72	388	\$8.91	\$8.00	Minor
494	53-7051 - Industrial Truck and Tractor Operators	72	388	\$8.91	\$8.00	Minor
495	53-7061 - Cleaners of Vehicles and Equipment	7	33	\$7.59	\$7.50	Detailed
496	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	11	58	\$8.30	\$7.95	Detailed
497	53-7063 - Machine Feeders and Offbearers	65	281	\$8.52	\$7.97	Broad
498	53-7064 - Packers and Packagers, Hand	65	281	\$8.52	\$7.97	Broad
499	53-7065 - Stockers and Order Fillers	46	166	\$8.86	\$7.97	Detailed
500	53-7071 - Gas Compressor and Gas Pumping Station Operators	72	388	\$8.91	\$8.00	Minor
501	53-7081 - Refuse and Recyclable Material Collectors	72	388	\$8.91	\$8.00	Minor
502	53-7199 - Material Moving Workers, All Other	4	64	\$10.30	\$9.72	Detailed
<b>503</b>	<b>Grand Total</b>	<b>609</b>	<b>14,038</b>	<b>\$14.54</b>	<b>\$10.82</b>	

Met at Detailed: 95  
 Met at Broad: 90  
 Met at Minor: 247  
 Total Met: 432  
 Not Met: 70  
 Total Titles: 502

**APPENDIX A: TABLE A2**  
**HOURLY WAGE STATISTICS BY SOC DETAILED TITLES:**  
**2024, CNMI**





**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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	<b>11-0000 - Management Occupations</b>				390	1,447	\$24.68	\$21.59
2		<b>11-1000 - Top Executives</b>			303	584	\$27.27	\$21.37
3			11-1010 - Chief Executives		108	185	\$39.38	\$33.65
4				11-1011 - Chief Executives	108	185	\$39.38	\$33.65
5			11-1020 - General and Operations Managers		243	373	\$22.09	\$19.27
6				11-1021 - General and Operations Managers	243	373	\$22.09	\$19.27
7			11-1030 - Legislators		D	D	D	D
8				11-1031 - Legislators	D	D	D	D
9		<b>11-2000 - Advertising, Marketing, Promotions, Public Relations, and Sales Managers</b>			67	106	\$19.76	\$18.00
10			11-2010 - Advertising and Promotions Managers		8	D	D	D
11				11-2011 - Advertising and Promotions Managers	8	D	D	D
12			11-2020 - Marketing and Sales Managers		63	95	\$19.49	\$18.00
13				11-2021 - Marketing Managers	29	36	\$21.53	\$20.83
14				11-2022 - Sales Managers	42	59	\$18.24	\$17.31
15			11-2030 - Public Relations and Fundraising Managers		D	D	D	D
16				11-2032 - Public Relations Managers	D	D	D	D
17		<b>11-3000 - Operations Specialties Managers</b>			101	235	\$22.08	\$20.91
18			11-3010 - Administrative Services and Facilities Managers		43	96	\$21.05	\$20.57
19				11-3012 - Administrative Services Managers	37	84	\$20.97	\$21.22
20				11-3013 - Facilities Managers	9	D	D	D
21			11-3020 - Computer and Information Systems Managers		21	D	D	D
22				11-3021 - Computer and Information Systems Managers	21	D	D	D
23			11-3030 - Financial Managers		38	46	\$25.98	\$23.31
24				11-3031 - Financial Managers	38	46	\$25.98	\$23.31
25			11-3060 - Purchasing Managers		14	D	D	D
26				11-3061 - Purchasing Managers	14	D	D	D
27			11-3070 - Transportation, Storage, and Distribution Managers		9	D	D	D
28				11-3071 - Transportation, Storage, and Distribution Managers	9	D	D	D
29			11-3110 - Compensation and Benefits Managers		D	D	D	D
30				11-3111 - Compensation and Benefits Managers	D	D	D	D
31			11-3120 - Human Resources Managers		27	32	\$23.35	\$21.91
32				11-3121 - Human Resources Managers	27	32	\$23.35	\$21.91
33			11-3130 - Training and Development Managers		3	D	D	D
34				11-3131 - Training and Development Managers	3	D	D	D
35		<b>11-9000 - Other Management Occupations</b>			109	522	\$23.95	\$22.26
36			11-9010 - Farmers, Ranchers, and Other Agricultural Managers		D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
37				11-9013 - Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
38				11-9020 - Construction Managers	13	D	D	D
39				11-9021 - Construction Managers	13	D	D	D
40				11-9030 - Education and Childcare Administrators	13	86	\$32.04	\$33.09
41				11-9031 - Education and Childcare Administrators, Preschool and Daycare	7	D	D	D
42				11-9032 - Education Administrators, Kindergarten through Secondary	3	32	\$36.32	\$37.50
43				11-9033 - Education Administrators, Postsecondary	D	D	D	D
44				11-9039 - Education Administrators, All Other	3	D	D	D
45				11-9040 - Architectural and Engineering Managers	8	D	D	D
46				11-9041 - Architectural and Engineering Managers	8	D	D	D
47				11-9050 - Food Service Managers	26	62	\$14.70	\$13.23
48				11-9051 - Food Service Managers	26	62	\$14.70	\$13.23
49				11-9070 - Entertainment and Recreation Managers	7	D	D	D
50				11-9071 - Gambling Managers	D	D	D	D
51				11-9072 - Entertainment and Recreation Managers, Except Gambling	5	D	D	D
52				11-9080 - Lodging Managers	7	D	D	D
53				11-9081 - Lodging Managers	7	D	D	D
54				11-9110 - Medical and Health Services Managers	D	39	D	D
55				11-9111 - Medical and Health Services Managers	D	39	D	D
56				11-9120 - Natural Sciences Managers	4	D	D	D
57				11-9121 - Natural Sciences Managers	4	D	D	D
58				11-9140 - Property, Real Estate, and Community Association Managers	6	D	D	D
59				11-9141 - Property, Real Estate, and Community Association Managers	6	D	D	D
60				11-9150 - Social and Community Service Managers	5	D	D	D
61				11-9151 - Social and Community Service Managers	5	D	D	D
62				11-9160 - Emergency Management Directors	D	D	D	D
63				11-9161 - Emergency Management Directors	D	D	D	D
64				11-9170 - Personal Service Managers	D	D	D	D
65				11-9179 - Personal Service Managers, All Other	D	D	D	D
66				11-9190 - Miscellaneous Managers	47	219	\$23.92	\$22.27
67				11-9199 - Managers, All Other	47	219	\$23.92	\$22.27
68	<b>13-0000 - Business and Financial Operations Occupations</b>				<b>170</b>	<b>808</b>	<b>\$17.15</b>	<b>\$16.19</b>
69	<b>13-1000 - Business Operations Specialists</b>				<b>57</b>	<b>406</b>	<b>\$17.25</b>	<b>\$16.42</b>
70				13-1020 - Buyers and Purchasing Agents	11	D	D	D
71				13-1021 - Buyers and Purchasing Agents, Farm Products	D	D	D	D
72				13-1022 - Wholesale and Retail Buyers, Except Farm Products	5	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
73				13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	4	D	D	D
74				13-1030 - Claims Adjusters, Appraisers, Examiners, and Investigators	4	D	D	D
75				13-1031 - Claims Adjusters, Examiners, and Investigators	4	D	D	D
76				13-1040 - Compliance Officers	6	51	\$15.21	\$13.46
77				13-1041 - Compliance Officers	6	51	\$15.21	\$13.46
78				13-1050 - Cost Estimators	3	D	D	D
79				13-1051 - Cost Estimators	3	D	D	D
80				13-1070 - Human Resources Workers	21	57	\$17.11	\$16.62
81				13-1071 - Human Resources Specialists	20	48	\$17.13	\$16.62
82				13-1075 - Labor Relations Specialists	D	D	D	D
83				13-1080 - Logisticians and Project Management Specialists	13	211	\$18.10	\$17.31
84				13-1081 - Logisticians	4	D	D	D
85				13-1082 - Project Management Specialists	10	201	\$18.25	\$17.45
86				13-1110 - Management Analysts	4	D	D	D
87				13-1111 - Management Analysts	4	D	D	D
88				13-1120 - Meeting, Convention, and Event Planners	D	D	D	D
89				13-1121 - Meeting, Convention, and Event Planners	D	D	D	D
90				13-1140 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
91				13-1141 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
92				13-1150 - Training and Development Specialists	6	D	D	D
93				13-1151 - Training and Development Specialists	6	D	D	D
94				13-1160 - Market Research Analysts and Marketing Specialists	9	D	D	D
95				13-1161 - Market Research Analysts and Marketing Specialists	9	D	D	D
96				13-1190 - Miscellaneous Business Operations Specialists	5	D	D	D
97				13-1199 - Business Operations Specialists, All Other	5	D	D	D
98				<b>13-2000 - Financial Specialists</b>	<b>143</b>	<b>402</b>	<b>\$17.04</b>	<b>\$16.19</b>
99				13-2010 - Accountants and Auditors	133	254	\$17.48	\$16.19
100				13-2011 - Accountants and Auditors	133	254	\$17.48	\$16.19
101				13-2020 - Property Appraisers and Assessors	3	D	D	D
102				13-2022 - Appraisers of Personal and Business Property	D	D	D	D
103				13-2023 - Appraisers and Assessors of Real Estate	D	D	D	D
104				13-2030 - Budget Analysts	5	D	D	D
105				13-2031 - Budget Analysts	5	D	D	D
106				13-2040 - Credit Analysts	D	D	D	D
107				13-2041 - Credit Analysts	D	D	D	D
108				13-2050 - Financial Analysts and Advisors	10	44	\$17.45	\$15.29

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
109				13-2051 - Financial and Investment Analysts	D	D	D	D
110				13-2053 - Insurance Underwriters	8	D	D	D
111			13-2060 -	Financial Examiners	3	D	D	D
112				13-2061 - Financial Examiners	3	D	D	D
113			13-2070 -	Credit Counselors and Loan Officers	5	D	D	D
114				13-2071 - Credit Counselors	D	D	D	D
115				13-2072 - Loan Officers	4	D	D	D
116			13-2080 -	Tax Examiners, Collectors and Preparers, and Revenue Agents	3	55	\$11.94	\$11.25
117				13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	53	D	D
118				13-2082 - Tax Preparers	D	D	D	D
119			13-2090 -	Miscellaneous Financial Specialists	4	D	D	D
120				13-2099 - Financial Specialists, All Other	4	D	D	D
121	<b>15-0000 -</b>	<b>Computer and Mathematical Occupations</b>			31	113	\$17.38	\$16.22
122		<b>15-1200 -</b>	<b>Computer Occupations</b>		30	102	\$17.31	\$16.11
123			15-1210 -	Computer and Information Analysts	8	D	D	D
124				15-1211 - Computer Systems Analysts	8	D	D	D
125			15-1230 -	Computer Support Specialists	21	52	\$15.85	\$14.51
126				15-1231 - Computer Network Support Specialists	7	D	D	D
127				15-1232 - Computer User Support Specialists	19	38	\$15.20	\$13.84
128			15-1240 -	Database and Network Administrators and Architects	6	D	D	D
129				15-1242 - Database Administrators	D	D	D	D
130				15-1243 - Database Architects	D	D	D	D
131				15-1244 - Network and Computer Systems Administrators	4	D	D	D
132			15-1250 -	Software and Web Developers, Programmers, and Testers	5	D	D	D
133				15-1251 - Computer Programmers	4	D	D	D
134				15-1255 - Web and Digital Interface Designers	D	D	D	D
135			15-1290 -	Miscellaneous Computer Occupations	4	D	D	D
136				15-1299 - Computer Occupations, All Other	4	D	D	D
137			<b>15-2000 -</b>	<b>Mathematical Science Occupations</b>	4	D	D	D
138			15-2030 -	Operations Research Analysts	D	D	D	D
139				15-2031 - Operations Research Analysts	D	D	D	D
140			15-2040 -	Statisticians	3	D	D	D
141				15-2041 - Statisticians	3	D	D	D
142			15-2050 -	Data Scientists	D	D	D	D
143				15-2051 - Data Scientists	D	D	D	D
144	<b>17-0000 -</b>	<b>Architecture and Engineering Occupations</b>			32	140	\$20.67	\$17.87

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
145		<b>17-1000 - Architects, Surveyors, and Cartographers</b>			D	D	D	D
146			17-1010 - Architects, Except Naval		D	D	D	D
147				17-1011 - Architects, Except Landscape and Naval	D	D	D	D
148			17-1020 - Surveyors, Cartographers, and Photogrammetrists		D	D	D	D
149				17-1022 - Surveyors	D	D	D	D
150		<b>17-2000 - Engineers</b>			16	49	\$30.17	\$25.48
151			17-2030 - Bioengineers and Biomedical Engineers		D	D	D	D
152				17-2031 - Bioengineers and Biomedical Engineers	D	D	D	D
153			17-2050 - Civil Engineers		12	D	D	D
154				17-2051 - Civil Engineers	12	D	D	D
155			17-2070 - Electrical and Electronics Engineers		3	D	D	D
156				17-2071 - Electrical Engineers	D	D	D	D
157				17-2072 - Electronics Engineers, Except Computer	D	D	D	D
158			17-2080 - Environmental Engineers		D	D	D	D
159				17-2081 - Environmental Engineers	D	D	D	D
160			17-2140 - Mechanical Engineers		D	D	D	D
161				17-2141 - Mechanical Engineers	D	D	D	D
162			17-2190 - Miscellaneous Engineers		D	D	D	D
163				17-2199 - Engineers, All Other	D	D	D	D
164		<b>17-3000 - Drafters, Engineering Technicians, and Mapping Technicians</b>			24	71	\$16.18	\$16.75
165			17-3010 - Drafters		13	D	D	D
166				17-3011 - Architectural and Civil Drafters	9	D	D	D
167				17-3012 - Electrical and Electronics Drafters	D	D	D	D
168				17-3013 - Mechanical Drafters	D	D	D	D
169				17-3019 - Drafters, All Other	3	D	D	D
170			17-3020 - Engineering Technologists and Technicians, Except Drafters		16	45	\$15.75	\$16.75
171				17-3022 - Civil Engineering Technologists and Technicians	12	D	D	D
172				17-3023 - Electrical and Electronic Engineering Technologists and Technicians	3	D	D	D
173				17-3024 - Electro-Mechanical and Mechatronics Technologists and Technicians	D	D	D	D
174				17-3025 - Environmental Engineering Technologists and Technicians	D	D	D	D
175				17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
176			17-3030 - Surveying and Mapping Technicians		D	D	D	D
177				17-3031 - Surveying and Mapping Technicians	D	D	D	D
178	<b>19-0000 - Life, Physical, and Social Science Occupations</b>				19	169	\$16.62	\$13.46
179		<b>19-1000 - Life Scientists</b>			6	35	\$20.91	\$21.63
180			19-1020 - Biological Scientists		4	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
181				19-1022 - Microbiologists	D	D	D	D
182				19-1023 - Zoologists and Wildlife Biologists	D	D	D	D
183				19-1029 - Biological Scientists, All Other	D	D	D	D
184			19-1030 - Conservation Scientists and Foresters		3	D	D	D
185				19-1031 - Conservation Scientists	3	D	D	D
186				19-1032 - Foresters	D	D	D	D
187			19-1040 - Medical Scientists		D	D	D	D
188				19-1041 - Epidemiologists	D	D	D	D
189			<b>19-2000 - Physical Scientists</b>		<b>5</b>	<b>39</b>	<b>\$14.54</b>	<b>\$12.98</b>
190				19-2030 - Chemists and Materials Scientists	D	D	D	D
191				19-2031 - Chemists	D	D	D	D
192			19-2040 - Environmental Scientists and Geoscientists		4	38	\$14.32	\$12.98
193				19-2041 - Environmental Scientists and Specialists, Including Health	4	38	\$14.32	\$12.98
194			<b>19-3000 - Social Scientists and Related Workers</b>		<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
195				19-3030 - Psychologists	3	D	D	D
196				19-3033 - Clinical and Counseling Psychologists	D	D	D	D
197				19-3034 - School Psychologists	D	D	D	D
198			19-3050 - Urban and Regional Planners		D	D	D	D
199				19-3051 - Urban and Regional Planners	D	D	D	D
200			19-3090 - Miscellaneous Social Scientists and Related Workers		4	D	D	D
201				19-3091 - Anthropologists and Archeologists	D	D	D	D
202				19-3094 - Political Scientists	D	D	D	D
203				19-3099 - Social Scientists and Related Workers, All Other	3	D	D	D
204			<b>19-4000 - Life, Physical, and Social Science Technicians</b>		<b>6</b>	<b>30</b>	<b>\$13.12</b>	<b>\$12.83</b>
205				19-4010 - Agricultural and Food Science Technicians	D	D	D	D
206				19-4013 - Food Science Technicians	D	D	D	D
207			19-4020 - Biological Technicians		D	D	D	D
208				19-4021 - Biological Technicians	D	D	D	D
209			19-4030 - Chemical Technicians		D	D	D	D
210				19-4031 - Chemical Technicians	D	D	D	D
211			19-4040 - Environmental Science and Geoscience Technicians		4	D	D	D
212				19-4042 - Environmental Science and Protection Technicians, Including Health	3	D	D	D
213				19-4043 - Geological Technicians, Except Hydrologic Technicians	D	D	D	D
214				19-4044 - Hydrologic Technicians	D	D	D	D
215			19-4060 - Social Science Research Assistants		D	D	D	D
216				19-4061 - Social Science Research Assistants	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
217			19-4070	Forest and Conservation Technicians	D	D	D	D
218			19-4071	Forest and Conservation Technicians	D	D	D	D
219			19-4090	Miscellaneous Life, Physical, and Social Science Technicians	D	D	D	D
220			19-4092	Forensic Science Technicians	D	D	D	D
221			19-4099	Life, Physical, and Social Science Technicians, All Other	D	D	D	D
222			<b>19-5000</b>	<b>Occupational Health and Safety Specialists and Technicians</b>	<b>9</b>	<b>40</b>	<b>\$12.33</b>	<b>\$11.38</b>
223			19-5010	Occupational Health and Safety Specialists and Technicians	9	40	\$12.33	\$11.38
224			19-5011	Occupational Health and Safety Specialists	6	D	D	D
225			19-5012	Occupational Health and Safety Technicians	4	33	\$11.52	\$11.38
226	<b>21-0000</b>			<b>Community and Social Service Occupations</b>	<b>17</b>	<b>397</b>	<b>\$15.27</b>	<b>\$14.16</b>
227			<b>21-1000</b>	<b>Counselors, Social Workers, and Other Community and Social Service Specialists</b>	<b>13</b>	<b>367</b>	<b>\$15.17</b>	<b>\$14.35</b>
228			21-1010	Counselors	9	78	\$19.94	\$19.32
229			21-1011	Substance Abuse and Behavioral Disorder Counselors	D	D	D	D
230			21-1012	Educational, Guidance, and Career Counselors and Advisors	6	30	\$18.57	\$19.32
231			21-1014	Mental Health Counselors	D	D	D	D
232			21-1015	Rehabilitation Counselors	D	D	D	D
233			21-1019	Counselors, All Other	4	32	\$20.23	\$19.32
234			21-1020	Social Workers	6	D	D	D
235			21-1021	Child, Family, and School Social Workers	D	D	D	D
236			21-1022	Healthcare Social Workers	D	D	D	D
237			21-1023	Mental Health and Substance Abuse Social Workers	D	D	D	D
238			21-1029	Social Workers, All Other	3	D	D	D
239			21-1090	Miscellaneous Community and Social Service Specialists	5	268	\$13.46	\$12.89
240			21-1091	Health Education Specialists	3	D	D	D
241			21-1092	Probation Officers and Correctional Treatment Specialists	D	D	D	D
242			21-1093	Social and Human Service Assistants	D	D	D	D
243			21-1094	Community Health Workers	3	46	\$12.78	\$12.15
244			21-1099	Community and Social Service Specialists, All Other	3	166	\$12.04	\$10.64
245			<b>21-2000</b>	<b>Religious Workers</b>	<b>5</b>	<b>30</b>	<b>\$16.57</b>	<b>\$8.41</b>
246			21-2010	Clergy	D	D	D	D
247			21-2011	Clergy	D	D	D	D
248			21-2020	Directors, Religious Activities and Education	D	D	D	D
249			21-2021	Directors, Religious Activities and Education	D	D	D	D
250			21-2090	Miscellaneous Religious Workers	D	D	D	D
251			21-2099	Religious Workers, All Other	D	D	D	D
252	<b>23-0000</b>			<b>Legal Occupations</b>	<b>15</b>	<b>100</b>	<b>\$29.00</b>	<b>\$28.85</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
253		<b>23-1000 - Lawyers, Judges, and Related Workers</b>			10	47	\$41.05	\$38.46
254			23-1010 - Lawyers and Judicial Law Clerks		10	38	\$37.97	\$37.20
255			23-1011 - Lawyers		10	31	\$40.03	\$38.46
256			23-1012 - Judicial Law Clerks		D	D	D	D
257			23-1020 - Judges, Magistrates, and Other Judicial Workers		D	D	D	D
258			23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers		D	D	D	D
259			23-1023 - Judges, Magistrate Judges, and Magistrates		D	D	D	D
260		<b>23-2000 - Legal Support Workers</b>			11	53	\$18.31	\$16.39
261			23-2010 - Paralegals and Legal Assistants		10	48	\$18.59	\$16.61
262			23-2011 - Paralegals and Legal Assistants		10	48	\$18.59	\$16.61
263			23-2090 - Miscellaneous Legal Support Workers		D	D	D	D
264			23-2099 - Legal Support Workers, All Other		D	D	D	D
265	<b>25-0000 - Educational Instruction and Library Occupations</b>				25	1,215	\$18.18	\$15.45
266		<b>25-1000 - Postsecondary Teachers</b>			7	50	\$23.53	\$22.64
267			25-1010 - Business Teachers, Postsecondary		D	D	D	D
268			25-1011 - Business Teachers, Postsecondary		D	D	D	D
269			25-1020 - Math and Computer Science Teachers, Postsecondary		D	D	D	D
270			25-1021 - Computer Science Teachers, Postsecondary		D	D	D	D
271			25-1022 - Mathematical Science Teachers, Postsecondary		D	D	D	D
272			25-1040 - Life Sciences Teachers, Postsecondary		D	D	D	D
273			25-1042 - Biological Science Teachers, Postsecondary		D	D	D	D
274			25-1043 - Forestry and Conservation Science Teachers, Postsecondary		D	D	D	D
275			25-1060 - Social Sciences Teachers, Postsecondary		D	D	D	D
276			25-1062 - Area, Ethnic, and Cultural Studies Teachers, Postsecondary		D	D	D	D
277			25-1066 - Psychology Teachers, Postsecondary		D	D	D	D
278			25-1069 - Social Sciences Teachers, Postsecondary, All Other		D	D	D	D
279			25-1070 - Health Teachers, Postsecondary		D	D	D	D
280			25-1071 - Health Specialties Teachers, Postsecondary		D	D	D	D
281			25-1072 - Nursing Instructors and Teachers, Postsecondary		D	D	D	D
282			25-1080 - Education and Library Science Teachers, Postsecondary		D	D	D	D
283			25-1081 - Education Teachers, Postsecondary		D	D	D	D
284			25-1110 - Law, Criminal Justice, and Social Work Teachers, Postsecondary		D	D	D	D
285			25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary		D	D	D	D
286			25-1120 - Arts, Communications, History, and Humanities Teachers, Postsecondary		D	D	D	D
287			25-1123 - English Language and Literature Teachers, Postsecondary		D	D	D	D
288			25-1124 - Foreign Language and Literature Teachers, Postsecondary		D	D	D	D



