



THE 2025 PREVAILING WAGE STUDY
COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE
CENTRAL STATISTICS DIVISION

MAY 31, 2025

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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 share the results of the 2025 Prevailing Wage Study (PWS). This comprehensive report presents the findings of the 2025 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 501 titles captured by the survey in the CNMI economy in 2025.
2. **Appendix B:** Provides a sample ETA Form 9165.

3. **Appendix C:** Lists the definitions of the 501 Detailed Titles found in the 2025 PWS.
4. **Appendix D:** Displays the 2025 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,



REMEDIO C. MAFNAS
Department of Commerce, Secretary

INTRODUCTION

This report documents the findings of the 2025 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 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 2025 study are also discussed. There are four appendices to this report: Appendix A contains the Hourly Wage Statistics for the 501 Detailed Titles under the Standard Occupational Classification (SOC) captured by the study this year; Appendix B shows a sample ETA Form 9165 using the 2025 PWS hourly wage statistics; Appendix C lists the definitions of the 501 Titles found in the 2025 PWS; and Appendix D shows the 2025 PWS Online data collection forms. This is the sixth round of the CNMI PWS where the survey data collection was done via an online portal. The data cleaning, processing, tabulation, analysis, and reporting follow those of the past rounds of this study.

BACKGROUND AND PURPOSE

This year's study is the 10th round of the Prevailing Wage Study in the Commonwealth. The 2025 PWS is the 7th time the study was conducted to meet the requirements of the [Northern Mariana Islands U.S. Workforce Act of 2018](#). The 2025 results are going to be used when applying for foreign worker visas—CW1, H1Bs and others—for the period July 1, 2025, through June 30, 2026. Funding for the 2025 PWS was provided for by the US Department of the Interior's Office of Insular Affairs (US DOI – OIA).

The purpose of the study 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 2025 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 2025 PWS was the month of February 2025. The study asked employers to submit wages and other related data based on payroll data from the month of February 2025.

THE METHODOLOGY

CENSUS OF EMPLOYERS AND EMPLOYEES

All CNMI employers and employees in the private and the public sectors were targeted in the 2025 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 2025 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 2025 PWS is the sixth year an online portal was the primary mode of collecting survey data from employers in the Commonwealth. In January of 2025, CSD and DataTalks worked with GuamWEBZ, a Guam-based company, to update the web portal used to collect data for the study. Also, In

January, two office data clerks came on board for the project. The two clerks were trained on how the PWS portal is used to collect survey data from employers. The two clerks were also trained and tasked to verify directory information for companies that were in the portal before data collection started for 2025 survey.

The marketing campaign for this year's survey was the same as previous rounds: CSD announced the 2025 PWS data collection with a press release by the Governor's Office which was published in the only CNMI newspaper outlet and on the Department's website. The Central Statistics Division 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. Also, when the two clerks were verifying company information and operation status, they informed the companies about the data collection period beginning March 1, 2025.

The data collection period started on March 1st and ended on March 31, 2025. The portal remained open through the end of April for follow up and data validation. The two office clerks assisted companies submit surveys on a daily basis, tracked the survey progress, reviewed employer data submissions, and called back companies and organization to validate data.

Brevo, an email campaign web service, was used to send emails directly to companies and organizations for the PWS Survey. The first email campaign was sent out on February 28, 2025, that informed employers of the start date of the PWS survey and asked everyone to participate. The second direct email was sent on March 15, 2025, thanking those who have submitted surveys and encouraging others to submit their own surveys. Another direct email was sent to business organizations, asking them to encourage members to submit their company surveys. 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 2025 PWS utilized the same techniques and procedures used in prior rounds of the study 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 display of findings.

CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA

The data collection process for the 2025 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. 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 a 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 reviewing, 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 forms and/or records to anyone, including the "owner" of the forms/records, and CSD is liable for any breach of confidentiality.

THE 2025 PWS QUESTIONS (OR DATA FIELDS)

Since 2020, 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 MS Excel format. The [PWS Online Portal](#) has three related

forms that each company or organization was required to complete for the 2025 PWS survey: 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 a company was engaged in. And the Employee form collects 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 2025 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 2025 PWS

TOTAL ESTABLISHMENTS REGISTERED IN THE PORTAL

At the conclusion of the 2025 data collection period, a total of 1,254 companies and organizations had registered in the PWS Portal. In January 2025, before the start of this year's survey, 1,183 companies had enrolled in the PWS portal since 2020. During the 2025 survey, 71 new companies enrolled in the portal. For this year's survey, two clerks were hired, trained, and tasked to verify companies registered in the survey portal prior to the start of survey. The two were able to contact and verified the company information and operation status of 873 companies out of the 1,183 total, but were not able verify the other 310 companies-- phone calls and email were not returned. Of the 873 that were verified, 638 had employees, 37 were active with zero employees, and 198 were no longer active. The no longer active figure included duplicated companies. A few companies created another account in the portal resulting in duplicated companies.

NUMBER OF EMPLOYERS AND EMPLOYEES USED IN PRODUCING HOURLY WAGE STATISTICS

Of 638 verified companies in the portal, 455 submitted surveys. Of the 310 companies that were not verified, 68 submitted surveys. In 2025, 45 of the 71 new companies that enrolled in the PWS portal reported employees while 26 reported zero employees. See Table S.1 for details.

The clean data set used in producing the hourly wage statistics for this report contains a total of 568 employers and a total of 12,996 employees. The CNMI's overall mean hourly wage was \$15.24 while the median was \$11.21 in 2025.

Table S.1 2025 PWS Survey Response Summary

Category	Count of Companies Registered in the PWS Portal To-Date	Count of Employers Reporting in 2025	Count of Employees Reported in 2025	Mean Hourly Wage	Median Hourly Wage
Grand Total	1,254	568	12,996	\$15.24	\$11.21
Registered in Previous Years	1,183	523	12,702	\$15.34	\$11.25
Verified	873	455	11,876	\$15.41	\$11.25
Active with employees	638	455	11,876	\$15.41	\$11.25
Active with zero employee	37	—	—	—	—
Not active anymore	198	—	—	—	—
Not Verified	310	68	826	\$14.34	\$10.47
Registered in 2025	71	45	294	\$11.22	\$9.19

HOURLY WAGE STATISTICS BY EMPLOYER SIZE

The shape of the percentage distribution of total employers and the percent distribution of total of employees by employer size remained similar to previous years: employers in the CNMI in the 2025 PWS were mostly small employers. About 43% of total employers employed less than 5 employees, about 4% of total employees; cumulatively, about 69% of all employers employed less than 10 employees, about 12% of total employees; and 93% had less than 50 employees employing about 32% of total employees. Only about 7% of all employers employed 50 or more 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 (\$17.07) and was lowest in the 50 to 99 employer group (\$12.56). See Table 1.0 for details.

Chart 1.0 Percentage of Total Employers vs Percentage of Total Employees: 2025 PWS, CNMI

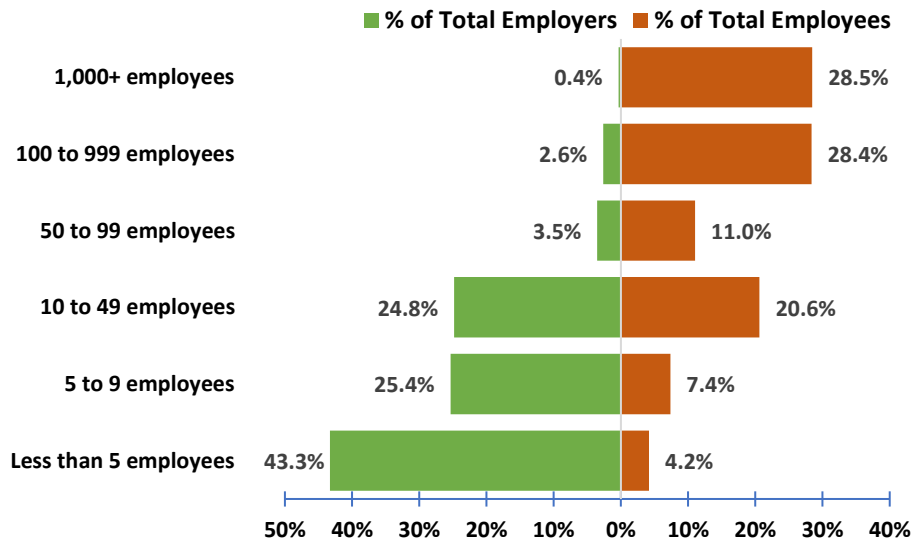


Table 1.0 Hourly Wage Statistics by Employer Size: 2025 PWS, CNMI

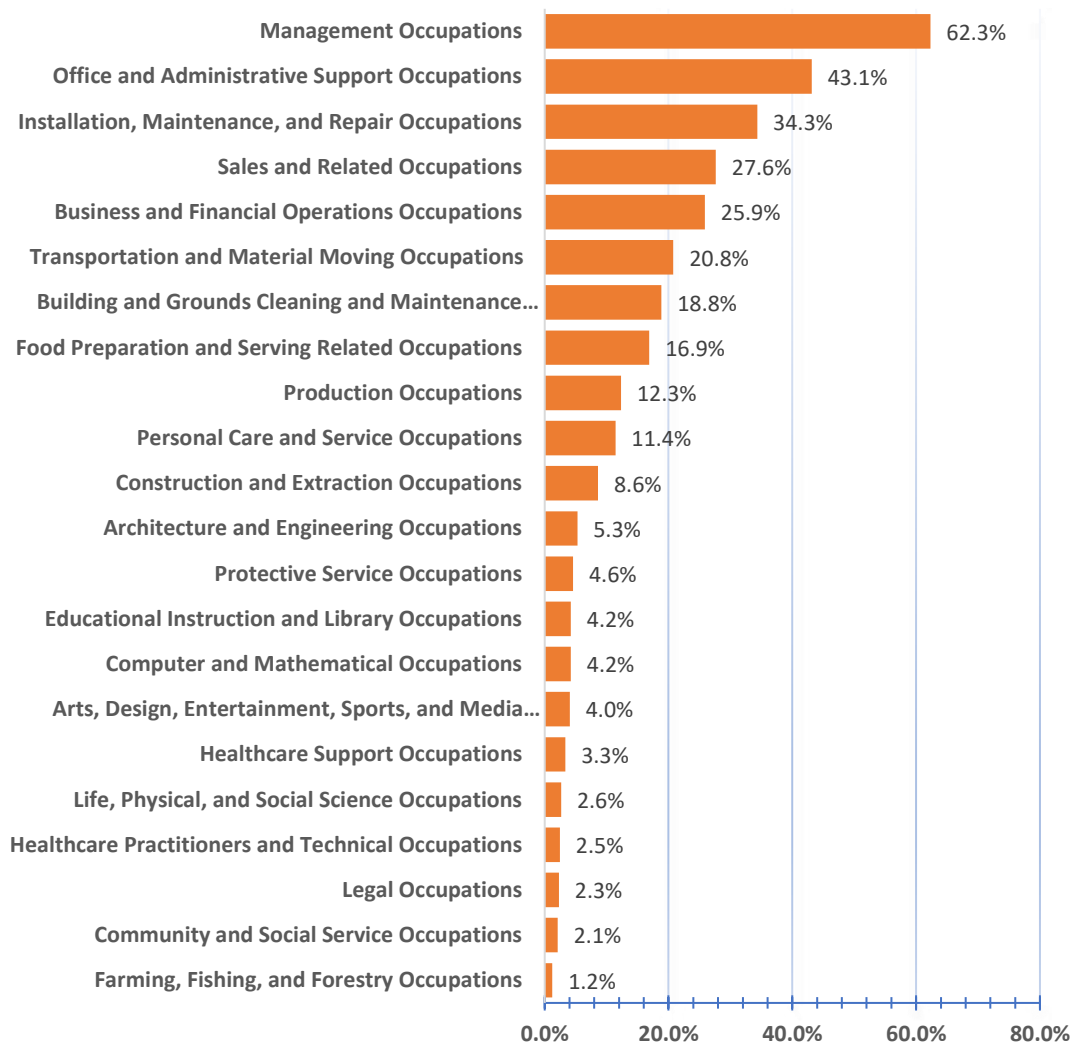
Employer Size	Count of Employers	Percentage of Total Employers	Cummulative % of Total Employers	Count of Employees	Percentage of Total Employees	Cummulative % of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	568	100.0%	--	12,996	100.0%	--	\$15.24	\$11.21
Less than 5 employees	246	43.3%	43.3%	543	4.2%	4.2%	\$13.08	\$10.00
5 to 9 employees	144	25.4%	68.7%	957	7.4%	11.5%	\$12.67	\$9.75
10 to 49 employees	141	24.8%	93.5%	2,680	20.6%	32.2%	\$12.89	\$9.54
50 to 99 employees	20	3.5%	97.0%	1,433	11.0%	43.2%	\$12.56	\$9.54
100 to 999 employees	15	2.6%	99.6%	3,685	28.4%	71.5%	\$17.15	\$11.11
1,000+ employees	2	0.4%	100.0%	3,698	28.5%	100.0%	\$17.07	\$14.42

HOURLY WAGE STATISTICS BY SOC MAJOR TITLES

Employers by SOC Major Titles

About 62% of all employers in the 2025 PWS reported Management Occupations; about 43% had Office and Administrative Support Occupations; about 34% had Installation, Maintenance, and Repair occupations. About 1% reported Farming, Fishing, and Forestry occupations See Chart 2.a for details.

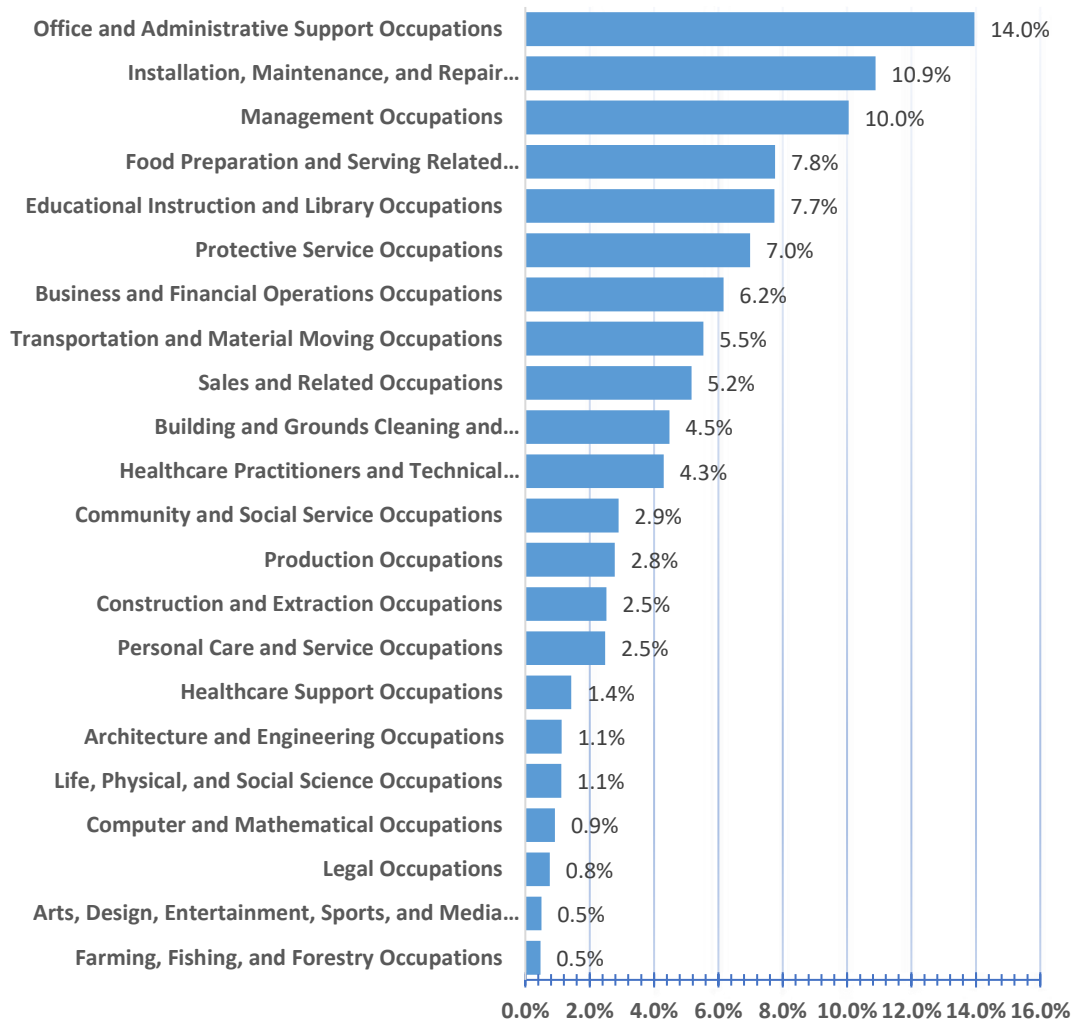
**Chart 2.a Percentage of Total Employers by SOC Major Titles:
2025 PWS, CNMI**



Employees by SOC Major Titles

Office and Administrative Support Occupations had the largest share (about 14%) of total employees reported in the 2025 PWS; followed by Installation, Maintenance, and Repair Occupations (10.9%), Management Occupations (10%); Food Preparation and Serving Related and Occupations and Educational Instruction and Library Occupations (about 8%); and protective Service Occupations (7%). Farming, Fishing, and Forestry Occupations had the least share of total employees. See Chart 2.b for details.

**Chart 2.b Percentage of Total Employees by SOC Major Titles:
2025 PWS, CNMI**



Mean Hourly Wage by SOC Major Titles

Healthcare Practitioners and Technical Occupations had the highest mean hourly wage (\$38.82) in 2025, followed by Legal Occupations (\$28.76), and Managerial Occupations (\$25.02) while Building and Grounds Cleaning and Maintenance Occupations had the lowest mean hourly wage (\$8.74). See Chart 2.c below for details.

**Chart 2.c Mean Hourly Wage by SOC Major Titles:
2025 PWS, CNMI**

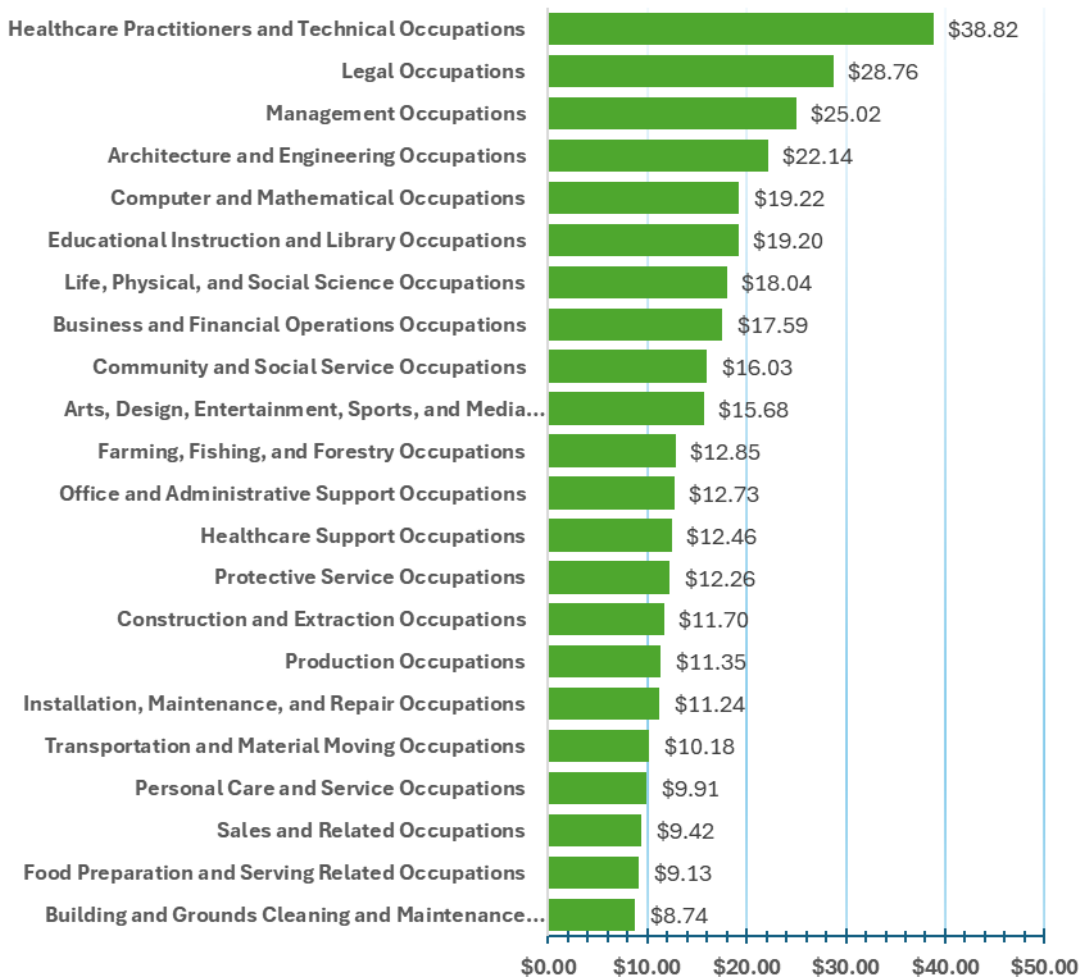


Table 2.0 below shows the count of employers, the count of employees, and the mean and the median hourly wages by SOC Major Titles in the Commonwealth in 2025.

Table 2.0 Hourly Wage Statistics by SOC Major Titles: 2025 PWS, CNMI

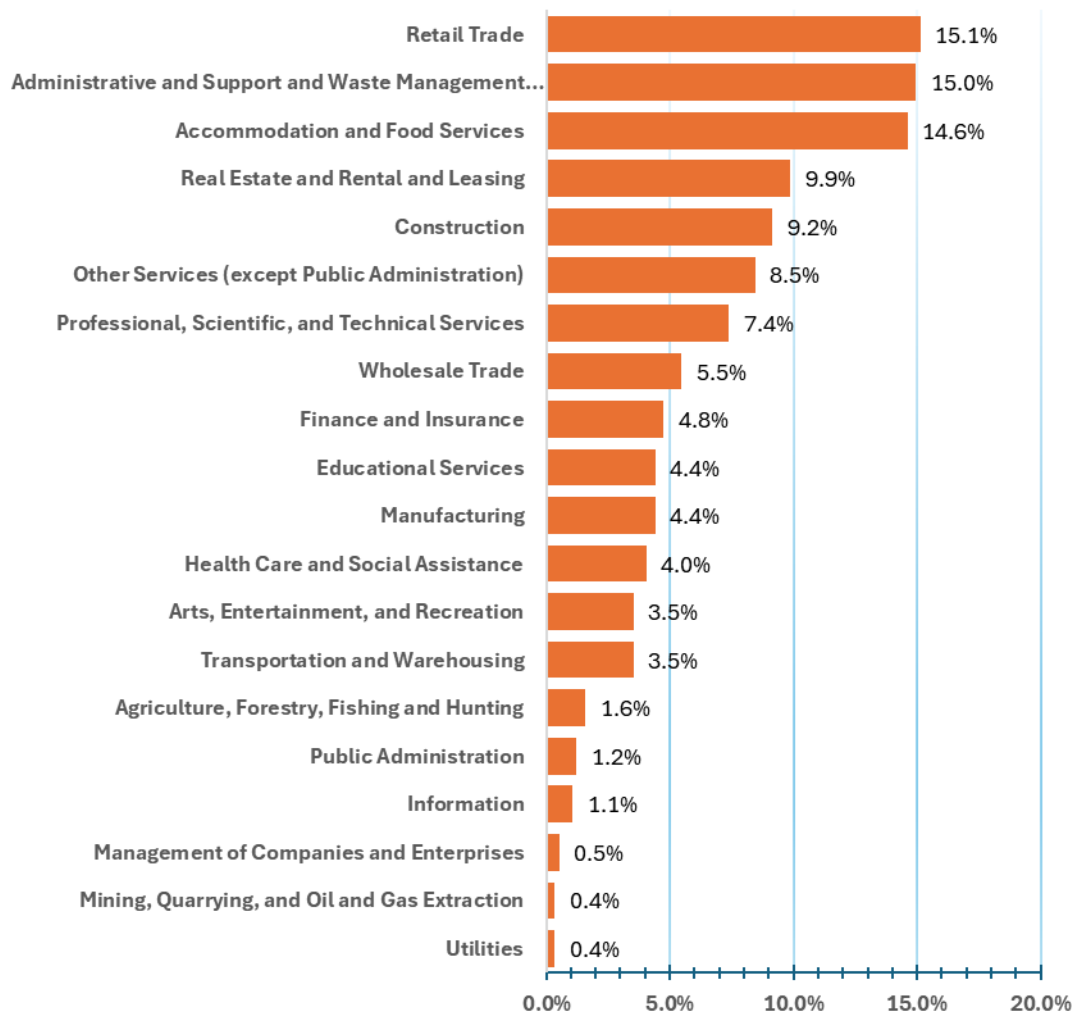
SOC Major Title	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
Architecture and Engineering Occupations	30	5.3%	147	1.1%	\$22.14	\$18.92
Arts, Design, Entertainment, Sports, and Media Occupat	23	4.0%	65	0.5%	\$15.68	\$13.27
Building and Grounds Cleaning and Maintenance Occup	107	18.8%	582	4.5%	\$8.74	\$8.00
Business and Financial Operations Occupations	147	25.9%	800	6.2%	\$17.59	\$16.83
Community and Social Service Occupations	12	2.1%	376	2.9%	\$16.03	\$14.27
Computer and Mathematical Occupations	24	4.2%	120	0.9%	\$19.22	\$16.32
Construction and Extraction Occupations	49	8.6%	328	2.5%	\$11.70	\$10.75
Educational Instruction and Library Occupations	24	4.2%	1,006	7.7%	\$19.20	\$16.88
Farming, Fishing, and Forestry Occupations	7	1.2%	61	0.5%	\$12.85	\$11.81
Food Preparation and Serving Related Occupations	96	16.9%	1,008	7.8%	\$9.13	\$8.39
Healthcare Practitioners and Technical Occupations	14	2.5%	559	4.3%	\$38.82	\$22.22
Healthcare Support Occupations	19	3.3%	186	1.4%	\$12.46	\$11.46
Installation, Maintenance, and Repair Occupations	195	34.3%	1,414	10.9%	\$11.24	\$9.54
Legal Occupations	13	2.3%	99	0.8%	\$28.76	\$28.85
Life, Physical, and Social Science Occupations	15	2.6%	145	1.1%	\$18.04	\$15.07
Management Occupations	354	62.3%	1,306	10.0%	\$25.02	\$21.67
Office and Administrative Support Occupations	245	43.1%	1,813	14.0%	\$12.73	\$11.25
Personal Care and Service Occupations	65	11.4%	322	2.5%	\$9.91	\$8.08
Production Occupations	70	12.3%	361	2.8%	\$11.35	\$9.00
Protective Service Occupations	26	4.6%	908	7.0%	\$12.26	\$11.25
Sales and Related Occupations	157	27.6%	671	5.2%	\$9.42	\$8.50
Transportation and Material Moving Occupations	118	20.8%	719	5.5%	\$10.18	\$8.75

HOURLY WAGE STATISTICS BY MAJOR INDUSTRY

Employers by Major Industry

About 15% of total employers in the 2025 PWS were in both Retail Trade and Administrative and Support and Waste Management and Remedial Services industries; another 15% were in the Accommodation and Food Services industry; about 10% were in the Real Estate and Rental and Leasing industry, and about 9% were in the Construction industry. See Chart 3.a below for details.