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
289			25-1190	Miscellaneous Postsecondary Teachers	3	D	D	D
290			25-1194	Career/Technical Education Teachers, Postsecondary	D	D	D	D
291			25-1199	Postsecondary Teachers, All Other	D	D	D	D
292			<b>25-2000</b>	<b>Preschool, Elementary, Middle, Secondary, and Special Education Teachers</b>	<b>12</b>	<b>378</b>	<b>\$21.28</b>	<b>\$21.29</b>
293			25-2010	Preschool and Kindergarten Teachers	7	D	D	D
294			25-2011	Preschool Teachers, Except Special Education	6	D	D	D
295			25-2012	Kindergarten Teachers, Except Special Education	3	D	D	D
296			25-2020	Elementary and Middle School Teachers	11	252	\$20.58	\$21.29
297			25-2021	Elementary School Teachers, Except Special Education	11	191	\$20.48	\$21.29
298			25-2022	Middle School Teachers, Except Special and Career/Technical Education	5	61	\$20.89	\$21.29
299			25-2030	Secondary School Teachers	5	72	\$20.50	\$20.35
300			25-2031	Secondary School Teachers, Except Special and Career/Technical Education	5	72	\$20.50	\$20.35
301			25-2050	Special Education Teachers	D	D	D	D
302			25-2056	Special Education Teachers, Elementary School	D	D	D	D
303			25-2057	Special Education Teachers, Middle School	D	D	D	D
304			25-2058	Special Education Teachers, Secondary School	D	D	D	D
305			25-2059	Special Education Teachers, All Other	D	D	D	D
306			<b>25-3000</b>	<b>Other Teachers and Instructors</b>	<b>11</b>	<b>548</b>	<b>\$17.76</b>	<b>\$15.00</b>
307			25-3010	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
308			25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
309			25-3020	Self-Enrichment Teachers	5	D	D	D
310			25-3021	Self-Enrichment Teachers	5	D	D	D
311			25-3030	Substitute Teachers, Short-Term	D	39	D	D
312			25-3031	Substitute Teachers, Short-Term	D	39	D	D
313			25-3040	Tutors	D	223	D	D
314			25-3041	Tutors	D	223	D	D
315			25-3090	Miscellaneous Teachers and Instructors	5	274	\$21.18	\$20.81
316			25-3099	Teachers and Instructors, All Other	5	274	\$21.18	\$20.81
317			<b>25-4000</b>	<b>Librarians, Curators, and Archivists</b>	<b>3</b>	<b>D</b>	<b>D</b>	<b>D</b>
318			25-4010	Archivists, Curators, and Museum Technicians	D	D	D	D
319			25-4011	Archivists	D	D	D	D
320			25-4013	Museum Technicians and Conservators	D	D	D	D
321			25-4020	Librarians and Media Collections Specialists	D	D	D	D
322			25-4022	Librarians and Media Collections Specialists	D	D	D	D
323			25-4030	Library Technicians	D	D	D	D
324			25-4031	Library Technicians	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
325		<b>25-9000 - Other Educational Instruction and Library Occupations</b>			7	211	\$13.06	\$10.68
326			25-9020 - Farm and Home Management Educators		D	D	D	D
327			25-9021 - Farm and Home Management Educators		D	D	D	D
328			25-9030 - Instructional Coordinators		4	D	D	D
329			25-9031 - Instructional Coordinators		4	D	D	D
330			25-9040 - Teaching Assistants		3	166	\$11.33	\$10.68
331			25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education		3	47	\$13.77	\$11.63
332			25-9043 - Teaching Assistants, Special Education		D	117	D	D
333			25-9049 - Teaching Assistants, All Other		D	D	D	D
334			25-9090 - Miscellaneous Educational Instruction and Library Workers		D	D	D	D
335			25-9099 - Educational Instruction and Library Workers, All Other		D	D	D	D
336	<b>27-0000 - Arts, Design, Entertainment, Sports, and Media Occupations</b>				28	84	\$16.56	\$13.66
337		<b>27-1000 - Art and Design Workers</b>			18	36	\$10.13	\$9.76
338			27-1020 - Designers		18	36	\$10.13	\$9.76
339			27-1023 - Floral Designers		D	D	D	D
340			27-1024 - Graphic Designers		9	D	D	D
341			27-1025 - Interior Designers		D	D	D	D
342			27-1026 - Merchandise Displayers and Window Trimmers		7	D	D	D
343		<b>27-2000 - Entertainers and Performers, Sports and Related Workers</b>			3	D	D	D
344			27-2020 - Athletes, Coaches, Umpires, and Related Workers		D	D	D	D
345			27-2022 - Coaches and Scouts		D	D	D	D
346			27-2040 - Musicians, Singers, and Related Workers		D	D	D	D
347			27-2042 - Musicians and Singers		D	D	D	D
348		<b>27-3000 - Media and Communication Workers</b>			10	36	\$19.31	\$16.98
349			27-3020 - News Analysts, Reporters and Journalists		D	D	D	D
350			27-3023 - News Analysts, Reporters, and Journalists		D	D	D	D
351			27-3030 - Public Relations Specialists		3	D	D	D
352			27-3031 - Public Relations Specialists		3	D	D	D
353			27-3040 - Writers and Editors		4	D	D	D
354			27-3041 - Editors		D	D	D	D
355			27-3042 - Technical Writers		D	D	D	D
356			27-3090 - Miscellaneous Media and Communication Workers		6	D	D	D
357			27-3091 - Interpreters and Translators		D	D	D	D
358			27-3092 - Court Reporters and Simultaneous Captioners		D	D	D	D
359			27-3099 - Media and Communication Workers, All Other		5	D	D	D
360		<b>27-4000 - Media and Communication Equipment Workers</b>			D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
361			27-4010	Broadcast, Sound, and Lighting Technicians	D	D	D	D
362			27-4011	Audio and Video Technicians	D	D	D	D
363			27-4090	Miscellaneous Media and Communication Equipment Workers	D	D	D	D
364			27-4099	Media and Communication Equipment Workers, All Other	D	D	D	D
365	<b>29-0000</b>			<b>Healthcare Practitioners and Technical Occupations</b>	<b>18</b>	<b>611</b>	<b>\$32.68</b>	<b>\$17.00</b>
366		<b>29-1000</b>		<b>Healthcare Diagnosing or Treating Practitioners</b>	<b>17</b>	<b>358</b>	<b>\$45.34</b>	<b>\$23.40</b>
367			29-1020	Dentists	D	D	D	D
368			29-1021	Dentists, General	D	D	D	D
369			29-1023	Orthodontists	D	D	D	D
370			29-1030	Dietitians and Nutritionists	D	D	D	D
371			29-1031	Dietitians and Nutritionists	D	D	D	D
372			29-1040	Optometrists	D	D	D	D
373			29-1041	Optometrists	D	D	D	D
374			29-1050	Pharmacists	3	D	D	D
375			29-1051	Pharmacists	3	D	D	D
376			29-1070	Physician Assistants	3	D	D	D
377			29-1071	Physician Assistants	3	D	D	D
378			29-1080	Podiatrists	D	D	D	D
379			29-1081	Podiatrists	D	D	D	D
380			29-1120	Therapists	6	D	D	D
381			29-1122	Occupational Therapists	D	D	D	D
382			29-1123	Physical Therapists	4	D	D	D
383			29-1125	Recreational Therapists	D	D	D	D
384			29-1126	Respiratory Therapists	D	D	D	D
385			29-1129	Therapists, All Other	D	D	D	D
386			29-1140	Registered Nurses	8	192	\$17.05	\$16.24
387			29-1141	Registered Nurses	8	192	\$17.05	\$16.24
388			29-1150	Nurse Anesthetists	D	D	D	D
389			29-1151	Nurse Anesthetists	D	D	D	D
390			29-1160	Nurse Midwives	D	D	D	D
391			29-1161	Nurse Midwives	D	D	D	D
392			29-1170	Nurse Practitioners	3	D	D	D
393			29-1171	Nurse Practitioners	3	D	D	D
394			29-1180	Audiologists	D	D	D	D
395			29-1181	Audiologists	D	D	D	D
396			29-1210	Physicians	5	57	\$116.96	\$108.65

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
397				29-1211 - Anesthesiologists	D	D	D	D
398				29-1212 - Cardiologists	D	D	D	D
399				29-1214 - Emergency Medicine Physicians	D	D	D	D
400				29-1215 - Family Medicine Physicians	D	D	D	D
401				29-1216 - General Internal Medicine Physicians	3	D	D	D
402				29-1217 - Neurologists	D	D	D	D
403				29-1218 - Obstetricians and Gynecologists	D	D	D	D
404				29-1221 - Pediatricians, General	D	D	D	D
405				29-1223 - Psychiatrists	D	D	D	D
406				29-1224 - Radiologists	D	D	D	D
407				29-1229 - Physicians, All Other	3	D	D	D
408				29-1240 - Surgeons	D	D	D	D
409				29-1241 - Ophthalmologists, Except Pediatric	D	D	D	D
410				29-1242 - Orthopedic Surgeons, Except Pediatric	D	D	D	D
411				29-1249 - Surgeons, All Other	D	D	D	D
412				29-1290 - Miscellaneous Healthcare Diagnosing or Treating Practitioners	D	D	D	D
413				29-1292 - Dental Hygienists	D	D	D	D
414				<b>29-2000 - Health Technologists and Technicians</b>	<b>11</b>	<b>250</b>	<b>\$14.62</b>	<b>\$13.44</b>
415				29-2010 - Clinical Laboratory Technologists and Technicians	D	D	D	D
416				29-2012 - Medical and Clinical Laboratory Technicians	D	D	D	D
417				29-2030 - Diagnostic Related Technologists and Technicians	D	D	D	D
418				29-2031 - Cardiovascular Technologists and Technicians	D	D	D	D
419				29-2034 - Radiologic Technologists and Technicians	D	D	D	D
420				29-2040 - Emergency Medical Technicians and Paramedics	D	40	D	D
421				29-2042 - Emergency Medical Technicians	D	40	D	D
422				29-2050 - Health Practitioner Support Technologists and Technicians	4	38	\$15.39	\$15.06
423				29-2051 - Dietetic Technicians	D	D	D	D
424				29-2052 - Pharmacy Technicians	3	D	D	D
425				29-2055 - Surgical Technologists	D	D	D	D
426				29-2057 - Ophthalmic Medical Technicians	D	D	D	D
427				29-2060 - Licensed Practical and Licensed Vocational Nurses	3	D	D	D
428				29-2061 - Licensed Practical and Licensed Vocational Nurses	3	D	D	D
429				29-2070 - Medical Records Specialists	D	38	D	D
430				29-2072 - Medical Records Specialists	D	38	D	D
431				29-2080 - Opticians, Dispensing	D	D	D	D
432				29-2081 - Opticians, Dispensing	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
433			29-2090	Miscellaneous Health Technologists and Technicians	4	67	\$13.39	\$12.81
434			29-2099	Health Technologists and Technicians, All Other	4	67	\$13.39	\$12.81
435			<b>29-9000</b>	<b>Other Healthcare Practitioners and Technical Occupations</b>	D	D	D	D
436			29-9020	Health Information Technologists and Medical Registrars	D	D	D	D
437			29-9021	Health Information Technologists and Medical Registrars	D	D	D	D
438			29-9090	Miscellaneous Health Practitioners and Technical Workers	D	D	D	D
439			29-9099	Healthcare Practitioners and Technical Workers, All Other	D	D	D	D
440			<b>31-0000</b>	<b>Healthcare Support Occupations</b>	20	160	\$11.95	\$11.46
441			<b>31-1100</b>	<b>Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides</b>	7	50	\$11.24	\$10.81
442			31-1120	Home Health and Personal Care Aides	4	D	D	D
443			31-1121	Home Health Aides	D	D	D	D
444			31-1122	Personal Care Aides	D	D	D	D
445			31-1130	Nursing Assistants, Orderlies, and Psychiatric Aides	3	42	\$11.59	\$11.28
446			31-1131	Nursing Assistants	3	42	\$11.59	\$11.28
447			<b>31-2000</b>	<b>Occupational Therapy and Physical Therapist Assistants and Aides</b>	3	D	D	D
448			31-2020	Physical Therapist Assistants and Aides	3	D	D	D
449			31-2022	Physical Therapist Aides	3	D	D	D
450			<b>31-9000</b>	<b>Other Healthcare Support Occupations</b>	16	103	\$12.37	\$11.46
451			31-9010	Massage Therapists	7	D	D	D
452			31-9011	Massage Therapists	7	D	D	D
453			31-9090	Miscellaneous Healthcare Support Occupations	9	85	\$12.67	\$12.00
454			31-9091	Dental Assistants	3	D	D	D
455			31-9092	Medical Assistants	3	33	\$12.90	\$12.64
456			31-9093	Medical Equipment Preparers	D	D	D	D
457			31-9094	Medical Transcriptionists	D	D	D	D
458			31-9095	Pharmacy Aides	3	D	D	D
459			31-9097	Phlebotomists	D	D	D	D
460			31-9099	Healthcare Support Workers, All Other	D	D	D	D
461			<b>33-0000</b>	<b>Protective Service Occupations</b>	37	999	\$11.88	\$11.25
462			<b>33-1000</b>	<b>Supervisors of Protective Service Workers</b>	7	100	\$16.90	\$15.83
463			33-1010	First-Line Supervisors of Law Enforcement Workers	D	D	D	D
464			33-1011	First-Line Supervisors of Correctional Officers	D	D	D	D
465			33-1012	First-Line Supervisors of Police and Detectives	D	D	D	D
466			33-1020	First-Line Supervisors of Firefighting and Prevention Workers	D	65	D	D
467			33-1021	First-Line Supervisors of Firefighting and Prevention Workers	D	65	D	D
468			33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	5	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
469				33-1091 - First-Line Supervisors of Security Workers	3	D	D	D
470				33-1099 - First-Line Supervisors of Protective Service Workers, All Other	D	D	D	D
471			<b>33-2000 - Firefighting and Prevention Workers</b>		D	118	D	D
472				33-2010 - Firefighters	D	115	D	D
473				33-2011 - Firefighters	D	115	D	D
474				33-2020 - Fire Inspectors	D	D	D	D
475				33-2022 - Forest Fire Inspectors and Prevention Specialists	D	D	D	D
476			<b>33-3000 - Law Enforcement Workers</b>		D	367	D	D
477				33-3010 - Bailiffs, Correctional Officers, and Jailers	D	110	D	D
478				33-3012 - Correctional Officers and Jailers	D	110	D	D
479				33-3030 - Fish and Game Wardens	D	D	D	D
480				33-3031 - Fish and Game Wardens	D	D	D	D
481				33-3050 - Police Officers	D	254	D	D
482				33-3051 - Police and Sheriff's Patrol Officers	D	254	D	D
483			<b>33-9000 - Other Protective Service Workers</b>		36	414	\$9.55	\$8.00
484				33-9010 - Animal Control Workers	D	D	D	D
485				33-9011 - Animal Control Workers	D	D	D	D
486				33-9030 - Security Guards and Gambling Surveillance Officers	27	247	\$8.15	\$7.50
487				33-9032 - Security Guards	27	247	\$8.15	\$7.50
488				33-9090 - Miscellaneous Protective Service Workers	13	166	\$11.64	\$10.71
489				33-9091 - Crossing Guards and Flaggers	D	D	D	D
490				33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	9	50	\$8.13	\$8.00
491				33-9094 - School Bus Monitors	D	D	D	D
492				33-9099 - Protective Service Workers, All Other	3	114	\$13.18	\$12.10
493			<b>35-0000 - Food Preparation and Serving Related Occupations</b>		102	1,160	\$8.81	\$8.25
494			<b>35-1000 - Supervisors of Food Preparation and Serving Workers</b>		30	150	\$12.11	\$10.34
495				35-1010 - Supervisors of Food Preparation and Serving Workers	30	150	\$12.11	\$10.34
496				35-1011 - Chefs and Head Cooks	14	50	\$15.13	\$12.00
497				35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	26	100	\$10.60	\$10.00
498			<b>35-2000 - Cooks and Food Preparation Workers</b>		84	487	\$8.51	\$8.54
499				35-2010 - Cooks	75	324	\$8.85	\$8.69
500				35-2011 - Cooks, Fast Food	6	D	D	D
501				35-2012 - Cooks, Institution and Cafeteria	7	D	D	D
502				35-2014 - Cooks, Restaurant	54	260	\$8.83	\$8.69
503				35-2015 - Cooks, Short Order	6	D	D	D
504				35-2019 - Cooks, All Other	9	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
505			35-2020	Food Preparation Workers	26	163	\$7.84	\$7.87
506			35-2021	Food Preparation Workers	26	163	\$7.84	\$7.87
507			<b>35-3000</b>	<b>Food and Beverage Serving Workers</b>	<b>62</b>	<b>381</b>	<b>\$8.15</b>	<b>\$8.04</b>
508			35-3010	Bartenders	9	D	D	D
509			35-3011	Bartenders	9	D	D	D
510			35-3020	Fast Food and Counter Workers	15	99	\$8.35	\$8.00
511			35-3023	Fast Food and Counter Workers	15	99	\$8.35	\$8.00
512			35-3030	Waiters and Waitresses	47	235	\$8.04	\$8.11
513			35-3031	Waiters and Waitresses	47	235	\$8.04	\$8.11
514			35-3040	Food Servers, Nonrestaurant	4	31	\$8.11	\$8.00
515			35-3041	Food Servers, Nonrestaurant	4	31	\$8.11	\$8.00
516			<b>35-9000</b>	<b>Other Food Preparation and Serving Related Workers</b>	<b>20</b>	<b>142</b>	<b>\$8.14</b>	<b>\$8.00</b>
517			35-9010	Dining Room and Cafeteria Attendants and Bartender Helpers	D	D	D	D
518			35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	D	D	D	D
519			35-9020	Dishwashers	18	58	\$8.24	\$8.00
520			35-9021	Dishwashers	18	58	\$8.24	\$8.00
521			35-9030	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
522			35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
523			35-9090	Miscellaneous Food Preparation and Serving Related Workers	4	65	\$8.09	\$8.00
524			35-9099	Food Preparation and Serving Related Workers, All Other	4	65	\$8.09	\$8.00
525			<b>37-0000</b>	<b>Building and Grounds Cleaning and Maintenance Occupations</b>	<b>131</b>	<b>728</b>	<b>\$8.77</b>	<b>\$8.00</b>
526			<b>37-1000</b>	<b>Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>	<b>25</b>	<b>59</b>	<b>\$10.81</b>	<b>\$10.00</b>
527			37-1010	First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers	25	59	\$10.81	\$10.00
528			37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	16	39	\$9.90	\$9.90
529			37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	14	D	D	D
530			<b>37-2000</b>	<b>Building Cleaning and Pest Control Workers</b>	<b>116</b>	<b>510</b>	<b>\$8.29</b>	<b>\$7.99</b>
531			37-2010	Building Cleaning Workers	115	506	\$8.29	\$7.99
532			37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	71	228	\$8.29	\$8.00
533			37-2012	Maids and Housekeeping Cleaners	47	267	\$7.77	\$7.64
534			37-2019	Building Cleaning Workers, All Other	8	D	D	D
535			37-2020	Pest Control Workers	D	D	D	D
536			37-2021	Pest Control Workers	D	D	D	D
537			<b>37-3000</b>	<b>Grounds Maintenance Workers</b>	<b>37</b>	<b>159</b>	<b>\$9.56</b>	<b>\$9.00</b>
538			37-3010	Grounds Maintenance Workers	37	159	\$9.56	\$9.00
539			37-3011	Landscaping and Groundskeeping Workers	24	77	\$8.57	\$8.25
540			37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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	
541				37-3019 - Grounds Maintenance Workers, All Other	14	79	\$10.52	\$10.34	
542	<b>39-0000</b>	<b>- Personal Care and Service Occupations</b>			<b>70</b>	<b>339</b>	<b>\$9.28</b>	<b>\$8.00</b>	
543		<b>39-1000</b>	<b>- Supervisors of Personal Care and Service Workers</b>			<b>12</b>	<b>D</b>	<b>D</b>	<b>D</b>
544			39-1010	- First-Line Supervisors of Entertainment and Recreation Workers	11	D	D	D	
545				39-1013 - First-Line Supervisors of Gambling Services Workers	3	D	D	D	
546				39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	8	D	D	D	
547			39-1020	- First-Line Supervisors of Personal Service Workers	D	D	D	D	
548				39-1022 - First-Line Supervisors of Personal Service Workers	D	D	D	D	
549	<b>39-2000</b>	<b>- Animal Care and Service Workers</b>			<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>	
550			39-2010	- Animal Trainers	D	D	D	D	
551				39-2011 - Animal Trainers	D	D	D	D	
552			39-2020	- Animal Caretakers	D	D	D	D	
553				39-2021 - Animal Caretakers	D	D	D	D	
554	<b>39-3000</b>	<b>- Entertainment Attendants and Related Workers</b>			<b>9</b>	<b>37</b>	<b>\$7.95</b>	<b>\$8.00</b>	
555			39-3010	- Gambling Services Workers	3	D	D	D	
556				39-3012 - Gambling and Sports Book Writers and Runners	D	D	D	D	
557				39-3019 - Gambling Service Workers, All Other	D	D	D	D	
558			39-3030	- Ushers, Lobby Attendants, and Ticket Takers	D	D	D	D	
559				39-3031 - Ushers, Lobby Attendants, and Ticket Takers	D	D	D	D	
560			39-3090	- Miscellaneous Entertainment Attendants and Related Workers	5	D	D	D	
561				39-3091 - Amusement and Recreation Attendants	5	D	D	D	
562	<b>39-5000</b>	<b>- Personal Appearance Workers</b>			<b>19</b>	<b>50</b>	<b>\$8.14</b>	<b>\$7.88</b>	
563			39-5010	- Barbers, Hairdressers, Hairstylists and Cosmetologists	19	48	\$8.14	\$7.88	
564				39-5011 - Barbers	3	D	D	D	
565				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	17	36	\$7.98	\$7.88	
566			39-5090	- Miscellaneous Personal Appearance Workers	D	D	D	D	
567				39-5092 - Manicurists and Pedicurists	D	D	D	D	
568				39-5093 - Shampooers	D	D	D	D	
569	<b>39-6000</b>	<b>- Baggage Porters, Bellhops, and Concierges</b>			<b>7</b>	<b>30</b>	<b>\$8.95</b>	<b>\$8.00</b>	
570			39-6010	- Baggage Porters, Bellhops, and Concierges	7	30	\$8.95	\$8.00	
571				39-6011 - Baggage Porters and Bellhops	4	D	D	D	
572				39-6012 - Concierges	3	D	D	D	
573	<b>39-7000</b>	<b>- Tour and Travel Guides</b>			<b>15</b>	<b>37</b>	<b>\$10.72</b>	<b>\$10.85</b>	
574			39-7010	- Tour and Travel Guides	15	37	\$10.72	\$10.85	
575				39-7011 - Tour Guides and Escorts	13	33	\$10.43	\$10.85	
576				39-7012 - Travel Guides	3	D	D	D	



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
577		<b>39-9000 - Other Personal Care and Service Workers</b>			17	142	\$8.96	\$7.60
578			39-9010 - Childcare Workers		12	115	\$7.81	\$7.58
579			39-9011 - Childcare Workers		12	115	\$7.81	\$7.58
580			39-9030 - Recreation and Fitness Workers		4	D	D	D
581			39-9031 - Exercise Trainers and Group Fitness Instructors		D	D	D	D
582			39-9032 - Recreation Workers		3	D	D	D
583			39-9090 - Miscellaneous Personal Care and Service Workers		D	D	D	D
584			39-9099 - Personal Care and Service Workers, All Other		D	D	D	D
585	<b>41-0000 - Sales and Related Occupations</b>				161	746	\$9.38	\$8.40
586		<b>41-1000 - Supervisors of Sales Workers</b>			47	114	\$11.40	\$10.17
587			41-1010 - First-Line Supervisors of Sales Workers		47	114	\$11.40	\$10.17
588			41-1011 - First-Line Supervisors of Retail Sales Workers		40	97	\$11.35	\$10.17
589			41-1012 - First-Line Supervisors of Non-Retail Sales Workers		11	D	D	D
590		<b>41-2000 - Retail Sales Workers</b>			108	519	\$8.72	\$7.93
591			41-2010 - Cashiers		76	296	\$7.88	\$7.75
592			41-2011 - Cashiers		70	254	\$7.89	\$7.55
593			41-2012 - Gambling Change Persons and Booth Cashiers		9	42	\$7.88	\$7.81
594			41-2020 - Counter and Rental Clerks and Parts Salespersons		13	42	\$9.50	\$9.49
595			41-2021 - Counter and Rental Clerks		9	D	D	D
596			41-2022 - Parts Salespersons		6	D	D	D
597			41-2030 - Retail Salespersons		36	181	\$9.90	\$8.59
598			41-2031 - Retail Salespersons		36	181	\$9.90	\$8.59
599		<b>41-3000 - Sales Representatives, Services</b>			16	D	D	D
600			41-3010 - Advertising Sales Agents		D	D	D	D
601			41-3011 - Advertising Sales Agents		D	D	D	D
602			41-3020 - Insurance Sales Agents		6	D	D	D
603			41-3021 - Insurance Sales Agents		6	D	D	D
604			41-3040 - Travel Agents		D	D	D	D
605			41-3041 - Travel Agents		D	D	D	D
606			41-3090 - Miscellaneous Sales Representatives, Services		8	D	D	D
607			41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel		8	D	D	D
608		<b>41-4000 - Sales Representatives, Wholesale and Manufacturing</b>			25	59	\$9.10	\$8.55
609			41-4010 - Sales Representatives, Wholesale and Manufacturing		25	59	\$9.10	\$8.55
610			41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		7	D	D	D
611			41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		19	46	\$8.94	\$8.50
612		<b>41-9000 - Other Sales and Related Workers</b>			15	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
613			41-9010	Models, Demonstrators, and Product Promoters	D	D	D	D
614			41-9011	Demonstrators and Product Promoters	D	D	D	D
615			41-9020	Real Estate Brokers and Sales Agents	D	D	D	D
616			41-9022	Real Estate Sales Agents	D	D	D	D
617			41-9030	Sales Engineers	4	D	D	D
618			41-9031	Sales Engineers	4	D	D	D
619			41-9090	Miscellaneous Sales and Related Workers	9	D	D	D
620			41-9099	Sales and Related Workers, All Other	9	D	D	D
621	<b>43-0000</b>			<b>Office and Administrative Support Occupations</b>	<b>274</b>	<b>1,894</b>	<b>\$12.25</b>	<b>\$10.91</b>
622		<b>43-1000</b>		<b>Supervisors of Office and Administrative Support Workers</b>	<b>28</b>	<b>60</b>	<b>\$16.65</b>	<b>\$15.49</b>
623			43-1010	First-Line Supervisors of Office and Administrative Support Workers	28	60	\$16.65	\$15.49
624			43-1011	First-Line Supervisors of Office and Administrative Support Workers	28	60	\$16.65	\$15.49
625		<b>43-2000</b>		<b>Communications Equipment Operators</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
626			43-2010	Switchboard Operators, Including Answering Service	D	D	D	D
627			43-2011	Switchboard Operators, Including Answering Service	D	D	D	D
628			43-2090	Miscellaneous Communications Equipment Operators	D	D	D	D
629			43-2099	Communications Equipment Operators, All Other	D	D	D	D
630		<b>43-3000</b>		<b>Financial Clerks</b>	<b>135</b>	<b>388</b>	<b>\$12.72</b>	<b>\$11.23</b>
631			43-3010	Bill and Account Collectors	10	D	D	D
632			43-3011	Bill and Account Collectors	10	D	D	D
633			43-3020	Billing and Posting Clerks	12	D	D	D
634			43-3021	Billing and Posting Clerks	12	D	D	D
635			43-3030	Bookkeeping, Accounting, and Auditing Clerks	114	231	\$12.28	\$11.21
636			43-3031	Bookkeeping, Accounting, and Auditing Clerks	114	231	\$12.28	\$11.21
637			43-3050	Payroll and Timekeeping Clerks	9	D	D	D
638			43-3051	Payroll and Timekeeping Clerks	9	D	D	D
639			43-3060	Procurement Clerks	16	53	\$13.35	\$10.99
640			43-3061	Procurement Clerks	16	53	\$13.35	\$10.99
641			43-3070	Tellers	4	36	\$15.71	\$17.16
642			43-3071	Tellers	4	36	\$15.71	\$17.16
643			43-3090	Miscellaneous Financial Clerks	5	D	D	D
644			43-3099	Financial Clerks, All Other	5	D	D	D
645		<b>43-4000</b>		<b>Information and Record Clerks</b>	<b>75</b>	<b>425</b>	<b>\$10.53</b>	<b>\$9.25</b>
646			43-4030	Court, Municipal, and License Clerks	D	D	D	D
647			43-4031	Court, Municipal, and License Clerks	D	D	D	D
648			43-4040	Credit Authorizers, Checkers, and Clerks	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
649				43-4041 - Credit Authorizers, Checkers, and Clerks	D	D	D	D
650			43-4050	Customer Service Representatives	18	102	\$10.83	\$9.62
651			43-4051	Customer Service Representatives	18	102	\$10.83	\$9.62
652			43-4060	Eligibility Interviewers, Government Programs	3	D	D	D
653			43-4061	Eligibility Interviewers, Government Programs	3	D	D	D
654			43-4070	File Clerks	6	D	D	D
655			43-4071	File Clerks	6	D	D	D
656			43-4080	Hotel, Motel, and Resort Desk Clerks	16	61	\$8.58	\$8.00
657			43-4081	Hotel, Motel, and Resort Desk Clerks	16	61	\$8.58	\$8.00
658			43-4110	Interviewers, Except Eligibility and Loan	D	D	D	D
659			43-4111	Interviewers, Except Eligibility and Loan	D	D	D	D
660			43-4120	Library Assistants, Clerical	D	D	D	D
661			43-4121	Library Assistants, Clerical	D	D	D	D
662			43-4140	New Accounts Clerks	D	D	D	D
663			43-4141	New Accounts Clerks	D	D	D	D
664			43-4150	Order Clerks	3	D	D	D
665			43-4151	Order Clerks	3	D	D	D
666			43-4160	Human Resources Assistants, Except Payroll and Timekeeping	11	D	D	D
667			43-4161	Human Resources Assistants, Except Payroll and Timekeeping	11	D	D	D
668			43-4170	Receptionists and Information Clerks	20	55	\$9.51	\$8.83
669			43-4171	Receptionists and Information Clerks	20	55	\$9.51	\$8.83
670			43-4180	Reservation and Transportation Ticket Agents and Travel Clerks	8	68	\$8.77	\$7.50
671			43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	8	68	\$8.77	\$7.50
672			43-4190	Miscellaneous Information and Record Clerks	D	31	D	D
673			43-4199	Information and Record Clerks, All Other	D	31	D	D
674			<b>43-5000</b>	<b>Material Recording, Scheduling, Dispatching, and Distributing Workers</b>	<b>49</b>	<b>164</b>	<b>\$10.19</b>	<b>\$8.80</b>
675			43-5010	Cargo and Freight Agents	6	54	\$8.56	\$8.34
676			43-5011	Cargo and Freight Agents	6	54	\$8.56	\$8.34
677			43-5020	Couriers and Messengers	8	D	D	D
678			43-5021	Couriers and Messengers	8	D	D	D
679			43-5030	Dispatchers	5	D	D	D
680			43-5031	Public Safety Telecommunicators	D	D	D	D
681			43-5032	Dispatchers, Except Police, Fire, and Ambulance	4	D	D	D
682			43-5040	Meter Readers, Utilities	D	D	D	D
683			43-5041	Meter Readers, Utilities	D	D	D	D
684			43-5050	Postal Service Workers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
685				43-5052 - Postal Service Mail Carriers	D	D	D	D
686			43-5060 -	Production, Planning, and Expediting Clerks	D	D	D	D
687				43-5061 - Production, Planning, and Expediting Clerks	D	D	D	D
688			43-5070 -	Shipping, Receiving, and Inventory Clerks	31	59	\$11.47	\$10.20
689				43-5071 - Shipping, Receiving, and Inventory Clerks	31	59	\$11.47	\$10.20
690				43-5110 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
691				43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
692			<b>43-6000 -</b>	<b>Secretaries and Administrative Assistants</b>	<b>83</b>	<b>415</b>	<b>\$14.26</b>	<b>\$13.02</b>
693				43-6010 - Secretaries and Administrative Assistants	83	415	\$14.26	\$13.02
694				43-6011 - Executive Secretaries and Executive Administrative Assistants	28	73	\$18.87	\$17.45
695				43-6012 - Legal Secretaries and Administrative Assistants	7	D	D	D
696				43-6013 - Medical Secretaries and Administrative Assistants	3	D	D	D
697				43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	60	315	\$13.15	\$12.40
698			<b>43-9000 -</b>	<b>Other Office and Administrative Support Workers</b>	<b>80</b>	<b>430</b>	<b>\$11.83</b>	<b>\$10.66</b>
699				43-9020 - Data Entry and Information Processing Workers	6	D	D	D
700				43-9021 - Data Entry Keyers	5	D	D	D
701				43-9022 - Word Processors and Typists	3	D	D	D
702				43-9040 - Insurance Claims and Policy Processing Clerks	D	D	D	D
703				43-9041 - Insurance Claims and Policy Processing Clerks	D	D	D	D
704				43-9050 - Mail Clerks and Mail Machine Operators, Except Postal Service	D	D	D	D
705				43-9051 - Mail Clerks and Mail Machine Operators, Except Postal Service	D	D	D	D
706				43-9060 - Office Clerks, General	48	86	\$9.95	\$9.10
707				43-9061 - Office Clerks, General	48	86	\$9.95	\$9.10
708				43-9110 - Statistical Assistants	3	D	D	D
709				43-9111 - Statistical Assistants	3	D	D	D
710				43-9190 - Miscellaneous Office and Administrative Support Workers	34	307	\$12.22	\$10.89
711				43-9199 - Office and Administrative Support Workers, All Other	34	307	\$12.22	\$10.89
712			<b>45-0000 -</b>	<b>Farming, Fishing, and Forestry Occupations</b>	<b>8</b>	<b>57</b>	<b>\$12.32</b>	<b>\$11.25</b>
713			<b>45-2000 -</b>	<b>Agricultural Workers</b>	<b>6</b>	<b>31</b>	<b>\$11.91</b>	<b>\$10.71</b>
714				45-2010 - Agricultural Inspectors	D	D	D	D
715				45-2011 - Agricultural Inspectors	D	D	D	D
716				45-2090 - Miscellaneous Agricultural Workers	5	D	D	D
717				45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	5	D	D	D
718			<b>45-3000 -</b>	<b>Fishing and Hunting Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
719				45-3030 - Fishing and Hunting Workers	D	D	D	D
720				45-3031 - Fishing and Hunting Workers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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>45-4000 - Forest, Conservation, and Logging Workers</b>			D	D	D	D
722			45-4010 - Forest and Conservation Workers		D	D	D	D
723				45-4011 - Forest and Conservation Workers	D	D	D	D
724	<b>47-0000 - Construction and Extraction Occupations</b>				56	379	\$11.40	\$10.56
725		<b>47-1000 - Supervisors of Construction and Extraction Workers</b>			5	D	D	D
726			47-1010 - First-Line Supervisors of Construction Trades and Extraction Workers		5	D	D	D
727				47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	5	D	D	D
728		<b>47-2000 - Construction Trades Workers</b>			45	240	\$11.21	\$10.73
729			47-2030 - Carpenters		11	38	\$12.62	\$12.00
730				47-2031 - Carpenters	11	38	\$12.62	\$12.00
731			47-2050 - Cement Masons, Concrete Finishers, and Terrazzo Workers		9	56	\$9.78	\$9.38
732				47-2051 - Cement Masons and Concrete Finishers	9	56	\$9.78	\$9.38
733			47-2060 - Construction Laborers		13	47	\$9.57	\$9.20
734				47-2061 - Construction Laborers	13	47	\$9.57	\$9.20
735			47-2070 - Construction Equipment Operators		11	50	\$11.97	\$11.00
736				47-2071 - Paving, Surfacing, and Tamping Equipment Operators	D	D	D	D
737				47-2073 - Operating Engineers and Other Construction Equipment Operators	9	48	\$11.86	\$11.00
738			47-2110 - Electricians		17	34	\$12.64	\$12.00
739				47-2111 - Electricians	17	34	\$12.64	\$12.00
740			47-2140 - Painters and Paperhangers		3	D	D	D
741				47-2141 - Painters, Construction and Maintenance	3	D	D	D
742			47-2150 - Pipelayers, Plumbers, Pipefitters, and Steamfitters		4	D	D	D
743				47-2152 - Plumbers, Pipefitters, and Steamfitters	4	D	D	D
744			47-2170 - Reinforcing Iron and Rebar Workers		D	D	D	D
745				47-2171 - Reinforcing Iron and Rebar Workers	D	D	D	D
746			47-2220 - Structural Iron and Steel Workers		D	D	D	D
747				47-2221 - Structural Iron and Steel Workers	D	D	D	D
748			47-2230 - Solar Photovoltaic Installers		D	D	D	D
749				47-2231 - Solar Photovoltaic Installers	D	D	D	D
750		<b>47-3000 - Helpers, Construction Trades</b>			15	107	\$10.50	\$10.22
751			47-3010 - Helpers, Construction Trades		15	107	\$10.50	\$10.22
752				47-3012 - Helpers--Carpenters	4	D	D	D
753				47-3013 - Helpers--Electricians	D	D	D	D
754				47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
755				47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
756				47-3019 - Helpers, Construction Trades, All Other	11	74	\$10.29	\$8.91