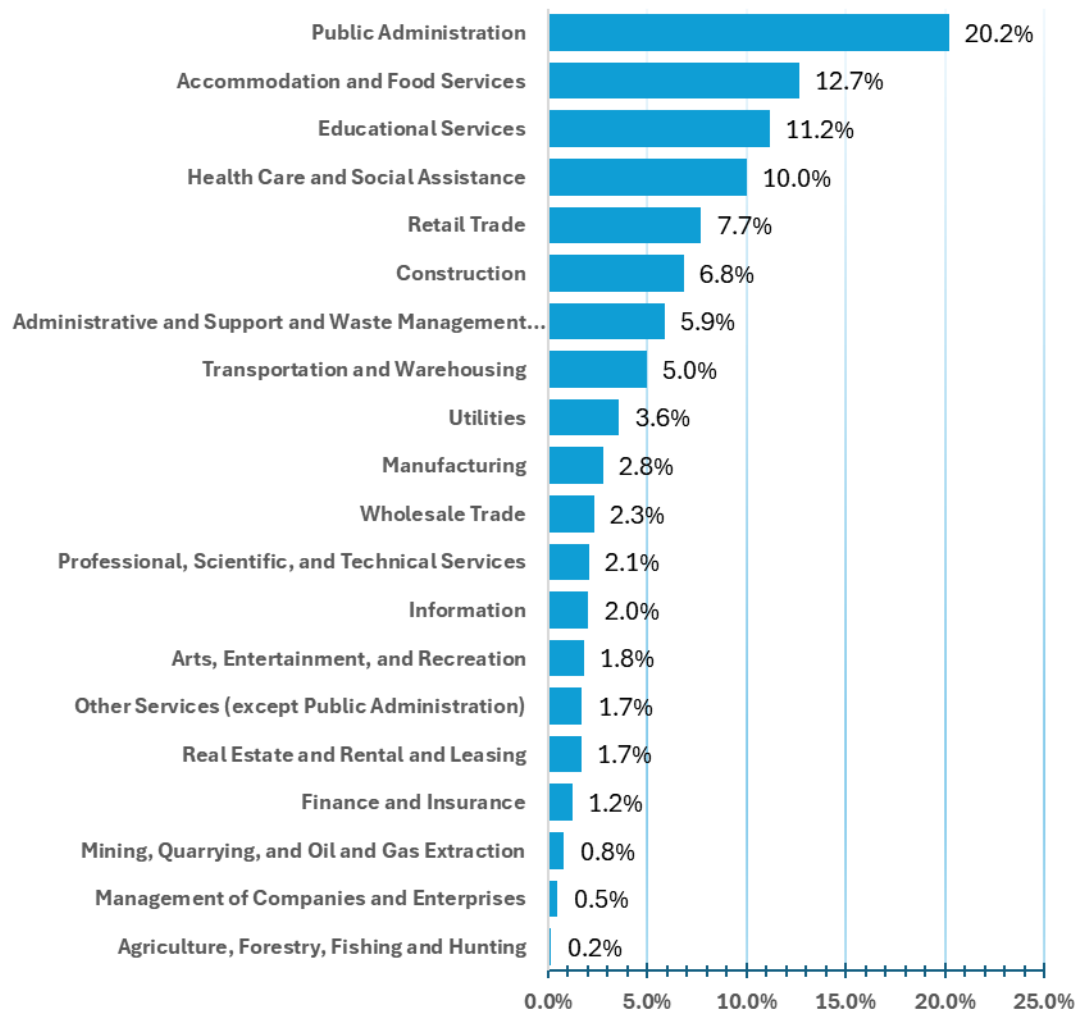
**Chart 3.a Percentage of Total Employers by Major Industries:
2025 PWS, CNMI**



Employees by Major Industry

The Public Administration had the largest share (about 20%) of total employees in the 2025 PWS, followed by Accommodation and Food Services industry (about 13%), Educational Services (about 11%), Health Care and Social Assistance (about 10%), Retail Trade (about 8%), and Construction (7%). See Chart 3.b below for details.

**Chart 3.b Percentage of Total Employees by Major Industries:
2025 PWS, CNMI**



Mean Hourly Wage by Major Industry

Health Care and Social Assistance had the highest mean hourly wage (\$26.36) in 2025, followed by Management of Companies and Enterprises industry (\$24.64, Information (\$19.16), Education Services (\$18.69), Professional, Scientific, and Technical Services (\$18.03), Finance and Insurance (\$17.68), Mining, Quarrying, and Oil and Gas Extraction (\$17.51), Utilities (\$17.12), and Public Administration (\$16.30). Agriculture, Forestry, Fishing and Hunting had the lowest mean hourly wage (\$9.16). See Chart 3.c below for details.

**Chart 3.c Mean Hourly Wage by Major Industries:
2025 PWS, CNMI**

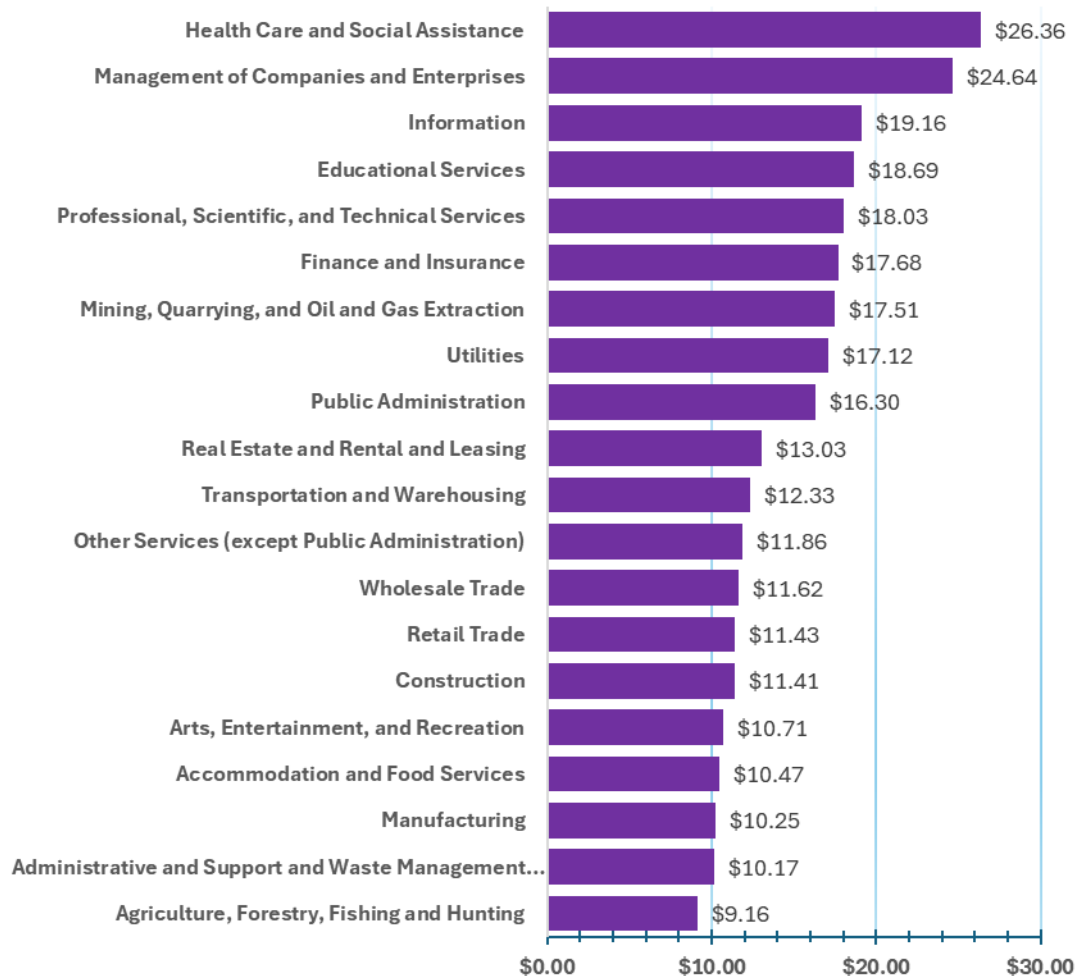


Table 3.0 below shows count of employers, count of employees, and the mean and the median hourly wages by Major Industries in the CNMI in 2025.

Table 3.0 Hourly Wage Statistics by Major Industry Titles: 2025 PWS, CNMI

Major Industry	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
Accommodation and Food Services	83	14.6%	1,646	12.7%	\$10.47	\$8.55
Administrative and Support and Waste Management and Remediation Service	85	15.0%	762	5.9%	\$10.17	\$8.55
Agriculture, Forestry, Fishing and Hunting	9	1.6%	21	0.2%	\$9.16	\$8.79
Arts, Entertainment, and Recreation	20	3.5%	232	1.8%	\$10.71	\$8.25
Construction	52	9.2%	889	6.8%	\$11.41	\$9.76
Educational Services	25	4.4%	1,453	11.2%	\$18.69	\$16.11
Finance and Insurance	27	4.8%	159	1.2%	\$17.68	\$12.98
Health Care and Social Assistance	23	4.0%	1,302	10.0%	\$26.36	\$18.01
Information	6	1.1%	262	2.0%	\$19.16	\$15.74
Management of Companies and Enterprises	3	0.5%	62	0.5%	\$24.64	\$18.95
Manufacturing	25	4.4%	360	2.8%	\$10.25	\$8.50
Mining, Quarrying, and Oil and Gas Extraction	2	0.4%	103	0.8%	\$17.51	\$15.45
Other Services (except Public Administration)	48	8.5%	220	1.7%	\$11.86	\$9.77
Professional, Scientific, and Technical Services	42	7.4%	267	2.1%	\$18.03	\$14.00
Public Administration	7	1.2%	2,631	20.2%	\$16.30	\$14.35
Real Estate and Rental and Leasing	56	9.9%	215	1.7%	\$13.03	\$9.75
Retail Trade	86	15.1%	1,002	7.7%	\$11.43	\$8.86
Transportation and Warehousing	20	3.5%	645	5.0%	\$12.33	\$10.00
Utilities	2	0.4%	465	3.6%	\$17.12	\$13.72
Wholesale Trade	31	5.5%	300	2.3%	\$11.62	\$9.43

HOURLY WAGE STATISTICS BY SECTOR

Employers by Sector

About 98% of total employers in the 2025 PWS were in the private sector while about 2% were in the public sector.

Employees by Sector

About 57% of total employees in the 2025 PWS were in the private sector while about 43% were in the public sector.

Mean Hourly Wage by Sector

The mean hourly wage in the public sector was higher (\$19.31) than the mean hourly wage in the private sector (\$12.15), see Table 4.0 below for details.

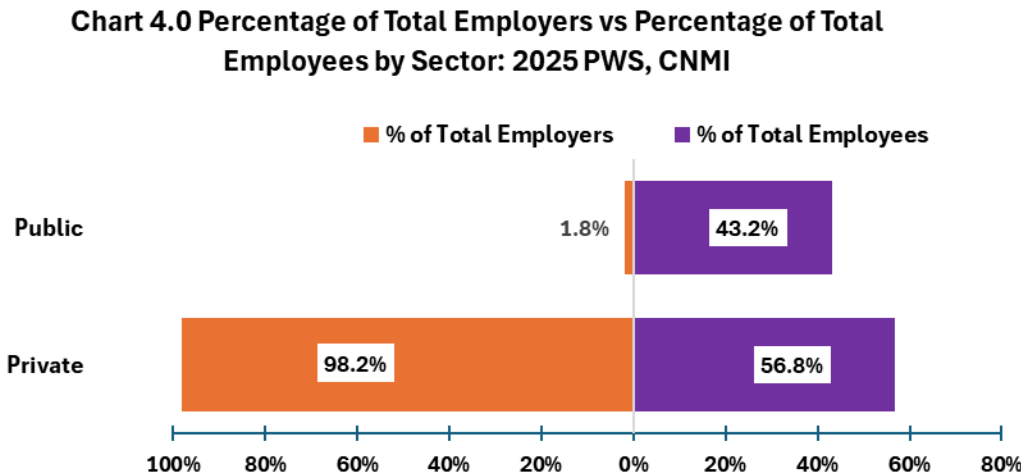


Table 4.0 Hourly Wage Statistics by Sector: 2025 PWS, CNMI

Sector	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Houly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
Private	558	98.2%	7,378	56.8%	\$12.15	\$9.54
Public	10	1.8%	5,618	43.2%	\$19.31	\$15.07

HOURLY WAGE STATISTICS BY CITIZENSHIP

Employers by Citizenship

About 71% of all employers in the 2025 PWS reported U.S. citizen employees while 89% reported non-U.S. citizens. see Table 4.0 below for details.

Employees by Citizenship

About 62% of total employees in the 2025 PWS were U.S. citizens while about 38% 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 (\$17.11) than non-U.S. citizen employees (\$12.19), see Table 5.0 below for details.

Chart 5.0 Percentage of Total Employees by Citizenship: 2025 PWS, CNMI

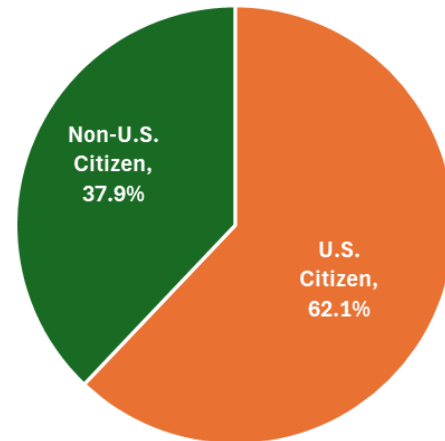


Table 5.0 Hourly Wage Statistics by Citizenship: 2025 PWS, CNMI

Citizenship	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
U.S. Citizen	401	70.6%	8,069	62.1%	\$17.11	\$13.00
Non-U.S. Citizen	506	89.1%	4,927	37.9%	\$12.19	\$9.54
Philippines	403	71.0%	3,896	30.0%	\$11.63	\$9.54
FAS	87	15.3%	310	2.4%	\$11.64	\$8.75
Korea	112	19.7%	297	2.3%	\$18.30	\$16.00
China	94	16.5%	229	1.8%	\$11.70	\$8.75
Japan	39	6.9%	63	0.5%	\$15.97	\$14.19
Bangladesh	21	3.7%	31	0.2%	\$10.12	\$8.50
Other	48	8.5%	101	0.8%	\$17.10	\$10.07

HOURLY WAGE STATISTICS BY EMPLOYMENT VISA TYPE

Employers by Visa Type

About 85% of all employers in the 2025 PWS employed U.S. citizens, about 59% employed workers with CW1 while about 56% employed Green Card holders. see Table 6.0 below for details.

Employees by Visa Type

About 74% of all employees reported in the 2025 PWS were U.S. citizens while about 18% were foreign workers on CW-1s, and about 10% were Green Card holders, see Chart 6.0 and Table 6.0 for details. Note that when it comes to classifying workers for visa type under the Northern Mariana Islands U.S. Workforce Act of 2018, citizens of the Freely Associated States (FAS) (Republic of Palau, Federated States of Micronesia, and Republic of Marshalls) and Green Card holders, are classified under U.S. Citizen.

Mean Hourly Wage by Visa Type

Generally, U.S. citizen employees had hourly wages higher (\$16.55) than employees on foreign worker visas (\$11.52), except for H1B. see Table 6.0 below for details.

Chart 6.0 Percentage of Total Employees by Visa Type: 2025 PWS, CNMI

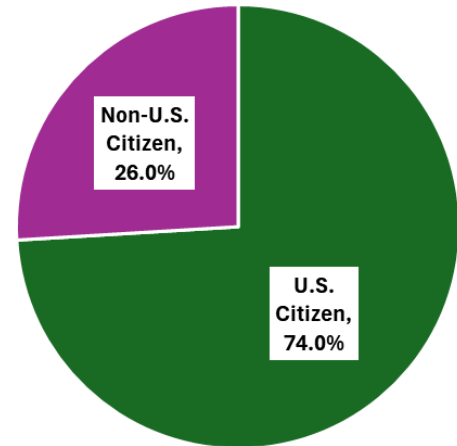


Table 6.0 Hourly Wage Statistics by Visa Types: 2025 PWS, CNMI

Visa	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Hourly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
U.S. Citizen	482	84.9%	9,623	74.0%	\$16.55	\$12.42
U.S. Citizen	401	70.6%	8,045	61.9%	\$17.12	\$13.00
Green Card	317	55.8%	1,271	9.8%	\$14.16	\$10.90
FAS	85	15.0%	307	2.4%	\$11.53	\$8.75
Non-U.S. Citizen	445	78.3%	3,373	26.0%	\$11.52	\$9.54
CW 1	336	59.2%	2,309	17.8%	\$10.77	\$9.54
EAD	255	44.9%	890	6.8%	\$11.13	\$9.25
H1B	31	5.5%	59	0.5%	\$28.51	\$21.00
Other	49	8.6%	115	0.9%	\$20.91	\$17.50

HOURLY WAGE STATISTICS BY GENDER

Employers by Gender

About 83% of all employers in the 2025 PWS employed females and about 85% employed males.

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 (\$15.73) was higher than the males’ (\$14.85), see Table 7.0 below for details.

Chart 7.0 Percentage of Total Employees by Gender: 2025 PWS, CNMI

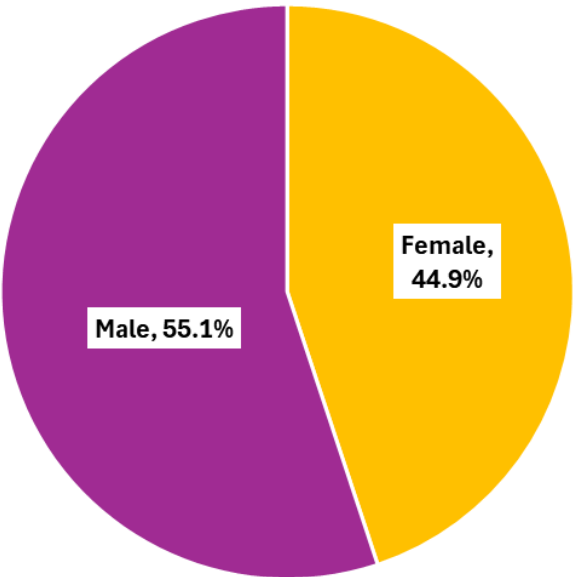


Table 7.0 Hourly Wage Statistics by Gender: 2025 PWS, CNMI

Gender	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Mean Houly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	\$15.24	\$11.21
Female	470	82.7%	5,834	44.9%	\$15.73	\$12.19
Male	484	85.2%	7,162	55.1%	\$14.85	\$10.71

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 2025 is not too different from 2024. As shown in Table 8.0 below, about 70% of total employers reported over 39 hours per week, 50% reported 32+ to 39 hours per week, 35% reported 24+ to 32 hours per week, 31% reported 16+ to 24 hours per week, 21% reported 8+ to 16 hours per week, and about 10% 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 2025 is notably different from 2024 due to the CNMI government’s installment of biweekly hours from 70 to 80 hours at the end of 2024. This increased the percentage of total employees that worked full time (over 39 hours per week) to about 73% in 2025. Cumulatively, 27% of total employees worked less than full-time (39 hours or less) while 73% worked full-time (39+ hours). See Chart 8.0 and Table 8.0 below for details.

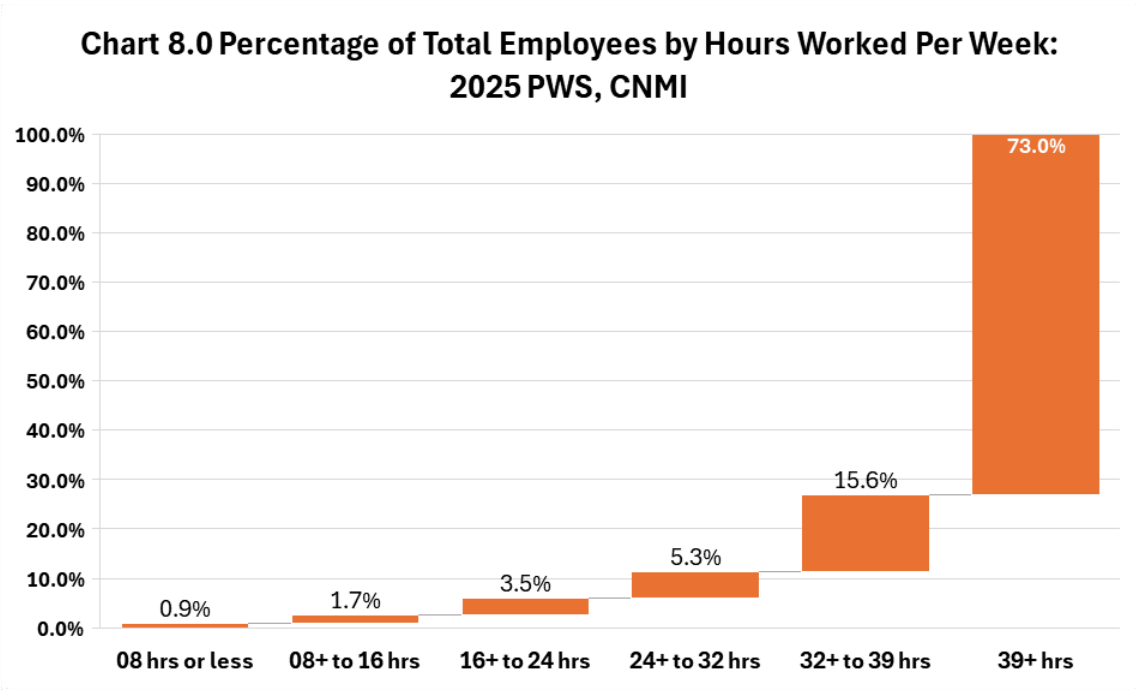


Table 8.0 Hourly Wage Statistics by Total Hours Worked Per Week: 2025 PWS, CNMI

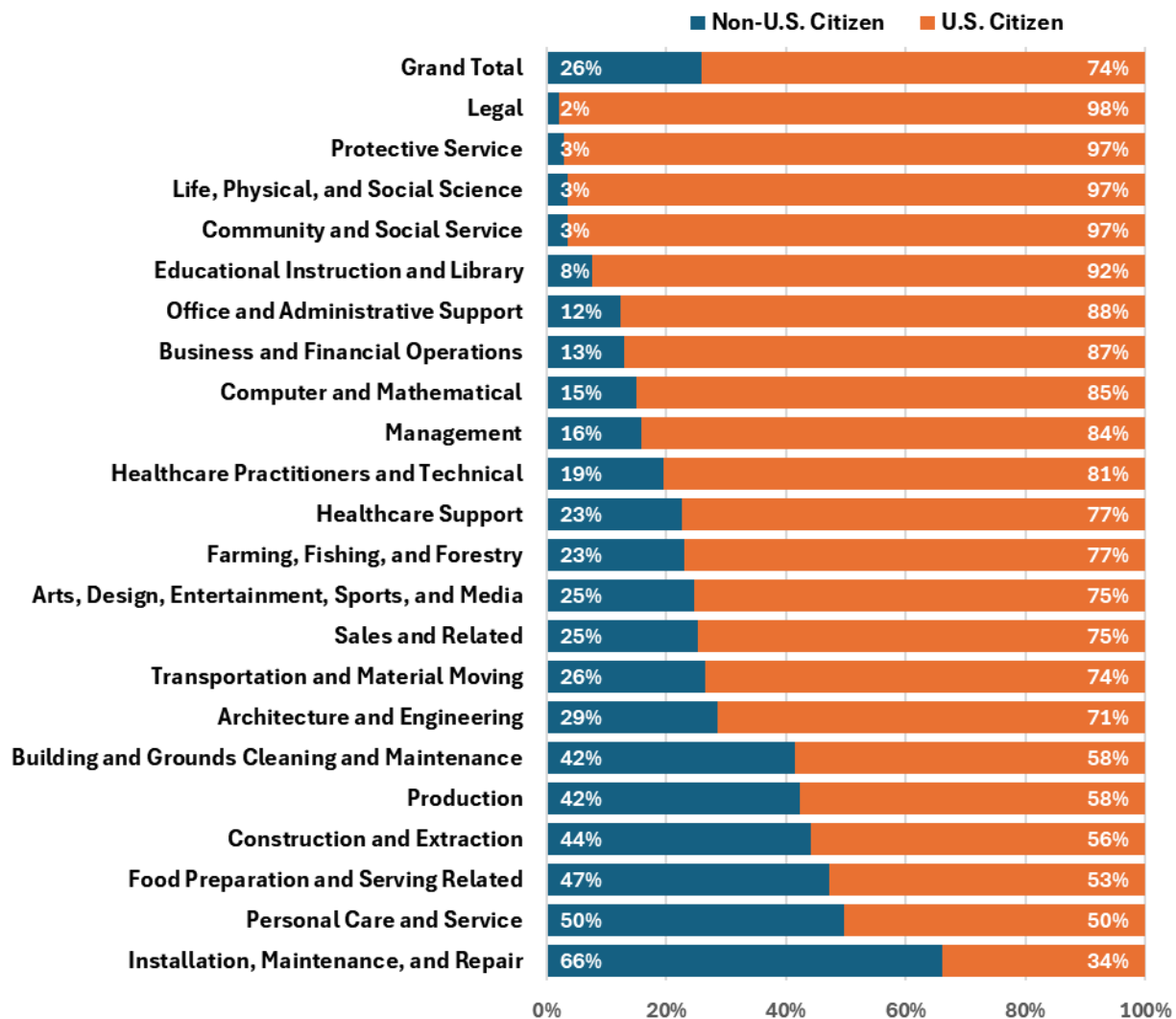
Hours Worked Per Week	Count of Employers	Percentage of Total Employers	Count of Employees	Percentage of Total Employees	Cummulative % of Total Employees	Mean Houly Wage	Median Hourly Wage
Grand Total	568	100.0%	12,996	100.0%	--	\$15.24	\$11.21
08 hrs or less	59	10.4%	116	0.9%	0.9%	\$39.02	\$15.60
08+ to 16 hrs	118	20.8%	226	1.7%	2.6%	\$13.39	\$9.00
16+ to 24 hrs	178	31.3%	451	3.5%	6.1%	\$12.47	\$9.45
24+ to 32 hrs	196	34.5%	691	5.3%	11.4%	\$10.22	\$8.50
32+ to 39 hrs	286	50.4%	2,027	15.6%	27.0%	\$10.16	\$8.60
39+ hrs	398	70.1%	9,485	73.0%	100.0%	\$16.58	\$12.80

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 in 2025, the same percentages in 2024. 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, 98% of all employees in the Legal Occupations were U.S. Citizens, only about 2% were non-U.S. Citizens. In the Installation, Maintenance, and Repair, 66% of all employees were non-U.S. Citizens while 34% 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, FSM, and the 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: 2025 PWS, CNMI**



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

Table 9.0 below shows the counts and percentages of total employees by U.S. Citizenship and by SOC Major Group Titles in the CNMI in 2025, based on the Prevailing Wage Study.

**Table 9.0 Count and Percentage of Total Employees by U.S. Citizenship and by SOC Major Titles:
2025 PWS, CNMI**

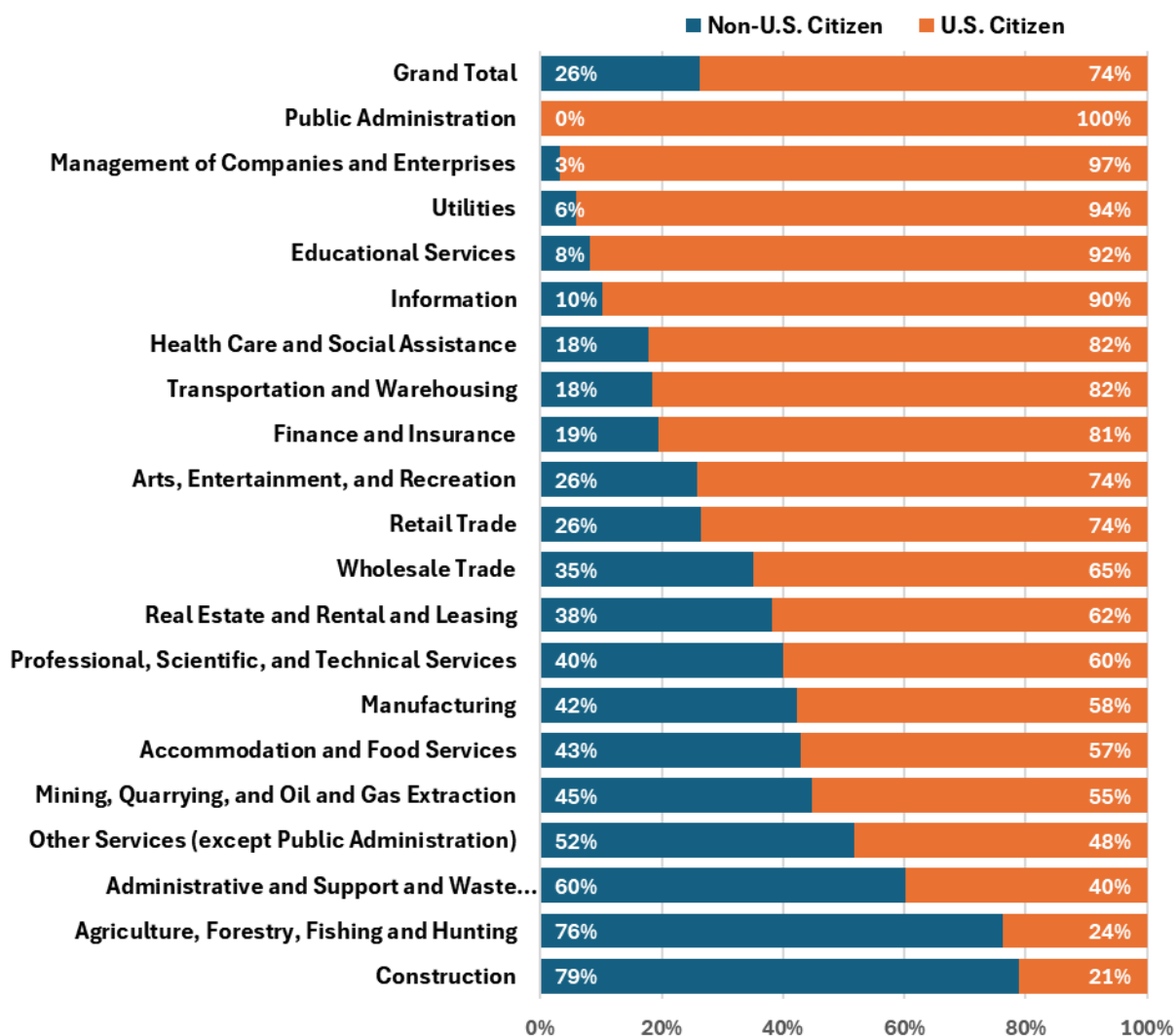
SOC Major Group Title	Count of Total Employees			Percentage of Total Employees		
	Non-U.S. Citizen	U.S. Citizen	Grand Total	None-U.S. Citizen	U.S. Citizen	Grand Total
Grand Total	3,373	9,623	12,996	26.0%	74.0%	100.0%
Architecture and Engineering Occupations	42	105	147	28.6%	71.4%	100.0%
Arts, Design, Entertainment, Sports, and Media Occupations	16	49	65	24.6%	75.4%	100.0%
Building and Grounds Cleaning and Maintenance Occupations	242	340	582	41.6%	58.4%	100.0%
Business and Financial Operations Occupations	103	697	800	12.9%	87.1%	100.0%
Community and Social Service Occupations	13	363	376	3.5%	96.5%	100.0%
Computer and Mathematical Occupations	18	102	120	15.0%	85.0%	100.0%
Construction and Extraction Occupations	145	183	328	44.2%	55.8%	100.0%
Educational Instruction and Library Occupations	77	929	1,006	7.7%	92.3%	100.0%
Farming, Fishing, and Forestry Occupations	14	47	61	23.0%	77.0%	100.0%
Food Preparation and Serving Related Occupations	477	531	1,008	47.3%	52.7%	100.0%
Healthcare Practitioners and Technical Occupations	109	450	559	19.5%	80.5%	100.0%
Healthcare Support Occupations	42	144	186	22.6%	77.4%	100.0%
Installation, Maintenance, and Repair Occupations	936	478	1,414	66.2%	33.8%	100.0%
Legal Occupations	2	97	99	2.0%	98.0%	100.0%
Life, Physical, and Social Science Occupations	5	140	145	3.4%	96.6%	100.0%
Management Occupations	208	1,098	1,306	15.9%	84.1%	100.0%
Office and Administrative Support Occupations	225	1,588	1,813	12.4%	87.6%	100.0%
Personal Care and Service Occupations	160	162	322	49.7%	50.3%	100.0%
Production Occupations	153	208	361	42.4%	57.6%	100.0%
Protective Service Occupations	27	881	908	3.0%	97.0%	100.0%
Sales and Related Occupations	169	502	671	25.2%	74.8%	100.0%
Transportation and Material Moving Occupations	190	529	719	26.4%	73.6%	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 2022), 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 Construction, Agriculture, Forestry, Fishing and Hunting, Administrative and Support and Waste Management and Remediation Services, and in Other Services. For example, 100% of all employees in Public Administration were U.S. Citizens. In the Construction industry, 79% of total employees were non-U.S. citizens while 21% U.S. were U.S. citizens and in Agriculture, Forestry, Fishing and Hunting, 76% of all employees were non-U.S. Citizens while 24% were U.S. Citizens

Chart 10.0 Percentage of Total Employees by U.S. Citizenship and by Major Industries: 2025 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 2025, based on the Prevailing Wage Study.

Table 10.0 Count and Percentage of Total Employees by U.S. Citizenship and by Major Industries: 2025 PWS, CNMI

Major Industries	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
Grand Total	3,373	9,623	12,996	26.0%	74.0%	100.0%
Accommodation and Food Services	707	939	1,646	43.0%	57.0%	100.0%
Administrative and Support and Waste Management and Remediation Services	458	304	762	60.1%	39.9%	100.0%
Agriculture, Forestry, Fishing and Hunting	16	5	21	76.2%	23.8%	100.0%
Arts, Entertainment, and Recreation	60	172	232	25.9%	74.1%	100.0%
Construction	701	188	889	78.9%	21.1%	100.0%
Educational Services	120	1,333	1,453	8.3%	91.7%	100.0%
Finance and Insurance	31	128	159	19.5%	80.5%	100.0%
Health Care and Social Assistance	231	1,071	1,302	17.7%	82.3%	100.0%
Information	27	235	262	10.3%	89.7%	100.0%
Management of Companies and Enterprises	2	60	62	3.2%	96.8%	100.0%
Manufacturing	152	208	360	42.2%	57.8%	100.0%
Mining, Quarrying, and Oil and Gas Extraction	46	57	103	44.7%	55.3%	100.0%
Other Services (except Public Administration)	114	106	220	51.8%	48.2%	100.0%
Professional, Scientific, and Technical Services	107	160	267	40.1%	59.9%	100.0%
Public Administration	3	2,628	2,631	0.1%	99.9%	100.0%
Real Estate and Rental and Leasing	82	133	215	38.1%	61.9%	100.0%
Retail Trade	265	737	1,002	26.4%	73.6%	100.0%
Transportation and Warehousing	119	526	645	18.4%	81.6%	100.0%
Utilities	27	438	465	5.8%	94.2%	100.0%
Wholesale Trade	105	195	300	35.0%	65.0%	100.0%

HOURLY WAGE STATISTICS BY SOC DETAILED TITLES

The 12,996 employees in the 2025 PWS clean dataset were classified into 501 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 79 Detailed Titles met this rule in the 2025 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, 408 of the 501 Titles in 2025 PWS had hourly wage statistics that can be used when applying for visas. *Table A1. Hourly Wage Statistics by SOC Detailed Titles: 2025 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 408 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 2025 PWS cannot be used as the source for prevailing wage rate when applying for a visa.

CHALLENGES AND LIMITATIONS

CHALLENGES

Economic Condition. To-date, the macroeconomic condition in the CNMI appears to be worse than it was in 2024. Accurately assessing the current economic situation is challenging because the CNMI does not regularly produce common economic indicators such as GDP, unemployment rate, or other macro indicators.

The number of tourists visiting the CNMI in 2025 is below 2024. The number of visitors is a key indicator of economic activity, as the CNMI's economy is heavily reliant on the tourism industry. Early in 2025, the high-end store Duty Free Shoppers (DFS) announced its permanent closure, which was finalized in April. One of the major hotels is scheduled to be closed temporarily in the summer, another has laid off staff, and others have reduce employee working hours. A few businesses expressed to our survey staff concerns about their ability to continue operating if current conditions persist through the rest of the year.

Overall, aggregate demand in the CNMI's economy appears to be lower so far in 2025 compared to the previous year. Toward the end of 2024, the CNMI government restored full 80 hour per pay periods for some employees that were on 70 hours. However, the total number of government employee has declined in 2025 compared to 2024.

LIMITATIONS

Not all Active Employers Completed the 2025 PW Survey. Less employers participated in 2025 than in 2024. Some employers participated in prior years but did not participate this year. Some of these have closed, but not all companies in the portal were verified. Others did not respond to our repeated follow ups. Some do not participate for unknown reasons. Some active businesses and organizations have not registered in the PWS portal.

As in 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 \$3.00 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: 2025 PWS, CNMI shows the 501 Detailed Titles captured by the study in the CNMI's economy in 2025; Table A2. Hourly Wage Statistics by SOC Major Group, Minor Group, Broad Group, and Detailed Titles: 2025 PWS, CNMI, shows the hourly wage statistics at the different SOC levels of aggregation. Appendix B shows a sample ETA Form 9165 using the 2025 PWS findings. Appendix C lists the definitions of the 501 Detailed Titles found in the 2025 PWS. And Appendix D shows the data definitions and the screenshots of the 2025 PWS Online Portal forms.

APPENDIX A: 2025 CNMI HOURLY WAGE STATISTICS

This appendix presents hourly wage statistics from the 2025 PWS, compiled to meet the prevailing wage requirements for foreign worker visa applications in the Commonwealth of the Northern Mariana Islands. There are two tables: Table A1 – Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI, and Table A2 – Hourly Wage Statistics by SOC Levels: CNMI 2025.

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) distinct employers and at least thirty (30) employees. In Table A1, the Count of *Employers* reflects the number of unique employers, calculated 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. In those Detailed Titles where this rule is not met, wage statistics from a higher level of aggregation (the Broad or the Minor) are used as proxies. For example, the 53 number of employers, the 74 number of employees, the \$19.91 mean hourly wage, and the \$17.19 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, the 2025 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*.

Out of the 501 SOC Detailed Titles in the 2025 PWS: 79 met the 3-30 rule at the Detailed level, 92 met the rule at the Broad level, and 237 met the rule at the Minor level. In total, 408 out of 501 titles met the 3-30 rule at some level and are eligible for use in foreign worker visa applications.

APPENDIX A: TABLE A1
HOURLY WAGE STATISTICS BY SOC DETAILED TITLES:
2025, CNMI

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 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	94	167	\$38.07	\$33.65	Detailed
2	11-1021 - General and Operations Managers	220	327	\$23.34	\$19.54	Detailed
3	11-1031 - Legislators	280	521	\$27.65	\$20.94	Minor
4	11-2011 - Advertising and Promotions Managers	53	74	\$19.91	\$17.19	Minor
5	11-2021 - Marketing Managers	51	68	\$19.88	\$16.77	Broad
6	11-2022 - Sales Managers	37	44	\$18.35	\$16.48	Detailed
7	11-2032 - Public Relations Managers	53	74	\$19.91	\$17.19	Minor
8	11-2033 - Fundraising Managers	53	74	\$19.91	\$17.19	Minor
9	11-3012 - Administrative Services Managers	44	90	\$20.58	\$20.92	Detailed
10	11-3013 - Facilities Managers	49	107	\$20.62	\$20.19	Broad
11	11-3021 - Computer and Information Systems Managers	92	227	\$22.40	\$21.66	Minor
12	11-3031 - Financial Managers	35	45	\$26.62	\$24.04	Detailed
13	11-3051 - Industrial Production Managers	92	227	\$22.40	\$21.66	Minor
14	11-3061 - Purchasing Managers	92	227	\$22.40	\$21.66	Minor
15	11-3071 - Transportation, Storage, and Distribution Managers	92	227	\$22.40	\$21.66	Minor
16	11-3111 - Compensation and Benefits Managers	92	227	\$22.40	\$21.66	Minor
17	11-3121 - Human Resources Managers	92	227	\$22.40	\$21.66	Minor
18	11-3131 - Training and Development Managers	92	227	\$22.40	\$21.66	Minor
19	11-9013 - Farmers, Ranchers, and Other Agricultural Managers	90	484	\$24.19	\$23.38	Minor
20	11-9021 - Construction Managers	90	484	\$24.19	\$23.38	Minor
21	11-9031 - Education and Childcare Administrators, Preschool and Daycare	14	89	\$28.70	\$29.81	Broad
22	11-9032 - Education Administrators, Kindergarten through Secondary	14	89	\$28.70	\$29.81	Broad
23	11-9033 - Education Administrators, Postsecondary	14	89	\$28.70	\$29.81	Broad
24	11-9039 - Education Administrators, All Other	14	89	\$28.70	\$29.81	Broad
25	11-9041 - Architectural and Engineering Managers	90	484	\$24.19	\$23.38	Minor
26	11-9051 - Food Service Managers	25	38	\$16.42	\$14.43	Detailed
27	11-9071 - Gambling Managers	90	484	\$24.19	\$23.38	Minor
28	11-9072 - Entertainment and Recreation Managers, Except Gambling	90	484	\$24.19	\$23.38	Minor
29	11-9081 - Lodging Managers	90	484	\$24.19	\$23.38	Minor
30	11-9111 - Medical and Health Services Managers	90	484	\$24.19	\$23.38	Minor
31	11-9121 - Natural Sciences Managers	90	484	\$24.19	\$23.38	Minor
32	11-9141 - Property, Real Estate, and Community Association Managers	90	484	\$24.19	\$23.38	Minor
33	11-9151 - Social and Community Service Managers	90	484	\$24.19	\$23.38	Minor
34	11-9161 - Emergency Management Directors	90	484	\$24.19	\$23.38	Minor
35	11-9179 - Personal Service Managers, All Other	90	484	\$24.19	\$23.38	Minor
36	11-9199 - Managers, All Other	37	202	\$24.06	\$24.04	Detailed
37	13-1022 - Wholesale and Retail Buyers, Except Farm Products	48	410	\$17.72	\$16.83	Minor
38	13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	48	410	\$17.72	\$16.83	Minor
39	13-1031 - Claims Adjusters, Examiners, and Investigators	48	410	\$17.72	\$16.83	Minor
40	13-1041 - Compliance Officers	7	57	\$16.37	\$14.81	Detailed
41	13-1051 - Cost Estimators	48	410	\$17.72	\$16.83	Minor
42	13-1071 - Human Resources Specialists	21	44	\$17.09	\$15.60	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
43	13-1075 - Labor Relations Specialists	22	54	\$17.01	\$15.99	Broad
44	13-1081 - Logisticians	11	212	\$18.91	\$18.27	Broad
45	13-1082 - Project Management Specialists	11	208	\$18.92	\$18.27	Detailed
46	13-1111 - Management Analysts	48	410	\$17.72	\$16.83	Minor
47	13-1121 - Meeting, Convention, and Event Planners	48	410	\$17.72	\$16.83	Minor
48	13-1141 - Compensation, Benefits, and Job Analysis Specialists	48	410	\$17.72	\$16.83	Minor
49	13-1151 - Training and Development Specialists	48	410	\$17.72	\$16.83	Minor
50	13-1161 - Market Research Analysts and Marketing Specialists	48	410	\$17.72	\$16.83	Minor
51	13-1199 - Business Operations Specialists, All Other	48	410	\$17.72	\$16.83	Minor
52	13-2011 - Accountants and Auditors	116	243	\$17.91	\$17.00	Detailed
53	13-2023 - Appraisers and Assessors of Real Estate	128	390	\$17.46	\$16.67	Minor
54	13-2031 - Budget Analysts	128	390	\$17.46	\$16.67	Minor
55	13-2041 - Credit Analysts	128	390	\$17.46	\$16.67	Minor
56	13-2051 - Financial and Investment Analysts	11	48	\$18.14	\$18.08	Broad
57	13-2053 - Insurance Underwriters	11	48	\$18.14	\$18.08	Broad
58	13-2061 - Financial Examiners	128	390	\$17.46	\$16.67	Minor
59	13-2071 - Credit Counselors	128	390	\$17.46	\$16.67	Minor
60	13-2072 - Loan Officers	128	390	\$17.46	\$16.67	Minor
61	13-2081 - Tax Examiners and Collectors, and Revenue Agents	4	56	\$11.94	\$10.71	Broad
62	13-2082 - Tax Preparers	4	56	\$11.94	\$10.71	Broad
63	13-2099 - Financial Specialists, All Other	128	390	\$17.46	\$16.67	Minor
64	15-1211 - Computer Systems Analysts	24	108	\$18.89	\$15.58	Minor
65	15-1212 - Information Security Analysts	24	108	\$18.89	\$15.58	Minor
66	15-1231 - Computer Network Support Specialists	15	49	\$15.27	\$14.30	Broad
67	15-1232 - Computer User Support Specialists	13	40	\$14.85	\$14.14	Detailed
68	15-1241 - Computer Network Architects	24	108	\$18.89	\$15.58	Minor
69	15-1242 - Database Administrators	24	108	\$18.89	\$15.58	Minor
70	15-1243 - Database Architects	24	108	\$18.89	\$15.58	Minor
71	15-1244 - Network and Computer Systems Administrators	24	108	\$18.89	\$15.58	Minor
72	15-1251 - Computer Programmers	24	108	\$18.89	\$15.58	Minor
73	15-1254 - Web Developers	24	108	\$18.89	\$15.58	Minor
74	15-1299 - Computer Occupations, All Other	24	108	\$18.89	\$15.58	Minor
75	15-2031 - Operations Research Analysts	Not met	Not met	Not met	Not met	Not met
76	15-2041 - Statisticians	Not met	Not met	Not met	Not met	Not met
77	15-2051 - Data Scientists	Not met	Not met	Not met	Not met	Not met
78	17-1011 - Architects, Except Landscape and Naval	Not met	Not met	Not met	Not met	Not met
79	17-1022 - Surveyors	Not met	Not met	Not met	Not met	Not met
80	17-2031 - Bioengineers and Biomedical Engineers	16	55	\$30.44	\$27.40	Minor
81	17-2051 - Civil Engineers	12	30	\$33.39	\$28.48	Detailed
82	17-2071 - Electrical Engineers	16	55	\$30.44	\$27.40	Minor
83	17-2072 - Electronics Engineers, Except Computer	16	55	\$30.44	\$27.40	Minor
84	17-2081 - Environmental Engineers	16	55	\$30.44	\$27.40	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
85	17-2141 - Mechanical Engineers	16	55	\$30.44	\$27.40	Minor
86	17-2199 - Engineers, All Other	16	55	\$30.44	\$27.40	Minor
87	17-3011 - Architectural and Civil Drafters	22	67	\$17.02	\$17.30	Minor
88	17-3013 - Mechanical Drafters	22	67	\$17.02	\$17.30	Minor
89	17-3019 - Drafters, All Other	22	67	\$17.02	\$17.30	Minor
90	17-3022 - Civil Engineering Technologists and Technicians	14	40	\$17.57	\$17.76	Broad
91	17-3023 - Electrical and Electronic Engineering Technologists and Technicians	14	40	\$17.57	\$17.76	Broad
92	17-3027 - Mechanical Engineering Technologists and Technicians	14	40	\$17.57	\$17.76	Broad
93	17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	14	40	\$17.57	\$17.76	Broad
94	17-3031 - Surveying and Mapping Technicians	22	67	\$17.02	\$17.30	Minor
95	19-1012 - Food Scientists and Technologists	6	48	\$20.92	\$18.00	Minor
96	19-1013 - Soil and Plant Scientists	6	48	\$20.92	\$18.00	Minor
97	19-1022 - Microbiologists	6	48	\$20.92	\$18.00	Minor
98	19-1023 - Zoologists and Wildlife Biologists	6	48	\$20.92	\$18.00	Minor
99	19-1029 - Biological Scientists, All Other	6	48	\$20.92	\$18.00	Minor
100	19-1031 - Conservation Scientists	6	48	\$20.92	\$18.00	Minor
101	19-1041 - Epidemiologists	6	48	\$20.92	\$18.00	Minor
102	19-2031 - Chemists	5	35	\$15.98	\$14.13	Minor
103	19-2041 - Environmental Scientists and Specialists, Including Health	4	34	\$15.75	\$14.04	Detailed
104	19-3022 - Survey Researchers	Not met	Not met	Not met	Not met	Not met
105	19-3033 - Clinical and Counseling Psychologists	Not met	Not met	Not met	Not met	Not met
106	19-3034 - School Psychologists	Not met	Not met	Not met	Not met	Not met
107	19-3051 - Urban and Regional Planners	Not met	Not met	Not met	Not met	Not met
108	19-3091 - Anthropologists and Archeologists	Not met	Not met	Not met	Not met	Not met
109	19-3094 - Political Scientists	Not met	Not met	Not met	Not met	Not met
110	19-3099 - Social Scientists and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
111	19-4013 - Food Science Technicians	Not met	Not met	Not met	Not met	Not met
112	19-4021 - Biological Technicians	Not met	Not met	Not met	Not met	Not met
113	19-4031 - Chemical Technicians	Not met	Not met	Not met	Not met	Not met
114	19-4042 - Environmental Science and Protection Technicians, Including Health	Not met	Not met	Not met	Not met	Not met
115	19-4061 - Social Science Research Assistants	Not met	Not met	Not met	Not met	Not met
116	19-4071 - Forest and Conservation Technicians	Not met	Not met	Not met	Not met	Not met
117	19-5011 - Occupational Health and Safety Specialists	Not met	Not met	Not met	Not met	Not met
118	19-5012 - Occupational Health and Safety Technicians	Not met	Not met	Not met	Not met	Not met
119	21-1011 - Substance Abuse and Behavioral Disorder Counselors	7	69	\$19.76	\$19.32	Broad
120	21-1012 - Educational, Guidance, and Career Counselors and Advisors	5	35	\$18.96	\$19.32	Detailed
121	21-1014 - Mental Health Counselors	7	69	\$19.76	\$19.32	Broad
122	21-1015 - Rehabilitation Counselors	7	69	\$19.76	\$19.32	Broad
123	21-1019 - Counselors, All Other	7	69	\$19.76	\$19.32	Broad
124	21-1021 - Child, Family, and School Social Workers	10	338	\$14.95	\$14.14	Minor
125	21-1022 - Healthcare Social Workers	10	338	\$14.95	\$14.14	Minor
126	21-1023 - Mental Health and Substance Abuse Social Workers	10	338	\$14.95	\$14.14	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
127	21-1029 - Social Workers, All Other	10	338	\$14.95	\$14.14	Minor
128	21-1091 - Health Education Specialists	6	242	\$13.23	\$12.60	Broad
129	21-1092 - Probation Officers and Correctional Treatment Specialists	6	242	\$13.23	\$12.60	Broad
130	21-1093 - Social and Human Service Assistants	6	242	\$13.23	\$12.60	Broad
131	21-1094 - Community Health Workers	5	37	\$13.61	\$12.80	Detailed
132	21-1099 - Community and Social Service Specialists, All Other	6	242	\$13.23	\$12.60	Broad
133	21-2011 - Clergy	4	38	\$25.61	\$31.52	Minor
134	21-2021 - Directors, Religious Activities and Education	4	38	\$25.61	\$31.52	Minor
135	21-2099 - Religious Workers, All Other	4	38	\$25.61	\$31.52	Minor
136	23-1011 - Lawyers	8	35	\$37.32	\$35.58	Broad
137	23-1012 - Judicial Law Clerks	8	35	\$37.32	\$35.58	Broad
138	23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers	8	44	\$41.13	\$37.86	Minor
139	23-1023 - Judges, Magistrate Judges, and Magistrates	8	44	\$41.13	\$37.86	Minor
140	23-2011 - Paralegals and Legal Assistants	9	47	\$19.41	\$16.39	Detailed
141	23-2093 - Title Examiners, Abstractors, and Searchers	11	55	\$18.87	\$16.18	Minor
142	23-2099 - Legal Support Workers, All Other	11	55	\$18.87	\$16.18	Minor
143	25-1011 - Business Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
144	25-1021 - Computer Science Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
145	25-1022 - Mathematical Science Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
146	25-1042 - Biological Science Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
147	25-1043 - Forestry and Conservation Science Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
148	25-1062 - Area, Ethnic, and Cultural Studies Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
149	25-1066 - Psychology Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
150	25-1069 - Social Sciences Teachers, Postsecondary, All Other	6	42	\$22.15	\$21.98	Minor
151	25-1071 - Health Specialties Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
152	25-1072 - Nursing Instructors and Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
153	25-1081 - Education Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
154	25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
155	25-1121 - Art, Drama, and Music Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
156	25-1123 - English Language and Literature Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
157	25-1124 - Foreign Language and Literature Teachers, Postsecondary	6	42	\$22.15	\$21.98	Minor
158	25-1199 - Postsecondary Teachers, All Other	6	42	\$22.15	\$21.98	Minor
159	25-2011 - Preschool Teachers, Except Special Education	11	577	\$20.14	\$19.50	Minor
160	25-2012 - Kindergarten Teachers, Except Special Education	11	577	\$20.14	\$19.50	Minor
161	25-2021 - Elementary School Teachers, Except Special Education	11	276	\$19.60	\$19.32	Detailed
162	25-2022 - Middle School Teachers, Except Special and Career/Technical Education	5	124	\$20.09	\$20.48	Detailed
163	25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	5	126	\$20.76	\$21.09	Detailed
164	25-2032 - Career/Technical Education Teachers, Secondary School	5	127	\$20.86	\$21.29	Broad
165	25-2056 - Special Education Teachers, Elementary School	11	577	\$20.14	\$19.50	Minor
166	25-2057 - Special Education Teachers, Middle School	11	577	\$20.14	\$19.50	Minor
167	25-2058 - Special Education Teachers, Secondary School	11	577	\$20.14	\$19.50	Minor
168	25-2059 - Special Education Teachers, All Other	11	577	\$20.14	\$19.50	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
169	25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language	8	141	\$15.78	\$13.30	Minor
170	25-3021 - Self-Enrichment Teachers	8	141	\$15.78	\$13.30	Minor
171	25-3031 - Substitute Teachers, Short-Term	8	141	\$15.78	\$13.30	Minor
172	25-3041 - Tutors	8	141	\$15.78	\$13.30	Minor
173	25-3099 - Teachers and Instructors, All Other	8	141	\$15.78	\$13.30	Minor
174	25-4011 - Archivists	3	37	\$15.67	\$14.35	Minor
175	25-4013 - Museum Technicians and Conservators	3	37	\$15.67	\$14.35	Minor
176	25-4022 - Librarians and Media Collections Specialists	3	37	\$15.67	\$14.35	Minor
177	25-4031 - Library Technicians	3	37	\$15.67	\$14.35	Minor
178	25-9021 - Farm and Home Management Educators	8	209	\$18.95	\$10.68	Minor
179	25-9031 - Instructional Coordinators	8	209	\$18.95	\$10.68	Minor
180	25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except S	4	35	\$10.03	\$10.00	Detailed
181	25-9043 - Teaching Assistants, Special Education	4	178	\$19.11	\$10.68	Broad
182	25-9099 - Educational Instruction and Library Workers, All Other	8	209	\$18.95	\$10.68	Minor
183	27-1023 - Floral Designers	Not met	Not met	Not met	Not met	Not met
184	27-1024 - Graphic Designers	Not met	Not met	Not met	Not met	Not met
185	27-1025 - Interior Designers	Not met	Not met	Not met	Not met	Not met
186	27-1026 - Merchandise Displayers and Window Trimmers	Not met	Not met	Not met	Not met	Not met
187	27-2022 - Coaches and Scouts	Not met	Not met	Not met	Not met	Not met
188	27-2042 - Musicians and Singers	Not met	Not met	Not met	Not met	Not met
189	27-3023 - News Analysts, Reporters, and Journalists	Not met	Not met	Not met	Not met	Not met
190	27-3031 - Public Relations Specialists	Not met	Not met	Not met	Not met	Not met
191	27-3042 - Technical Writers	Not met	Not met	Not met	Not met	Not met
192	27-3091 - Interpreters and Translators	Not met	Not met	Not met	Not met	Not met
193	27-3092 - Court Reporters and Simultaneous Captioners	Not met	Not met	Not met	Not met	Not met
194	27-3099 - Media and Communication Workers, All Other	Not met	Not met	Not met	Not met	Not met
195	27-4011 - Audio and Video Technicians	Not met	Not met	Not met	Not met	Not met
196	27-4099 - Media and Communication Equipment Workers, All Other	Not met	Not met	Not met	Not met	Not met
197	29-1021 - Dentists, General	14	355	\$51.66	\$27.07	Minor
198	29-1031 - Dietitians and Nutritionists	14	355	\$51.66	\$27.07	Minor
199	29-1051 - Pharmacists	14	355	\$51.66	\$27.07	Minor
200	29-1071 - Physician Assistants	14	355	\$51.66	\$27.07	Minor
201	29-1081 - Podiatrists	14	355	\$51.66	\$27.07	Minor
202	29-1122 - Occupational Therapists	14	355	\$51.66	\$27.07	Minor
203	29-1123 - Physical Therapists	14	355	\$51.66	\$27.07	Minor
204	29-1126 - Respiratory Therapists	14	355	\$51.66	\$27.07	Minor
205	29-1128 - Exercise Physiologists	14	355	\$51.66	\$27.07	Minor
206	29-1141 - Registered Nurses	6	190	\$22.77	\$22.22	Detailed
207	29-1151 - Nurse Anesthetists	14	355	\$51.66	\$27.07	Minor
208	29-1161 - Nurse Midwives	14	355	\$51.66	\$27.07	Minor
209	29-1171 - Nurse Practitioners	14	355	\$51.66	\$27.07	Minor
210	29-1181 - Audiologists	14	355	\$51.66	\$27.07	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
211	29-1211 - Anesthesiologists	6	64	\$121.28	\$113.44	Broad
212	29-1212 - Cardiologists	6	64	\$121.28	\$113.44	Broad
213	29-1214 - Emergency Medicine Physicians	6	64	\$121.28	\$113.44	Broad
214	29-1215 - Family Medicine Physicians	6	64	\$121.28	\$113.44	Broad
215	29-1216 - General Internal Medicine Physicians	6	64	\$121.28	\$113.44	Broad
216	29-1217 - Neurologists	6	64	\$121.28	\$113.44	Broad
217	29-1218 - Obstetricians and Gynecologists	6	64	\$121.28	\$113.44	Broad
218	29-1221 - Pediatricians, General	6	64	\$121.28	\$113.44	Broad
219	29-1223 - Psychiatrists	6	64	\$121.28	\$113.44	Broad
220	29-1224 - Radiologists	6	64	\$121.28	\$113.44	Broad
221	29-1229 - Physicians, All Other	6	64	\$121.28	\$113.44	Broad
222	29-1241 - Ophthalmologists, Except Pediatric	14	355	\$51.66	\$27.07	Minor
223	29-1242 - Orthopedic Surgeons, Except Pediatric	14	355	\$51.66	\$27.07	Minor
224	29-1249 - Surgeons, All Other	14	355	\$51.66	\$27.07	Minor
225	29-1292 - Dental Hygienists	14	355	\$51.66	\$27.07	Minor
226	29-2011 - Medical and Clinical Laboratory Technologists	9	201	\$16.38	\$15.00	Minor
227	29-2012 - Medical and Clinical Laboratory Technicians	9	201	\$16.38	\$15.00	Minor
228	29-2031 - Cardiovascular Technologists and Technicians	9	201	\$16.38	\$15.00	Minor
229	29-2034 - Radiologic Technologists and Technicians	9	201	\$16.38	\$15.00	Minor
230	29-2051 - Dietetic Technicians	4	38	\$15.88	\$14.50	Broad
231	29-2052 - Pharmacy Technicians	4	38	\$15.88	\$14.50	Broad
232	29-2055 - Surgical Technologists	4	38	\$15.88	\$14.50	Broad
233	29-2057 - Ophthalmic Medical Technicians	4	38	\$15.88	\$14.50	Broad
234	29-2061 - Licensed Practical and Licensed Vocational Nurses	9	201	\$16.38	\$15.00	Minor
235	29-2072 - Medical Records Specialists	9	201	\$16.38	\$15.00	Minor
236	29-2081 - Opticians, Dispensing	9	201	\$16.38	\$15.00	Minor
237	29-2099 - Health Technologists and Technicians, All Other	9	201	\$16.38	\$15.00	Minor
238	29-9021 - Health Information Technologists and Medical Registrars	Not met	Not met	Not met	Not met	Not met
239	29-9099 - Healthcare Practitioners and Technical Workers, All Other	Not met	Not met	Not met	Not met	Not met
240	31-1121 - Home Health Aides	7	65	\$11.18	\$10.71	Minor
241	31-1122 - Personal Care Aides	7	65	\$11.18	\$10.71	Minor
242	31-1131 - Nursing Assistants	3	48	\$12.05	\$10.92	Detailed
243	31-2021 - Physical Therapist Assistants	Not met	Not met	Not met	Not met	Not met
244	31-2022 - Physical Therapist Aides	Not met	Not met	Not met	Not met	Not met
245	31-9011 - Massage Therapists	15	111	\$13.28	\$12.26	Minor
246	31-9091 - Dental Assistants	9	92	\$13.72	\$13.00	Broad
247	31-9092 - Medical Assistants	9	92	\$13.72	\$13.00	Broad
248	31-9094 - Medical Transcriptionists	9	92	\$13.72	\$13.00	Broad
249	31-9095 - Pharmacy Aides	9	92	\$13.72	\$13.00	Broad
250	31-9097 - Phlebotomists	9	92	\$13.72	\$13.00	Broad
251	31-9099 - Healthcare Support Workers, All Other	9	92	\$13.72	\$13.00	Broad
252	33-1011 - First-Line Supervisors of Correctional Officers	5	112	\$18.51	\$18.32	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
253	33-1012 - First-Line Supervisors of Police and Detectives	5	112	\$18.51	\$18.32	Minor
254	33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	5	112	\$18.51	\$18.32	Minor
255	33-1091 - First-Line Supervisors of Security Workers	5	112	\$18.51	\$18.32	Minor
256	33-1099 - First-Line Supervisors of Protective Service Workers, All Other	5	112	\$18.51	\$18.32	Minor
257	33-2011 - Firefighters	3	99	\$11.69	\$11.81	Minor
258	33-2021 - Fire Inspectors and Investigators	3	99	\$11.69	\$11.81	Minor
259	33-3012 - Correctional Officers and Jailers	Not met	Not met	Not met	Not met	Not met
260	33-3031 - Fish and Game Wardens	Not met	Not met	Not met	Not met	Not met
261	33-3051 - Police and Sheriff's Patrol Officers	Not met	Not met	Not met	Not met	Not met
262	33-9031 - Gambling Surveillance Officers and Gambling Investigators	20	212	\$8.72	\$7.50	Broad
263	33-9032 - Security Guards	19	211	\$8.66	\$7.49	Detailed
264	33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	5	49	\$8.10	\$8.00	Detailed
265	33-9094 - School Bus Monitors	6	169	\$11.61	\$10.20	Broad
266	33-9099 - Protective Service Workers, All Other	6	169	\$11.61	\$10.20	Broad
267	35-1011 - Chefs and Head Cooks	13	47	\$17.19	\$15.00	Detailed
268	35-1012 - First-Line Supervisors of Food Preparation and Serving Workers	25	114	\$11.23	\$10.30	Detailed
269	35-2011 - Cooks, Fast Food	70	286	\$9.03	\$8.69	Broad
270	35-2012 - Cooks, Institution and Cafeteria	70	286	\$9.03	\$8.69	Broad
271	35-2013 - Cooks, Private Household	70	286	\$9.03	\$8.69	Broad
272	35-2014 - Cooks, Restaurant	51	207	\$8.93	\$8.69	Detailed
273	35-2015 - Cooks, Short Order	70	286	\$9.03	\$8.69	Broad
274	35-2019 - Cooks, All Other	7	36	\$8.60	\$8.76	Detailed
275	35-2021 - Food Preparation Workers	26	156	\$8.24	\$8.00	Detailed
276	35-3011 - Bartenders	63	329	\$8.01	\$8.00	Minor
277	35-3023 - Fast Food and Counter Workers	17	90	\$7.97	\$8.05	Detailed
278	35-3031 - Waiters and Waitresses	47	189	\$8.00	\$8.00	Detailed
279	35-3041 - Food Servers, Nonrestaurant	63	329	\$8.01	\$8.00	Minor
280	35-9011 - Dining Room and Cafeteria Attendants and Bartender Helpers	16	76	\$8.06	\$8.00	Minor
281	35-9021 - Dishwashers	11	53	\$8.02	\$8.00	Detailed
282	35-9031 - Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	16	76	\$8.06	\$8.00	Minor
283	35-9099 - Food Preparation and Serving Related Workers, All Other	16	76	\$8.06	\$8.00	Minor
284	37-1011 - First-Line Supervisors of Housekeeping and Janitorial Workers	14	32	\$10.79	\$11.41	Detailed
285	37-1012 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	19	49	\$11.53	\$11.42	Broad
286	37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners	54	162	\$8.45	\$8.15	Detailed
287	37-2012 - Maids and Housekeeping Cleaners	44	227	\$7.86	\$7.64	Detailed
288	37-2019 - Building Cleaning Workers, All Other	95	398	\$8.15	\$8.00	Broad
289	37-2021 - Pest Control Workers	96	402	\$8.15	\$8.00	Minor
290	37-3011 - Landscaping and Groundskeeping Workers	21	64	\$8.69	\$8.30	Detailed
291	37-3012 - Pesticide Handlers, Sprayers, and Applicators, Vegetation	34	131	\$9.51	\$9.00	Broad
292	37-3019 - Grounds Maintenance Workers, All Other	14	64	\$10.34	\$9.91	Detailed
293	39-1013 - First-Line Supervisors of Gambling Services Workers	Not met	Not met	Not met	Not met	Not met
294	39-1014 - First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Se	Not met	Not met	Not met	Not met	Not met