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
757		<b>47-4000 - Other Construction and Related Workers</b>			4	D	D	D
758			47-4010 - Construction and Building Inspectors		4	D	D	D
759				47-4011 - Construction and Building Inspectors	4	D	D	D
760		<b>47-5000 - Extraction Workers</b>			D	D	D	D
761			47-5020 - Surface Mining Machine Operators and Earth Drillers		D	D	D	D
762				47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	D	D	D	D
763	<b>49-0000 - Installation, Maintenance, and Repair Occupations</b>				197	1,267	\$10.57	\$9.28
764		<b>49-1000 - Supervisors of Installation, Maintenance, and Repair Workers</b>			12	D	D	D
765			49-1010 - First-Line Supervisors of Mechanics, Installers, and Repairers		12	D	D	D
766				49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	12	D	D	D
767		<b>49-2000 - Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>			8	31	\$16.78	\$14.69
768			49-2010 - Computer, Automated Teller, and Office Machine Repairers		D	D	D	D
769				49-2011 - Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
770			49-2020 - Radio and Telecommunications Equipment Installers and Repairers		3	D	D	D
771				49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	D	D	D	D
772				49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	D	D	D	D
773			49-2090 - Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers		3	D	D	D
774				49-2091 - Avionics Technicians	D	D	D	D
775				49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	D	D	D	D
776				49-2097 - Audiovisual Equipment Installers and Repairers	D	D	D	D
777		<b>49-3000 - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>			56	172	\$11.85	\$11.00
778			49-3010 - Aircraft Mechanics and Service Technicians		3	D	D	D
779				49-3011 - Aircraft Mechanics and Service Technicians	3	D	D	D
780			49-3020 - Automotive Technicians and Repairers		35	98	\$11.18	\$10.06
781				49-3021 - Automotive Body and Related Repairers	8	D	D	D
782				49-3022 - Automotive Glass Installers and Repairers	D	D	D	D
783				49-3023 - Automotive Service Technicians and Mechanics	29	77	\$11.01	\$9.93
784			49-3030 - Bus and Truck Mechanics and Diesel Engine Specialists		5	D	D	D
785				49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	5	D	D	D
786			49-3040 - Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics		13	47	\$12.48	\$11.10
787				49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	13	47	\$12.48	\$11.10
788			49-3050 - Small Engine Mechanics		4	D	D	D
789				49-3051 - Motorboat Mechanics and Service Technicians	3	D	D	D
790				49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	D	D	D	D
791			49-3090 - Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers		D	D	D	D
792				49-3093 - Tire Repairers and Changers	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
793		<b>49-9000 - Other Installation, Maintenance, and Repair Occupations</b>			<b>165</b>	<b>1,041</b>	<b>\$10.03</b>	<b>\$9.19</b>
794			49-9020 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers		24	67	\$10.74	\$9.83
795				49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24	67	\$10.74	\$9.83
796			49-9030 - Home Appliance Repairers		D	D	D	D
797				49-9031 - Home Appliance Repairers	D	D	D	D
798			49-9040 - Industrial Machinery Installation, Repair, and Maintenance Workers		3	D	D	D
799				49-9041 - Industrial Machinery Mechanics	D	D	D	D
800				49-9043 - Maintenance Workers, Machinery	D	D	D	D
801			49-9050 - Line Installers and Repairers		D	32	D	D
802				49-9051 - Electrical Power-Line Installers and Repairers	D	D	D	D
803				49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
804			49-9060 - Precision Instrument and Equipment Repairers		D	D	D	D
805				49-9064 - Watch and Clock Repairers	D	D	D	D
806			49-9070 - Maintenance and Repair Workers, General		146	833	\$9.75	\$9.19
807				49-9071 - Maintenance and Repair Workers, General	146	833	\$9.75	\$9.19
808			49-9090 - Miscellaneous Installation, Maintenance, and Repair Workers		20	99	\$10.02	\$8.87
809				49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	D	D	D	D
810				49-9092 - Commercial Divers	D	D	D	D
811				49-9096 - Riggers	D	D	D	D
812				49-9098 - Helpers--Installation, Maintenance, and Repair Workers	13	76	\$9.21	\$8.72
813				49-9099 - Installation, Maintenance, and Repair Workers, All Other	5	D	D	D
814		<b>51-0000 - Production Occupations</b>			<b>79</b>	<b>459</b>	<b>\$11.08</b>	<b>\$9.00</b>
815		<b>51-1000 - Supervisors of Production Workers</b>			<b>6</b>	<b>35</b>	<b>\$20.75</b>	<b>\$20.53</b>
816			51-1010 - First-Line Supervisors of Production and Operating Workers		6	35	\$20.75	\$20.53
817				51-1011 - First-Line Supervisors of Production and Operating Workers	6	35	\$20.75	\$20.53
818		<b>51-2000 - Assemblers and Fabricators</b>			<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
819			51-2040 - Structural Metal Fabricators and Fitters		3	D	D	D
820				51-2041 - Structural Metal Fabricators and Fitters	3	D	D	D
821			51-2050 - Fiberglass Laminators and Fabricators		D	D	D	D
822				51-2051 - Fiberglass Laminators and Fabricators	D	D	D	D
823			51-2090 - Miscellaneous Assemblers and Fabricators		3	D	D	D
824				51-2092 - Team Assemblers	D	D	D	D
825				51-2099 - Assemblers and Fabricators, All Other	D	D	D	D
826		<b>51-3000 - Food Processing Workers</b>			<b>29</b>	<b>116</b>	<b>\$8.63</b>	<b>\$8.28</b>
827			51-3010 - Bakers		22	92	\$8.64	\$8.31
828				51-3011 - Bakers	22	92	\$8.64	\$8.31

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
829			51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers	10	D	D	D
830			51-3021	Butchers and Meat Cutters	10	D	D	D
831			51-3090	Miscellaneous Food Processing Workers	D	D	D	D
832			51-3092	Food Batchmakers	D	D	D	D
833			<b>51-4000</b>	<b>Metal Workers and Plastic Workers</b>	<b>6</b>	<b>D</b>	<b>D</b>	<b>D</b>
834			51-4040	Machinists	D	D	D	D
835			51-4041	Machinists	D	D	D	D
836			51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
837			51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
838			51-4120	Welding, Soldering, and Brazing Workers	3	D	D	D
839			51-4121	Welders, Cutters, Solderers, and Brazers	D	D	D	D
840			51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
841			<b>51-5100</b>	<b>Printing Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
842			51-5110	Printing Workers	D	D	D	D
843			51-5111	Prepress Technicians and Workers	D	D	D	D
844			51-5112	Printing Press Operators	D	D	D	D
845			51-5113	Print Binding and Finishing Workers	D	D	D	D
846			<b>51-6000</b>	<b>Textile, Apparel, and Furnishings Workers</b>	<b>18</b>	<b>46</b>	<b>\$8.08</b>	<b>\$8.00</b>
847			51-6010	Laundry and Dry-Cleaning Workers	10	30	\$7.85	\$8.00
848			51-6011	Laundry and Dry-Cleaning Workers	10	30	\$7.85	\$8.00
849			51-6020	Pressers, Textile, Garment, and Related Materials	D	D	D	D
850			51-6021	Pressers, Textile, Garment, and Related Materials	D	D	D	D
851			51-6030	Sewing Machine Operators	D	D	D	D
852			51-6031	Sewing Machine Operators	D	D	D	D
853			51-6050	Tailors, Dressmakers, and Sewers	5	D	D	D
854			51-6052	Tailors, Dressmakers, and Custom Sewers	5	D	D	D
855			51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers	D	D	D	D
856			51-6093	Upholsterers	D	D	D	D
857			<b>51-7000</b>	<b>Woodworkers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
858			51-7010	Cabinetmakers and Bench Carpenters	D	D	D	D
859			51-7011	Cabinetmakers and Bench Carpenters	D	D	D	D
860			<b>51-8000</b>	<b>Plant and System Operators</b>	<b>6</b>	<b>117</b>	<b>\$12.16</b>	<b>\$11.58</b>
861			51-8010	Power Plant Operators, Distributors, and Dispatchers	D	50	D	D
862			51-8012	Power Distributors and Dispatchers	D	D	D	D
863			51-8013	Power Plant Operators	D	49	D	D
864			51-8030	Water and Wastewater Treatment Plant and System Operators	4	63	\$11.59	\$11.04



**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
865				51-8031 - Water and Wastewater Treatment Plant and System Operators	4	63	\$11.59	\$11.04
866				51-8090 - Miscellaneous Plant and System Operators	D	D	D	D
867				51-8092 - Gas Plant Operators	D	D	D	D
868				51-8099 - Plant and System Operators, All Other	D	D	D	D
869				<b>51-9000 - Other Production Occupations</b>	<b>30</b>	<b>100</b>	<b>\$9.57</b>	<b>\$8.14</b>
870				51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers	D	D	D	D
871				51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	D	D	D	D
872				51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	D	D	D
873				51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	D	D	D	D
874				51-9070 - Jewelers and Precious Stone and Metal Workers	6	D	D	D
875				51-9071 - Jewelers and Precious Stone and Metal Workers	6	D	D	D
876				51-9080 - Dental and Ophthalmic Laboratory Technicians and Medical Appliance Technicians	D	D	D	D
877				51-9081 - Dental Laboratory Technicians	D	D	D	D
878				51-9083 - Ophthalmic Laboratory Technicians	D	D	D	D
879				51-9110 - Packaging and Filling Machine Operators and Tenders	D	D	D	D
880				51-9111 - Packaging and Filling Machine Operators and Tenders	D	D	D	D
881				51-9150 - Photographic Process Workers and Processing Machine Operators	D	D	D	D
882				51-9151 - Photographic Process Workers and Processing Machine Operators	D	D	D	D
883				51-9190 - Miscellaneous Production Workers	18	79	\$8.63	\$8.13
884				51-9193 - Cooling and Freezing Equipment Operators and Tenders	D	D	D	D
885				51-9198 - Helpers--Production Workers	13	61	\$8.23	\$8.13
886				51-9199 - Production Workers, All Other	4	D	D	D
887				<b>53-0000 - Transportation and Material Moving Occupations</b>	<b>128</b>	<b>766</b>	<b>\$9.47</b>	<b>\$8.32</b>
888				<b>53-1000 - Supervisors of Transportation and Material Moving Workers</b>	<b>9</b>	<b>D</b>	<b>D</b>	<b>D</b>
889				53-1040 - First-Line Supervisors of Transportation and Material Moving Workers	9	D	D	D
890				53-1041 - Aircraft Cargo Handling Supervisors	D	D	D	D
891				53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	4	D	D	D
892				53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	D	D	D	D
893				53-1044 - First-Line Supervisors of Passenger Attendants	D	D	D	D
894				53-1049 - First-Line Supervisors of Transportation Workers, All Other	D	D	D	D
895				<b>53-2000 - Air Transportation Workers</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>
896				53-2010 - Aircraft Pilots and Flight Engineers	D	D	D	D
897				53-2012 - Commercial Pilots	D	D	D	D
898				53-2020 - Air Traffic Controllers and Airfield Operations Specialists	D	D	D	D
899				53-2022 - Airfield Operations Specialists	D	D	D	D
900				<b>53-3000 - Motor Vehicle Operators</b>	<b>64</b>	<b>260</b>	<b>\$9.39</b>	<b>\$8.98</b>

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
901			53-3010	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
902			53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	D	D	D	D
903			53-3030	Driver/Sales Workers and Truck Drivers	53	184	\$9.19	\$8.49
904			53-3031	Driver/Sales Workers	31	93	\$8.34	\$8.06
905			53-3032	Heavy and Tractor-Trailer Truck Drivers	15	55	\$11.31	\$10.09
906			53-3033	Light Truck Drivers	12	36	\$8.15	\$8.03
907			53-3050	Passenger Vehicle Drivers	10	62	\$9.41	\$9.27
908			53-3051	Bus Drivers, School	D	41	D	D
909			53-3052	Bus Drivers, Transit and Intercity	D	D	D	D
910			53-3053	Shuttle Drivers and Chauffeurs	5	D	D	D
911			53-3054	Taxi Drivers	D	D	D	D
912			53-3090	Miscellaneous Motor Vehicle Operators	D	D	D	D
913			53-3099	Motor Vehicle Operators, All Other	D	D	D	D
914			<b>53-5000</b>	<b>Water Transportation Workers</b>	<b>7</b>	<b>D</b>	<b>D</b>	<b>D</b>
915			53-5010	Sailors and Marine Oilers	D	D	D	D
916			53-5011	Sailors and Marine Oilers	D	D	D	D
917			53-5020	Ship and Boat Captains and Operators	6	D	D	D
918			53-5021	Captains, Mates, and Pilots of Water Vessels	6	D	D	D
919			53-5022	Motorboat Operators	D	D	D	D
920			<b>53-6000</b>	<b>Other Transportation Workers</b>	<b>12</b>	<b>64</b>	<b>\$8.33</b>	<b>\$7.25</b>
921			53-6020	Parking Attendants	4	D	D	D
922			53-6021	Parking Attendants	4	D	D	D
923			53-6030	Transportation Service Attendants	6	36	\$7.75	\$7.25
924			53-6031	Automotive and Watercraft Service Attendants	5	35	\$7.52	\$7.25
925			53-6032	Aircraft Service Attendants	D	D	D	D
926			53-6050	Transportation Inspectors	D	D	D	D
927			53-6051	Transportation Inspectors	D	D	D	D
928			53-6090	Miscellaneous Transportation Workers	D	D	D	D
929			53-6099	Transportation Workers, All Other	D	D	D	D
930			<b>53-7000</b>	<b>Material Moving Workers</b>	<b>72</b>	<b>388</b>	<b>\$8.91</b>	<b>\$8.00</b>
931			53-7010	Conveyor Operators and Tenders	3	D	D	D
932			53-7011	Conveyor Operators and Tenders	3	D	D	D
933			53-7020	Crane and Tower Operators	D	D	D	D
934			53-7021	Crane and Tower Operators	D	D	D	D
935			53-7050	Industrial Truck and Tractor Operators	D	D	D	D
936			53-7051	Industrial Truck and Tractor Operators	D	D	D	D

**Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2024**

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
937			53-7060	Laborers and Material Movers	65	281	\$8.52	\$7.97
938			53-7061	Cleaners of Vehicles and Equipment	7	33	\$7.59	\$7.50
939			53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11	58	\$8.30	\$7.95
940			53-7063	Machine Feeders and Offbearers	D	D	D	D
941			53-7064	Packers and Packagers, Hand	7	D	D	D
942			53-7065	Stockers and Order Fillers	46	166	\$8.86	\$7.97
943			53-7070	Pumping Station Operators	D	D	D	D
944			53-7071	Gas Compressor and Gas Pumping Station Operators	D	D	D	D
945			53-7080	Refuse and Recyclable Material Collectors	3	D	D	D
946			53-7081	Refuse and Recyclable Material Collectors	3	D	D	D
947			53-7190	Miscellaneous Material Moving Workers	4	64	\$10.30	\$9.72
948			53-7199	Material Moving Workers, All Other	4	64	\$10.30	\$9.72
949	Grand Total				609	14,038	\$14.54	\$10.82



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



## APPENDIX B: SAMPLE ETA FORM 9165

This appendix presents a sample Form ETA-9165 completed using the 2024 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.