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
295	39-1022 - First-Line Supervisors of Personal Service Workers	Not met	Not met	Not met	Not met	Not met
296	39-2011 - Animal Trainers	Not met	Not met	Not met	Not met	Not met
297	39-2021 - Animal Caretakers	Not met	Not met	Not met	Not met	Not met
298	39-3019 - Gambling Service Workers, All Other	Not met	Not met	Not met	Not met	Not met
299	39-3091 - Amusement and Recreation Attendants	Not met	Not met	Not met	Not met	Not met
300	39-5011 - Barbers	12	37	\$8.88	\$8.14	Broad
301	39-5012 - Hairdressers, Hairstylists, and Cosmetologists	12	37	\$8.88	\$8.14	Broad
302	39-6011 - Baggage Porters and Bellhops	Not met	Not met	Not met	Not met	Not met
303	39-6012 - Concierges	Not met	Not met	Not met	Not met	Not met
304	39-7011 - Tour Guides and Escorts	19	50	\$10.98	\$10.85	Detailed
305	39-7012 - Travel Guides	20	54	\$12.43	\$10.85	Broad
306	39-9011 - Childcare Workers	12	103	\$7.96	\$7.79	Detailed
307	39-9031 - Exercise Trainers and Group Fitness Instructors	17	139	\$8.98	\$7.81	Minor
308	39-9032 - Recreation Workers	17	139	\$8.98	\$7.81	Minor
309	39-9099 - Personal Care and Service Workers, All Other	17	139	\$8.98	\$7.81	Minor
310	41-1011 - First-Line Supervisors of Retail Sales Workers	38	95	\$11.32	\$10.17	Detailed
311	41-1012 - First-Line Supervisors of Non-Retail Sales Workers	42	101	\$11.34	\$10.17	Broad
312	41-2011 - Cashiers	61	225	\$8.05	\$7.75	Detailed
313	41-2012 - Gambling Change Persons and Booth Cashiers	8	38	\$7.84	\$7.78	Detailed
314	41-2021 - Counter and Rental Clerks	14	43	\$9.70	\$9.70	Broad
315	41-2022 - Parts Salespersons	14	43	\$9.70	\$9.70	Broad
316	41-2031 - Retail Salespersons	38	154	\$8.67	\$8.00	Detailed
317	41-3011 - Advertising Sales Agents	17	32	\$15.80	\$13.89	Minor
318	41-3021 - Insurance Sales Agents	17	32	\$15.80	\$13.89	Minor
319	41-3041 - Travel Agents	17	32	\$15.80	\$13.89	Minor
320	41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services,	17	32	\$15.80	\$13.89	Minor
321	41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Produ	27	53	\$9.59	\$9.29	Broad
322	41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	23	45	\$9.64	\$9.30	Detailed
323	41-9011 - Demonstrators and Product Promoters	Not met	Not met	Not met	Not met	Not met
324	41-9022 - Real Estate Sales Agents	Not met	Not met	Not met	Not met	Not met
325	41-9031 - Sales Engineers	Not met	Not met	Not met	Not met	Not met
326	41-9041 - Telemarketers	Not met	Not met	Not met	Not met	Not met
327	41-9099 - Sales and Related Workers, All Other	Not met	Not met	Not met	Not met	Not met
328	43-1011 - First-Line Supervisors of Office and Administrative Support Workers	21	60	\$18.08	\$16.52	Detailed
329	43-2011 - Switchboard Operators, Including Answering Service	Not met	Not met	Not met	Not met	Not met
330	43-2021 - Telephone Operators	Not met	Not met	Not met	Not met	Not met
331	43-2099 - Communications Equipment Operators, All Other	Not met	Not met	Not met	Not met	Not met
332	43-3011 - Bill and Account Collectors	126	341	\$13.29	\$12.02	Minor
333	43-3021 - Billing and Posting Clerks	126	341	\$13.29	\$12.02	Minor
334	43-3031 - Bookkeeping, Accounting, and Auditing Clerks	109	208	\$12.33	\$11.43	Detailed
335	43-3051 - Payroll and Timekeeping Clerks	126	341	\$13.29	\$12.02	Minor
336	43-3061 - Procurement Clerks	15	41	\$14.10	\$12.90	Detailed

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
337	43-3071 - Tellers	126	341	\$13.29	\$12.02	Minor
338	43-3099 - Financial Clerks, All Other	126	341	\$13.29	\$12.02	Minor
339	43-4031 - Court, Municipal, and License Clerks	67	413	\$10.85	\$9.80	Minor
340	43-4041 - Credit Authorizers, Checkers, and Clerks	67	413	\$10.85	\$9.80	Minor
341	43-4051 - Customer Service Representatives	16	102	\$10.81	\$10.88	Detailed
342	43-4061 - Eligibility Interviewers, Government Programs	67	413	\$10.85	\$9.80	Minor
343	43-4071 - File Clerks	67	413	\$10.85	\$9.80	Minor
344	43-4081 - Hotel, Motel, and Resort Desk Clerks	14	60	\$8.65	\$8.00	Detailed
345	43-4111 - Interviewers, Except Eligibility and Loan	67	413	\$10.85	\$9.80	Minor
346	43-4121 - Library Assistants, Clerical	67	413	\$10.85	\$9.80	Minor
347	43-4131 - Loan Interviewers and Clerks	67	413	\$10.85	\$9.80	Minor
348	43-4141 - New Accounts Clerks	67	413	\$10.85	\$9.80	Minor
349	43-4151 - Order Clerks	67	413	\$10.85	\$9.80	Minor
350	43-4161 - Human Resources Assistants, Except Payroll and Timekeeping	67	413	\$10.85	\$9.80	Minor
351	43-4171 - Receptionists and Information Clerks	18	45	\$9.92	\$8.75	Detailed
352	43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	10	71	\$9.15	\$7.50	Detailed
353	43-4199 - Information and Record Clerks, All Other	4	32	\$11.00	\$9.48	Detailed
354	43-5011 - Cargo and Freight Agents	6	42	\$9.30	\$8.63	Detailed
355	43-5021 - Couriers and Messengers	39	133	\$11.07	\$9.75	Minor
356	43-5031 - Public Safety Telecommunicators	39	133	\$11.07	\$9.75	Minor
357	43-5032 - Dispatchers, Except Police, Fire, and Ambulance	39	133	\$11.07	\$9.75	Minor
358	43-5041 - Meter Readers, Utilities	39	133	\$11.07	\$9.75	Minor
359	43-5052 - Postal Service Mail Carriers	39	133	\$11.07	\$9.75	Minor
360	43-5061 - Production, Planning, and Expediting Clerks	39	133	\$11.07	\$9.75	Minor
361	43-5071 - Shipping, Receiving, and Inventory Clerks	19	45	\$12.12	\$10.34	Detailed
362	43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	39	133	\$11.07	\$9.75	Minor
363	43-6011 - Executive Secretaries and Executive Administrative Assistants	25	68	\$20.90	\$19.07	Detailed
364	43-6012 - Legal Secretaries and Administrative Assistants	71	417	\$14.80	\$13.05	Broad
365	43-6013 - Medical Secretaries and Administrative Assistants	71	417	\$14.80	\$13.05	Broad
366	43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50	323	\$13.47	\$12.40	Detailed
367	43-9021 - Data Entry Keyers	78	429	\$11.95	\$10.89	Minor
368	43-9022 - Word Processors and Typists	78	429	\$11.95	\$10.89	Minor
369	43-9041 - Insurance Claims and Policy Processing Clerks	78	429	\$11.95	\$10.89	Minor
370	43-9051 - Mail Clerks and Mail Machine Operators, Except Postal Service	78	429	\$11.95	\$10.89	Minor
371	43-9061 - Office Clerks, General	44	101	\$9.89	\$9.50	Detailed
372	43-9081 - Proofreaders and Copy Markers	78	429	\$11.95	\$10.89	Minor
373	43-9111 - Statistical Assistants	78	429	\$11.95	\$10.89	Minor
374	43-9199 - Office and Administrative Support Workers, All Other	31	284	\$12.49	\$11.06	Detailed
375	45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	Not met	Not met	Not met	Not met	Not met
376	45-2011 - Agricultural Inspectors	Not met	Not met	Not met	Not met	Not met
377	45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Not met	Not met	Not met	Not met	Not met
378	45-3031 - Fishing and Hunting Workers	Not met	Not met	Not met	Not met	Not met

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
379	45-4011 - Forest and Conservation Workers	Not met	Not met	Not met	Not met	Not met
380	47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	Not met	Not met	Not met	Not met	Not met
381	47-2021 - Brickmasons and Blockmasons	42	200	\$11.47	\$10.92	Minor
382	47-2022 - Stonemasons	42	200	\$11.47	\$10.92	Minor
383	47-2031 - Carpenters	42	200	\$11.47	\$10.92	Minor
384	47-2041 - Carpet Installers	42	200	\$11.47	\$10.92	Minor
385	47-2051 - Cement Masons and Concrete Finishers	4	44	\$9.98	\$9.97	Detailed
386	47-2061 - Construction Laborers	10	43	\$10.15	\$10.00	Detailed
387	47-2071 - Paving, Surfacing, and Tamping Equipment Operators	12	52	\$12.19	\$11.10	Broad
388	47-2073 - Operating Engineers and Other Construction Equipment Operators	9	46	\$11.97	\$11.05	Detailed
389	47-2111 - Electricians	42	200	\$11.47	\$10.92	Minor
390	47-2141 - Painters, Construction and Maintenance	42	200	\$11.47	\$10.92	Minor
391	47-2152 - Plumbers, Pipefitters, and Steamfitters	42	200	\$11.47	\$10.92	Minor
392	47-2221 - Structural Iron and Steel Workers	42	200	\$11.47	\$10.92	Minor
393	47-2231 - Solar Photovoltaic Installers	42	200	\$11.47	\$10.92	Minor
394	47-3011 - Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	12	102	\$10.62	\$10.22	Broad
395	47-3012 - Helpers--Carpenters	12	102	\$10.62	\$10.22	Broad
396	47-3013 - Helpers--Electricians	12	102	\$10.62	\$10.22	Broad
397	47-3014 - Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	12	102	\$10.62	\$10.22	Broad
398	47-3015 - Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	12	102	\$10.62	\$10.22	Broad
399	47-3019 - Helpers, Construction Trades, All Other	7	70	\$10.77	\$9.25	Detailed
400	47-4011 - Construction and Building Inspectors	Not met	Not met	Not met	Not met	Not met
401	47-5022 - Excavating and Loading Machine and Dragline Operators, Surface Mining	Not met	Not met	Not met	Not met	Not met
402	49-1011 - First-Line Supervisors of Mechanics, Installers, and Repairers	9	35	\$22.81	\$22.87	Detailed
403	49-2011 - Computer, Automated Teller, and Office Machine Repairers	11	53	\$19.49	\$17.30	Minor
404	49-2021 - Radio, Cellular, and Tower Equipment Installers and Repairers	5	42	\$20.80	\$18.23	Broad
405	49-2022 - Telecommunications Equipment Installers and Repairers, Except Line Installers	5	42	\$20.80	\$18.23	Broad
406	49-2091 - Avionics Technicians	11	53	\$19.49	\$17.30	Minor
407	49-2092 - Electric Motor, Power Tool, and Related Repairers	11	53	\$19.49	\$17.30	Minor
408	49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment	11	53	\$19.49	\$17.30	Minor
409	49-2096 - Electronic Equipment Installers and Repairers, Motor Vehicles	11	53	\$19.49	\$17.30	Minor
410	49-2097 - Audiovisual Equipment Installers and Repairers	11	53	\$19.49	\$17.30	Minor
411	49-3011 - Aircraft Mechanics and Service Technicians	45	161	\$11.98	\$11.00	Minor
412	49-3021 - Automotive Body and Related Repairers	29	87	\$11.15	\$10.07	Broad
413	49-3022 - Automotive Glass Installers and Repairers	29	87	\$11.15	\$10.07	Broad
414	49-3023 - Automotive Service Technicians and Mechanics	25	70	\$10.59	\$10.07	Detailed
415	49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	45	161	\$11.98	\$11.00	Minor
416	49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	12	37	\$12.76	\$12.50	Detailed
417	49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	45	161	\$11.98	\$11.00	Minor
418	49-3093 - Tire Repairers and Changers	45	161	\$11.98	\$11.00	Minor
419	49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	22	68	\$10.85	\$10.06	Detailed
420	49-9031 - Home Appliance Repairers	171	1165	\$10.42	\$9.54	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
421	49-9041 - Industrial Machinery Mechanics	171	1165	\$10.42	\$9.54	Minor
422	49-9051 - Electrical Power-Line Installers and Repairers	171	1165	\$10.42	\$9.54	Minor
423	49-9052 - Telecommunications Line Installers and Repairers	171	1165	\$10.42	\$9.54	Minor
424	49-9064 - Watch and Clock Repairers	171	1165	\$10.42	\$9.54	Minor
425	49-9071 - Maintenance and Repair Workers, General	151	898	\$9.98	\$9.54	Detailed
426	49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	23	148	\$11.17	\$11.03	Broad
427	49-9092 - Commercial Divers	23	148	\$11.17	\$11.03	Broad
428	49-9096 - Riggers	23	148	\$11.17	\$11.03	Broad
429	49-9098 - Helpers--Installation, Maintenance, and Repair Workers	14	124	\$10.94	\$11.03	Detailed
430	49-9099 - Installation, Maintenance, and Repair Workers, All Other	23	148	\$11.17	\$11.03	Broad
431	51-1011 - First-Line Supervisors of Production and Operating Workers	Not met	Not met	Not met	Not met	Not met
432	51-2051 - Fiberglass Laminators and Fabricators	Not met	Not met	Not met	Not met	Not met
433	51-2092 - Team Assemblers	Not met	Not met	Not met	Not met	Not met
434	51-2099 - Assemblers and Fabricators, All Other	Not met	Not met	Not met	Not met	Not met
435	51-3011 - Bakers	18	87	\$8.61	\$8.50	Detailed
436	51-3021 - Butchers and Meat Cutters	26	107	\$8.63	\$8.40	Minor
437	51-3092 - Food Batchmakers	26	107	\$8.63	\$8.40	Minor
438	51-3099 - Food Processing Workers, All Other	26	107	\$8.63	\$8.40	Minor
439	51-4035 - Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	Not met	Not met	Not met	Not met	Not met
440	51-4041 - Machinists	Not met	Not met	Not met	Not met	Not met
441	51-4121 - Welders, Cutters, Solderers, and Brazers	Not met	Not met	Not met	Not met	Not met
442	51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Not met	Not met	Not met	Not met	Not met
443	51-4199 - Metal Workers and Plastic Workers, All Other	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	15	32	\$10.50	\$8.24	Minor
448	51-6021 - Pressers, Textile, Garment, and Related Materials	15	32	\$10.50	\$8.24	Minor
449	51-6031 - Sewing Machine Operators	15	32	\$10.50	\$8.24	Minor
450	51-6052 - Tailors, Dressmakers, and Custom Sewers	15	32	\$10.50	\$8.24	Minor
451	51-6093 - Upholsterers	15	32	\$10.50	\$8.24	Minor
452	51-7011 - Cabinetmakers and Bench Carpenters	Not met	Not met	Not met	Not met	Not met
453	51-8013 - Power Plant Operators	6	81	\$14.50	\$14.50	Minor
454	51-8021 - Stationary Engineers and Boiler Operators	6	81	\$14.50	\$14.50	Minor
455	51-8031 - Water and Wastewater Treatment Plant and System Operators	3	39	\$14.46	\$14.48	Detailed
456	51-8092 - Gas Plant Operators	6	81	\$14.50	\$14.50	Minor
457	51-8099 - Plant and System Operators, All Other	6	81	\$14.50	\$14.50	Minor
458	51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	27	91	\$9.76	\$8.18	Minor
459	51-9032 - Cutting and Slicing Machine Setters, Operators, and Tenders	27	91	\$9.76	\$8.18	Minor
460	51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers	27	91	\$9.76	\$8.18	Minor
461	51-9071 - Jewelers and Precious Stone and Metal Workers	27	91	\$9.76	\$8.18	Minor
462	51-9081 - Dental Laboratory Technicians	27	91	\$9.76	\$8.18	Minor

Table A1. Hourly Wage Statistics by SOC Detailed Title: 2025 PWS, CNMI

Row #	SOC Detailed Code and Title	Count of Employers Meeting the 3-30	Count of Employees Meeting the 3-30	Mean Hourly Wage with 3-30	Median Hourly Wage with 3-30	3-30 Rule is met at
463	51-9123 - Painting, Coating, and Decorating Workers	27	91	\$9.76	\$8.18	Minor
464	51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	27	91	\$9.76	\$8.18	Minor
465	51-9193 - Cooling and Freezing Equipment Operators and Tenders	19	73	\$8.79	\$8.10	Broad
466	51-9194 - Etchers and Engravers	19	73	\$8.79	\$8.10	Broad
467	51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic	19	73	\$8.79	\$8.10	Broad
468	51-9198 - Helpers--Production Workers	14	59	\$8.22	\$8.00	Detailed
469	51-9199 - Production Workers, All Other	19	73	\$8.79	\$8.10	Broad
470	53-1041 - Aircraft Cargo Handling Supervisors	Not met	Not met	Not met	Not met	Not met
471	53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Not met	Not met	Not met	Not met	Not met
472	53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Not met	Not met	Not met	Not met	Not met
473	53-1049 - First-Line Supervisors of Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
474	53-2012 - Commercial Pilots	Not met	Not met	Not met	Not met	Not met
475	53-2021 - Air Traffic Controllers	Not met	Not met	Not met	Not met	Not met
476	53-2022 - Airfield Operations Specialists	Not met	Not met	Not met	Not met	Not met
477	53-3031 - Driver/Sales Workers	29	79	\$8.35	\$8.20	Detailed
478	53-3032 - Heavy and Tractor-Trailer Truck Drivers	13	65	\$11.94	\$11.00	Detailed
479	53-3033 - Light Truck Drivers	12	30	\$8.63	\$8.59	Detailed
480	53-3051 - Bus Drivers, School	7	52	\$9.38	\$8.95	Broad
481	53-3052 - Bus Drivers, Transit and Intercity	7	52	\$9.38	\$8.95	Broad
482	53-3053 - Shuttle Drivers and Chauffeurs	7	52	\$9.38	\$8.95	Broad
483	53-3099 - Motor Vehicle Operators, All Other	57	244	\$9.74	\$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	53-6021 - Parking Attendants	Not met	Not met	Not met	Not met	Not met
487	53-6031 - Automotive and Watercraft Service Attendants	Not met	Not met	Not met	Not met	Not met
488	53-6051 - Transportation Inspectors	Not met	Not met	Not met	Not met	Not met
489	53-6061 - Passenger Attendants	Not met	Not met	Not met	Not met	Not met
490	53-6099 - Transportation Workers, All Other	Not met	Not met	Not met	Not met	Not met
491	53-7011 - Conveyor Operators and Tenders	68	367	\$9.30	\$8.39	Minor
492	53-7021 - Crane and Tower Operators	68	367	\$9.30	\$8.39	Minor
493	53-7051 - Industrial Truck and Tractor Operators	68	367	\$9.30	\$8.39	Minor
494	53-7061 - Cleaners of Vehicles and Equipment	6	30	\$7.74	\$7.50	Detailed
495	53-7062 - Laborers and Freight, Stock, and Material Movers, Hand	13	88	\$9.10	\$8.19	Detailed
496	53-7063 - Machine Feeders and Offbearers	61	295	\$9.14	\$8.00	Broad
497	53-7064 - Packers and Packagers, Hand	61	295	\$9.14	\$8.00	Broad
498	53-7065 - Stockers and Order Fillers	45	152	\$9.64	\$8.25	Detailed
499	53-7081 - Refuse and Recyclable Material Collectors	68	367	\$9.30	\$8.39	Minor
500	53-7121 - Tank Car, Truck, and Ship Loaders	68	367	\$9.30	\$8.39	Minor
501	53-7199 - Material Moving Workers, All Other	3	50	\$9.97	\$9.72	Detailed
502	Grand Total	568	12,996	\$15.24	\$11.21	