### Part C:

- C.1 Enter: "2024 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 "1,062".
- 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 "1,062".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$8.85 (this figure is from Table A1, row #275, Mean Hourly Wage column).

E.7.b Check "Hour".

E.8. Check "Yes"

E.8.a \$8.69 (this figure is from Table A1, row #275, Median Hourly Wage column).

E.8.b Check "Hour".

E.9.a Enter "75" (this figure is from Table A1, row #275, 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 * 2024 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 <i>(attach additional sheets as necessary)</i> *  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. * <i>(Please refer to the instructions for the definition of area of intended employment)</i>  <h2 align="center">Commonwealth of the Northern Mariana Islands</h2>	
4. Was the survey expanded to include workers beyond the area of intended employment? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4a. If yes to question 4, provide the geographic area surveyed §	
4b. If yes to question 4, indicate the reason(s) the survey was expanded beyond the area of intended employment <i>(check all that apply)</i> §	
<input type="checkbox"/> to meet the 30 worker minimum. § <input type="checkbox"/> to meet the 3 employer minimum. §	

**E. Survey Methodology**

1. For the geographic area surveyed, provide the universe (number) of employers determined to employ workers in the Occupation, including employers who were not surveyed. * 1,062	
2. For the geographic area surveyed, provide the sources used to determine the universe (number) of employers who employ workers in the occupation: * Online Registration Portal	
3. For the geographic area surveyed, did the surveyor attempt to contact: ? * <i>(Choose only one)</i>  <input checked="" type="checkbox"/> All employers employing workers in occupation(s) <input type="checkbox"/> A sample of employers in the geographic area	
3a. If a sample, was the sample randomly selected? §	<input type="checkbox"/> Yes <input type="checkbox"/> No
3b. If a sample, provide a brief summary of the procedures used to randomize the sample: §	
4. The total number of employers from whom the surveyor attempted to solicit a survey response: * 1,062	

**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 \$ \$ _____ 8.85 _____	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 \$ \$ _____ 8.69 _____	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) <b>75</b>	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:**  
**2024 CNMI PWS DETAILED TITLES DEFINITIONS**



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		records administrators are included in “Medical and Health Services Managers” (11-9111). Excludes “Facilities Managers” (11-3013) and “Purchasing Managers” (11-3061).
11-3013	Facilities Managers	Plan, direct, or coordinate operations and functionalities of facilities and buildings. May include surrounding grounds or multiple facilities of an organization’s campus. Excludes “Administrative Services Managers” (11-3012), “Property, Real Estate, and Community Association Managers” (11-9141), “First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers” (37-1010), “First-Line Supervisors of Mechanics and Repairers” (49-1011), and “Maintenance and Repair Workers, General” (49-9071).
11-3021	Computer and Information Systems Managers	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Excludes “Computer Occupations” (15-1211 through 15-1299).
11-3031	Financial Managers	Plan, direct, or coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Excludes “Financial Risk Specialists” (13-2054).
11-3061	Purchasing Managers	Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.
11-3071	Transportation, Storage, and Distribution Managers	Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with organizational policies and applicable government laws or regulations. Includes logistics managers.
11-3111	Compensation and Benefits Managers	Plan, direct, or coordinate compensation and benefits activities of an organization. Job analysis and position description managers are included in “Human Resources Managers” (11-3121).
11-3121	Human Resources Managers	Plan, direct, or coordinate human resources activities and staff of an organization. Excludes managers who primarily focus on compensation and benefits (11-3111) and training and development (11-3131).
11-3131	Training and Development Managers	Plan, direct, or coordinate the training and development activities and staff of an organization.
11-9013	Farmers, Ranchers, and Other Agricultural Managers	Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, timber tracts, or other agricultural establishments. May hire, train, and supervise farm workers or contract for services to carry out the day-to-day activities of



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		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>	Construction Managers	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.
<b>11-9031</b>	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care. Excludes “Preschool Teachers, Except Special Education” (25-2011) and “Childcare Workers” (39-9011).
<b>11-9032</b>	Education Administrators, Kindergarten through Secondary	Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.
<b>11-9033</b>	Education Administrators, Postsecondary	Plan, direct, or coordinate student instruction, administration, and services, as well as other research and educational activities, at postsecondary institutions, including universities, colleges, and junior and community colleges.
<b>11-9039</b>	Education Administrators, All Other	All education administrators not listed separately.
<b>11-9041</b>	Architectural and Engineering Managers	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes “Natural Sciences Managers” (11-9121).
<b>11-9051</b>	Food Service Managers	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes “Chefs and Head Cooks” (35-1011).
<b>11-9071</b>	Gambling Managers	Plan, direct, or coordinate gambling operations in a casino. May formulate house rules.
<b>11-9072</b>	Entertainment and Recreation Managers, Except Gambling	Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.
<b>11-9081</b>	Lodging Managers	Plan, direct, or coordinate activities of an organization or department that provides lodging and other accommodations. Excludes “Food Service Managers” (11-9051) in lodging establishments.
<b>11-9111</b>	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>11-9121</b>	Natural Sciences Managers	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>	Property, Real Estate, and Community Association Managers	Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way).
<b>11-9151</b>	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization’s budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
<b>11-9161</b>	Emergency Management Directors	Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.
<b>11-9179</b>	Personal Service Managers, All Other	All personal service managers not listed separately. Excludes “Financial Specialists” (13-2000). Daycare Managers are included in Education and Childcare Administrators, Preschool and Daycare (11-9031).
<b>11-9199</b>	Managers, All Other	All managers not listed separately.
<b>13-1021</b>	Buyers and Purchasing Agents, Farm Products	Purchase farm products either for further processing or resale. Includes tree farm contractors, grain brokers and market operators, grain buyers, and tobacco buyers. May negotiate contracts.
<b>13-1022</b>	Wholesale and Retail Buyers, Except Farm Products	Buy merchandise or commodities, other than farm products, for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products. Excludes “Procurement Clerks” (43-3061).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>13-1023</b>	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semifinished materials for manufacturing. May negotiate contracts. Excludes “Buyers and Purchasing Agents, Farm Products” (13-1021) and “Wholesale and Retail Buyers, Except Farm Products” (13-1022).
<b>13-1031</b>	Claims Adjusters, Examiners, and Investigators	Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims. Excludes “Fire Inspectors and Investigators” (33-2021).
<b>13-1041</b>	Compliance Officers	Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes “Financial Examiners” (13-2061), “Tax Examiners and Collectors, and Revenue Agents” (13-2081), “Occupational Health and Safety Specialists” (19-5011), “Occupational Health and Safety Technicians” (19-5012), “Transportation Security Screeners” (33-9093), “Agricultural Inspectors” (45-2011), “Construction and Building Inspectors” (47-4011), and “Transportation Inspectors” (53-6051).
<b>13-1051</b>	Cost Estimators	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.
<b>13-1071</b>	Human Resources Specialists	Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes “Compensation, Benefits, and Job Analysis Specialists” (13-1141) and “Training and Development Specialists” (13-1151).
<b>13-1075</b>	Labor Relations Specialists	Resolve disputes between workers and managers, negotiate collective bargaining agreements, or coordinate grievance procedures to handle employee complaints. Excludes equal employment opportunity (EEO) officers, who are included in “Compliance Officers” (13-1041).
<b>13-1081</b>	Logisticians	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes “Transportation, Storage, and Distribution Managers” (11-3071) and “Project Management Specialists” (13-1082).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>13-2011</b>	Accountants and Auditors	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes “Tax Examiners and Collectors, and Revenue Agents” (13-2081).
<b>13-2022</b>	Appraisers of Personal and Business Property	Appraise and estimate the fair value of tangible personal or business property, such as jewelry, art, antiques, collectibles, and equipment. Includes workers who appraise both personal and business property as well as real estate. May also appraise land. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031), “Insurance Appraisers, Auto Damage” (13-1032), “Appraisers and Assessors of Real Estate” (13-2023), and “Tax Examiners and Collectors, and Revenue Agents” (13-2081).
<b>13-2023</b>	Appraisers and Assessors of Real Estate	Appraise real estate, exclusively, and estimate its fair value. May assess taxes in accordance with prescribed schedules. Excludes “Appraisers of Personal and Business Property” (13-2022).
<b>13-2031</b>	Budget Analysts	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes “Financial and Investment Analysts” (13-2051).
<b>13-2041</b>	Credit Analysts	Analyze credit data and financial statements of individuals or firms to determine the degree of risk involved in extending credit or lending money. Prepare reports with credit information for use in decisionmaking. Excludes “Financial Risk Specialists” (13-2054).
<b>13-2051</b>	Financial and Investment Analysts	Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes “Budget Analysts” (13-2031), “Financial Risk Specialists” (13-2054), and “Securities, Commodities, and Financial Services Sales Agents” (41-3031).
<b>13-2053</b>	Insurance Underwriters	Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.
<b>13-2061</b>	Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify, or authenticate records.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>13-2071</b>	Credit Counselors	Advise and educate individuals or organizations on acquiring and managing debt. May provide guidance in determining the best type of loan and explain loan requirements or restrictions. May help develop debt management plans or student financial aid packages. May advise on credit issues, or provide budget, mortgage, bankruptcy, or student financial aid counseling.
<b>13-2072</b>	Loan Officers	Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, loan underwriters, and payday loan officers.
<b>13-2081</b>	Tax Examiners and Collectors, and Revenue Agents	Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.
<b>13-2082</b>	Tax Preparers	Prepare tax returns for individuals or small businesses. Excludes “Accountants and Auditors” (13-2011).
<b>13-2099</b>	Financial Specialists, All Other	All financial specialists not listed separately.
<b>15-1211</b>	Computer Systems Analysts	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.
<b>15-1231</b>	Computer Network Support Specialists	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes “Computer Network Architects” (15-1241) and “Network and Computer Systems Administrators” (15-1244).
<b>15-1232</b>	Computer User Support Specialists	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes “Network and Computer Systems Administrators” (15-1244).
<b>15-1242</b>	Database Administrators	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. Identify, investigate, and

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		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>15-1243</b>	Database Architects	Design strategies for enterprise databases, data warehouse systems, and multidimensional networks. Set standards for database operations, programming, query processes, and security. Model, design, and construct large relational databases or data warehouses. Create and optimize data models for warehouse infrastructure and workflow. Integrate new systems with existing warehouse structure and refine system performance and functionality. Excludes “Database Administrators” (15-1242).
<b>15-1244</b>	Network and Computer Systems Administrators	Install, configure, and maintain an organization’s local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. Excludes “Information Security Analysts” (15-1212), “Computer Network Support Specialists” (15-1231), and “Computer User Support Specialists” (15-1232).
<b>15-1251</b>	Computer Programmers	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
<b>15-1255</b>	Web and Digital Interface Designers	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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		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).
<b>15-1299</b>	Computer Occupations, All Other	All computer occupations not listed separately. Excludes “Computer and Information Systems Managers” (11-3021), “Computer Hardware Engineers” (17-2061), “Electrical and Electronics Engineers” (17-2070), “Computer Science Teachers, Postsecondary” (25-1021), “Special Effects Artists and Animators” (27-1014), “Graphic Designers” (27-1024), “Health Information Technologists and Medical Registrars” (29-9021), and “Computer, Automated Teller, and Office Machine Repairers” (49-2011).
<b>15-2031</b>	Operations Research Analysts	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>	Statisticians	Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes “Survey Researchers” (19-3022).
<b>15-2051</b>	Data Scientists	Develop and implement a set of techniques or analytics applications to transform raw data into meaningful information using data-oriented programming languages and visualization software. Apply data mining, data modeling, natural language processing, and machine learning to extract and analyze information from large structured and unstructured datasets. Visualize, interpret, and report data findings. May create dynamic data reports. Excludes “Statisticians” (15-2041), “Cartographers and Photogrammetrists” (17-1021), and “Health Information Technologists and Medical Registrars” (29-9021).
<b>17-1011</b>	Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property. Excludes “Landscape Architects” (17-1012) and “Marine Engineers and Naval Architects” (17-2121).



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>17-1022</b>	Surveyors	Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth's surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.
<b>17-2031</b>	Bioengineers and Biomedical Engineers	Apply knowledge of engineering, biology, chemistry, computer science, and biomechanical principles to the design, development, and evaluation of biological, agricultural, and health systems and products, such as artificial organs, prostheses, instrumentation, medical information systems, and health management and care delivery systems.
<b>17-2051</b>	Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes "Hydrologists" (19-2043).
<b>17-2071</b>	Electrical Engineers	Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes "Computer Hardware Engineers" (17-2061).
<b>17-2072</b>	Electronics Engineers, Except Computer	Research, design, develop, or test electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. Design electronic circuits and components for use in fields such as telecommunications, aerospace guidance and propulsion control, acoustics, or instruments and controls. Excludes "Computer Hardware Engineers" (17-2061).
<b>17-2081</b>	Environmental Engineers	Research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.
<b>17-2141</b>	Mechanical Engineers	Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.
<b>17-2199</b>	Engineers, All Other	All engineers not listed separately. Excludes "Sales Engineers" (41-9031), "Locomotive Engineers" (53-4011), and "Ship Engineers" (53-5031).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>17-3011</b>	Architectural and Civil Drafters	Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.
<b>17-3012</b>	Electrical and Electronics Drafters	Prepare wiring diagrams, circuit board assembly diagrams, and layout drawings used for the manufacture, installation, or repair of electrical equipment.
<b>17-3013</b>	Mechanical Drafters	Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.
<b>17-3019</b>	Drafters, All Other	All drafters not listed separately.
<b>17-3022</b>	Civil Engineering Technologists and Technicians	Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.
<b>17-3023</b>	Electrical and Electronic Engineering Technologists and Technicians	Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, adjust, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Excludes "Broadcast Technicians" (27-4012).
<b>17-3024</b>	Electro-Mechanical and Mechatronics Technologists and Technicians	Operate, test, maintain, or adjust unmanned, automated, servomechanical, or electromechanical equipment. May operate unmanned submarines, aircraft, or other equipment to observe or record visual information at sites such as oil rigs, crop fields, buildings, or for similar infrastructure, deep ocean exploration, or hazardous waste removal. May assist engineers in testing and designing robotics equipment.
<b>17-3025</b>	Environmental Engineering Technologists and Technicians	Apply theory and principles of environmental engineering to modify, test, and operate equipment and devices used in the prevention, control, and remediation of environmental problems, including waste treatment and site remediation, under the direction of engineering staff or scientists. May assist in the development of environmental remediation devices.
<b>17-3029</b>	Engineering Technologists and Technicians, Except Drafters, All Other	All engineering technologists and technicians, except drafters, not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>17-3031</b>	Surveying and Mapping Technicians	Perform surveying and mapping duties, usually under the direction of an engineer, surveyor, cartographer, or photogrammetrist, to obtain data used for construction, mapmaking, boundary location, mining, or other purposes. May calculate mapmaking information and create maps from source data, such as surveying notes, aerial photography, satellite data, or other maps to show topographical features, political boundaries, and other features. May verify accuracy and completeness of maps. Excludes “Cartographers and Photogrammetrists” (17-1021), “Surveyors” (17-1022), and “Geoscientists, Except Hydrologists and Geographers” (19-2042).
<b>19-1022</b>	Microbiologists	Investigate the growth, structure, development, and other characteristics of microscopic organisms, such as bacteria, algae, or fungi. Includes medical microbiologists who study the relationship between organisms and disease or the effects of antibiotics on microorganisms.
<b>19-1023</b>	Zoologists and Wildlife Biologists	Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.
<b>19-1029</b>	Biological Scientists, All Other	All biological scientists not listed separately.
<b>19-1031</b>	Conservation Scientists	Manage, improve, and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands. May instruct farmers, agricultural production managers, or ranchers in best ways to use crop rotation, contour plowing, or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering. Excludes “Zoologists and Wildlife Biologists” (19-1023) and “Foresters” (19-1032).
<b>19-1032</b>	Foresters	Manage public and private forested lands for economic, recreational, and conservation purposes. May inventory the type, amount, and location of standing timber, appraise the timber’s worth, negotiate the purchase, and draw up contracts for procurement. May determine how to conserve wildlife habitats, creek beds, water quality, and soil stability, and how best to comply with environmental regulations. May devise plans for planting and growing new trees, monitor trees for healthy growth, and determine optimal harvesting schedules.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>19-1041</b>	Epidemiologists	Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.
<b>19-2031</b>	Chemists	Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge. Excludes “Biochemists and Biophysicists” (19-1021) and “Geoscientists, Except Hydrologists and Geographers” (19-2042).
<b>19-2041</b>	Environmental Scientists and Specialists, Including Health	Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources. Excludes “Zoologists and Wildlife Biologists” (19-1023), “Conservation Scientists” (19-1031), “Forest and Conservation Technicians” (19-4071), “Occupational Health and Safety Specialists” (19-5011), “Fish and Game Wardens” (33-3031), and “Forest and Conservation Workers” (45-4011).
<b>19-3033</b>	Clinical and Counseling Psychologists	Assess, diagnose, and treat mental and emotional disorders of individuals through observation, interview, and psychological tests. Help individuals with distress or maladjustment understand their problems through their knowledge of case history, interviews with patients, and theory. Provide individual or group counseling services to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment. May design behavior modification programs and consult with medical personnel regarding the best treatment for patients. Excludes “Psychiatrists” (29-1223).
<b>19-3034</b>	School Psychologists	Diagnose and implement individual or schoolwide interventions or strategies to address educational, behavioral, or developmental issues that adversely impact educational functioning in a school. May address student learning and behavioral problems and counsel students or families. May design and implement performance plans, and evaluate performance. May consult with other school-based personnel.
<b>19-3051</b>	Urban and Regional Planners	Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>19-3091</b>	Anthropologists and Archeologists	Study the origin, development, and behavior of human beings. May study the way of life, language, or physical characteristics of people in various parts of the world. May engage in systematic recovery and examination of material evidence, such as tools or pottery remaining from past human cultures, in order to determine the history, customs, and living habits of earlier civilizations.
<b>19-3094</b>	Political Scientists	Study the origin, development, and operation of political systems. May study topics, such as public opinion, political decisionmaking, and ideology. May analyze the structure and operation of governments, as well as various political entities. May conduct public opinion surveys, analyze election results, or analyze public documents. Excludes “Survey Researchers” (19-3022).
<b>19-3099</b>	Social Scientists and Related Workers, All Other	All social scientists and related workers not listed separately.
<b>19-4013</b>	Food Science Technicians	Work with food scientists or technologists to perform standardized qualitative and quantitative tests to determine physical or chemical properties of food or beverage products. Includes technicians who assist in research and development of production technology, quality control, packaging, processing, and use of foods.
<b>19-4021</b>	Biological Technicians	Assist biological and medical scientists. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, collect data and samples, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.
<b>19-4031</b>	Chemical Technicians	Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences.
<b>19-4042</b>	Environmental Science and Protection Technicians, Including Health	Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
19-4043	Geological Technicians, Except Hydrologic Technicians	Assist scientists or engineers in the use of electronic, sonic, or nuclear measuring instruments in laboratory, exploration, and production activities to obtain data indicating resources such as metallic ore, minerals, gas, coal, or petroleum. Analyze mud and drill cuttings. Chart pressure, temperature, and other characteristics of wells or bore holes.
19-4044	Hydrologic Technicians	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).
19-4061	Social Science Research Assistants	Assist social scientists in laboratory, survey, and other social science research. May help prepare findings for publication and assist in laboratory analysis, quality control, or data management. Excludes "Teaching Assistants, Postsecondary" (25-9044).
19-4071	Forest and Conservation Technicians	Provide technical assistance regarding the conservation of soil, water, forests, or related natural resources. May compile data pertaining to size, content, condition, and other characteristics of forest tracts under the direction of foresters, or train and lead forest workers in forest propagation and fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats. Excludes "Conservation Scientists" (19-1031) and "Foresters" (19-1032).
19-4092	Forensic Science Technicians	Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry.
19-4099	Life, Physical, and Social Science Technicians, All Other	All life, physical, and social science technicians not listed separately.
19-5011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		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.
19-5012	Occupational Health and Safety Technicians	Collect data on work environments for analysis by occupational health and safety specialists. Implement and conduct evaluation of programs designed to limit chemical, physical, biological, and ergonomic risks to workers.
21-1011	Substance Abuse and Behavioral Disorder Counselors	Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. Excludes “Psychologists” (19-3032 through 19-3039), “Mental Health Counselors” (21-1014), and “Social Workers” (21-1021 through 21-1029) providing these services.
21-1012	Educational, Guidance, and Career Counselors and Advisors	Advise and assist students and provide educational and vocational guidance services.
21-1014	Mental Health Counselors	Counsel and advise individuals and groups to promote optimum mental and emotional health, with an emphasis on prevention. May help individuals deal with a broad range of mental health issues, such as those associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; or aging. Excludes “Psychologists” (19-3030), “Social Workers” (21-1020), and “Psychiatrists” (29-1223).
21-1015	Rehabilitation Counselors	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 programs that may include personal and vocational counseling, training, and job placement. Excludes “Occupational Therapists” (29-1122).
21-1019	Counselors, All Other	All counselors not listed separately.
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.
<b>21-1022</b>	Healthcare Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.
<b>21-1023</b>	Mental Health and Substance Abuse Social Workers	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.
<b>21-1029</b>	Social Workers, All Other	All social workers not listed separately.
<b>21-1091</b>	Health Education Specialists	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes “Community Health Workers” (21-1094).
<b>21-1092</b>	Probation Officers and Correctional Treatment Specialists	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.
<b>21-1093</b>	Social and Human Service Assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes “Rehabilitation Counselors” (21-1015), “Psychiatric Technicians” (29-2053), “Personal Care Aides” (31-1122), and “Eligibility Interviewers, Government Programs” (43-4061).



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>21-1094</b>	Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes “Health Education Specialists” (21-1091).
<b>21-1099</b>	Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.
<b>21-2011</b>	Clergy	Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.
<b>21-2021</b>	Directors, Religious Activities and Education	Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.
<b>21-2099</b>	Religious Workers, All Other	All religious workers not listed separately.
<b>23-1011</b>	Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.
<b>23-1012</b>	Judicial Law Clerks	Assist judges in court or by conducting research or preparing legal documents. Excludes “Lawyers” (23-1011) and “Paralegals and Legal Assistants” (23-2011).
<b>23-1021</b>	Administrative Law Judges, Adjudicators, and Hearing Officers	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>	Judges, Magistrate Judges, and Magistrates	Arbitrate, advise, adjudicate, or administer justice in a court of law. May sentence defendant in criminal cases according to government statutes or sentencing guidelines. May determine liability of defendant in civil cases. May perform wedding ceremonies.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>23-2011</b>	Paralegals and Legal Assistants	Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action. Excludes “Legal Secretaries and Administrative Assistants” (43-6012).
<b>23-2099</b>	Legal Support Workers, All Other	All legal support workers not listed separately.
<b>25-1011</b>	Business Teachers, Postsecondary	Teach courses in business administration and management, such as accounting, finance, human resources, labor and industrial relations, marketing, and operations research. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1021</b>	Computer Science Teachers, Postsecondary	Teach courses in computer science. May specialize in a field of computer science, such as the design and function of computers or operations and research analysis. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1022</b>	Mathematical Science Teachers, Postsecondary	Teach courses pertaining to mathematical concepts, statistics, and actuarial science and to the application of original and standardized mathematical techniques in solving specific problems and situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1042</b>	Biological Science Teachers, Postsecondary	Teach courses in biological sciences. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1043</b>	Forestry and Conservation Science Teachers, Postsecondary	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).
<b>25-1062</b>	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	Teach courses pertaining to the culture and development of an area, an ethnic group, or any other group, such as Latin American studies, women’s studies, or urban affairs. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1066</b>	Psychology Teachers, Postsecondary	Teach courses in psychology, such as child, clinical, and developmental psychology, and psychological counseling. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1069</b>	Social Sciences Teachers, Postsecondary, All Other	All postsecondary social sciences teachers not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>25-1071</b>	Health Specialties Teachers, Postsecondary	Teach courses in health specialties, in fields such as dentistry, laboratory technology, medicine, pharmacy, public health, therapy, and veterinary medicine. Excludes “Biological Science Teachers, Postsecondary” (25-1042) and “Nursing Instructors and Teachers, Postsecondary” (25-1072) who teach medical science.
<b>25-1072</b>	Nursing Instructors and Teachers, Postsecondary	Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1081</b>	Education Teachers, Postsecondary	Teach courses pertaining to education, such as counseling, curriculum, guidance, instruction, teacher education, and teaching English as a second language. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1111</b>	Criminal Justice and Law Enforcement Teachers, Postsecondary	Teach courses in criminal justice, corrections, and law enforcement administration. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1123</b>	English Language and Literature Teachers, Postsecondary	Teach courses in English language and literature, including linguistics and comparative literature. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1124</b>	Foreign Language and Literature Teachers, Postsecondary	Teach languages and literature courses in languages other than English. Includes teachers of American Sign Language (ASL). Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
<b>25-1194</b>	Career/Technical Education Teachers, Postsecondary	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).
<b>25-1199</b>	Postsecondary Teachers, All Other	All postsecondary teachers not listed separately.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>25-2011</b>	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth. Excludes “Special Education Teachers” (25-2050), “Substitute Teachers, Short-Term” (25-3031), and “Childcare Workers” (39-9011).
<b>25-2012</b>	Kindergarten Teachers, Except Special Education	Teach academic and social skills to kindergarten students. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).
<b>25-2021</b>	Elementary School Teachers, Except Special Education	Teach academic and social skills to students at the elementary school level. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).
<b>25-2022</b>	Middle School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the middle, intermediate, or junior high school level. Excludes “Career/Technical Education Teachers, Middle School” (25-2023), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short Term” (25-3031).
<b>25-2031</b>	Secondary School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the secondary school level. Excludes “Career/Technical Education Teachers, Secondary School” (25-2032), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).
<b>25-2056</b>	Special Education Teachers, Elementary School	Teach academic, social, and life skills to elementary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).
<b>25-2057</b>	Special Education Teachers, Middle School	Teach academic, social, and life skills to middle school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).
<b>25-2058</b>	Special Education Teachers, Secondary School	Teach academic, social, and life skills to secondary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).
<b>25-2059</b>	Special Education Teachers, All Other	All special education teachers not listed separately.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>25-3011</b>	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	Teach or instruct out-of-school youths and adults in basic education, literacy, or English as a Second Language classes, or in classes for earning a high school equivalency credential.
<b>25-3021</b>	Self-Enrichment Teachers	Teach or instruct individuals or groups for the primary purpose of self-enrichment or recreation, rather than for an occupational objective, educational attainment, competition, or fitness. Excludes “Coaches and Scouts” (27-2022) and “Exercise Trainers and Group Fitness Instructors” (39-9031). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).
<b>25-3031</b>	Substitute Teachers, Short-Term	Teach students on a short-term basis as a temporary replacement for a regular classroom teacher, typically using the regular teacher’s lesson plan. Excludes long-term substitute teachers who perform all the duties of a regular teacher; these teachers are coded within the 25-1000 or 25-2000 minor groups.
<b>25-3041</b>	Tutors	Instruct individual students or small groups of students in academic subjects to support formal class instruction or to prepare students for standardized or admissions tests. Excludes “Postsecondary Teachers” (25-1000), “Elementary, Middle, Secondary, and Special Education Teachers” (25-2000), “Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors” (25-3011), and “Self-Enrichment Teachers” (25-3021).
<b>25-3099</b>	Teachers and Instructors, All Other	All teachers and instructors not listed separately.
<b>25-4011</b>	Archivists	Appraise, edit, and direct safekeeping of permanent records and historically valuable documents. Participate in research activities based on archival materials.
<b>25-4013</b>	Museum Technicians and Conservators	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>	Librarians and Media Collections Specialists	Administer and maintain libraries or collections of information, for public or private access through reference or borrowing. Work in a variety of settings, such as educational institutions, museums, and corporations, and with various types of informational materials, such as books, periodicals, recordings, films, and databases. Tasks may include acquiring, cataloging, and circulating library materials, and user services such as locating and organizing information,

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		providing instruction on how to access information, and setting up and operating a library’s media equipment.
<b>25-4031</b>	Library Technicians	Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.
<b>25-9021</b>	Farm and Home Management Educators	Instruct and advise individuals and families engaged in agriculture, agricultural-related processes, or home management activities. Demonstrate procedures and apply research findings to advance agricultural and home management activities. May develop educational outreach programs. May instruct on either agricultural issues such as agricultural processes and techniques, pest management, and food safety, or on home management issues such as budgeting, nutrition, and child development. Excludes “Dietitians and Nutritionists” (29-1031).
<b>25-9031</b>	Instructional Coordinators	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.
<b>25-9042</b>	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services. Excludes “Teaching Assistants, Special Education” (25-9043).
<b>25-9043</b>	Teaching Assistants, Special Education	Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.
<b>25-9049</b>	Teaching Assistants, All Other	All teaching assistants not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>25-9099</b>	Educational Instruction and Library Workers, All Other	All educational instruction and library workers not listed separately.
<b>27-1023</b>	Floral Designers	Design, cut, and arrange live, dried, or artificial flowers and foliage.
<b>27-1024</b>	Graphic Designers	Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects. Excludes “Web and Digital Interface Designers” (15-1255).
<b>27-1025</b>	Interior Designers	Plan, design, and furnish the internal space of rooms or buildings. Design interior environments or create physical layouts that are practical, aesthetic, and conducive to the intended purposes. May specialize in a particular field, style, or phase of interior design. Excludes “Merchandise Displayers and Window Trimmers” (27-1026).
<b>27-1026</b>	Merchandise Displayers and Window Trimmers	Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.
<b>27-2022</b>	Coaches and Scouts	Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes’ strengths and weaknesses as possible recruits or to improve the athletes’ technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category. Excludes “Athletic Trainers” (29-9091).
<b>27-2042</b>	Musicians and Singers	Play one or more musical instruments or sing. May perform on stage, for broadcasting, or for sound or video recording.
<b>27-3023</b>	News Analysts, Reporters, and Journalists	Narrate or write news stories, reviews, or commentary for print, broadcast, or other communications media such as newspapers, magazines, radio, or television. May collect and analyze information through interview, investigation, or observation.
<b>27-3031</b>	Public Relations Specialists	Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.
<b>27-3041</b>	Editors	Plan, coordinate, revise, or edit written material. May review proposals and drafts for possible publication.
<b>27-3042</b>	Technical Writers	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>27-3091</b>	Interpreters and Translators	Interpret oral or sign language, or translate written text from one language into another.
<b>27-3092</b>	Court Reporters and Simultaneous Captioners	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>	Media and Communication Workers, All Other	All media and communication workers not listed separately.
<b>27-4011</b>	Audio and Video Technicians	Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events. Excludes "Sound Engineering Technicians" (27-4014), "Lighting Technicians" (27-4015), and "Audiovisual Equipment Installers and Repairers" (49-2097).
<b>27-4021</b>	Photographers	Photograph people, landscapes, merchandise, or other subjects. May use lighting equipment to enhance a subject's appearance. May use editing software to produce finished images and prints. Includes commercial and industrial photographers, scientific photographers, and photojournalists. Excludes "Camera Operators, Television, Video, and Film" (27-4031).
<b>27-4099</b>	Media and Communication Equipment Workers, All Other	All media and communication equipment workers not listed separately.
<b>29-1021</b>	Dentists, General	Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes "Oral and Maxillofacial Surgeons" (29-1022), "Orthodontists" (29-1023), "Prosthodontists" (29-1024), and "Dentists, All Other Specialists" (29-1029).
<b>29-1023</b>	Orthodontists	Examine, diagnose, and treat dental malocclusions and oral cavity anomalies. Design and fabricate appliances to realign teeth and jaws to produce and maintain normal function and to improve appearance.



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-1031</b>	Dietitians and Nutritionists	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.
<b>29-1041</b>	Optometrists	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>	Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.
<b>29-1071</b>	Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes “Registered Nurses” (29-1141), “Nurse Anesthetists” (29-1151), “Nurse Midwives” (29-1161), “Nurse Practitioners” (29-1171), “Emergency Medical Technicians” (29-2042), “Paramedics” (29-2043), “Surgical Assistants” (29-9093), and “Medical Assistants” (31-9092).
<b>29-1081</b>	Podiatrists	Diagnose and treat diseases and deformities of the human foot.
<b>29-1122</b>	Occupational Therapists	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual’s environment, teach skills, and modify specific tasks that present barriers to the individual. Excludes “Rehabilitation Counselors” (21-1015).
<b>29-1123</b>	Physical Therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
<b>29-1125</b>	Recreational Therapists	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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		crafts. May assess a patient condition and recommend appropriate recreational activity. Excludes “Recreation Workers” (39-9032).
29-1126	Respiratory Therapists	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.
29-1129	Therapists, All Other	All therapists not listed separately.
29-1141	Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes “Nurse Anesthetists” (29-1151), “Nurse Midwives” (29-1161), and “Nurse Practitioners” (29-1171).
29-1151	Nurse Anesthetists	Administer anesthesia, monitor patient’s vital signs, and oversee patient recovery from anesthesia. May assist anesthesiologists, surgeons, other physicians, or dentists. Must be registered nurses who have specialized graduate education.
29-1161	Nurse Midwives	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	Nurse Practitioners	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.
29-1181	Audiologists	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.
29-1211	Anesthesiologists	Administer anesthetics and analgesics for pain management prior to, during, or after surgery.
29-1212	Cardiologists	Diagnose, treat, manage, and prevent diseases or conditions of the cardiovascular system. May further subspecialize in interventional procedures (e.g., balloon angioplasty and stent placement), echocardiography, or electrophysiology.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-1214</b>	Emergency Medicine Physicians	Make immediate medical decisions and act to prevent death or further disability. Provide immediate recognition, evaluation, care, stabilization, and disposition of patients. May direct emergency medical staff in an emergency department.
<b>29-1215</b>	Family Medicine Physicians	Diagnose, treat, and provide preventive care to individuals and families across the lifespan. May refer patients to specialists when needed for further diagnosis or treatment. Excludes “General Internal Medicine Physicians” (29-1216) and “Pediatricians, General” (29-1221).
<b>29-1216</b>	General Internal Medicine Physicians	Diagnose and provide nonsurgical treatment for a wide range of diseases and injuries of internal organ systems. Provide care mainly for adults and adolescents, and are based primarily in an outpatient care setting. Excludes “Family Medicine Physicians” (29-1215) and “Pediatricians, General” (29-1221).
<b>29-1217</b>	Neurologists	Diagnose, manage, and treat disorders and diseases of the brain, spinal cord, and peripheral nerves, with a primarily nonsurgical focus.
<b>29-1218</b>	Obstetricians and Gynecologists	Provide medical care related to pregnancy or childbirth. Diagnose, treat, and help prevent diseases of women, particularly those affecting the reproductive system. May also provide general care to women. May perform both medical and gynecological surgery functions.
<b>29-1221</b>	Pediatricians, General	Diagnose, treat, and help prevent diseases and injuries in children. May refer patients to specialists for further diagnosis or treatment, as needed. Excludes “Family Medicine Physicians” (29-1215) and “General Internal Medicine Physicians” (29-1216).
<b>29-1223</b>	Psychiatrists	Diagnose, treat, and help prevent mental disorders. Excludes “Clinical and Counseling Psychologists” (19-3033) and “School Psychologists” (19-3034).
<b>29-1224</b>	Radiologists	Diagnose and treat diseases and injuries using medical imaging techniques, such as x rays, magnetic resonance imaging (MRI), nuclear medicine, and ultrasounds. May perform minimally invasive medical procedures and tests.
<b>29-1229</b>	Physicians, All Other	All physicians not listed separately.
<b>29-1241</b>	Ophthalmologists, Except Pediatric	Diagnose and perform surgery to treat and help prevent disorders and diseases of the eye. May also provide vision services for treatment including glasses and contacts. Excludes “Optometrists” (29-1041) and “Pediatric Surgeons” (29-1243).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-1242</b>	Orthopedic Surgeons, Except Pediatric	Diagnose and perform surgery to treat and prevent rheumatic and other diseases in the musculoskeletal system. Excludes “Pediatric Surgeons” (29-1243).
<b>29-1249</b>	Surgeons, All Other	All surgeons not listed separately. Excludes “Oral and Maxillofacial Surgeons” (29-1022).
<b>29-1292</b>	Dental Hygienists	Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as providing fluoride treatment or administering topical anesthesia.
<b>29-2012</b>	Medical and Clinical Laboratory Technicians	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.
<b>29-2031</b>	Cardiovascular Technologists and Technicians	Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests.
<b>29-2034</b>	Radiologic Technologists and Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient’s bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities. Excludes “Diagnostic Medical Sonographers” (29-2032) and “Magnetic Resonance Imaging Technologists” (29-2035).
<b>29-2042</b>	Emergency Medical Technicians	Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities. Excludes “Paramedics” (29-2043), “Firefighters” (33-2011), and “Ambulance Drivers and Attendants, Except Emergency Medical Technicians” (53-3011).
<b>29-2051</b>	Dietetic Technicians	Assist in the provision of food service and nutritional programs, under the supervision of a dietitian. May plan and produce meals based on established guidelines, teach principles of food and nutrition, or counsel individuals.
<b>29-2052</b>	Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.
<b>29-2055</b>	Surgical Technologists	Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeons’ assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments. Excludes “Surgical Assistants” (29-9093).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>29-2057</b>	Ophthalmic Medical Technicians	Assist ophthalmologists by performing ophthalmic clinical functions. May administer eye exams, administer eye medications, and instruct the patient in care and use of corrective lenses.
<b>29-2061</b>	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.
<b>29-2072</b>	Medical Records Specialists	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry's numerical coding system. Includes medical coders. Excludes "Health Information Technologists and Medical Registrars" (29-9021) and "File Clerks" (43-4071).
<b>29-2081</b>	Opticians, Dispensing	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>	Health Technologists and Technicians, All Other	All health technologists and technicians not listed separately.
<b>29-9021</b>	Health Information Technologists and Medical Registrars	Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and followup information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases. Excludes "Medical Records Specialists" (29-2072).
<b>29-9099</b>	Healthcare Practitioners and Technical Workers, All Other	All healthcare practitioners and technical workers not listed separately.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>31-1121</b>	Home Health Aides	Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient's abilities.
<b>31-1122</b>	Personal Care Aides	Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.
<b>31-1131</b>	Nursing Assistants	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1121), "Personal Care Aides" (31-1122), "Orderlies" (31-1132), and "Psychiatric Aides" (31-1133).
<b>31-2022</b>	Physical Therapist Aides	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>	Massage Therapists	Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.
<b>31-9091</b>	Dental Assistants	Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>31-9092</b>	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes “Physician Assistants” (29-1071).
<b>31-9093</b>	Medical Equipment Preparers	Prepare, sterilize, install, or clean laboratory or healthcare equipment. May perform routine laboratory tasks and operate or inspect equipment.
<b>31-9094</b>	Medical Transcriptionists	Transcribe medical reports recorded by physicians and other healthcare practitioners using various electronic devices, covering office visits, emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate abbreviations into fully understandable form. Edit as necessary and return reports in either printed or electronic form for review and signature, or correction.
<b>31-9095</b>	Pharmacy Aides	Record drugs delivered to the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.
<b>31-9097</b>	Phlebotomists	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.
<b>31-9099</b>	Healthcare Support Workers, All Other	All healthcare support workers not listed separately.
<b>33-1011</b>	First-Line Supervisors of Correctional Officers	Directly supervise and coordinate activities of correctional officers and jailers.
<b>33-1012</b>	First-Line Supervisors of Police and Detectives	Directly supervise and coordinate activities of members of police force.
<b>33-1021</b>	First-Line Supervisors of Firefighting and Prevention Workers	Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.
<b>33-1091</b>	First-Line Supervisors of Security Workers	Directly supervise and coordinate activities of security workers and security guards.
<b>33-1099</b>	First-Line Supervisors of Protective Service Workers, All Other	All protective service supervisors not listed separately above.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>33-2011</b>	Firefighters	Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.
<b>33-2022</b>	Forest Fire Inspectors and Prevention Specialists	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>	Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
<b>33-3031</b>	Fish and Game Wardens	Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
<b>33-3051</b>	Police and Sheriff's Patrol Officers	Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.
<b>33-9011</b>	Animal Control Workers	Handle animals for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals.
<b>33-9032</b>	Security Guards	Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes "Police Officers" (33-3050) and "Transportation Security Screeners" (33-9093).
<b>33-9091</b>	Crossing Guards and Flaggers	Guide or control vehicular or pedestrian traffic at such places as streets, schools, railroad crossings, or construction sites.
<b>33-9092</b>	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.
<b>33-9094</b>	School Bus Monitors	Maintain order among students on a school bus. Duties include helping students safely board and exit and communicating behavioral problems. May perform pretrip and posttrip inspections and prepare for and assist in emergency evacuations.