APPENDIX A: TABLE A2
HOURLY WAGE STATISTICS BY SOC DETAILED TITLES:
2025, CNMI

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
1	11-0000 - Management Occupations				354	1,306	\$25.02	\$21.67
2	11-1000 - Top Executives				280	521	\$27.65	\$20.94
3	11-1010 - Chief Executives				94	167	\$38.07	\$33.65
4	11-1011 - Chief Executives				94	167	\$38.07	\$33.65
5	11-1020 - General and Operations Managers				220	327	\$23.34	\$19.54
6	11-1021 - General and Operations Managers				220	327	\$23.34	\$19.54
7	11-1030 - Legislators				D	D	D	D
8	11-1031 - Legislators				D	D	D	D
9	11-2000 - Advertising, Marketing, Promotions, Public Relations, and Sales Managers				53	74	\$19.91	\$17.19
10	11-2010 - Advertising and Promotions Managers				D	D	D	D
11	11-2011 - Advertising and Promotions Managers				D	D	D	D
12	11-2020 - Marketing and Sales Managers				51	68	\$19.88	\$16.77
13	11-2021 - Marketing Managers				20	D	D	D
14	11-2022 - Sales Managers				37	44	\$18.35	\$16.48
15	11-2030 - Public Relations and Fundraising Managers				D	D	D	D
16	11-2032 - Public Relations Managers				D	D	D	D
17	11-2033 - Fundraising Managers				D	D	D	D
18	11-3000 - Operations Specialties Managers				92	227	\$22.40	\$21.66
19	11-3010 - Administrative Services and Facilities Managers				49	107	\$20.62	\$20.19
20	11-3012 - Administrative Services Managers				44	90	\$20.58	\$20.92
21	11-3013 - Facilities Managers				11	D	D	D
22	11-3020 - Computer and Information Systems Managers				15	D	D	D
23	11-3021 - Computer and Information Systems Managers				15	D	D	D
24	11-3030 - Financial Managers				35	45	\$26.62	\$24.04
25	11-3031 - Financial Managers				35	45	\$26.62	\$24.04
26	11-3050 - Industrial Production Managers				D	D	D	D
27	11-3051 - Industrial Production Managers				D	D	D	D
28	11-3060 - Purchasing Managers				14	D	D	D
29	11-3061 - Purchasing Managers				14	D	D	D
30	11-3070 - Transportation, Storage, and Distribution Managers				8	D	D	D
31	11-3071 - Transportation, Storage, and Distribution Managers				8	D	D	D
32	11-3110 - Compensation and Benefits Managers				D	D	D	D
33	11-3111 - Compensation and Benefits Managers				D	D	D	D
34	11-3120 - Human Resources Managers				22	D	D	D
35	11-3121 - Human Resources Managers				22	D	D	D
36	11-3130 - Training and Development Managers				3	D	D	D
37	11-3131 - Training and Development Managers				3	D	D	D
38	11-9000 - Other Management Occupations				90	484	\$24.19	\$23.38
39	11-9010 - Farmers, Ranchers, and Other Agricultural Managers				D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
40				11-9013 - Farmers, Ranchers, and Other Agricultural Managers	D	D	D	D
41				11-9020 - Construction Managers	9	D	D	D
42				11-9021 - Construction Managers	9	D	D	D
43				11-9030 - Education and Childcare Administrators	14	89	\$28.70	\$29.81
44				11-9031 - Education and Childcare Administrators, Preschool and Daycare	9	D	D	D
45				11-9032 - Education Administrators, Kindergarten through Secondary	4	D	D	D
46				11-9033 - Education Administrators, Postsecondary	D	D	D	D
47				11-9039 - Education Administrators, All Other	D	41	D	D
48				11-9040 - Architectural and Engineering Managers	6	D	D	D
49				11-9041 - Architectural and Engineering Managers	6	D	D	D
50				11-9050 - Food Service Managers	25	38	\$16.42	\$14.43
51				11-9051 - Food Service Managers	25	38	\$16.42	\$14.43
52				11-9070 - Entertainment and Recreation Managers	5	D	D	D
53				11-9071 - Gambling Managers	D	D	D	D
54				11-9072 - Entertainment and Recreation Managers, Except Gambling	4	D	D	D
55				11-9080 - Lodging Managers	9	D	D	D
56				11-9081 - Lodging Managers	9	D	D	D
57				11-9110 - Medical and Health Services Managers	D	36	D	D
58				11-9111 - Medical and Health Services Managers	D	36	D	D
59				11-9120 - Natural Sciences Managers	D	D	D	D
60				11-9121 - Natural Sciences Managers	D	D	D	D
61				11-9140 - Property, Real Estate, and Community Association Managers	7	D	D	D
62				11-9141 - Property, Real Estate, and Community Association Managers	7	D	D	D
63				11-9150 - Social and Community Service Managers	6	D	D	D
64				11-9151 - Social and Community Service Managers	6	D	D	D
65				11-9160 - Emergency Management Directors	D	D	D	D
66				11-9161 - Emergency Management Directors	D	D	D	D
67				11-9170 - Personal Service Managers	D	D	D	D
68				11-9179 - Personal Service Managers, All Other	D	D	D	D
69				11-9190 - Miscellaneous Managers	37	202	\$24.06	\$24.04
70				11-9199 - Managers, All Other	37	202	\$24.06	\$24.04
71	13-0000 - Business and Financial Operations Occupations				147	800	\$17.59	\$16.83
72	13-1000 - Business Operations Specialists				48	410	\$17.72	\$16.83
73				13-1020 - Buyers and Purchasing Agents	8	D	D	D
74				13-1022 - Wholesale and Retail Buyers, Except Farm Products	3	D	D	D
75				13-1023 - Purchasing Agents, Except Wholesale, Retail, and Farm Products	5	D	D	D
76				13-1030 - Claims Adjusters, Appraisers, Examiners, and Investigators	3	D	D	D
77				13-1031 - Claims Adjusters, Examiners, and Investigators	3	D	D	D
78				13-1040 - Compliance Officers	7	57	\$16.37	\$14.81

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
79				13-1041 - Compliance Officers	7	57	\$16.37	\$14.81
80				13-1050 - Cost Estimators	3	D	D	D
81				13-1051 - Cost Estimators	3	D	D	D
82				13-1070 - Human Resources Workers	22	54	\$17.01	\$15.99
83				13-1071 - Human Resources Specialists	21	44	\$17.09	\$15.60
84				13-1075 - Labor Relations Specialists	D	D	D	D
85				13-1080 - Logisticians and Project Management Specialists	11	212	\$18.91	\$18.27
86				13-1081 - Logisticians	D	D	D	D
87				13-1082 - Project Management Specialists	11	208	\$18.92	\$18.27
88				13-1110 - Management Analysts	5	D	D	D
89				13-1111 - Management Analysts	5	D	D	D
90				13-1120 - Meeting, Convention, and Event Planners	D	D	D	D
91				13-1121 - Meeting, Convention, and Event Planners	D	D	D	D
92				13-1140 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
93				13-1141 - Compensation, Benefits, and Job Analysis Specialists	D	D	D	D
94				13-1150 - Training and Development Specialists	5	D	D	D
95				13-1151 - Training and Development Specialists	5	D	D	D
96				13-1160 - Market Research Analysts and Marketing Specialists	8	D	D	D
97				13-1161 - Market Research Analysts and Marketing Specialists	8	D	D	D
98				13-1190 - Miscellaneous Business Operations Specialists	5	D	D	D
99				13-1199 - Business Operations Specialists, All Other	5	D	D	D
100				13-2000 - Financial Specialists	128	390	\$17.46	\$16.67
101				13-2010 - Accountants and Auditors	116	243	\$17.91	\$17.00
102				13-2011 - Accountants and Auditors	116	243	\$17.91	\$17.00
103				13-2020 - Property Appraisers and Assessors	D	D	D	D
104				13-2023 - Appraisers and Assessors of Real Estate	D	D	D	D
105				13-2030 - Budget Analysts	5	D	D	D
106				13-2031 - Budget Analysts	5	D	D	D
107				13-2040 - Credit Analysts	D	D	D	D
108				13-2041 - Credit Analysts	D	D	D	D
109				13-2050 - Financial Analysts and Advisors	11	48	\$18.14	\$18.08
110				13-2051 - Financial and Investment Analysts	3	D	D	D
111				13-2053 - Insurance Underwriters	8	D	D	D
112				13-2060 - Financial Examiners	D	D	D	D
113				13-2061 - Financial Examiners	D	D	D	D
114				13-2070 - Credit Counselors and Loan Officers	4	D	D	D
115				13-2071 - Credit Counselors	D	D	D	D
116				13-2072 - Loan Officers	3	D	D	D
117				13-2080 - Tax Examiners, Collectors and Preparers, and Revenue Agents	4	56	\$11.94	\$10.71

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
118				13-2081 - Tax Examiners and Collectors, and Revenue Agents	D	53	D	D
119				13-2082 - Tax Preparers	3	D	D	D
120				13-2090 - Miscellaneous Financial Specialists	3	D	D	D
121				13-2099 - Financial Specialists, All Other	3	D	D	D
122	15-0000 - Computer and Mathematical Occupations				24	120	\$19.22	\$16.32
123		15-1200 - Computer Occupations			24	108	\$18.89	\$15.58
124			15-1210 - Computer and Information Analysts		10	D	D	D
125				15-1211 - Computer Systems Analysts	5	D	D	D
126				15-1212 - Information Security Analysts	5	D	D	D
127			15-1230 - Computer Support Specialists		15	49	\$15.27	\$14.30
128				15-1231 - Computer Network Support Specialists	4	D	D	D
129				15-1232 - Computer User Support Specialists	13	40	\$14.85	\$14.14
130			15-1240 - Database and Network Administrators and Architects		5	D	D	D
131				15-1241 - Computer Network Architects	D	D	D	D
132				15-1242 - Database Administrators	D	D	D	D
133				15-1243 - Database Architects	D	D	D	D
134				15-1244 - Network and Computer Systems Administrators	4	D	D	D
135			15-1250 - Software and Web Developers, Programmers, and Testers		6	D	D	D
136				15-1251 - Computer Programmers	4	D	D	D
137				15-1254 - Web Developers	D	D	D	D
138			15-1290 - Miscellaneous Computer Occupations		3	D	D	D
139				15-1299 - Computer Occupations, All Other	3	D	D	D
140	15-2000 - Mathematical Science Occupations				4	D	D	D
141			15-2030 - Operations Research Analysts		D	D	D	D
142				15-2031 - Operations Research Analysts	D	D	D	D
143			15-2040 - Statisticians		3	D	D	D
144				15-2041 - Statisticians	3	D	D	D
145			15-2050 - Data Scientists		D	D	D	D
146				15-2051 - Data Scientists	D	D	D	D
147	17-0000 - Architecture and Engineering Occupations				30	147	\$22.14	\$18.92
148		17-1000 - Architects, Surveyors, and Cartographers			6	D	D	D
149			17-1010 - Architects, Except Naval		4	D	D	D
150				17-1011 - Architects, Except Landscape and Naval	4	D	D	D
151			17-1020 - Surveyors, Cartographers, and Photogrammetrists		3	D	D	D
152				17-1022 - Surveyors	3	D	D	D
153	17-2000 - Engineers				16	55	\$30.44	\$27.40
154			17-2030 - Bioengineers and Biomedical Engineers		D	D	D	D
155				17-2031 - Bioengineers and Biomedical Engineers	D	D	D	D
156			17-2050 - Civil Engineers		12	30	\$33.39	\$28.48

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
157				17-2051 - Civil Engineers	12	30	\$33.39	\$28.48
158				17-2070 - Electrical and Electronics Engineers	6	D	D	D
159				17-2071 - Electrical Engineers	5	D	D	D
160				17-2072 - Electronics Engineers, Except Computer	D	D	D	D
161				17-2080 - Environmental Engineers	D	D	D	D
162				17-2081 - Environmental Engineers	D	D	D	D
163				17-2140 - Mechanical Engineers	D	D	D	D
164				17-2141 - Mechanical Engineers	D	D	D	D
165				17-2190 - Miscellaneous Engineers	D	D	D	D
166				17-2199 - Engineers, All Other	D	D	D	D
167				17-3000 - Drafters, Engineering Technicians, and Mapping Technicians	22	67	\$17.02	\$17.30
168				17-3010 - Drafters	11	D	D	D
169				17-3011 - Architectural and Civil Drafters	8	D	D	D
170				17-3013 - Mechanical Drafters	D	D	D	D
171				17-3019 - Drafters, All Other	D	D	D	D
172				17-3020 - Engineering Technologists and Technicians, Except Drafters	14	40	\$17.57	\$17.76
173				17-3022 - Civil Engineering Technologists and Technicians	11	D	D	D
174				17-3023 - Electrical and Electronic Engineering Technologists and Technicians	D	D	D	D
175				17-3027 - Mechanical Engineering Technologists and Technicians	D	D	D	D
176				17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other	D	D	D	D
177				17-3030 - Surveying and Mapping Technicians	4	D	D	D
178				17-3031 - Surveying and Mapping Technicians	4	D	D	D
179				19-0000 - Life, Physical, and Social Science Occupations	15	145	\$18.04	\$15.07
180				19-1000 - Life Scientists	6	48	\$20.92	\$18.00
181				19-1010 - Agricultural and Food Scientists	D	D	D	D
182				19-1012 - Food Scientists and Technologists	D	D	D	D
183				19-1013 - Soil and Plant Scientists	D	D	D	D
184				19-1020 - Biological Scientists	3	D	D	D
185				19-1022 - Microbiologists	D	D	D	D
186				19-1023 - Zoologists and Wildlife Biologists	D	D	D	D
187				19-1029 - Biological Scientists, All Other	D	D	D	D
188				19-1030 - Conservation Scientists and Foresters	D	D	D	D
189				19-1031 - Conservation Scientists	D	D	D	D
190				19-1040 - Medical Scientists	D	D	D	D
191				19-1041 - Epidemiologists	D	D	D	D
192				19-2000 - Physical Scientists	5	35	\$15.98	\$14.13
193				19-2030 - Chemists and Materials Scientists	D	D	D	D
194				19-2031 - Chemists	D	D	D	D
195				19-2040 - Environmental Scientists and Geoscientists	4	34	\$15.75	\$14.04

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
196				19-2041 - Environmental Scientists and Specialists, Including Health	4	34	\$15.75	\$14.04
197				19-3000 - Social Scientists and Related Workers	4	D	D	D
198				19-3020 - Survey Researchers	D	D	D	D
199				19-3022 - Survey Researchers	D	D	D	D
200				19-3030 - Psychologists	3	D	D	D
201				19-3033 - Clinical and Counseling Psychologists	D	D	D	D
202				19-3034 - School Psychologists	D	D	D	D
203				19-3050 - Urban and Regional Planners	D	D	D	D
204				19-3051 - Urban and Regional Planners	D	D	D	D
205				19-3090 - Miscellaneous Social Scientists and Related Workers	D	D	D	D
206				19-3091 - Anthropologists and Archeologists	D	D	D	D
207				19-3094 - Political Scientists	D	D	D	D
208				19-3099 - Social Scientists and Related Workers, All Other	D	D	D	D
209				19-4000 - Life, Physical, and Social Science Technicians	4	D	D	D
210				19-4010 - Agricultural and Food Science Technicians	D	D	D	D
211				19-4013 - Food Science Technicians	D	D	D	D
212				19-4020 - Biological Technicians	D	D	D	D
213				19-4021 - Biological Technicians	D	D	D	D
214				19-4030 - Chemical Technicians	D	D	D	D
215				19-4031 - Chemical Technicians	D	D	D	D
216				19-4040 - Environmental Science and Geoscience Technicians	3	D	D	D
217				19-4042 - Environmental Science and Protection Technicians, Including Health	3	D	D	D
218				19-4060 - Social Science Research Assistants	D	D	D	D
219				19-4061 - Social Science Research Assistants	D	D	D	D
220				19-4070 - Forest and Conservation Technicians	D	D	D	D
221				19-4071 - Forest and Conservation Technicians	D	D	D	D
222				19-5000 - Occupational Health and Safety Specialists and Technicians	8	D	D	D
223				19-5010 - Occupational Health and Safety Specialists and Technicians	8	D	D	D
224				19-5011 - Occupational Health and Safety Specialists	6	D	D	D
225				19-5012 - Occupational Health and Safety Technicians	3	D	D	D
226				21-0000 - Community and Social Service Occupations	12	376	\$16.03	\$14.27
227				21-1000 - Counselors, Social Workers, and Other Community and Social Service Specialists	10	338	\$14.95	\$14.14
228				21-1010 - Counselors	7	69	\$19.76	\$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	5	35	\$18.96	\$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	D	D	D	D
234				21-1020 - Social Workers	4	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
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	D	D	D	D
239				21-1090 - Miscellaneous Community and Social Service Specialists	6	242	\$13.23	\$12.60
240				21-1091 - Health Education Specialists	D	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	5	37	\$13.61	\$12.80
244				21-1099 - Community and Social Service Specialists, All Other	D	154	D	D
245				21-2000 - Religious Workers	4	38	\$25.61	\$31.52
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				23-0000 - Legal Occupations	13	99	\$28.76	\$28.85
253				23-1000 - Lawyers, Judges, and Related Workers	8	44	\$41.13	\$37.86
254				23-1010 - Lawyers and Judicial Law Clerks	8	35	\$37.32	\$35.58
255				23-1011 - Lawyers	8	D	D	D
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				23-2000 - Legal Support Workers	11	55	\$18.87	\$16.18
261				23-2010 - Paralegals and Legal Assistants	9	47	\$19.41	\$16.39
262				23-2011 - Paralegals and Legal Assistants	9	47	\$19.41	\$16.39
263				23-2090 - Miscellaneous Legal Support Workers	3	D	D	D
264				23-2093 - Title Examiners, Abstractors, and Searchers	D	D	D	D
265				23-2099 - Legal Support Workers, All Other	3	D	D	D
266				25-0000 - Educational Instruction and Library Occupations	24	1,006	\$19.20	\$16.88
267				25-1000 - Postsecondary Teachers	6	42	\$22.15	\$21.98
268				25-1010 - Business Teachers, Postsecondary	D	D	D	D
269				25-1011 - Business Teachers, Postsecondary	D	D	D	D
270				25-1020 - Math and Computer Science Teachers, Postsecondary	D	D	D	D
271				25-1021 - Computer Science Teachers, Postsecondary	D	D	D	D
272				25-1022 - Mathematical Science Teachers, Postsecondary	D	D	D	D
273				25-1040 - Life Sciences Teachers, Postsecondary	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
274				25-1042 - Biological Science Teachers, Postsecondary	D	D	D	D
275				25-1043 - Forestry and Conservation Science Teachers, Postsecondary	D	D	D	D
276			25-1060 - Social Sciences Teachers, Postsecondary		D	D	D	D
277				25-1062 - Area, Ethnic, and Cultural Studies Teachers, Postsecondary	D	D	D	D
278				25-1066 - Psychology Teachers, Postsecondary	D	D	D	D
279				25-1069 - Social Sciences Teachers, Postsecondary, All Other	D	D	D	D
280			25-1070 - Health Teachers, Postsecondary		D	D	D	D
281				25-1071 - Health Specialties Teachers, Postsecondary	D	D	D	D
282				25-1072 - Nursing Instructors and Teachers, Postsecondary	D	D	D	D
283			25-1080 - Education and Library Science Teachers, Postsecondary		D	D	D	D
284				25-1081 - Education Teachers, Postsecondary	D	D	D	D
285			25-1110 - Law, Criminal Justice, and Social Work Teachers, Postsecondary		D	D	D	D
286				25-1111 - Criminal Justice and Law Enforcement Teachers, Postsecondary	D	D	D	D
287			25-1120 - Arts, Communications, History, and Humanities Teachers, Postsecondary		4	D	D	D
288				25-1121 - Art, Drama, and Music Teachers, Postsecondary	D	D	D	D
289				25-1123 - English Language and Literature Teachers, Postsecondary	D	D	D	D
290				25-1124 - Foreign Language and Literature Teachers, Postsecondary	D	D	D	D
291			25-1190 - Miscellaneous Postsecondary Teachers		D	D	D	D
292				25-1199 - Postsecondary Teachers, All Other	D	D	D	D
293			25-2000 - Preschool, Elementary, Middle, Secondary, and Special Education Teachers		11	577	\$20.14	\$19.50
294			25-2010 - Preschool and Kindergarten Teachers		4	D	D	D
295				25-2011 - Preschool Teachers, Except Special Education	D	D	D	D
296				25-2012 - Kindergarten Teachers, Except Special Education	3	D	D	D
297			25-2020 - Elementary and Middle School Teachers		11	400	\$19.75	\$19.32
298				25-2021 - Elementary School Teachers, Except Special Education	11	276	\$19.60	\$19.32
299				25-2022 - Middle School Teachers, Except Special and Career/Technical Education	5	124	\$20.09	\$20.48
300			25-2030 - Secondary School Teachers		5	127	\$20.86	\$21.29
301				25-2031 - Secondary School Teachers, Except Special and Career/Technical Education	5	126	\$20.76	\$21.09
302				25-2032 - Career/Technical Education Teachers, Secondary School	D	D	D	D
303			25-2050 - Special Education Teachers		D	34	D	D
304				25-2056 - Special Education Teachers, Elementary School	D	D	D	D
305				25-2057 - Special Education Teachers, Middle School	D	D	D	D
306				25-2058 - Special Education Teachers, Secondary School	D	D	D	D
307				25-2059 - Special Education Teachers, All Other	D	D	D	D
308			25-3000 - Other Teachers and Instructors		8	141	\$15.78	\$13.30
309				25-3010 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
310				25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	D	D	D	D
311			25-3020 - Self-Enrichment Teachers		4	D	D	D
312				25-3021 - Self-Enrichment Teachers	4	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
313			25-3030 - Substitute Teachers, Short-Term		D	35	D	D
314			25-3031 - Substitute Teachers, Short-Term		D	35	D	D
315			25-3040 - Tutors		D	D	D	D
316			25-3041 - Tutors		D	D	D	D
317			25-3090 - Miscellaneous Teachers and Instructors		D	96	D	D
318			25-3099 - Teachers and Instructors, All Other		D	96	D	D
319			25-4000 - Librarians, Curators, and Archivists		3	37	\$15.67	\$14.35
320			25-4010 - Archivists, Curators, and Museum Technicians		D	D	D	D
321			25-4011 - Archivists		D	D	D	D
322			25-4013 - Museum Technicians and Conservators		D	D	D	D
323			25-4020 - Librarians and Media Collections Specialists		D	D	D	D
324			25-4022 - Librarians and Media Collections Specialists		D	D	D	D
325			25-4030 - Library Technicians		D	D	D	D
326			25-4031 - Library Technicians		D	D	D	D
327			25-9000 - Other Educational Instruction and Library Occupations		8	209	\$18.95	\$10.68
328			25-9020 - Farm and Home Management Educators		D	D	D	D
329			25-9021 - Farm and Home Management Educators		D	D	D	D
330			25-9030 - Instructional Coordinators		4	D	D	D
331			25-9031 - Instructional Coordinators		4	D	D	D
332			25-9040 - Teaching Assistants		4	178	\$19.11	\$10.68
333			25-9042 - Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education		4	35	\$10.03	\$10.00
334			25-9043 - Teaching Assistants, Special Education		D	143	D	D
335			25-9090 - Miscellaneous Educational Instruction and Library Workers		D	D	D	D
336			25-9099 - Educational Instruction and Library Workers, All Other		D	D	D	D
337			27-0000 - Arts, Design, Entertainment, Sports, and Media Occupations		23	65	\$15.68	\$13.27
338			27-1000 - Art and Design Workers		16	D	D	D
339			27-1020 - Designers		16	D	D	D
340			27-1023 - Floral Designers		D	D	D	D
341			27-1024 - Graphic Designers		10	D	D	D
342			27-1025 - Interior Designers		D	D	D	D
343			27-1026 - Merchandise Displayers and Window Trimmers		3	D	D	D
344			27-2000 - Entertainers and Performers, Sports and Related Workers		D	D	D	D
345			27-2020 - Athletes, Coaches, Umpires, and Related Workers		D	D	D	D
346			27-2022 - Coaches and Scouts		D	D	D	D
347			27-2040 - Musicians, Singers, and Related Workers		D	D	D	D
348			27-2042 - Musicians and Singers		D	D	D	D
349			27-3000 - Media and Communication Workers		6	D	D	D
350			27-3020 - News Analysts, Reporters and Journalists		D	D	D	D
351			27-3023 - News Analysts, Reporters, and Journalists		D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
352			27-3030 - Public Relations Specialists		D	D	D	D
353			27-3031 - Public Relations Specialists		D	D	D	D
354			27-3040 - Writers and Editors		D	D	D	D
355			27-3042 - Technical Writers		D	D	D	D
356			27-3090 - Miscellaneous Media and Communication Workers		4	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		4	D	D	D
360			27-4000 - Media and Communication Equipment Workers		D	D	D	D
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	29-0000 - Healthcare Practitioners and Technical Occupations				14	559	\$38.82	\$22.22
366		29-1000 - Healthcare Diagnosing or Treating Practitioners			14	355	\$51.66	\$27.07
367			29-1020 - Dentists		D	D	D	D
368			29-1021 - Dentists, General		D	D	D	D
369			29-1030 - Dietitians and Nutritionists		D	D	D	D
370			29-1031 - Dietitians and Nutritionists		D	D	D	D
371			29-1050 - Pharmacists		3	D	D	D
372			29-1051 - Pharmacists		3	D	D	D
373			29-1070 - Physician Assistants		4	D	D	D
374			29-1071 - Physician Assistants		4	D	D	D
375			29-1080 - Podiatrists		D	D	D	D
376			29-1081 - Podiatrists		D	D	D	D
377			29-1120 - Therapists		4	D	D	D
378			29-1122 - Occupational Therapists		D	D	D	D
379			29-1123 - Physical Therapists		3	D	D	D
380			29-1126 - Respiratory Therapists		D	D	D	D
381			29-1128 - Exercise Physiologists		D	D	D	D
382			29-1140 - Registered Nurses		6	190	\$22.77	\$22.22
383			29-1141 - Registered Nurses		6	190	\$22.77	\$22.22
384			29-1150 - Nurse Anesthetists		D	D	D	D
385			29-1151 - Nurse Anesthetists		D	D	D	D
386			29-1160 - Nurse Midwives		D	D	D	D
387			29-1161 - Nurse Midwives		D	D	D	D
388			29-1170 - Nurse Practitioners		3	D	D	D
389			29-1171 - Nurse Practitioners		3	D	D	D
390			29-1180 - Audiologists		D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
391				29-1181 - Audiologists	D	D	D	D
392				29-1210 - Physicians	6	64	\$121.28	\$113.44
393				29-1211 - Anesthesiologists	D	D	D	D
394				29-1212 - Cardiologists	D	D	D	D
395				29-1214 - Emergency Medicine Physicians	D	D	D	D
396				29-1215 - Family Medicine Physicians	D	D	D	D
397				29-1216 - General Internal Medicine Physicians	3	D	D	D
398				29-1217 - Neurologists	D	D	D	D
399				29-1218 - Obstetricians and Gynecologists	D	D	D	D
400				29-1221 - Pediatricians, General	D	D	D	D
401				29-1223 - Psychiatrists	D	D	D	D
402				29-1224 - Radiologists	D	D	D	D
403				29-1229 - Physicians, All Other	3	D	D	D
404				29-1240 - Surgeons	D	D	D	D
405				29-1241 - Ophthalmologists, Except Pediatric	D	D	D	D
406				29-1242 - Orthopedic Surgeons, Except Pediatric	D	D	D	D
407				29-1249 - Surgeons, All Other	D	D	D	D
408				29-1290 - Miscellaneous Healthcare Diagnosing or Treating Practitioners	D	D	D	D
409				29-1292 - Dental Hygienists	D	D	D	D
410				29-2000 - Health Technologists and Technicians	9	201	\$16.38	\$15.00
411				29-2010 - Clinical Laboratory Technologists and Technicians	3	D	D	D
412				29-2011 - Medical and Clinical Laboratory Technologists	D	D	D	D
413				29-2012 - Medical and Clinical Laboratory Technicians	3	D	D	D
414				29-2030 - Diagnostic Related Technologists and Technicians	D	D	D	D
415				29-2031 - Cardiovascular Technologists and Technicians	D	D	D	D
416				29-2034 - Radiologic Technologists and Technicians	D	D	D	D
417				29-2050 - Health Practitioner Support Technologists and Technicians	4	38	\$15.88	\$14.50
418				29-2051 - Dietetic Technicians	D	D	D	D
419				29-2052 - Pharmacy Technicians	3	D	D	D
420				29-2055 - Surgical Technologists	D	D	D	D
421				29-2057 - Ophthalmic Medical Technicians	D	D	D	D
422				29-2060 - Licensed Practical and Licensed Vocational Nurses	5	D	D	D
423				29-2061 - Licensed Practical and Licensed Vocational Nurses	5	D	D	D
424				29-2070 - Medical Records Specialists	D	37	D	D
425				29-2072 - Medical Records Specialists	D	37	D	D
426				29-2080 - Opticians, Dispensing	D	D	D	D
427				29-2081 - Opticians, Dispensing	D	D	D	D
428				29-2090 - Miscellaneous Health Technologists and Technicians	D	58	D	D
429				29-2099 - Health Technologists and Technicians, All Other	D	58	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
430				29-9000 - Other Healthcare Practitioners and Technical Occupations	D	D	D	D
431				29-9020 - Health Information Technologists and Medical Registrars	D	D	D	D
432				29-9021 - Health Information Technologists and Medical Registrars	D	D	D	D
433				29-9090 - Miscellaneous Health Practitioners and Technical Workers	D	D	D	D
434				29-9099 - Healthcare Practitioners and Technical Workers, All Other	D	D	D	D
435				31-0000 - Healthcare Support Occupations	19	186	\$12.46	\$11.46
436				31-1100 - Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	7	65	\$11.18	\$10.71
437				31-1120 - Home Health and Personal Care Aides	4	D	D	D
438				31-1121 - Home Health Aides	D	D	D	D
439				31-1122 - Personal Care Aides	D	D	D	D
440				31-1130 - Nursing Assistants, Orderlies, and Psychiatric Aides	3	48	\$12.05	\$10.92
441				31-1131 - Nursing Assistants	3	48	\$12.05	\$10.92
442				31-2000 - Occupational Therapy and Physical Therapist Assistants and Aides	3	D	D	D
443				31-2020 - Physical Therapist Assistants and Aides	3	D	D	D
444				31-2021 - Physical Therapist Assistants	D	D	D	D
445				31-2022 - Physical Therapist Aides	3	D	D	D
446				31-9000 - Other Healthcare Support Occupations	15	111	\$13.28	\$12.26
447				31-9010 - Massage Therapists	6	D	D	D
448				31-9011 - Massage Therapists	6	D	D	D
449				31-9090 - Miscellaneous Healthcare Support Occupations	9	92	\$13.72	\$13.00
450				31-9091 - Dental Assistants	3	D	D	D
451				31-9092 - Medical Assistants	6	D	D	D
452				31-9094 - Medical Transcriptionists	D	D	D	D
453				31-9095 - Pharmacy Aides	3	D	D	D
454				31-9097 - Phlebotomists	D	D	D	D
455				31-9099 - Healthcare Support Workers, All Other	D	D	D	D
456				33-0000 - Protective Service Occupations	26	908	\$12.26	\$11.25
457				33-1000 - Supervisors of Protective Service Workers	5	112	\$18.51	\$18.32
458				33-1010 - First-Line Supervisors of Law Enforcement Workers	D	31	D	D
459				33-1011 - First-Line Supervisors of Correctional Officers	D	D	D	D
460				33-1012 - First-Line Supervisors of Police and Detectives	D	D	D	D
461				33-1020 - First-Line Supervisors of Firefighting and Prevention Workers	D	70	D	D
462				33-1021 - First-Line Supervisors of Firefighting and Prevention Workers	D	70	D	D
463				33-1090 - Miscellaneous First-Line Supervisors, Protective Service Workers	3	D	D	D
464				33-1091 - First-Line Supervisors of Security Workers	D	D	D	D
465				33-1099 - First-Line Supervisors of Protective Service Workers, All Other	D	D	D	D
466				33-2000 - Firefighting and Prevention Workers	3	99	\$11.69	\$11.81
467				33-2010 - Firefighters	D	98	D	D
468				33-2011 - Firefighters	D	98	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
469			33-2020 - Fire Inspectors		D	D	D	D
470			33-2021 - Fire Inspectors and Investigators		D	D	D	D
471		33-3000 - Law Enforcement Workers			D	316	D	D
472			33-3010 - Bailiffs, Correctional Officers, and Jailers		D	79	D	D
473			33-3012 - Correctional Officers and Jailers		D	79	D	D
474			33-3030 - Fish and Game Wardens		D	D	D	D
475			33-3031 - Fish and Game Wardens		D	D	D	D
476			33-3050 - Police Officers		D	234	D	D
477			33-3051 - Police and Sheriff's Patrol Officers		D	234	D	D
478		33-9000 - Other Protective Service Workers			25	381	\$10.00	\$8.41
479			33-9030 - Security Guards and Gambling Surveillance Officers		20	212	\$8.72	\$7.50
480			33-9031 - Gambling Surveillance Officers and Gambling Investigators		D	D	D	D
481			33-9032 - Security Guards		19	211	\$8.66	\$7.49
482			33-9090 - Miscellaneous Protective Service Workers		6	169	\$11.61	\$10.20
483			33-9092 - Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		5	49	\$8.10	\$8.00
484			33-9094 - School Bus Monitors		D	D	D	D
485			33-9099 - Protective Service Workers, All Other		D	111	D	D
486		35-0000 - Food Preparation and Serving Related Occupations			96	1,008	\$9.13	\$8.39
487			35-1000 - Supervisors of Food Preparation and Serving Workers		29	161	\$12.97	\$11.00
488			35-1010 - Supervisors of Food Preparation and Serving Workers		29	161	\$12.97	\$11.00
489			35-1011 - Chefs and Head Cooks		13	47	\$17.19	\$15.00
490			35-1012 - First-Line Supervisors of Food Preparation and Serving Workers		25	114	\$11.23	\$10.30
491		35-2000 - Cooks and Food Preparation Workers			78	442	\$8.75	\$8.60
492			35-2010 - Cooks		70	286	\$9.03	\$8.69
493			35-2011 - Cooks, Fast Food		5	D	D	D
494			35-2012 - Cooks, Institution and Cafeteria		7	D	D	D
495			35-2013 - Cooks, Private Household		D	D	D	D
496			35-2014 - Cooks, Restaurant		51	207	\$8.93	\$8.69
497			35-2015 - Cooks, Short Order		3	D	D	D
498			35-2019 - Cooks, All Other		7	36	\$8.60	\$8.76
499			35-2020 - Food Preparation Workers		26	156	\$8.24	\$8.00
500			35-2021 - Food Preparation Workers		26	156	\$8.24	\$8.00
501		35-3000 - Food and Beverage Serving Workers			63	329	\$8.01	\$8.00
502			35-3010 - Bartenders		9	D	D	D
503			35-3011 - Bartenders		9	D	D	D
504			35-3020 - Fast Food and Counter Workers		17	90	\$7.97	\$8.05
505			35-3023 - Fast Food and Counter Workers		17	90	\$7.97	\$8.05
506			35-3030 - Waiters and Waitresses		47	189	\$8.00	\$8.00
507			35-3031 - Waiters and Waitresses		47	189	\$8.00	\$8.00