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Detailed Code	Title	Definition
33-9099	Protective Service Workers, All Other	All protective service workers not listed separately.
35-1011	Chefs and Head Cooks	Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Directly supervise and coordinate activities of workers engaged in preparing and serving food.
35-2011	Cooks, Fast Food	Prepare and cook food in a fast food restaurant with a limited menu. Duties of these cooks are limited to preparation of a few basic items and normally involve operating large-volume single-purpose cooking equipment.
35-2012	Cooks, Institution and Cafeteria	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.
35-2014	Cooks, Restaurant	Prepare, season, and cook dishes such as soups, meats, vegetables, or desserts in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.
35-2015	Cooks, Short Order	Prepare and cook to order a variety of foods that require only a short preparation time. May take orders from customers and serve patrons at counters or tables. Excludes "Cooks, Fast Food" (35-2011).
35-2019	Cooks, All Other	All cooks not listed separately.
35-2021	Food Preparation Workers	Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.
35-3011	Bartenders	Mix and serve drinks to patrons, directly or through waitstaff.
35-3023	Fast Food and Counter Workers	Perform duties such as taking orders and serving food and beverages. Serve customers at counter or from a steam table. May take payment. May prepare food and beverages. Counter attendants who also wait tables are included in "Waiters and Waitresses" (35-3031),
35-3031	Waiters and Waitresses	Take orders and serve food and beverages to patrons at tables in dining establishment. Excludes "Fast Food and Counter Workers" (35-3023).
35-3041	Food Servers, Nonrestaurant	Serve food to individuals outside of a restaurant environment, such as in hotel rooms, hospital rooms, residential care facilities, or cars. Excludes "Fast Food and Counter Workers" (35-3023) and "Door-to-Door Sales Workers, News and Street Vendors, and Related Workers" (41-9091).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>35-9011</b>	Dining Room and Cafeteria Attendants and Bartender Helpers	Facilitate food service. Clean tables; remove dirty dishes; replace soiled table linens; set tables; replenish supply of clean linens, silverware, glassware, and dishes; supply service bar with food; and serve items such as water, condiments, and coffee to patrons.
<b>35-9021</b>	Dishwashers	Clean dishes, kitchen, food preparation equipment, or utensils.
<b>35-9031</b>	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Welcome patrons, seat them at tables or in lounge, and help ensure quality of facilities and service.
<b>35-9099</b>	Food Preparation and Serving Related Workers, All Other	All food preparation and serving related workers not listed separately.
<b>37-1011</b>	First-Line Supervisors of Housekeeping and Janitorial Workers	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.
<b>37-1012</b>	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
<b>37-2011</b>	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.
<b>37-2012</b>	Maids and Housekeeping Cleaners	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.
<b>37-2019</b>	Building Cleaning Workers, All Other	All building cleaning workers not listed separately.
<b>37-2021</b>	Pest Control Workers	Apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin that infest buildings and surrounding areas.
<b>37-3011</b>	Landscaping and Groundskeeping Workers	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		installation of mortarless segmental concrete masonry wall units. Excludes “Farmworkers and Laborers, Crop, Nursery, and Greenhouse” (45-2092).
<b>37-3012</b>	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application on trees, shrubs, lawns, or crops. Usually requires specific training and state or federal certification. Crop dusters are included in “Commercial Pilots” (53-2012).
<b>37-3019</b>	Grounds Maintenance Workers, All Other	All grounds maintenance workers not listed separately.
<b>39-1013</b>	First-Line Supervisors of Gambling Services Workers	Directly supervise and coordinate activities of workers in assigned gambling areas. May circulate among tables, observe operations, and ensure that stations and games are covered for each shift. May verify and pay off jackpots. May reset slot machines after payoffs and make repairs or adjustments to slot machines or recommend removal of slot machines for repair. May plan and organize activities and services for guests in hotels/casinos.
<b>39-1014</b>	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Directly supervise and coordinate activities of entertainment and recreation related workers.
<b>39-1022</b>	First-Line Supervisors of Personal Service Workers	Supervise and coordinate activities of personal service workers.
<b>39-2011</b>	Animal Trainers	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>	Animal Caretakers	Feed, water, groom, bathe, exercise, or otherwise provide care to promote and maintain the well-being of pets and other animals that are not raised for consumption, such as dogs, cats, race horses, ornamental fish or birds, zoo animals, and mice. Work in settings such as kennels, animal shelters, zoos, circuses, and aquariums. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages, pens, or fish tanks. Excludes

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		“Veterinary Assistants and Laboratory Animal Caretakers” (31-9096) and “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).
<b>39-3012</b>	Gambling and Sports Book Writers and Runners	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, verify, and record patrons’ wagers. Scan and process winning tickets presented by patrons and pay out winnings for those wagers.
<b>39-3019</b>	Gambling Service Workers, All Other	All gambling service workers not listed separately.
<b>39-3031</b>	Ushers, Lobby Attendants, and Ticket Takers	Assist patrons at entertainment events by performing duties, such as collecting admission tickets and passes from patrons, assisting in finding seats, searching for lost articles, and helping patrons locate such facilities as restrooms and telephones.
<b>39-3091</b>	Amusement and Recreation Attendants	Perform a variety of attending duties at amusement or recreation facility. May schedule use of recreation facilities, maintain and provide equipment to participants of sporting events or recreational pursuits, or operate amusement concessions and rides.
<b>39-5011</b>	Barbers	Provide barbering services, such as cutting, trimming, shampooing, and styling hair; trimming beards; or giving shaves.
<b>39-5012</b>	Hairdressers, Hairstylists, and Cosmetologists	Provide beauty services, such as cutting, coloring, and styling hair, and massaging and treating scalp. May shampoo hair, apply makeup, dress wigs, remove hair, and provide nail and skincare services. Excludes “Makeup Artists, Theatrical and Performance” (39-5091), “Manicurists and Pedicurists” (39-5092), and “Skincare Specialists” (39-5094).
<b>39-5092</b>	Manicurists and Pedicurists	Clean and shape customers’ fingernails and toenails. May polish or decorate nails.
<b>39-5093</b>	Shampooers	Shampoo and rinse customers’ hair.
<b>39-6011</b>	Baggage Porters and Bellhops	Handle baggage for travelers at transportation terminals or for guests at hotels or similar establishments.
<b>39-6012</b>	Concierges	Assist patrons at hotel, apartment, or office building with personal services. May take messages; arrange or give advice on transportation, business services, or entertainment; or monitor guest requests for housekeeping and maintenance.
<b>39-7011</b>	Tour Guides and Escorts	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>39-7012</b>	Travel Guides	Plan, organize, and conduct long-distance travel, tours, and expeditions for individuals and groups.
<b>39-9011</b>	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes “Preschool Teachers, Except Special Education” (25-2011) and “Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education” (25-9042).
<b>39-9031</b>	Exercise Trainers and Group Fitness Instructors	Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise. Excludes “Educational Instruction and Library Occupations” (25-0000), “Coaches and Scouts” (27-2022), and “Athletic Trainers” (29-9091).
<b>39-9032</b>	Recreation Workers	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
<b>39-9099</b>	Personal Care and Service Workers, All Other	All personal care and service workers not listed separately.
<b>41-1011</b>	First-Line Supervisors of Retail Sales Workers	Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.
<b>41-1012</b>	First-Line Supervisors of Non-Retail Sales Workers	Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.
<b>41-2011</b>	Cashiers	Receive and disburse money in establishments other than financial institutions. May use electronic scanners, cash registers, or related equipment. May process credit or debit card transactions and validate checks. Excludes “Gambling Change Persons and Booth Cashiers” (41-2012).
<b>41-2012</b>	Gambling Change Persons and Booth Cashiers	Exchange coins, tokens, and chips for patrons’ money. May issue payoffs and obtain customer’s signature on receipt. May operate a booth in the slot machine area and furnish change persons

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Detailed Code	Title	Definition
		with money bank at the start of the shift, or count and audit money in drawers. Excludes “Cashiers” (41-2011).
<b>41-2021</b>	Counter and Rental Clerks	Receive orders, generally in person, for repairs, rentals, and services. May describe available options, compute cost, and accept payment. Excludes “Fast Food and Counter Workers” (35-3023), “Hotel, Motel, and Resort Desk Clerks” (43-4081), “Order Clerks” (43-4151), and “Reservation and Transportation Ticket Agents and Travel Clerks” (43-4181).
<b>41-2022</b>	Parts Salespersons	Sell spare and replacement parts and equipment in repair shop or parts store.
<b>41-2031</b>	Retail Salespersons	Sell merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers. Excludes “Cashiers” (41-2011).
<b>41-3011</b>	Advertising Sales Agents	Sell or solicit advertising space, time, or media in publications, signage, TV, radio, or Internet establishments or public spaces.
<b>41-3021</b>	Insurance Sales Agents	Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.
<b>41-3041</b>	Travel Agents	Plan and sell transportation and accommodations for customers. Determine destination, modes of transportation, travel dates, costs, and accommodations required. May also describe, plan, and arrange itineraries and sell tour packages. May assist in resolving clients’ travel problems.
<b>41-3091</b>	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sell services to individuals or businesses. May describe options or resolve client problems. Excludes “Advertising Sales Agents” (41-3011), “Insurance Sales Agents” (41-3021), “Securities, Commodities, and Financial Services Sales Agents” (41-3031), “Travel Agents” (41-3041), “Sales Representatives, Wholesale and Manufacturing” (41-4010), and “Telemarketers” (41-9041).
<b>41-4011</b>	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Excludes “Sales Engineers” (41-9031).
<b>41-4012</b>	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.
<b>41-9011</b>	Demonstrators and Product Promoters	Demonstrate merchandise and answer questions for the purpose of creating public interest in buying the product. May sell demonstrated merchandise.

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>41-9022</b>	Real Estate Sales Agents	Rent, buy, or sell property for clients. Perform duties such as study property listings, interview prospective clients, accompany clients to property site, discuss conditions of sale, and draw up real estate contracts. Includes agents who represent buyer.
<b>41-9031</b>	Sales Engineers	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering. Excludes “Engineers” (17-2011 through 17-2199) whose primary function is not marketing or sales.
<b>41-9099</b>	Sales and Related Workers, All Other	All sales and related workers not listed separately.
<b>43-1011</b>	First-Line Supervisors of Office and Administrative Support Workers	Directly supervise and coordinate the activities of clerical and administrative support workers.
<b>43-2011</b>	Switchboard Operators, Including Answering Service	Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.
<b>43-2099</b>	Communications Equipment Operators, All Other	All communications equipment operators not listed separately.
<b>43-3011</b>	Bill and Account Collectors	Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer’s account, preparing statements to credit department if customer fails to respond, initiating repossession proceedings or service disconnection, and keeping records of collection and status of accounts.
<b>43-3021</b>	Billing and Posting Clerks	Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods. Excludes “Medical Records Specialists” (29-2072).
<b>43-3031</b>	Bookkeeping, Accounting, and Auditing Clerks	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Excludes “Payroll and Timekeeping Clerks” (43-3051).
<b>43-3051</b>	Payroll and Timekeeping Clerks	Compile and record employee time and payroll data. May compute employees’ time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks. Excludes “Bookkeeping, Accounting, and Auditing Clerks” (43-3031).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>43-3061</b>	Procurement Clerks	Compile information and records to draw up purchase orders for procurement of materials and services. Excludes “Wholesale and Retail Buyers, Except Farm Products” (13-1022).
<b>43-3071</b>	Tellers	Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution’s various transactions.
<b>43-3099</b>	Financial Clerks, All Other	All financial clerks not listed separately.
<b>43-4031</b>	Court, Municipal, and License Clerks	Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees. Clerks of Court are classified in “Managers, All Other” (11-9199).
<b>43-4041</b>	Credit Authorizers, Checkers, and Clerks	Authorize credit charges against customers’ accounts. Investigate history and credit standing of individuals or business establishments applying for credit. May interview applicants to obtain personal and financial data, determine credit worthiness, process applications, and notify customers of acceptance or rejection of credit.
<b>43-4051</b>	Customer Service Representatives	Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints. Excludes individuals whose duties are primarily installation, sales, repair, and technical support.
<b>43-4061</b>	Eligibility Interviewers, Government Programs	Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.
<b>43-4071</b>	File Clerks	File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.
<b>43-4081</b>	Hotel, Motel, and Resort Desk Clerks	Accommodate hotel, motel, and resort patrons by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests’ accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.
<b>43-4111</b>	Interviewers, Except Eligibility and Loan	Interview persons by telephone, mail, in person, or by other means for the purpose of completing forms, applications, or questionnaires. Ask specific questions, record answers, and assist persons with completing form. May sort, classify, and file forms.



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

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>43-5011</b>	Cargo and Freight Agents	Expedite and route movement of incoming and outgoing cargo and freight shipments in airline, train, and trucking terminals and shipping docks. Take orders from customers and arrange pickup of freight and cargo for delivery to loading platform. Prepare and examine bills of lading to determine shipping charges and tariffs.
<b>43-5021</b>	Couriers and Messengers	Pick up and deliver messages, documents, packages, and other items between offices or departments within an establishment or directly to other business concerns, traveling by foot, bicycle, motorcycle, automobile, or public conveyance. Excludes "Light Truck Drivers" (53-3033).
<b>43-5031</b>	Public Safety Telecommunicators	Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.
<b>43-5032</b>	Dispatchers, Except Police, Fire, and Ambulance	Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.
<b>43-5041</b>	Meter Readers, Utilities	Read meter and record consumption of electricity, gas, water, or steam.
<b>43-5052</b>	Postal Service Mail Carriers	Sort and deliver mail for the United States Postal Service (USPS). Deliver mail on established route by vehicle or on foot. Includes postal service mail carriers employed by USPS contractors.
<b>43-5061</b>	Production, Planning, and Expediting Clerks	Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Excludes "Project Management Specialists" (13-1082) and "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111).

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<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>43-5071</b>	Shipping, Receiving, and Inventory Clerks	Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment. Excludes “Weighers, Measurers, Checkers, and Samplers, Recordkeeping” (43-5111), “Mail Clerks and Mail Machine Operators, except Postal Service” (43-9051), and “Stockers and Order Fillers” (53-7065).
<b>43-5111</b>	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Weigh, measure, and check materials, supplies, and equipment for the purpose of keeping relevant records. Duties are primarily clerical by nature. Includes workers who collect and keep record of samples of products or materials. Excludes “Inspectors, Testers, Sorters, Samplers, and Weighers” (51-9061).
<b>43-6011</b>	Executive Secretaries and Executive Administrative Assistants	Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes “Secretaries” (43-6012 through 43-6014).
<b>43-6012</b>	Legal Secretaries and Administrative Assistants	Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.
<b>43-6013</b>	Medical Secretaries and Administrative Assistants	Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.
<b>43-6014</b>	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries (43-6011 through 43-6013).
<b>43-9021</b>	Data Entry Keyers	Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Excludes “Word Processors and Typists” (43-9022).
<b>43-9022</b>	Word Processors and Typists	Use word processor, computer, or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as

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Detailed Code	Title	Definition
		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>	Insurance Claims and Policy Processing Clerks	Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031).
<b>43-9051</b>	Mail Clerks and Mail Machine Operators, Except Postal Service	Prepare incoming and outgoing mail for distribution. Time-stamp, open, read, sort, and route incoming mail; and address, seal, stamp, fold, stuff, and affix postage to outgoing mail or packages. Duties may also include keeping necessary records and completed forms.
<b>43-9061</b>	Office Clerks, General	Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.
<b>43-9111</b>	Statistical Assistants	Compile and compute data according to statistical formulas for use in statistical studies. May perform actuarial computations and compile charts and graphs for use by actuaries. Includes actuarial clerks.
<b>43-9199</b>	Office and Administrative Support Workers, All Other	All office and administrative support workers not listed separately.
<b>45-2011</b>	Agricultural Inspectors	Inspect agricultural commodities, processing equipment, and facilities, and fish and logging operations, to ensure compliance with regulations and laws governing health, quality, and safety.
<b>45-2092</b>	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities.

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Detailed Code	Title	Definition
		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>	Fishing and Hunting Workers	Hunt, trap, catch, or gather wild animals or aquatic animals and plants. May use nets, traps, or other equipment. May haul catch onto ship or other vessel. Aquacultural laborers who work on fish farms are included in “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).
<b>45-4011</b>	Forest and Conservation Workers	Under supervision, perform manual labor necessary to develop, maintain, or protect areas such as forests, forested areas, woodlands, wetlands, and rangelands through such activities as raising and transporting seedlings; combating insects, pests, and diseases harmful to plant life; and building structures to control water, erosion, and leaching of soil. Includes forester aides, seedling pullers, tree planters, and gatherers of nontimber forestry products such as pine straw.
<b>47-1011</b>	First-Line Supervisors of Construction Trades and Extraction Workers	Directly supervise and coordinate activities of construction or extraction workers.
<b>47-2031</b>	Carpenters	Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.
<b>47-2051</b>	Cement Masons and Concrete Finishers	Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints. Installers of mortarless segmental concrete masonry wall units are classified in “Landscaping and Groundskeeping Workers” (37-3011).
<b>47-2061</b>	Construction Laborers	Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. Construction laborers

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Detailed Code	Title	Definition
		who primarily assist a particular craft worker are classified under “Helpers, Construction Trades” (47-3010). Excludes “Hazardous Materials Removal Workers” (47-4041).
<b>47-2071</b>	Paving, Surfacing, and Tamping Equipment Operators	Operate equipment used for applying concrete, asphalt, or other materials to road beds, parking lots, or airport runways and taxiways or for tamping gravel, dirt, or other materials. Includes concrete and asphalt paving machine operators, form tampers, tamping machine operators, and stone spreader operators.
<b>47-2073</b>	Operating Engineers and Other Construction Equipment Operators	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Excludes “Extraction Workers” (47-5000) and “Crane and Tower Operators” (53-7021).
<b>47-2111</b>	Electricians	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes “Security and Fire Alarm Systems Installers” (49-2098).
<b>47-2141</b>	Painters, Construction and Maintenance	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Excludes “Paperhangers” (47-2142).
<b>47-2152</b>	Plumbers, Pipefitters, and Steamfitters	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.
<b>47-2171</b>	Reinforcing Iron and Rebar Workers	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>47-2221</b>	Structural Iron and Steel Workers	Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Excludes “Reinforcing Iron and Rebar Workers” (47-2171).
<b>47-2231</b>	Solar Photovoltaic Installers	Assemble, install, or maintain solar photovoltaic (PV) systems on roofs or other structures in compliance with site assessment and schematics. May include measuring, cutting, assembling, and bolting structural framing and solar modules. May perform minor electrical work such as current

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Detailed Code	Title	Definition
		checks. Excludes solar PV electricians who are included in “Electricians” (47-2111) and solar thermal installers who are included in “Plumbers, Pipefitters, and Steamfitters” (47-2152).
<b>47-3012</b>	Helpers--Carpenters	Help carpenters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist carpenters are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3013</b>	Helpers--Electricians	Help electricians by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist electricians are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3014</b>	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Help painters, paperhangers, plasterers, or stucco masons by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist painters, paperhangers, plasterers, or stucco masons are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3015</b>	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Help plumbers, pipefitters, steamfitters, or pipelayers by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist plumbers, pipefitters, steamfitters, or pipelayers are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
<b>47-3019</b>	Helpers, Construction Trades, All Other	All construction trades helpers not listed separately.
<b>47-4011</b>	Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
<b>47-5022</b>	Excavating and Loading Machine and Dragline Operators, Surface Mining	Operate or tend machinery at surface mining site, equipped with scoops, shovels, or buckets to excavate and load loose materials.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-1011</b>	First-Line Supervisors of Mechanics, Installers, and Repairers	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.
<b>49-2011</b>	Computer, Automated Teller, and Office Machine Repairers	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.
<b>49-2021</b>	Radio, Cellular, and Tower Equipment Installers and Repairers	Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.
<b>49-2022</b>	Telecommunications Equipment Installers and Repairers, Except Line Installers	Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings. Excludes "Telecommunications Line Installers and Repairers" (49-9052).
<b>49-2091</b>	Avionics Technicians	Install, inspect, test, adjust, or repair avionics equipment, such as radar, radio, navigation, and missile control systems in aircraft or space vehicles.
<b>49-2096</b>	Electronic Equipment Installers and Repairers, Motor Vehicles	Install, diagnose, or repair communications, sound, security, or navigation equipment in motor vehicles.
<b>49-2097</b>	Audiovisual Equipment Installers and Repairers	Install, repair, or adjust audio or television receivers, stereo systems, camcorders, video systems, or other electronic entertainment equipment in homes or other venues. May perform routine maintenance. Excludes "Audio and Video Technicians" (27-4011).
<b>49-3011</b>	Aircraft Mechanics and Service Technicians	Diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Excludes "Avionics Technicians" (49-2091).
<b>49-3021</b>	Automotive Body and Related Repairers	Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes "Automotive Glass Installers and Repairers" (49-3022) and "Coating, Painting, and Spraying Machine Setters, Operators, and Tenders" (51-9124).
<b>49-3022</b>	Automotive Glass Installers and Repairers	Replace or repair broken windshields and window glass in motor vehicles.



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-3023</b>	Automotive Service Technicians and Mechanics	Diagnose, adjust, repair, or overhaul automotive vehicles. Excludes “Automotive Body and Related Repairers” (49-3021), “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).
<b>49-3031</b>	Bus and Truck Mechanics and Diesel Engine Specialists	Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.
<b>49-3042</b>	Mobile Heavy Equipment Mechanics, Except Engines	Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031) and “Rail Car Repairers” (49-3043).
<b>49-3051</b>	Motorboat Mechanics and Service Technicians	Repair and adjust electrical and mechanical equipment of inboard or inboard-outboard boat engines. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031).
<b>49-3053</b>	Outdoor Power Equipment and Other Small Engine Mechanics	Diagnose, adjust, repair, or overhaul small engines used to power lawn mowers, chain saws, recreational sporting equipment, and related equipment.
<b>49-3093</b>	Tire Repairers and Changers	Repair and replace tires.
<b>49-9021</b>	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.
<b>49-9031</b>	Home Appliance Repairers	Repair, adjust, or install all types of electric or gas household appliances, such as refrigerators, washers, dryers, and ovens.
<b>49-9041</b>	Industrial Machinery Mechanics	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans. Excludes “Mobile Heavy Equipment Mechanics, Except Engines” (49-3042), and “Maintenance Workers, Machinery” (49-9043).
<b>49-9043</b>	Maintenance Workers, Machinery	Lubricate machinery, change parts, or perform other routine machinery maintenance. Excludes “Maintenance and Repair Workers, General” (49-9071).
<b>49-9051</b>	Electrical Power-Line Installers and Repairers	Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy duty transmission towers. Excludes “Electrical and Electronics Repairers, Powerhouse, Substation, and Relay” (49-2095).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>49-9052</b>	Telecommunications Line Installers and Repairers	Install and repair telecommunications cable, including fiber optics.
<b>49-9064</b>	Watch and Clock Repairers	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>	Maintenance and Repair Workers, General	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes "Facilities Managers" (11-3013) and "Maintenance Workers, Machinery" (49-9043).
<b>49-9091</b>	Coin, Vending, and Amusement Machine Servicers and Repairers	Install, service, adjust, or repair coin, vending, or amusement machines including video games, juke boxes, pinball machines, or slot machines.
<b>49-9092</b>	Commercial Divers	Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life. Excludes "Athletes and Sports Competitors" (27-2021), "Police and Sheriff's Patrol Officers" (33-3051), and "Fishing and Hunting Workers" (45-3031).
<b>49-9096</b>	Riggers	Set up or repair rigging for construction projects, manufacturing plants, logging yards, ships and shipyards, or for the entertainment industry.
<b>49-9098</b>	Helpers--Installation, Maintenance, and Repair Workers	Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.
<b>49-9099</b>	Installation, Maintenance, and Repair Workers, All Other	All installation, maintenance, and repair workers not listed separately.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-1011</b>	First-Line Supervisors of Production and Operating Workers	Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.
<b>51-2041</b>	Structural Metal Fabricators and Fitters	Fabricate, position, align, and fit parts of structural metal products. Shipfitters are included in “Layout Workers, Metal and Plastic” (51-4192).
<b>51-2051</b>	Fiberglass Laminators and Fabricators	Laminate layers of fiberglass on molds to form boat decks and hulls, bodies for golf carts, automobiles, or other products.
<b>51-2092</b>	Team Assemblers	Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them, rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Includes team leaders who work as part of the team. Assemblers who continuously perform the same task are classified elsewhere in 51-2000.
<b>51-2099</b>	Assemblers and Fabricators, All Other	All assemblers and fabricators not listed separately.
<b>51-3011</b>	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with “Chefs and Head Cooks” (35-1011).
<b>51-3021</b>	Butchers and Meat Cutters	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.
<b>51-3092</b>	Food Batchmakers	Set up and operate equipment that mixes or blends ingredients used in the manufacturing of food products. Includes candy makers and cheese makers.
<b>51-4041</b>	Machinists	Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. Machinists who primarily program or operate computer numerically controlled (CNC) equipment are classified in “Computer Numerically Controlled Tool Operators and Programmers” (51-9160).

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-8012</b>	Power Distributors and Dispatchers	Coordinate, regulate, or distribute electricity or steam.
<b>51-8013</b>	Power Plant Operators	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. Excludes “Nuclear Power Reactor Operators” (51-8011).
<b>51-8031</b>	Water and Wastewater Treatment Plant and System Operators	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.
<b>51-8092</b>	Gas Plant Operators	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.
<b>51-8099</b>	Plant and System Operators, All Other	All plant and system operators not listed separately.
<b>51-9021</b>	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.
<b>51-9061</b>	Inspectors, Testers, Sorters, Samplers, and Weighers	Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.
<b>51-9071</b>	Jewelers and Precious Stone and Metal Workers	Design, fabricate, adjust, repair, or appraise jewelry, gold, silver, other precious metals, or gems. Includes diamond polishers and gem cutters, and persons who perform precision casting and modeling of molds, casting metal in molds, or setting precious and semiprecious stones for jewelry and related products.
<b>51-9081</b>	Dental Laboratory Technicians	Construct and repair full or partial dentures or dental appliances. Excludes “Dental Assistants” (31-9091).
<b>51-9083</b>	Ophthalmic Laboratory Technicians	Cut, grind, and polish eyeglasses, contact lenses, or other precision optical elements. Assemble and mount lenses into frames or process other optical elements. Includes precision lens polishers or grinders, centerer-edgers, and lens mounters. Excludes “Opticians, Dispensing ” (29-2081).
<b>51-9111</b>	Packaging and Filling Machine Operators and Tenders	Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products.
<b>51-9151</b>	Photographic Process Workers and Processing Machine Operators	Perform work involved in developing and processing photographic images from film or digital media. May perform precision tasks such as editing photographic negatives and prints.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

<b>Detailed Code</b>	<b>Title</b>	<b>Definition</b>
<b>51-9193</b>	Cooling and Freezing Equipment Operators and Tenders	Operate or tend equipment such as cooling and freezing units, refrigerators, batch freezers, and freezing tunnels, to cool or freeze products, food, blood plasma, and chemicals.
<b>51-9198</b>	Helpers--Production Workers	Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment. Apprentice workers are classified in the appropriate production occupations (51-0000).
<b>51-9199</b>	Production Workers, All Other	All production workers not listed separately. Excludes "Packers and Packagers, Hand" (53-7064).
<b>53-1041</b>	Aircraft Cargo Handling Supervisors	Supervise and coordinate the activities of ground crew in the loading, unloading, securing, and staging of aircraft cargo or baggage. May determine the quantity and orientation of cargo and compute aircraft center of gravity. May accompany aircraft as member of flight crew and monitor and handle cargo in flight, and assist and brief passengers on safety and emergency procedures. Includes loadmasters.
<b>53-1042</b>	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Directly supervise and coordinate the activities of helpers, laborers, or material movers, hand.
<b>53-1043</b>	First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers.
<b>53-1044</b>	First-Line Supervisors of Passenger Attendants	Supervise and coordinate activities of passenger attendants. Includes supervisors of "Flight Attendants" (53-2031).
<b>53-1049</b>	First-Line Supervisors of Transportation Workers, All Other	All first-line supervisors of transportation workers not listed separately.
<b>53-2012</b>	Commercial Pilots	Pilot and navigate the flight of fixed-wing aircraft on nonscheduled air carrier routes, or helicopters. Requires Commercial Pilot certificate. Includes charter pilots with similar certification, and air ambulance and air tour pilots. Excludes regional, national, and international airline pilots. Excludes "Electro-Mechanical and Mechatronics Technologists and Technicians" (17-3024).
<b>53-2022</b>	Airfield Operations Specialists	Ensure the safe takeoff and landing of commercial and military aircraft. Duties include coordination between air-traffic control and maintenance personnel, dispatching, using airfield landing and navigational aids, implementing airfield safety procedures, monitoring and maintaining flight records, and applying knowledge of weather information.

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

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

**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

Detailed Code	Title	Definition
		hold government-issued certification and tankerman certification when working aboard liquid-carrying vessels. Includes able seamen and ordinary seamen.
53-5021	Captains, Mates, and Pilots of Water Vessels	Command or supervise operations of ships and water vessels, such as tugboats and ferryboats. Required to hold license issued by U.S. Coast Guard. Excludes "Motorboat Operators" (53-5022).
53-5022	Motorboat Operators	Operate small motor-driven boats. May assist in navigational activities.
53-6021	Parking Attendants	Park vehicles or issue tickets for customers in a parking lot or garage. May park or tend vehicles in environments such as a car dealership or rental car facility. May collect fee.
53-6031	Automotive and Watercraft Service Attendants	Service automobiles, buses, trucks, boats, and other automotive or marine vehicles with fuel, lubricants, and accessories. Collect payment for services and supplies. May lubricate vehicle, change motor oil, refill antifreeze, or replace lights or other accessories, such as windshield wiper blades or fan belts. May repair or replace tires. Excludes "Cashiers" (41-2011).
53-6032	Aircraft Service Attendants	Service aircraft with fuel. May de-ice aircraft, refill water and cooling agents, empty sewage tanks, service air and oxygen systems, or clean and polish exterior.
53-6051	Transportation Inspectors	Inspect equipment or goods in connection with the safe transport of cargo or people. Includes rail transportation inspectors, such as freight inspectors, rail inspectors, and other inspectors of transportation vehicles not elsewhere classified. Excludes "Transportation Security Screeners" (33-9093).
53-6099	Transportation Workers, All Other	All transportation workers not listed separately.
53-7011	Conveyor Operators and Tenders	Control or tend conveyors or conveyor systems that move materials or products to and from stockpiles, processing stations, departments, or vehicles. May control speed and routing of materials or products.
53-7021	Crane and Tower Operators	Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions.
53-7051	Industrial Truck and Tractor Operators	Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Excludes "Logging Equipment Operators" (45-4022).



**Table C. SOC Detailed Title Definitions, 2024 PWS, CNMI**

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



**APPENDIX D:  
2024 CNMI PWS DATA FIELDS AND ONLINE FORMS**

This appendix shows a brief description of the 2024 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 2024 PWS online forms.



# 2024 Prevailing Wage Survey Data Definitions and Instructions

Central Statistics Division, Department of Commerce, CNMI

February 11, 2024

This short document briefly describes the 2024 PWS Survey (PWS) and defines/describes selected data fields in the survey.

**The 2024 Prevailing Wage Study Survey.** Several rounds of the PWS surveys have been completed since 2011 in the CNMI. This 2024 PWS survey is the sixth annual survey under the Northern Mariana Islands U.S. Workforce Act of 2018 and is the fifth time that the survey data collection was 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 exist in the CNMI in 2024. Like the past PWS surveys, the results of the 2024 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 2024.** It is important to note that the 2024 PWS is requesting employee data for one full or complete pay period for the month of February 2024.

**Data Fields for the 2024 PWS Survey.** This round of the PWS asks for data points for fields necessary for a successful survey for 2024 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 provide the same data points appropriately for this year.

**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 2024 PWS Online Forms:

## Register your Company/Business

Because we take the privacy of parties involved in the Prevailing Wage Survey (PWS), please 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 2023 Prevailing Wage Study is mandated by the 2018 CNMI Workforce Act – this survey will gather and compile occupational titles and wage statistics from public and private sectors in the CNMI for CW1 and PERM/H-1B and H-2B labor certification application determination and approval.

This Study is conducted and published on an annual basis.

#### CONFIDENTIALITY OF INFORMATION/DATA

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

I agree to this Non-Disclosure Agreement.

Continue

You must click "agree" above to continue.

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

## COMPANY REGISTRATION FORM

Company Name\* 

Company Email Address\* 

Username \* 

Password \* 

Confirm Password\* 

[Register](#)

[Exit](#)

**Next:** Complete Your Company's Information >



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

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

Company Phone Number\*



+1 ▾ (XXX) XXX-XXXX

Company Mailing Address

Street or P.O. Box\*



City/Village\*



Island/Territory/State\*



Country\*



ZIP Code/Postal Code\*



Name of Contact Person (CP)\*



CP Phone\*



+1 ▾ (XXX) XXX-XXXX

CP Email\*



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



Submit

[Exit](#)

# DBA Form

DBA stands for "Doing Business As".

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

## Enter a DBA's Information

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

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

2. NAICS Code\*



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

3. Island\*



4. Village(s)



5. Total Employee Count\*



6. Business License Number



7. Pay Period\*



Weekly  Biweekly  Monthly

8. Beginning Date of Pay Period\*



9. Ending Date of Pay Period\*



10. Overtime pay rate



Submit

[Exit](#)

# Employee Form

**The Employee Data Requested is for One Complete Pay Period in February 2024.** It is important to note that the 2024 PWS is requesting for individual employee data for one full or complete pay period during the month of February 2024. 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