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
508			35-3040	- Food Servers, Nonrestaurant	D	33	D	D
509			35-3041	- Food Servers, Nonrestaurant	D	33	D	D
510			35-9000	- Other Food Preparation and Serving Related Workers	16	76	\$8.06	\$8.00
511			35-9010	- Dining Room and Cafeteria Attendants and Bartender Helpers	D	D	D	D
512			35-9011	- Dining Room and Cafeteria Attendants and Bartender Helpers	D	D	D	D
513			35-9020	- Dishwashers	11	53	\$8.02	\$8.00
514			35-9021	- Dishwashers	11	53	\$8.02	\$8.00
515			35-9030	- Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
516			35-9031	- Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	D	D	D	D
517			35-9090	- Miscellaneous Food Preparation and Serving Related Workers	4	D	D	D
518			35-9099	- Food Preparation and Serving Related Workers, All Other	4	D	D	D
519			37-0000	- Building and Grounds Cleaning and Maintenance Occupations	107	582	\$8.74	\$8.00
520			37-1000	- Supervisors of Building and Grounds Cleaning and Maintenance Workers	19	49	\$11.53	\$11.42
521			37-1010	- First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers	19	49	\$11.53	\$11.42
522			37-1011	- First-Line Supervisors of Housekeeping and Janitorial Workers	14	32	\$10.79	\$11.41
523			37-1012	- First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	9	D	D	D
524			37-2000	- Building Cleaning and Pest Control Workers	96	402	\$8.15	\$8.00
525			37-2010	- Building Cleaning Workers	95	398	\$8.15	\$8.00
526			37-2011	- Janitors and Cleaners, Except Maids and Housekeeping Cleaners	54	162	\$8.45	\$8.15
527			37-2012	- Maids and Housekeeping Cleaners	44	227	\$7.86	\$7.64
528			37-2019	- Building Cleaning Workers, All Other	7	D	D	D
529			37-2020	- Pest Control Workers	D	D	D	D
530			37-2021	- Pest Control Workers	D	D	D	D
531			37-3000	- Grounds Maintenance Workers	34	131	\$9.51	\$9.00
532			37-3010	- Grounds Maintenance Workers	34	131	\$9.51	\$9.00
533			37-3011	- Landscaping and Groundskeeping Workers	21	64	\$8.69	\$8.30
534			37-3012	- Pesticide Handlers, Sprayers, and Applicators, Vegetation	D	D	D	D
535			37-3019	- Grounds Maintenance Workers, All Other	14	64	\$10.34	\$9.91
536			39-0000	- Personal Care and Service Occupations	65	322	\$9.91	\$8.08
537			39-1000	- Supervisors of Personal Care and Service Workers	11	D	D	D
538			39-1010	- First-Line Supervisors of Entertainment and Recreation Workers	9	D	D	D
539			39-1013	- First-Line Supervisors of Gambling Services Workers	4	D	D	D
540			39-1014	- First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	5	D	D	D
541			39-1020	- First-Line Supervisors of Personal Service Workers	3	D	D	D
542			39-1022	- First-Line Supervisors of Personal Service Workers	3	D	D	D
543			39-2000	- Animal Care and Service Workers	D	D	D	D
544			39-2010	- Animal Trainers	D	D	D	D
545			39-2011	- Animal Trainers	D	D	D	D
546			39-2020	- Animal Caretakers	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
547				39-2021 - Animal Caretakers	D	D	D	D
548				39-3000 - Entertainment Attendants and Related Workers	6	D	D	D
549				39-3010 - Gambling Services Workers	D	D	D	D
550				39-3019 - Gambling Service Workers, All Other	D	D	D	D
551				39-3090 - Miscellaneous Entertainment Attendants and Related Workers	4	D	D	D
552				39-3091 - Amusement and Recreation Attendants	4	D	D	D
553				39-5000 - Personal Appearance Workers	12	37	\$8.88	\$8.14
554				39-5010 - Barbers, Hairdressers, Hairstylists and Cosmetologists	12	37	\$8.88	\$8.14
555				39-5011 - Barbers	4	D	D	D
556				39-5012 - Hairdressers, Hairstylists, and Cosmetologists	9	D	D	D
557				39-6000 - Baggage Porters, Bellhops, and Concierges	8	D	D	D
558				39-6010 - Baggage Porters, Bellhops, and Concierges	8	D	D	D
559				39-6011 - Baggage Porters and Bellhops	6	D	D	D
560				39-6012 - Concierges	3	D	D	D
561				39-7000 - Tour and Travel Guides	20	54	\$12.43	\$10.85
562				39-7010 - Tour and Travel Guides	20	54	\$12.43	\$10.85
563				39-7011 - Tour Guides and Escorts	19	50	\$10.98	\$10.85
564				39-7012 - Travel Guides	3	D	D	D
565				39-9000 - Other Personal Care and Service Workers	17	139	\$8.98	\$7.81
566				39-9010 - Childcare Workers	12	103	\$7.96	\$7.79
567				39-9011 - Childcare Workers	12	103	\$7.96	\$7.79
568				39-9030 - Recreation and Fitness Workers	4	D	D	D
569				39-9031 - Exercise Trainers and Group Fitness Instructors	D	D	D	D
570				39-9032 - Recreation Workers	3	D	D	D
571				39-9090 - Miscellaneous Personal Care and Service Workers	D	D	D	D
572				39-9099 - Personal Care and Service Workers, All Other	D	D	D	D
573				41-0000 - Sales and Related Occupations	157	671	\$9.42	\$8.50
574				41-1000 - Supervisors of Sales Workers	42	101	\$11.34	\$10.17
575				41-1010 - First-Line Supervisors of Sales Workers	42	101	\$11.34	\$10.17
576				41-1011 - First-Line Supervisors of Retail Sales Workers	38	95	\$11.32	\$10.17
577				41-1012 - First-Line Supervisors of Non-Retail Sales Workers	5	D	D	D
578				41-2000 - Retail Sales Workers	105	460	\$8.40	\$7.86
579				41-2010 - Cashiers	68	263	\$8.02	\$7.75
580				41-2011 - Cashiers	61	225	\$8.05	\$7.75
581				41-2012 - Gambling Change Persons and Booth Cashiers	8	38	\$7.84	\$7.78
582				41-2020 - Counter and Rental Clerks and Parts Salespersons	14	43	\$9.70	\$9.70
583				41-2021 - Counter and Rental Clerks	9	D	D	D
584				41-2022 - Parts Salespersons	7	D	D	D
585				41-2030 - Retail Salespersons	38	154	\$8.67	\$8.00

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
586				41-2031 - Retail Salespersons	38	154	\$8.67	\$8.00
587			41-3000 - Sales Representatives, Services		17	32	\$15.80	\$13.89
588				41-3010 - Advertising Sales Agents	D	D	D	D
589				41-3011 - Advertising Sales Agents	D	D	D	D
590				41-3020 - Insurance Sales Agents	5	D	D	D
591				41-3021 - Insurance Sales Agents	5	D	D	D
592				41-3040 - Travel Agents	D	D	D	D
593				41-3041 - Travel Agents	D	D	D	D
594				41-3090 - Miscellaneous Sales Representatives, Services	8	D	D	D
595				41-3091 - Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	8	D	D	D
596			41-4000 - Sales Representatives, Wholesale and Manufacturing		27	53	\$9.59	\$9.29
597				41-4010 - Sales Representatives, Wholesale and Manufacturing	27	53	\$9.59	\$9.29
598				41-4011 - Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	6	D	D	D
599				41-4012 - Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	23	45	\$9.64	\$9.30
600			41-9000 - Other Sales and Related Workers		11	D	D	D
601				41-9010 - Models, Demonstrators, and Product Promoters	D	D	D	D
602				41-9011 - Demonstrators and Product Promoters	D	D	D	D
603				41-9020 - Real Estate Brokers and Sales Agents	D	D	D	D
604				41-9022 - Real Estate Sales Agents	D	D	D	D
605				41-9030 - Sales Engineers	3	D	D	D
606				41-9031 - Sales Engineers	3	D	D	D
607				41-9040 - Telemarketers	D	D	D	D
608				41-9041 - Telemarketers	D	D	D	D
609				41-9090 - Miscellaneous Sales and Related Workers	6	D	D	D
610				41-9099 - Sales and Related Workers, All Other	6	D	D	D
611			43-0000 - Office and Administrative Support Occupations		245	1,813	\$12.73	\$11.25
612				43-1000 - Supervisors of Office and Administrative Support Workers	21	60	\$18.08	\$16.52
613				43-1010 - First-Line Supervisors of Office and Administrative Support Workers	21	60	\$18.08	\$16.52
614				43-1011 - First-Line Supervisors of Office and Administrative Support Workers	21	60	\$18.08	\$16.52
615				43-2000 - Communications Equipment Operators	3	D	D	D
616				43-2010 - Switchboard Operators, Including Answering Service	D	D	D	D
617				43-2011 - Switchboard Operators, Including Answering Service	D	D	D	D
618				43-2020 - Telephone Operators	D	D	D	D
619				43-2021 - Telephone Operators	D	D	D	D
620				43-2090 - Miscellaneous Communications Equipment Operators	D	D	D	D
621				43-2099 - Communications Equipment Operators, All Other	D	D	D	D
622			43-3000 - Financial Clerks		126	341	\$13.29	\$12.02
623				43-3010 - Bill and Account Collectors	10	D	D	D
624				43-3011 - Bill and Account Collectors	10	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
625			43-3020 - Billing and Posting Clerks		11	D	D	D
626			43-3021 - Billing and Posting Clerks		11	D	D	D
627			43-3030 - Bookkeeping, Accounting, and Auditing Clerks		109	208	\$12.33	\$11.43
628			43-3031 - Bookkeeping, Accounting, and Auditing Clerks		109	208	\$12.33	\$11.43
629			43-3050 - Payroll and Timekeeping Clerks		9	D	D	D
630			43-3051 - Payroll and Timekeeping Clerks		9	D	D	D
631			43-3060 - Procurement Clerks		15	41	\$14.10	\$12.90
632			43-3061 - Procurement Clerks		15	41	\$14.10	\$12.90
633			43-3070 - Tellers		3	D	D	D
634			43-3071 - Tellers		3	D	D	D
635			43-3090 - Miscellaneous Financial Clerks		4	D	D	D
636			43-3099 - Financial Clerks, All Other		4	D	D	D
637			43-4000 - Information and Record Clerks		67	413	\$10.85	\$9.80
638			43-4030 - Court, Municipal, and License Clerks		D	D	D	D
639			43-4031 - Court, Municipal, and License Clerks		D	D	D	D
640			43-4040 - Credit Authorizers, Checkers, and Clerks		D	D	D	D
641			43-4041 - Credit Authorizers, Checkers, and Clerks		D	D	D	D
642			43-4050 - Customer Service Representatives		16	102	\$10.81	\$10.88
643			43-4051 - Customer Service Representatives		16	102	\$10.81	\$10.88
644			43-4060 - Eligibility Interviewers, Government Programs		3	D	D	D
645			43-4061 - Eligibility Interviewers, Government Programs		3	D	D	D
646			43-4070 - File Clerks		4	D	D	D
647			43-4071 - File Clerks		4	D	D	D
648			43-4080 - Hotel, Motel, and Resort Desk Clerks		14	60	\$8.65	\$8.00
649			43-4081 - Hotel, Motel, and Resort Desk Clerks		14	60	\$8.65	\$8.00
650			43-4110 - Interviewers, Except Eligibility and Loan		D	D	D	D
651			43-4111 - Interviewers, Except Eligibility and Loan		D	D	D	D
652			43-4120 - Library Assistants, Clerical		D	D	D	D
653			43-4121 - Library Assistants, Clerical		D	D	D	D
654			43-4130 - Loan Interviewers and Clerks		D	D	D	D
655			43-4131 - Loan Interviewers and Clerks		D	D	D	D
656			43-4140 - New Accounts Clerks		D	D	D	D
657			43-4141 - New Accounts Clerks		D	D	D	D
658			43-4150 - Order Clerks		5	D	D	D
659			43-4151 - Order Clerks		5	D	D	D
660			43-4160 - Human Resources Assistants, Except Payroll and Timekeeping		10	D	D	D
661			43-4161 - Human Resources Assistants, Except Payroll and Timekeeping		10	D	D	D
662			43-4170 - Receptionists and Information Clerks		18	45	\$9.92	\$8.75
663			43-4171 - Receptionists and Information Clerks		18	45	\$9.92	\$8.75

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
664				43-4180 - Reservation and Transportation Ticket Agents and Travel Clerks	10	71	\$9.15	\$7.50
665				43-4181 - Reservation and Transportation Ticket Agents and Travel Clerks	10	71	\$9.15	\$7.50
666				43-4190 - Miscellaneous Information and Record Clerks	4	32	\$11.00	\$9.48
667				43-4199 - Information and Record Clerks, All Other	4	32	\$11.00	\$9.48
668				43-5000 - Material Recording, Scheduling, Dispatching, and Distributing Workers	39	133	\$11.07	\$9.75
669				43-5010 - Cargo and Freight Agents	6	42	\$9.30	\$8.63
670				43-5011 - Cargo and Freight Agents	6	42	\$9.30	\$8.63
671				43-5020 - Couriers and Messengers	11	D	D	D
672				43-5021 - Couriers and Messengers	11	D	D	D
673				43-5030 - Dispatchers	3	D	D	D
674				43-5031 - Public Safety Telecommunicators	D	D	D	D
675				43-5032 - Dispatchers, Except Police, Fire, and Ambulance	D	D	D	D
676				43-5040 - Meter Readers, Utilities	D	D	D	D
677				43-5041 - Meter Readers, Utilities	D	D	D	D
678				43-5050 - Postal Service Workers	D	D	D	D
679				43-5052 - Postal Service Mail Carriers	D	D	D	D
680				43-5060 - Production, Planning, and Expediting Clerks	D	D	D	D
681				43-5061 - Production, Planning, and Expediting Clerks	D	D	D	D
682				43-5070 - Shipping, Receiving, and Inventory Clerks	19	45	\$12.12	\$10.34
683				43-5071 - Shipping, Receiving, and Inventory Clerks	19	45	\$12.12	\$10.34
684				43-5110 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
685				43-5111 - Weighers, Measurers, Checkers, and Samplers, Recordkeeping	D	D	D	D
686				43-6000 - Secretaries and Administrative Assistants	71	417	\$14.80	\$13.05
687				43-6010 - Secretaries and Administrative Assistants	71	417	\$14.80	\$13.05
688				43-6011 - Executive Secretaries and Executive Administrative Assistants	25	68	\$20.90	\$19.07
689				43-6012 - Legal Secretaries and Administrative Assistants	6	D	D	D
690				43-6013 - Medical Secretaries and Administrative Assistants	3	D	D	D
691				43-6014 - Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50	323	\$13.47	\$12.40
692				43-9000 - Other Office and Administrative Support Workers	78	429	\$11.95	\$10.89
693				43-9020 - Data Entry and Information Processing Workers	6	D	D	D
694				43-9021 - Data Entry Keyers	6	D	D	D
695				43-9022 - Word Processors and Typists	D	D	D	D
696				43-9040 - Insurance Claims and Policy Processing Clerks	4	D	D	D
697				43-9041 - Insurance Claims and Policy Processing Clerks	4	D	D	D
698				43-9050 - Mail Clerks and Mail Machine Operators, Except Postal Service	D	D	D	D
699				43-9051 - Mail Clerks and Mail Machine Operators, Except Postal Service	D	D	D	D
700				43-9060 - Office Clerks, General	44	101	\$9.89	\$9.50
701				43-9061 - Office Clerks, General	44	101	\$9.89	\$9.50
702				43-9080 - Proofreaders and Copy Markers	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
703				43-9081 - Proofreaders and Copy Markers	D	D	D	D
704				43-9110 - Statistical Assistants	3	D	D	D
705				43-9111 - Statistical Assistants	3	D	D	D
706				43-9190 - Miscellaneous Office and Administrative Support Workers	31	284	\$12.49	\$11.06
707				43-9199 - Office and Administrative Support Workers, All Other	31	284	\$12.49	\$11.06
708				45-0000 - Farming, Fishing, and Forestry Occupations	7	61	\$12.85	\$11.81
709				45-1000 - Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
710				45-1010 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
711				45-1011 - First-Line Supervisors of Farming, Fishing, and Forestry Workers	D	D	D	D
712				45-2000 - Agricultural Workers	5	D	D	D
713				45-2010 - Agricultural Inspectors	D	D	D	D
714				45-2011 - Agricultural Inspectors	D	D	D	D
715				45-2090 - Miscellaneous Agricultural Workers	4	D	D	D
716				45-2092 - Farmworkers and Laborers, Crop, Nursery, and Greenhouse	4	D	D	D
717				45-3000 - Fishing and Hunting Workers	D	D	D	D
718				45-3030 - Fishing and Hunting Workers	D	D	D	D
719				45-3031 - Fishing and Hunting Workers	D	D	D	D
720				45-4000 - Forest, Conservation, and Logging Workers	D	D	D	D
721				45-4010 - Forest and Conservation Workers	D	D	D	D
722				45-4011 - Forest and Conservation Workers	D	D	D	D
723				47-0000 - Construction and Extraction Occupations	49	328	\$11.70	\$10.75
724				47-1000 - Supervisors of Construction and Extraction Workers	4	D	D	D
725				47-1010 - First-Line Supervisors of Construction Trades and Extraction Workers	4	D	D	D
726				47-1011 - First-Line Supervisors of Construction Trades and Extraction Workers	4	D	D	D
727				47-2000 - Construction Trades Workers	42	200	\$11.47	\$10.92
728				47-2020 - Brickmasons, Blockmasons, and Stonemasons	D	D	D	D
729				47-2021 - Brickmasons and Blockmasons	D	D	D	D
730				47-2022 - Stonemasons	D	D	D	D
731				47-2030 - Carpenters	10	D	D	D
732				47-2031 - Carpenters	10	D	D	D
733				47-2040 - Carpet, Floor, and Tile Installers and Finishers	D	D	D	D
734				47-2041 - Carpet Installers	D	D	D	D
735				47-2050 - Cement Masons, Concrete Finishers, and Terrazzo Workers	4	44	\$9.98	\$9.97
736				47-2051 - Cement Masons and Concrete Finishers	4	44	\$9.98	\$9.97
737				47-2060 - Construction Laborers	10	43	\$10.15	\$10.00
738				47-2061 - Construction Laborers	10	43	\$10.15	\$10.00
739				47-2070 - Construction Equipment Operators	12	52	\$12.19	\$11.10
740				47-2071 - Paving, Surfacing, and Tamping Equipment Operators	3	D	D	D
741				47-2073 - Operating Engineers and Other Construction Equipment Operators	9	46	\$11.97	\$11.05

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
742			47-2110	Electricians	16	D	D	D
743			47-2111	Electricians	16	D	D	D
744			47-2140	Painters and Paperhangers	3	D	D	D
745			47-2141	Painters, Construction and Maintenance	3	D	D	D
746			47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
747			47-2152	Plumbers, Pipefitters, and Steamfitters	D	D	D	D
748			47-2220	Structural Iron and Steel Workers	D	D	D	D
749			47-2221	Structural Iron and Steel Workers	D	D	D	D
750			47-2230	Solar Photovoltaic Installers	D	D	D	D
751			47-2231	Solar Photovoltaic Installers	D	D	D	D
752			47-3000	Helpers, Construction Trades	12	102	\$10.62	\$10.22
753			47-3010	Helpers, Construction Trades	12	102	\$10.62	\$10.22
754			47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	D	D	D	D
755			47-3012	Helpers--Carpenters	5	D	D	D
756			47-3013	Helpers--Electricians	D	D	D	D
757			47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	D	D	D	D
758			47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	D	D	D	D
759			47-3019	Helpers, Construction Trades, All Other	7	70	\$10.77	\$9.25
760			47-4000	Other Construction and Related Workers	4	D	D	D
761			47-4010	Construction and Building Inspectors	4	D	D	D
762			47-4011	Construction and Building Inspectors	4	D	D	D
763			47-5000	Extraction Workers	D	D	D	D
764			47-5020	Surface Mining Machine Operators and Earth Drillers	D	D	D	D
765			47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	D	D	D	D
766			49-0000	Installation, Maintenance, and Repair Occupations	195	1,414	\$11.24	\$9.54
767			49-1000	Supervisors of Installation, Maintenance, and Repair Workers	9	35	\$22.81	\$22.87
768			49-1010	First-Line Supervisors of Mechanics, Installers, and Repairers	9	35	\$22.81	\$22.87
769			49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	9	35	\$22.81	\$22.87
770			49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	11	53	\$19.49	\$17.30
771			49-2010	Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
772			49-2011	Computer, Automated Teller, and Office Machine Repairers	D	D	D	D
773			49-2020	Radio and Telecommunications Equipment Installers and Repairers	5	42	\$20.80	\$18.23
774			49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	3	D	D	D
775			49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	4	D	D	D
776			49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	5	D	D	D
777			49-2091	Avionics Technicians	D	D	D	D
778			49-2092	Electric Motor, Power Tool, and Related Repairers	D	D	D	D
779			49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	D	D	D	D
780			49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
781				49-2097 - Audiovisual Equipment Installers and Repairers	D	D	D	D
782				49-3000 - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	45	161	\$11.98	\$11.00
783				49-3010 - Aircraft Mechanics and Service Technicians	3	D	D	D
784				49-3011 - Aircraft Mechanics and Service Technicians	3	D	D	D
785				49-3020 - Automotive Technicians and Repairers	29	87	\$11.15	\$10.07
786				49-3021 - Automotive Body and Related Repairers	5	D	D	D
787				49-3022 - Automotive Glass Installers and Repairers	D	D	D	D
788				49-3023 - Automotive Service Technicians and Mechanics	25	70	\$10.59	\$10.07
789				49-3030 - Bus and Truck Mechanics and Diesel Engine Specialists	7	D	D	D
790				49-3031 - Bus and Truck Mechanics and Diesel Engine Specialists	7	D	D	D
791				49-3040 - Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	12	37	\$12.76	\$12.50
792				49-3042 - Mobile Heavy Equipment Mechanics, Except Engines	12	37	\$12.76	\$12.50
793				49-3050 - Small Engine Mechanics	D	D	D	D
794				49-3053 - Outdoor Power Equipment and Other Small Engine Mechanics	D	D	D	D
795				49-3090 - Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	D	D	D	D
796				49-3093 - Tire Repairers and Changers	D	D	D	D
797				49-9000 - Other Installation, Maintenance, and Repair Occupations	171	1,165	\$10.42	\$9.54
798				49-9020 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	22	68	\$10.85	\$10.06
799				49-9021 - Heating, Air Conditioning, and Refrigeration Mechanics and Installers	22	68	\$10.85	\$10.06
800				49-9030 - Home Appliance Repairers	D	D	D	D
801				49-9031 - Home Appliance Repairers	D	D	D	D
802				49-9040 - Industrial Machinery Installation, Repair, and Maintenance Workers	D	D	D	D
803				49-9041 - Industrial Machinery Mechanics	D	D	D	D
804				49-9050 - Line Installers and Repairers	3	D	D	D
805				49-9051 - Electrical Power-Line Installers and Repairers	D	D	D	D
806				49-9052 - Telecommunications Line Installers and Repairers	D	D	D	D
807				49-9060 - Precision Instrument and Equipment Repairers	D	D	D	D
808				49-9064 - Watch and Clock Repairers	D	D	D	D
809				49-9070 - Maintenance and Repair Workers, General	151	898	\$9.98	\$9.54
810				49-9071 - Maintenance and Repair Workers, General	151	898	\$9.98	\$9.54
811				49-9090 - Miscellaneous Installation, Maintenance, and Repair Workers	23	148	\$11.17	\$11.03
812				49-9091 - Coin, Vending, and Amusement Machine Servicers and Repairers	D	D	D	D
813				49-9092 - Commercial Divers	D	D	D	D
814				49-9096 - Riggers	D	D	D	D
815				49-9098 - Helpers--Installation, Maintenance, and Repair Workers	14	124	\$10.94	\$11.03
816				49-9099 - Installation, Maintenance, and Repair Workers, All Other	4	D	D	D
817				51-0000 - Production Occupations	70	361	\$11.35	\$9.00
818				51-1000 - Supervisors of Production Workers	6	D	D	D
819				51-1010 - First-Line Supervisors of Production and Operating Workers	6	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
820				51-1011 - First-Line Supervisors of Production and Operating Workers	6	D	D	D
821				51-2000 - Assemblers and Fabricators	4	D	D	D
822				51-2050 - Fiberglass Laminators and Fabricators	D	D	D	D
823				51-2051 - Fiberglass Laminators and Fabricators	D	D	D	D
824				51-2090 - Miscellaneous Assemblers and Fabricators	3	D	D	D
825				51-2092 - Team Assemblers	D	D	D	D
826				51-2099 - Assemblers and Fabricators, All Other	D	D	D	D
827				51-3000 - Food Processing Workers	26	107	\$8.63	\$8.40
828				51-3010 - Bakers	18	87	\$8.61	\$8.50
829				51-3011 - Bakers	18	87	\$8.61	\$8.50
830				51-3020 - Butchers and Other Meat, Poultry, and Fish Processing Workers	9	D	D	D
831				51-3021 - Butchers and Meat Cutters	9	D	D	D
832				51-3090 - Miscellaneous Food Processing Workers	3	D	D	D
833				51-3092 - Food Batchmakers	D	D	D	D
834				51-3099 - Food Processing Workers, All Other	D	D	D	D
835				51-4000 - Metal Workers and Plastic Workers	4	D	D	D
836				51-4030 - Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
837				51-4035 - Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	D	D	D	D
838				51-4040 - Machinists	D	D	D	D
839				51-4041 - Machinists	D	D	D	D
840				51-4120 - Welding, Soldering, and Brazing Workers	3	D	D	D
841				51-4121 - Welders, Cutters, Solderers, and Brazers	D	D	D	D
842				51-4122 - Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	D	D	D	D
843				51-4190 - Miscellaneous Metal Workers and Plastic Workers	D	D	D	D
844				51-4199 - Metal Workers and Plastic Workers, All Other	D	D	D	D
845				51-5100 - Printing Workers	D	D	D	D
846				51-5110 - Printing Workers	D	D	D	D
847				51-5111 - Prepress Technicians and Workers	D	D	D	D
848				51-5112 - Printing Press Operators	D	D	D	D
849				51-5113 - Print Binding and Finishing Workers	D	D	D	D
850				51-6000 - Textile, Apparel, and Furnishings Workers	15	32	\$10.50	\$8.24
851				51-6010 - Laundry and Dry-Cleaning Workers	6	D	D	D
852				51-6011 - Laundry and Dry-Cleaning Workers	6	D	D	D
853				51-6020 - Pressers, Textile, Garment, and Related Materials	D	D	D	D
854				51-6021 - Pressers, Textile, Garment, and Related Materials	D	D	D	D
855				51-6030 - Sewing Machine Operators	D	D	D	D
856				51-6031 - Sewing Machine Operators	D	D	D	D
857				51-6050 - Tailors, Dressmakers, and Sewers	5	D	D	D
858				51-6052 - Tailors, Dressmakers, and Custom Sewers	5	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
859			51-6090 - Miscellaneous Textile, Apparel, and Furnishings Workers		D	D	D	D
860			51-6093 - Upholsterers		D	D	D	D
861		51-7000 - Woodworkers			D	D	D	D
862			51-7010 - Cabinetmakers and Bench Carpenters		D	D	D	D
863			51-7011 - Cabinetmakers and Bench Carpenters		D	D	D	D
864		51-8000 - Plant and System Operators			6	81	\$14.50	\$14.50
865			51-8010 - Power Plant Operators, Distributors, and Dispatchers		D	36	D	D
866			51-8013 - Power Plant Operators		D	36	D	D
867			51-8020 - Stationary Engineers and Boiler Operators		D	D	D	D
868			51-8021 - Stationary Engineers and Boiler Operators		D	D	D	D
869			51-8030 - Water and Wastewater Treatment Plant and System Operators		3	39	\$14.46	\$14.48
870			51-8031 - Water and Wastewater Treatment Plant and System Operators		3	39	\$14.46	\$14.48
871			51-8090 - Miscellaneous Plant and System Operators		D	D	D	D
872			51-8092 - Gas Plant Operators		D	D	D	D
873			51-8099 - Plant and System Operators, All Other		D	D	D	D
874		51-9000 - Other Production Occupations			27	91	\$9.76	\$8.18
875			51-9020 - Crushing, Grinding, Polishing, Mixing, and Blending Workers		D	D	D	D
876			51-9021 - Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders		D	D	D	D
877		51-9030 - Cutting Workers			D	D	D	D
878			51-9032 - Cutting and Slicing Machine Setters, Operators, and Tenders		D	D	D	D
879		51-9060 - Inspectors, Testers, Sorters, Samplers, and Weighers			3	D	D	D
880			51-9061 - Inspectors, Testers, Sorters, Samplers, and Weighers		3	D	D	D
881		51-9070 - Jewelers and Precious Stone and Metal Workers			D	D	D	D
882			51-9071 - Jewelers and Precious Stone and Metal Workers		D	D	D	D
883		51-9080 - Dental and Ophthalmic Laboratory Technicians and Medical Appliance Technicians			D	D	D	D
884			51-9081 - Dental Laboratory Technicians		D	D	D	D
885		51-9120 - Painting Workers			D	D	D	D
886			51-9123 - Painting, Coating, and Decorating Workers		D	D	D	D
887			51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders		D	D	D	D
888		51-9190 - Miscellaneous Production Workers			19	73	\$8.79	\$8.10
889			51-9193 - Cooling and Freezing Equipment Operators and Tenders		D	D	D	D
890			51-9194 - Etchers and Engravers		D	D	D	D
891			51-9195 - Molders, Shapers, and Casters, Except Metal and Plastic		D	D	D	D
892			51-9198 - Helpers--Production Workers		14	59	\$8.22	\$8.00
893			51-9199 - Production Workers, All Other		3	D	D	D
894		53-0000 - Transportation and Material Moving Occupations			118	719	\$10.18	\$8.75
895			53-1000 - Supervisors of Transportation and Material Moving Workers		15	D	D	D
896			53-1040 - First-Line Supervisors of Transportation and Material Moving Workers		15	D	D	D
897			53-1041 - Aircraft Cargo Handling Supervisors		D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
898				53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	D	D	D
899				53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators	4	D	D	D
900				53-1049 - First-Line Supervisors of Transportation Workers, All Other	4	D	D	D
901				53-2000 - Air Transportation Workers	D	D	D	D
902				53-2010 - Aircraft Pilots and Flight Engineers	D	D	D	D
903				53-2012 - Commercial Pilots	D	D	D	D
904				53-2020 - Air Traffic Controllers and Airfield Operations Specialists	D	D	D	D
905				53-2021 - Air Traffic Controllers	D	D	D	D
906				53-2022 - Airfield Operations Specialists	D	D	D	D
907				53-3000 - Motor Vehicle Operators	57	244	\$9.74	\$8.98
908				53-3030 - Driver/Sales Workers and Truck Drivers	50	174	\$9.74	\$8.97
909				53-3031 - Driver/Sales Workers	29	79	\$8.35	\$8.20
910				53-3032 - Heavy and Tractor-Trailer Truck Drivers	13	65	\$11.94	\$11.00
911				53-3033 - Light Truck Drivers	12	30	\$8.63	\$8.59
912				53-3050 - Passenger Vehicle Drivers	7	52	\$9.38	\$8.95
913				53-3051 - Bus Drivers, School	D	33	D	D
914				53-3052 - Bus Drivers, Transit and Intercity	3	D	D	D
915				53-3053 - Shuttle Drivers and Chauffeurs	D	D	D	D
916				53-3090 - Miscellaneous Motor Vehicle Operators	D	D	D	D
917				53-3099 - Motor Vehicle Operators, All Other	D	D	D	D
918				53-5000 - Water Transportation Workers	9	D	D	D
919				53-5010 - Sailors and Marine Oilers	D	D	D	D
920				53-5011 - Sailors and Marine Oilers	D	D	D	D
921				53-5020 - Ship and Boat Captains and Operators	9	D	D	D
922				53-5021 - Captains, Mates, and Pilots of Water Vessels	9	D	D	D
923				53-6000 - Other Transportation Workers	7	D	D	D
924				53-6020 - Parking Attendants	D	D	D	D
925				53-6021 - Parking Attendants	D	D	D	D
926				53-6030 - Transportation Service Attendants	3	D	D	D
927				53-6031 - Automotive and Watercraft Service Attendants	3	D	D	D
928				53-6050 - Transportation Inspectors	D	D	D	D
929				53-6051 - Transportation Inspectors	D	D	D	D
930				53-6060 - Passenger Attendants	D	D	D	D
931				53-6061 - Passenger Attendants	D	D	D	D
932				53-6090 - Miscellaneous Transportation Workers	D	D	D	D
933				53-6099 - Transportation Workers, All Other	D	D	D	D
934				53-7000 - Material Moving Workers	68	367	\$9.30	\$8.39
935				53-7010 - Conveyor Operators and Tenders	D	D	D	D
936				53-7011 - Conveyor Operators and Tenders	D	D	D	D

Table A2. Hourly Wage Statistics by SOC Levels: CNMI 2025

Row #	Major Code and Title	Minor Code and Title	Broad Code and Title	Detailed Code and Title	Count of Employers	Count of Employees	Mean Hourly Wage	Median Hourly Wage
937			53-7020 - Crane and Tower Operators		D	D	D	D
938			53-7021 - Crane and Tower Operators		D	D	D	D
939			53-7050 - Industrial Truck and Tractor Operators		3	D	D	D
940			53-7051 - Industrial Truck and Tractor Operators		3	D	D	D
941			53-7060 - Laborers and Material Movers		61	295	\$9.14	\$8.00
942			53-7061 - Cleaners of Vehicles and Equipment		6	30	\$7.74	\$7.50
943			53-7062 - Laborers and Freight, Stock, and Material Movers, Hand		13	88	\$9.10	\$8.19
944			53-7063 - Machine Feeders and Offbearers		D	D	D	D
945			53-7064 - Packers and Packagers, Hand		7	D	D	D
946			53-7065 - Stockers and Order Fillers		45	152	\$9.64	\$8.25
947			53-7080 - Refuse and Recyclable Material Collectors		D	D	D	D
948			53-7081 - Refuse and Recyclable Material Collectors		D	D	D	D
949			53-7120 - Tank Car, Truck, and Ship Loaders		D	D	D	D
950			53-7121 - Tank Car, Truck, and Ship Loaders		D	D	D	D
951			53-7190 - Miscellaneous Material Moving Workers		3	50	\$9.97	\$9.72
952			53-7199 - Material Moving Workers, All Other		3	50	\$9.97	\$9.72
953	Grand Total				568	12,996	\$15.24	\$11.21

APPENDIX B:
SAMPLE ETA FORM 9165

APPENDIX B: SAMPLE FORM ETA-9165

This appendix presents a sample Form ETA-9165 completed using the 2025 Prevailing Wage Study as the source of survey data for the CNMI. 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: "2025 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 "1,254".
- 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 "1,254".

E.5 Check "Yes".

E.6 Check "Yes".

E.7 Check "Yes".

E.7.a \$9.03 (this figure is from Appendix A, Table A1, row #269, Mean Hourly Wage column).

E.7.b Check "Hour".

E.8. Check "Yes"

E.8.a \$8.69 (this figure is from Appendix A. Table A1, row #269, Median Hourly Wage column).

E.8.b Check "Hour".

E.9.a Enter "70" (this figure is from Appendix A, Table A1, row #269, Count of Employers 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.dola.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 *	
2025 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> Commonwealth of the Northern Mariana Islands	
4. Was the survey expanded to include workers beyond the area of intended employment? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4a. If yes to question 4, provide the geographic area surveyed §	
4b. If yes to question 4, indicate the reason(s) the survey was expanded beyond the area of intended employment <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. * 1,254	
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: * 1,254	

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 \$ \$ 9.03	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) 70	b. Reflects wages from workers within the occupation in the geographic area surveyed? * (Minimum of 30 workers) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. The hourly, weekly, or monthly wage rate reported by the survey includes all types of wages paid to workers, including base rate of pay, commissions, cost-of-living allowance, deadheading pay, guaranteed pay, hazard pay, incentive pay, longevity pay, piece rate, portal-to-portal rate, production bonus, and tips. *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Does the survey include wages from workers in the occupation regardless of immigration status? *	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

F. Employer Declaration

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

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

G. Public Burden Statement (1205-0509)

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

APPENDIX C:
2025 CNMI PWS DETAILED TITLES DEFINITIONS

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
11-1011	Chief Executives	Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.
11-1021	General and Operations Managers	Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors. Excludes First-Line Supervisors.
11-1031	Legislators	Develop, introduce, or enact laws and statutes at the local, tribal, state, or federal level. Includes only workers in elected positions.
11-2011	Advertising and Promotions Managers	Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or giveaways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.
11-2021	Marketing Managers	Plan, direct, or coordinate marketing policies and programs, such as determining the demand for products and services offered by a firm and its competitors, and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.
11-2022	Sales Managers	Plan, direct, or coordinate the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers.
11-2032	Public Relations Managers	Plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client.
11-2033	Fundraising Managers	Plan, direct, or coordinate activities to solicit and maintain funds for special projects or nonprofit organizations.
11-3012	Administrative Services Managers	Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services. Medical records

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
		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).
11-3051	Industrial Production Managers	Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.
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 the managed operation. May

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
		engage in or supervise planting, cultivating, harvesting, and financial and marketing activities. Excludes “First-Line Supervisors of Farming, Fishing, and Forestry Workers” (45-1011).
11-9021	Construction Managers	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.
11-9031	Education and Childcare Administrators, Preschool and Daycare	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care. Excludes “Preschool Teachers, Except Special Education” (25-2011) and “Childcare Workers” (39-9011).
11-9032	Education Administrators, Kindergarten through Secondary	Plan, direct, or coordinate the academic, administrative, or auxiliary activities of kindergarten, elementary, or secondary schools.
11-9033	Education Administrators, Postsecondary	Plan, direct, or coordinate student instruction, administration, and services, as well as other research and educational activities, at postsecondary institutions, including universities, colleges, and junior and community colleges.
11-9039	Education Administrators, All Other	All education administrators not listed separately.
11-9041	Architectural and Engineering Managers	Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes “Natural Sciences Managers” (11-9121).
11-9051	Food Service Managers	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Excludes “Chefs and Head Cooks” (35-1011).
11-9071	Gambling Managers	Plan, direct, or coordinate gambling operations in a casino. May formulate house rules.
11-9072	Entertainment and Recreation Managers, Except Gambling	Plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.
11-9081	Lodging Managers	Plan, direct, or coordinate activities of an organization or department that provides lodging and other accommodations. Excludes “Food Service Managers” (11-9051) in lodging establishments.
11-9111	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.
11-9121	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).

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
11-9141	Property, Real Estate, and Community Association Managers	Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way).
11-9151	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
11-9161	Emergency Management Directors	Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.
11-9179	Personal Service Managers, All Other	All personal service managers not listed separately. Excludes "Financial Specialists" (13-2000). Daycare Managers are included in Education and Childcare Administrators, Preschool and Daycare (11-9031).
11-9199	Managers, All Other	All managers not listed separately.
13-1022	Wholesale and Retail Buyers, Except Farm Products	Buy merchandise or commodities, other than farm products, for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment for merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products. May negotiate contracts. Includes assistant wholesale and retail buyers of nonfarm products. Excludes "Procurement Clerks" (43-3061).
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semifinished materials for manufacturing. May negotiate contracts. Excludes "Buyers and Purchasing Agents, Farm Products" (13-1021) and "Wholesale and Retail Buyers, Except Farm Products" (13-1022).
13-1031	Claims Adjusters, Examiners, and Investigators	Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims. Excludes "Fire Inspectors and Investigators" (33-2021).
13-1041	Compliance Officers	Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes "Financial Examiners" (13-2061), "Tax Examiners and Collectors, and Revenue Agents" (13-2081), "Occupational Health and Safety Specialists" (19-5011),

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
		“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).
13-1051	Cost Estimators	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.
13-1071	Human Resources Specialists	Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes “Compensation, Benefits, and Job Analysis Specialists” (13-1141) and “Training and Development Specialists” (13-1151).
13-1075	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).
13-1081	Logisticians	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Excludes “Transportation, Storage, and Distribution Managers” (11-3071) and “Project Management Specialists” (13-1082).
13-1082	Project Management Specialists	Analyze and coordinate the schedule, timeline, procurement, staffing, and budget of a product or service on a per project basis. Lead and guide the work of technical staff. May serve as a point of contact for the client or customer. Excludes “Management Occupations” (11-0000), “Logisticians” (13-1081), “Meeting, Convention, and Event Planners” (13-1121), and “Production, Planning, and Expediting Clerks” (43-5061).
13-1111	Management Analysts	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Excludes “Computer Systems Analysts” (15-1211) and “Operations Research Analysts” (15-2031).
13-1121	Meeting, Convention, and Event Planners	Coordinate activities of staff, convention personnel, or clients to make arrangements for group meetings, events, or conventions.
13-1141	Compensation, Benefits, and Job Analysis Specialists	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
13-1151	Training and Development Specialists	Design or conduct work-related training and development programs to improve individual skills or organizational performance. May analyze organizational training needs or evaluate training effectiveness. Excludes “Career/Technical Education Teachers, Postsecondary” (25-1194) and “Other Teachers and Instructors” (25-3000). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).
13-1161	Market Research Analysts and Marketing Specialists	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets. Excludes “Web and Digital Interface Designers” (15-1255), “Art Directors” (27-1011), “Graphic Designers” (27-1024), and “Public Relations Specialists” (27-3031).
13-1199	Business Operations Specialists, All Other	All business operations specialists not listed separately.
13-2011	Accountants and Auditors	Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes “Tax Examiners and Collectors, and Revenue Agents” (13-2081).
13-2023	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).
13-2031	Budget Analysts	Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports. Excludes “Financial and Investment Analysts” (13-2051).
13-2041	Credit Analysts	Analyze credit data and financial statements of individuals or firms to determine the degree of risk involved in extending credit or lending money. Prepare reports with credit information for use in decisionmaking. Excludes “Financial Risk Specialists” (13-2054).
13-2051	Financial and Investment Analysts	Conduct quantitative analyses of information involving investment programs or financial data of public or private institutions, including valuation of businesses. Excludes “Budget Analysts” (13-2031), “Financial Risk Specialists” (13-2054), and “Securities, Commodities, and Financial Services Sales Agents” (41-3031).
13-2053	Insurance Underwriters	Review individual applications for insurance to evaluate degree of risk involved and determine acceptance of applications.
13-2061	Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify, or authenticate records.

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Detailed Code	Title	Definition
13-2071	Credit Counselors	Advise and educate individuals or organizations on acquiring and managing debt. May provide guidance in determining the best type of loan and explain loan requirements or restrictions. May help develop debt management plans or student financial aid packages. May advise on credit issues, or provide budget, mortgage, bankruptcy, or student financial aid counseling.
13-2072	Loan Officers	Evaluate, authorize, or recommend approval of commercial, real estate, or credit loans. Advise borrowers on financial status and payment methods. Includes mortgage loan officers and agents, collection analysts, loan servicing officers, loan underwriters, and payday loan officers.
13-2081	Tax Examiners and Collectors, and Revenue Agents	Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.
13-2082	Tax Preparers	Prepare tax returns for individuals or small businesses. Excludes “Accountants and Auditors” (13-2011).
13-2099	Financial Specialists, All Other	All financial specialists not listed separately.
15-1211	Computer Systems Analysts	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.
15-1212	Information Security Analysts	Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. Assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses. Excludes “Computer Network Architects” (15-1241).
15-1231	Computer Network Support Specialists	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes “Computer Network Architects” (15-1241) and “Network and Computer Systems Administrators” (15-1244).
15-1232	Computer User Support Specialists	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes “Network and Computer Systems Administrators” (15-1244).

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Detailed Code	Title	Definition
15-1241	Computer Network Architects	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research and recommend network and data communications hardware and software. Excludes “Information Security Analysts” (15-1212), “Computer Network Support Specialists” (15-1231), and “Network and Computer Systems Administrators” (15-1244).
15-1242	Database Administrators	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. Identify, investigate, and resolve database performance issues, database capacity, and database scalability. May plan, coordinate, and implement security measures to safeguard computer databases. Excludes “Information Security Analysts” (15-1212) and “Database Architects” (15-1243).
15-1243	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).
15-1244	Network and Computer Systems Administrators	Install, configure, and maintain an organization’s local area network (LAN), wide area network (WAN), data communications network, operating systems, and physical and virtual servers. Perform system monitoring and verify the integrity and availability of hardware, network, and server resources and systems. Review system and application logs and verify completion of scheduled jobs, including system backups. Analyze network and server resource consumption and control user access. Install and upgrade software and maintain software licenses. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. Excludes “Information Security Analysts” (15-1212), “Computer Network Support Specialists” (15-1231), and “Computer User Support Specialists” (15-1232).
15-1251	Computer Programmers	Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
15-1254	Web Developers	Develop and implement websites, web applications, application databases, and interactive web interfaces. Evaluate code to ensure that it is properly structured, meets industry standards, and is

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Detailed Code	Title	Definition
		compatible with browsers and devices. Optimize website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications. Excludes “Special Effects Artists and Animators” (27-1014).
15-1299	Computer Occupations, All Other	All computer occupations not listed separately. Excludes “Computer and Information Systems Managers” (11-3021), “Computer Hardware Engineers” (17-2061), “Electrical and Electronics Engineers” (17-2070), “Computer Science Teachers, Postsecondary” (25-1021), “Special Effects Artists and Animators” (27-1014), “Graphic Designers” (27-1024), “Health Information Technologists and Medical Registrars” (29-9021), and “Computer, Automated Teller, and Office Machine Repairers” (49-2011).
15-2031	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.
15-2041	Statisticians	Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians. Excludes “Survey Researchers” (19-3022).
15-2051	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).
17-1011	Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property. Excludes “Landscape Architects” (17-1012) and “Marine Engineers and Naval Architects” (17-2121).
17-1022	Surveyors	Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth’s surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.

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Detailed Code	Title	Definition
17-2031	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.
17-2051	Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes “Hydrologists” (19-2043).
17-2071	Electrical Engineers	Research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use. Excludes “Computer Hardware Engineers” (17-2061).
17-2072	Electronics Engineers, Except Computer	Research, design, develop, or test electronic components and systems for commercial, industrial, military, or scientific use employing knowledge of electronic theory and materials properties. Design electronic circuits and components for use in fields such as telecommunications, aerospace guidance and propulsion control, acoustics, or instruments and controls. Excludes “Computer Hardware Engineers” (17-2061).
17-2081	Environmental Engineers	Research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.
17-2141	Mechanical Engineers	Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.
17-2199	Engineers, All Other	All engineers not listed separately. Excludes “Sales Engineers” (41-9031), “Locomotive Engineers” (53-4011), and “Ship Engineers” (53-5031).
17-3011	Architectural and Civil Drafters	Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.
17-3013	Mechanical Drafters	Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.
17-3019	Drafters, All Other	All drafters not listed separately.

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Detailed Code	Title	Definition
17-3022	Civil Engineering Technologists and Technicians	Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.
17-3023	Electrical and Electronic Engineering Technologists and Technicians	Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, adjust, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions. Excludes "Broadcast Technicians" (27-4012).
17-3027	Mechanical Engineering Technologists and Technicians	Apply theory and principles of mechanical engineering to modify, develop, test, or adjust machinery and equipment under direction of engineering staff or physical scientists.
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	All engineering technologists and technicians, except drafters, not listed separately.
17-3031	Surveying and Mapping Technicians	Perform surveying and mapping duties, usually under the direction of an engineer, surveyor, cartographer, or photogrammetrist, to obtain data used for construction, mapmaking, boundary location, mining, or other purposes. May calculate mapmaking information and create maps from source data, such as surveying notes, aerial photography, satellite data, or other maps to show topographical features, political boundaries, and other features. May verify accuracy and completeness of maps. Excludes "Cartographers and Photogrammetrists" (17-1021), "Surveyors" (17-1022), and "Geoscientists, Except Hydrologists and Geographers" (19-2042).
19-1012	Food Scientists and Technologists	Use chemistry, microbiology, engineering, and other sciences to study the principles underlying the processing and deterioration of foods; analyze food content to determine levels of vitamins, fat, sugar, and protein; discover new food sources; research ways to make processed foods safe, palatable, and healthful; and apply food science knowledge to determine best ways to process, package, preserve, store, and distribute food.
19-1013	Soil and Plant Scientists	Conduct research in breeding, physiology, production, yield, and management of crops and agricultural plants or trees, shrubs, and nursery stock, their growth in soils, and control of pests; or study the chemical, physical, biological, and mineralogical composition of soils as they relate to plant or crop growth. May classify and map soils and investigate effects of alternative practices on soil and crop productivity.
19-1022	Microbiologists	Investigate the growth, structure, development, and other characteristics of microscopic organisms, such as bacteria, algae, or fungi. Includes medical microbiologists who study the relationship between organisms and disease or the effects of antibiotics on microorganisms.

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Detailed Code	Title	Definition
19-1023	Zoologists and Wildlife Biologists	Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.
19-1029	Biological Scientists, All Other	All biological scientists not listed separately.
19-1031	Conservation Scientists	Manage, improve, and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands. May instruct farmers, agricultural production managers, or ranchers in best ways to use crop rotation, contour plowing, or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering. Excludes “Zoologists and Wildlife Biologists” (19-1023) and “Foresters” (19-1032).
19-1041	Epidemiologists	Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.
19-2031	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).
19-2041	Environmental Scientists and Specialists, Including Health	Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources. Excludes “Zoologists and Wildlife Biologists” (19-1023), “Conservation Scientists” (19-1031), “Forest and Conservation Technicians” (19-4071), “Occupational Health and Safety Specialists” (19-5011), “Fish and Game Wardens” (33-3031), and “Forest and Conservation Workers” (45-4011).
19-3022	Survey Researchers	Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Excludes “Market Research Analysts and Marketing Specialists” (13-1161) and “Statisticians” (15-2041).
19-3033	Clinical and Counseling Psychologists	Assess, diagnose, and treat mental and emotional disorders of individuals through observation, interview, and psychological tests. Help individuals with distress or maladjustment understand their problems through their knowledge of case history, interviews with patients, and theory. Provide individual or group

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Detailed Code	Title	Definition
		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).
19-3034	School Psychologists	Diagnose and implement individual or schoolwide interventions or strategies to address educational, behavioral, or developmental issues that adversely impact educational functioning in a school. May address student learning and behavioral problems and counsel students or families. May design and implement performance plans, and evaluate performance. May consult with other school-based personnel.
19-3051	Urban and Regional Planners	Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.
19-3091	Anthropologists and Archeologists	Study the origin, development, and behavior of human beings. May study the way of life, language, or physical characteristics of people in various parts of the world. May engage in systematic recovery and examination of material evidence, such as tools or pottery remaining from past human cultures, in order to determine the history, customs, and living habits of earlier civilizations.
19-3094	Political Scientists	Study the origin, development, and operation of political systems. May study topics, such as public opinion, political decision-making, 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).
19-3099	Social Scientists and Related Workers, All Other	All social scientists and related workers not listed separately.
19-4013	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.
19-4021	Biological Technicians	Assist biological and medical scientists. Set up, operate, and maintain laboratory instruments and equipment, monitor experiments, collect data and samples, make observations, and calculate and record results. May analyze organic substances, such as blood, food, and drugs.
19-4031	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

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Detailed Code	Title	Definition
		processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences.
19-4042	Environmental Science and Protection Technicians, Including Health	Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.
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).
19-5011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.
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

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Detailed Code	Title	Definition
		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 children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.
21-1022	Healthcare Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.
21-1023	Mental Health and Substance Abuse Social Workers	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.
21-1029	Social Workers, All Other	All social workers not listed separately.
21-1091	Health Education Specialists	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes “Community Health Workers” (21-1094).
21-1092	Probation Officers and Correctional Treatment Specialists	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.

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Detailed Code	Title	Definition
21-1093	Social and Human Service Assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes “Rehabilitation Counselors” (21-1015), “Psychiatric Technicians” (29-2053), “Personal Care Aides” (31-1122), and “Eligibility Interviewers, Government Programs” (43-4061).
21-1094	Community Health Workers	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs. Excludes “Health Education Specialists” (21-1091).
21-1099	Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.
21-2011	Clergy	Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.
21-2021	Directors, Religious Activities and Education	Coordinate or design programs and conduct outreach to promote the religious education or activities of a denominational group. May provide counseling, guidance, and leadership relative to marital, health, financial, and religious problems.
21-2099	Religious Workers, All Other	All religious workers not listed separately.
23-1011	Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.
23-1012	Judicial Law Clerks	Assist judges in court or by conducting research or preparing legal documents. Excludes “Lawyers” (23-1011) and “Paralegals and Legal Assistants” (23-2011).
23-1021	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).

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Detailed Code	Title	Definition
23-1023	Judges, Magistrate Judges, and Magistrates	Arbitrate, advise, adjudicate, or administer justice in a court of law. May sentence defendant in criminal cases according to government statutes or sentencing guidelines. May determine liability of defendant in civil cases. May perform wedding ceremonies.
23-2011	Paralegals and Legal Assistants	Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action. Excludes "Legal Secretaries and Administrative Assistants" (43-6012).
23-2093	Title Examiners, Abstractors, and Searchers	Search real estate records, examine titles, or summarize pertinent legal or insurance documents or details for a variety of purposes. May compile lists of mortgages, contracts, and other instruments pertaining to titles by searching public and private records for law firms, real estate agencies, or title insurance companies. Excludes "Loan Officers" (13-2072).
23-2099	Legal Support Workers, All Other	All legal support workers not listed separately.
25-1011	Business Teachers, Postsecondary	Teach courses in business administration and management, such as accounting, finance, human resources, labor and industrial relations, marketing, and operations research. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1021	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.
25-1022	Mathematical Science Teachers, Postsecondary	Teach courses pertaining to mathematical concepts, statistics, and actuarial science and to the application of original and standardized mathematical techniques in solving specific problems and situations. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1042	Biological Science Teachers, Postsecondary	Teach courses in biological sciences. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1043	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).
25-1062	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.

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Detailed Code	Title	Definition
25-1066	Psychology Teachers, Postsecondary	Teach courses in psychology, such as child, clinical, and developmental psychology, and psychological counseling. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1069	Social Sciences Teachers, Postsecondary, All Other	All postsecondary social sciences teachers not listed separately.
25-1071	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.
25-1072	Nursing Instructors and Teachers, Postsecondary	Demonstrate and teach patient care in classroom and clinical units to nursing students. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1081	Education Teachers, Postsecondary	Teach courses pertaining to education, such as counseling, curriculum, guidance, instruction, teacher education, and teaching English as a second language. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1111	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.
25-1121	Art, Drama, and Music Teachers, Postsecondary	Teach courses in drama, music, and the arts including fine and applied art, such as painting and sculpture, or design and crafts. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1123	English Language and Literature Teachers, Postsecondary	Teach courses in English language and literature, including linguistics and comparative literature. Includes both teachers primarily engaged in teaching and those who do a combination of teaching and research.
25-1124	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.
25-1199	Postsecondary Teachers, All Other	All postsecondary teachers not listed separately.
25-2011	Preschool Teachers, Except Special Education	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth. Excludes “Special Education Teachers” (25-2050), “Substitute Teachers, Short-Term” (25-3031), and “Childcare Workers” (39-9011).
25-2012	Kindergarten Teachers, Except Special Education	Teach academic and social skills to kindergarten students. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).

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Detailed Code	Title	Definition
25-2021	Elementary School Teachers, Except Special Education	Teach academic and social skills to students at the elementary school level. Excludes “Special Education Teachers” (25-2050) and “Substitute Teachers, Short-Term” (25-3031).
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the middle, intermediate, or junior high school level. Excludes “Career/Technical Education Teachers, Middle School” (25-2023), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short Term” (25-3031).
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Teach one or more subjects to students at the secondary school level. Excludes “Career/Technical Education Teachers, Secondary School” (25-2032), “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).
25-2032	Career/Technical Education Teachers, Secondary School	Teach occupational, vocational, career, or technical subjects to students at the secondary school level. Excludes “Special Education Teachers” (25-2050), and “Substitute Teachers, Short-Term” (25-3031).
25-2056	Special Education Teachers, Elementary School	Teach academic, social, and life skills to elementary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).
25-2057	Special Education Teachers, Middle School	Teach academic, social, and life skills to middle school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities. Excludes “Substitute Teachers, Short-Term” (25-3031).
25-2058	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).
25-2059	Special Education Teachers, All Other	All special education teachers not listed separately.
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	Teach or instruct out-of-school youths and adults in basic education, literacy, or English as a Second Language classes, or in classes for earning a high school equivalency credential.
25-3021	Self-Enrichment Teachers	Teach or instruct individuals or groups for the primary purpose of self-enrichment or recreation, rather than for an occupational objective, educational attainment, competition, or fitness. Excludes “Coaches and Scouts” (27-2022) and “Exercise Trainers and Group Fitness Instructors” (39-9031). Flight instructors are included with “Aircraft Pilots and Flight Engineers” (53-2010).

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Detailed Code	Title	Definition
25-3031	Substitute Teachers, Short-Term	Teach students on a short-term basis as a temporary replacement for a regular classroom teacher, typically using the regular teacher's lesson plan. Excludes long-term substitute teachers who perform all the duties of a regular teacher; these teachers are coded within the 25-1000 or 25-2000 minor groups.
25-3041	Tutors	Instruct individual students or small groups of students in academic subjects to support formal class instruction or to prepare students for standardized or admissions tests. Excludes "Postsecondary Teachers" (25-1000), "Elementary, Middle, Secondary, and Special Education Teachers" (25-2000), "Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors" (25-3011), and "Self-Enrichment Teachers" (25-3021).
25-3099	Teachers and Instructors, All Other	All teachers and instructors not listed separately.
25-4011	Archivists	Appraise, edit, and direct safekeeping of permanent records and historically valuable documents. Participate in research activities based on archival materials.
25-4013	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.
25-4022	Librarians and Media Collections Specialists	Administer and maintain libraries or collections of information, for public or private access through reference or borrowing. Work in a variety of settings, such as educational institutions, museums, and corporations, and with various types of informational materials, such as books, periodicals, recordings, films, and databases. Tasks may include acquiring, cataloging, and circulating library materials, and user services such as locating and organizing information, providing instruction on how to access information, and setting up and operating a library's media equipment.
25-4031	Library Technicians	Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books or other media; remove or repair damaged books or other media; register patrons; and check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Includes bookmobile drivers who assist with providing services in mobile libraries.
25-9021	Farm and Home Management Educators	Instruct and advise individuals and families engaged in agriculture, agricultural-related processes, or home management activities. Demonstrate procedures and apply research findings to advance agricultural and home management activities. May develop educational outreach programs. May instruct on either agricultural issues such as agricultural processes and techniques, pest management, and food

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Detailed Code	Title	Definition
		safety, or on home management issues such as budgeting, nutrition, and child development. Excludes “Dietitians and Nutritionists” (29-1031).
25-9031	Instructional Coordinators	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	Assist a preschool, elementary, middle, or secondary school teacher with instructional duties. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services. Excludes “Teaching Assistants, Special Education” (25-9043).
25-9043	Teaching Assistants, Special Education	Assist a preschool, elementary, middle, or secondary school teacher to provide academic, social, or life skills to students who have learning, emotional, or physical disabilities. Serve in a position for which a teacher has primary responsibility for the design and implementation of educational programs and services.
25-9099	Educational Instruction and Library Workers, All Other	All educational instruction and library workers not listed separately.
27-1023	Floral Designers	Design, cut, and arrange live, dried, or artificial flowers and foliage.
27-1024	Graphic Designers	Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects. Excludes “Web and Digital Interface Designers” (15-1255).
27-1025	Interior Designers	Plan, design, and furnish the internal space of rooms or buildings. Design interior environments or create physical layouts that are practical, aesthetic, and conducive to the intended purposes. May specialize in a particular field, style, or phase of interior design. Excludes “Merchandise Displayers and Window Trimmers” (27-1026).
27-1026	Merchandise Displayers and Window Trimmers	Plan and erect commercial displays, such as those in windows and interiors of retail stores and at trade exhibitions.
27-2022	Coaches and Scouts	Instruct or coach groups or individuals in the fundamentals of sports for the primary purpose of competition. Demonstrate techniques and methods of participation. May evaluate athletes’ strengths and weaknesses as possible recruits or to improve the athletes’ technique to prepare them for competition. Those required to hold teaching certifications should be reported in the appropriate teaching category. Excludes “Athletic Trainers” (29-9091).

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Detailed Code	Title	Definition
27-2042	Musicians and Singers	Play one or more musical instruments or sing. May perform on stage, for broadcasting, or for sound or video recording.
27-3023	News Analysts, Reporters, and Journalists	Narrate or write news stories, reviews, or commentary for print, broadcast, or other communications media such as newspapers, magazines, radio, or television. May collect and analyze information through interview, investigation, or observation.
27-3031	Public Relations Specialists	Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.
27-3042	Technical Writers	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
27-3091	Interpreters and Translators	Interpret oral or sign language, or translate written text from one language into another.
27-3092	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.
27-3099	Media and Communication Workers, All Other	All media and communication workers not listed separately.
27-4011	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).
27-4099	Media and Communication Equipment Workers, All Other	All media and communication equipment workers not listed separately.
29-1021	Dentists, General	Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care. Excludes "Oral and Maxillofacial Surgeons" (29-1022), "Orthodontists" (29-1023), "Prosthodontists" (29-1024), and "Dentists, All Other Specialists" (29-1029).
29-1031	Dietitians and Nutritionists	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

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Detailed Code	Title	Definition
29-1051	Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.
29-1071	Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited educational program for physician assistants. Excludes "Registered Nurses" (29-1141), "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), "Nurse Practitioners" (29-1171), "Emergency Medical Technicians" (29-2042), "Paramedics" (29-2043), "Surgical Assistants" (29-9093), and "Medical Assistants" (31-9092).
29-1081	Podiatrists	Diagnose and treat diseases and deformities of the human foot.
29-1122	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).
29-1123	Physical Therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
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.
29-1128	Exercise Physiologists	Assess, plan, or implement fitness programs that include exercise or physical activities such as those designed to improve cardiorespiratory function, body composition, muscular strength, muscular endurance, or flexibility. Excludes "Physical Therapists" (29-1123), "Athletic Trainers" (29-9091), and "Exercise Trainers and Group Fitness Instructors" (39-9031).
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).

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Detailed Code	Title	Definition
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.
29-1214	Emergency Medicine Physicians	Make immediate medical decisions and act to prevent death or further disability. Provide immediate recognition, evaluation, care, stabilization, and disposition of patients. May direct emergency medical staff in an emergency department.
29-1215	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).
29-1216	General Internal Medicine Physicians	Diagnose and provide nonsurgical treatment for a wide range of diseases and injuries of internal organ systems. Provide care mainly for adults and adolescents, and are based primarily in an outpatient care setting. Excludes "Family Medicine Physicians" (29-1215) and "Pediatricians, General" (29-1221).
29-1217	Neurologists	Diagnose, manage, and treat disorders and diseases of the brain, spinal cord, and peripheral nerves, with a primarily nonsurgical focus.
29-1218	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.

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Detailed Code	Title	Definition
29-1221	Pediatricians, General	Diagnose, treat, and help prevent diseases and injuries in children. May refer patients to specialists for further diagnosis or treatment, as needed. Excludes “Family Medicine Physicians” (29-1215) and “General Internal Medicine Physicians” (29-1216).
29-1223	Psychiatrists	Diagnose, treat, and help prevent mental disorders. Excludes “Clinical and Counseling Psychologists” (19-3033) and “School Psychologists” (19-3034).
29-1224	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.
29-1229	Physicians, All Other	All physicians not listed separately.
29-1241	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).
29-1242	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).
29-1249	Surgeons, All Other	All surgeons not listed separately. Excludes “Oral and Maxillofacial Surgeons” (29-1022).
29-1292	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.
29-2011	Medical and Clinical Laboratory Technologists	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.
29-2012	Medical and Clinical Laboratory Technicians	Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.
29-2031	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.
29-2034	Radiologic Technologists and Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient’s bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities. Excludes “Diagnostic Medical Sonographers” (29-2032) and “Magnetic Resonance Imaging Technologists” (29-2035).

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Detailed Code	Title	Definition
29-2051	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.
29-2052	Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.
29-2055	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).
29-2057	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.
29-2061	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.
29-2072	Medical Records Specialists	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry's numerical coding system. Includes medical coders. Excludes "Health Information Technologists and Medical Registrars" (29-9021) and "File Clerks" (43-4071).
29-2081	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.
29-2099	Health Technologists and Technicians, All Other	All health technologists and technicians not listed separately.
29-9021	Health Information Technologists and Medical Registrars	Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and followup information of patients. May educate staff and assist in problem solving to

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Detailed Code	Title	Definition
		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).
29-9099	Healthcare Practitioners and Technical Workers, All Other	All healthcare practitioners and technical workers not listed separately.
31-1121	Home Health Aides	Monitor the health status of an individual with disabilities or illness, and address their health-related needs, such as changing bandages, dressing wounds, or administering medication. Work is performed under the direction of offsite or intermittent onsite licensed nursing staff. Provide assistance with routine healthcare tasks or activities of daily living, such as feeding, bathing, toileting, or ambulation. May also help with tasks such as preparing meals, doing light housekeeping, and doing laundry depending on the patient’s abilities.
31-1122	Personal Care Aides	Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry. Work is performed in various settings depending on the needs of the care recipient and may include locations such as their home, place of work, out in the community, or at a daytime nonresidential facility.
31-1131	Nursing Assistants	Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes “Home Health Aides” (31-1121), “Personal Care Aides” (31-1122), “Orderlies” (31-1132), and “Psychiatric Aides” (31-1133).
31-2021	Physical Therapist Assistants	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.
31-2022	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.

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Detailed Code	Title	Definition
31-9011	Massage Therapists	Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.
31-9091	Dental Assistants	Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.
31-9092	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes "Physician Assistants" (29-1071).
31-9094	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.
31-9095	Pharmacy Aides	Record drugs delivered to the pharmacy, store incoming merchandise, and inform the supervisor of stock needs. May operate cash register and accept prescriptions for filling.
31-9097	Phlebotomists	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.
31-9099	Healthcare Support Workers, All Other	All healthcare support workers not listed separately.
33-1011	First-Line Supervisors of Correctional Officers	Directly supervise and coordinate activities of correctional officers and jailers.
33-1012	First-Line Supervisors of Police and Detectives	Directly supervise and coordinate activities of members of police force.
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	Directly supervise and coordinate activities of workers engaged in firefighting and fire prevention and control.
33-1091	First-Line Supervisors of Security Workers	Directly supervise and coordinate activities of security workers and security guards.

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Detailed Code	Title	Definition
33-1099	First-Line Supervisors of Protective Service Workers, All Other	All protective service supervisors not listed separately above.
33-2011	Firefighters	Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.
33-2021	Fire Inspectors and Investigators	Inspect buildings to detect fire hazards and enforce local ordinances and state laws, or investigate and gather facts to determine cause of fires and explosions.
33-3012	Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
33-3031	Fish and Game Wardens	Patrol assigned area to prevent fish and game law violations. Investigate reports of damage to crops or property by wildlife. Compile biological data.
33-3051	Police and Sheriff's Patrol Officers	Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.
33-9031	Gambling Surveillance Officers and Gambling Investigators	Observe gambling operation for irregular activities such as cheating or theft by either employees or patrons. Investigate potential threats to gambling assets such as money, chips, and gambling equipment. Act as oversight and security agent for management and customers.
33-9032	Security Guards	Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes "Police Officers" (33-3050) and "Transportation Security Screeners" (33-9093).
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Monitor recreational areas, such as pools, beaches, or ski slopes, to provide assistance and protection to participants.
33-9094	School Bus Monitors	Maintain order among students on a school bus. Duties include helping students safely board and exit and communicating behavioral problems. May perform pretrip and posttrip inspections and prepare for and assist in emergency evacuations.
33-9099	Protective Service Workers, All Other	All protective service workers not listed separately.

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Detailed Code	Title	Definition
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.
35-2013	Cooks, Private Household	Prepare meals in private homes. Includes personal chefs.
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).
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	Facilitate food service. Clean tables; remove dirty dishes; replace soiled table linens; set tables; replenish supply of clean linens, silverware, glassware, and dishes; supply service bar with food; and serve items such as water, condiments, and coffee to patrons.
35-9021	Dishwashers	Clean dishes, kitchen, food preparation equipment, or utensils.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Welcome patrons, seat them at tables or in lounge, and help ensure quality of facilities and service.
35-9099	Food Preparation and Serving Related Workers, All Other	All food preparation and serving related workers not listed separately.
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	Directly supervise and coordinate work activities of cleaning personnel in hotels, hospitals, offices, and other establishments.
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Directly supervise and coordinate activities of workers engaged in landscaping or groundskeeping activities. Work may involve reviewing contracts to ascertain service, machine, and workforce requirements; answering inquiries from potential customers regarding methods, material, and price ranges; and preparing estimates according to labor, material, and machine costs.
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.
37-2012	Maids and Housekeeping Cleaners	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.
37-2019	Building Cleaning Workers, All Other	All building cleaning workers not listed separately.
37-2021	Pest Control Workers	Apply or release chemical solutions or toxic gases and set traps to kill or remove pests and vermin that infest buildings and surrounding areas.
37-3011	Landscaping and Groundskeeping Workers	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units. Excludes "Farmworkers and Laborers, Crop, Nursery, and Greenhouse" (45-2092).
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation, or chemical application on trees, shrubs, lawns, or crops. Usually requires specific training and state or federal certification. Crop dusters are included in "Commercial Pilots" (53-2012).
37-3019	Grounds Maintenance Workers, All Other	All grounds maintenance workers not listed separately.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
39-1013	First-Line Supervisors of Gambling Services Workers	Directly supervise and coordinate activities of workers in assigned gambling areas. May circulate among tables, observe operations, and ensure that stations and games are covered for each shift. May verify and pay off jackpots. May reset slot machines after payoffs and make repairs or adjustments to slot machines or recommend removal of slot machines for repair. May plan and organize activities and services for guests in hotels/casinos.
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	Directly supervise and coordinate activities of entertainment and recreation related workers.
39-1022	First-Line Supervisors of Personal Service Workers	Supervise and coordinate activities of personal service workers.
39-2011	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.
39-2021	Animal Caretakers	Feed, water, groom, bathe, exercise, or otherwise provide care to promote and maintain the well-being of pets and other animals that are not raised for consumption, such as dogs, cats, race horses, ornamental fish or birds, zoo animals, and mice. Work in settings such as kennels, animal shelters, zoos, circuses, and aquariums. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages, pens, or fish tanks. Excludes "Veterinary Assistants and Laboratory Animal Caretakers" (31-9096) and "Farmworkers, Farm, Ranch, and Aquacultural Animals" (45-2093).
39-3019	Gambling Service Workers, All Other	All gambling service workers not listed separately.
39-3091	Amusement and Recreation Attendants	Perform a variety of attending duties at amusement or recreation facility. May schedule use of recreation facilities, maintain and provide equipment to participants of sporting events or recreational pursuits, or operate amusement concessions and rides.
39-5011	Barbers	Provide barbering services, such as cutting, trimming, shampooing, and styling hair; trimming beards; or giving shaves.
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Provide beauty services, such as cutting, coloring, and styling hair, and massaging and treating scalp. May shampoo hair, apply makeup, dress wigs, remove hair, and provide nail and skincare services. Excludes "Makeup Artists, Theatrical and Performance" (39-5091), "Manicurists and Pedicurists" (39-5092), and "Skincare Specialists" (39-5094).

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Detailed Code	Title	Definition
39-6011	Baggage Porters and Bellhops	Handle baggage for travelers at transportation terminals or for guests at hotels or similar establishments.
39-6012	Concierges	Assist patrons at hotel, apartment, or office building with personal services. May take messages; arrange or give advice on transportation, business services, or entertainment; or monitor guest requests for housekeeping and maintenance.
39-7011	Tour Guides and Escorts	Escort individuals or groups on sightseeing tours or through places of interest, such as industrial establishments, public buildings, and art galleries.
39-7012	Travel Guides	Plan, organize, and conduct long-distance travel, tours, and expeditions for individuals and groups.
39-9011	Childcare Workers	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education" (25-9042).
39-9031	Exercise Trainers and Group Fitness Instructors	Instruct or coach groups or individuals in exercise activities for the primary purpose of personal fitness. Demonstrate techniques and form, observe participants, and explain to them corrective measures necessary to improve their skills. Develop and implement individualized approaches to exercise. Excludes "Educational Instruction and Library Occupations" (25-0000), "Coaches and Scouts" (27-2022), and "Athletic Trainers" (29-9091).
39-9032	Recreation Workers	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
39-9099	Personal Care and Service Workers, All Other	All personal care and service workers not listed separately.
41-1011	First-Line Supervisors of Retail Sales Workers	Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.
41-1012	First-Line Supervisors of Non-Retail Sales Workers	Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties such as budgeting, accounting, and personnel work, in addition to supervisory duties.
41-2011	Cashiers	Receive and disburse money in establishments other than financial institutions. May use electronic scanners, cash registers, or related equipment. May process credit or debit card transactions and validate checks. Excludes "Gambling Change Persons and Booth Cashiers" (41-2012).

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
41-2012	Gambling Change Persons and Booth Cashiers	Exchange coins, tokens, and chips for patrons' money. May issue payoffs and obtain customer's signature on receipt. May operate a booth in the slot machine area and furnish change persons with money bank at the start of the shift, or count and audit money in drawers. Excludes "Cashiers" (41-2011).
41-2021	Counter and Rental Clerks	Receive orders, generally in person, for repairs, rentals, and services. May describe available options, compute cost, and accept payment. Excludes "Fast Food and Counter Workers" (35-3023), "Hotel, Motel, and Resort Desk Clerks" (43-4081), "Order Clerks" (43-4151), and "Reservation and Transportation Ticket Agents and Travel Clerks" (43-4181).
41-2022	Parts Salespersons	Sell spare and replacement parts and equipment in repair shop or parts store.
41-2031	Retail Salespersons	Sell merchandise, such as furniture, motor vehicles, appliances, or apparel to consumers. Excludes "Cashiers" (41-2011).
41-3011	Advertising Sales Agents	Sell or solicit advertising space, time, or media in publications, signage, TV, radio, or Internet establishments or public spaces.
41-3021	Insurance Sales Agents	Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company.
41-3041	Travel Agents	Plan and sell transportation and accommodations for customers. Determine destination, modes of transportation, travel dates, costs, and accommodations required. May also describe, plan, and arrange itineraries and sell tour packages. May assist in resolving clients' travel problems.
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sell services to individuals or businesses. May describe options or resolve client problems. Excludes "Advertising Sales Agents" (41-3011), "Insurance Sales Agents" (41-3021), "Securities, Commodities, and Financial Services Sales Agents" (41-3031), "Travel Agents" (41-3041), "Sales Representatives, Wholesale and Manufacturing" (41-4010), and "Telemarketers" (41-9041).
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Excludes "Sales Engineers" (41-9031).
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.
41-9011	Demonstrators and Product Promoters	Demonstrate merchandise and answer questions for the purpose of creating public interest in buying the product. May sell demonstrated merchandise.

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Detailed Code	Title	Definition
41-9022	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.
41-9031	Sales Engineers	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering. Excludes “Engineers” (17-2011 through 17-2199) whose primary function is not marketing or sales.
41-9041	Telemarketers	Solicit donations or orders for goods or services over the telephone.
41-9099	Sales and Related Workers, All Other	All sales and related workers not listed separately.
43-1011	First-Line Supervisors of Office and Administrative Support Workers	Directly supervise and coordinate the activities of clerical and administrative support workers.
43-2011	Switchboard Operators, Including Answering Service	Operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls. May supply information to callers and record messages.
43-2021	Telephone Operators	Provide information by accessing alphabetical, geographical, or other directories. Assist customers with special billing requests, such as charges to a third party and credits or refunds for incorrectly dialed numbers or bad connections. May handle emergency calls and assist children or people with physical disabilities to make telephone calls.
43-2099	Communications Equipment Operators, All Other	All communications equipment operators not listed separately.
43-3011	Bill and Account Collectors	Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer’s account, preparing statements to credit department if customer fails to respond, initiating repossession proceedings or service disconnection, and keeping records of collection and status of accounts.
43-3021	Billing and Posting Clerks	Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods. Excludes “Medical Records Specialists” (29-2072).
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. Excludes “Payroll and Timekeeping Clerks” (43-3051).

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Detailed Code	Title	Definition
43-3051	Payroll and Timekeeping Clerks	Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks. Excludes "Bookkeeping, Accounting, and Auditing Clerks" (43-3031).
43-3061	Procurement Clerks	Compile information and records to draw up purchase orders for procurement of materials and services. Excludes "Wholesale and Retail Buyers, Except Farm Products" (13-1022).
43-3071	Tellers	Receive and pay out money. Keep records of money and negotiable instruments involved in a financial institution's various transactions.
43-3099	Financial Clerks, All Other	All financial clerks not listed separately.
43-4031	Court, Municipal, and License Clerks	Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees. Clerks of Court are classified in "Managers, All Other" (11-9199).
43-4041	Credit Authorizers, Checkers, and Clerks	Authorize credit charges against customers' accounts. Investigate history and credit standing of individuals or business establishments applying for credit. May interview applicants to obtain personal and financial data, determine credit worthiness, process applications, and notify customers of acceptance or rejection of credit.
43-4051	Customer Service Representatives	Interact with customers to provide basic or scripted information in response to routine inquiries about products and services. May handle and resolve general complaints. Excludes individuals whose duties are primarily installation, sales, repair, and technical support.
43-4061	Eligibility Interviewers, Government Programs	Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.
43-4071	File Clerks	File correspondence, cards, invoices, receipts, and other records in alphabetical or numerical order or according to the filing system used. Locate and remove material from file when requested.
43-4081	Hotel, Motel, and Resort Desk Clerks	Accommodate hotel, motel, and resort patrons by registering and assigning rooms to guests, issuing room keys or cards, transmitting and receiving messages, keeping records of occupied rooms and guests' accounts, making and confirming reservations, and presenting statements to and collecting payments from departing guests.

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Detailed Code	Title	Definition
43-4111	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.
43-4121	Library Assistants, Clerical	Compile records, and sort, shelve, issue, and receive library materials such as books, electronic media, pictures, cards, slides and microfilm. Locate library materials for loan and replace material in shelving area, stacks, or files according to identification number and title. Register patrons to permit them to borrow books, periodicals, and other library materials. Excludes "Library Technicians" (25-4031).
43-4131	Loan Interviewers and Clerks	Interview loan applicants to elicit information; investigate applicants' backgrounds and verify references; prepare loan request papers; and forward findings, reports, and documents to appraisal department. Review loan papers to ensure completeness, and complete transactions between loan establishment, borrowers, and sellers upon approval of loan.
43-4141	New Accounts Clerks	Interview persons desiring to open accounts in financial institutions. Explain account services available to prospective customers and assist them in preparing applications.
43-4151	Order Clerks	Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Generally receives orders via mail, phone, fax, or other electronic means. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints. Excludes "Dispatchers, Except Police, Fire, and Ambulance" (43-5032) who both dispatch and take orders for services.
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	Compile and keep personnel records. Record data for each employee, such as address, weekly earnings, absences, amount of sales or production, supervisory reports, and date of and reason for termination. May prepare reports for employment records, file employment records, or search employee files and furnish information to authorized persons.
43-4171	Receptionists and Information Clerks	Answer inquiries and provide information to the general public, customers, visitors, and other interested parties regarding activities conducted at establishment and location of departments, offices, and employees within the organization. Excludes "Switchboard Operators, Including Answering Service" (43-2011).
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	Make and confirm reservations for transportation or lodging, or sell transportation tickets. May check baggage and direct passengers to designated concourse, pier, or track; deliver tickets and contact individuals and groups to inform them of package tours; or provide tourists with travel or transportation

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Detailed Code	Title	Definition
		information. Excludes "Cashiers" (41-2011), "Travel Agents" (41-3041), and "Hotel, Motel, and Resort Desk Clerks" (43-4081) who sell tickets for local transportation.
43-4199	Information and Record Clerks, All Other	All information and record clerks not listed separately.
43-5011	Cargo and Freight Agents	Expedite and route movement of incoming and outgoing cargo and freight shipments in airline, train, and trucking terminals and shipping docks. Take orders from customers and arrange pickup of freight and cargo for delivery to loading platform. Prepare and examine bills of lading to determine shipping charges and tariffs.
43-5021	Couriers and Messengers	Pick up and deliver messages, documents, packages, and other items between offices or departments within an establishment or directly to other business concerns, traveling by foot, bicycle, motorcycle, automobile, or public conveyance. Excludes "Light Truck Drivers" (53-3033).
43-5031	Public Safety Telecommunicators	Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.
43-5032	Dispatchers, Except Police, Fire, and Ambulance	Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers, or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include using radio, telephone, or computer to transmit assignments and compiling statistics and reports on work progress.
43-5041	Meter Readers, Utilities	Read meter and record consumption of electricity, gas, water, or steam.
43-5052	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.
43-5061	Production, Planning, and Expediting Clerks	Coordinate and expedite the flow of work and materials within or between departments of an establishment according to production schedule. Duties include reviewing and distributing production, work, and shipment schedules; conferring with department supervisors to determine progress of work and completion dates; and compiling reports on progress of work, inventory levels, costs, and production problems. Excludes "Project Management Specialists" (13-1082) and "Weighers, Measurers, Checkers, and Samplers, Recordkeeping" (43-5111).

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Detailed Code	Title	Definition
43-5071	Shipping, Receiving, and Inventory Clerks	Verify and maintain records on incoming and outgoing shipments involving inventory. Duties include verifying and recording incoming merchandise or material and arranging for the transportation of products. May prepare items for shipment. Excludes “Weighers, Measurers, Checkers, and Samplers, Recordkeeping” (43-5111), “Mail Clerks and Mail Machine Operators, except Postal Service” (43-9051), and “Stockers and Order Fillers” (53-7065).
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Weigh, measure, and check materials, supplies, and equipment for the purpose of keeping relevant records. Duties are primarily clerical by nature. Includes workers who collect and keep record of samples of products or materials. Excludes “Inspectors, Testers, Sorters, Samplers, and Weighers” (51-9061).
43-6011	Executive Secretaries and Executive Administrative Assistants	Provide high-level administrative support by conducting research, preparing statistical reports, and handling information requests, as well as performing routine administrative functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes “Secretaries” (43-6012 through 43-6014).
43-6012	Legal Secretaries and Administrative Assistants	Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.
43-6013	Medical Secretaries and Administrative Assistants	Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Perform routine administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. Excludes legal, medical, and executive secretaries (43-6011 through 43-6013).
43-9021	Data Entry Keyers	Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Excludes “Word Processors and Typists” (43-9022).
43-9022	Word Processors and Typists	Use word processor, computer, or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Excludes “Court Reporters and Simultaneous Captioners” (27-3092), “Medical Transcriptionists” (31-9094), “Secretaries and Administrative Assistants” (43-6010), and “Data Entry Keyers” (43-9021).
43-9041	Insurance Claims and Policy Processing Clerks	Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies and company records to reflect

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Detailed Code	Title	Definition
		changes requested by policyholders and insurance company representatives. Excludes “Claims Adjusters, Examiners, and Investigators” (13-1031).
43-9051	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.
43-9061	Office Clerks, General	Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.
43-9081	Proofreaders and Copy Markers	Read transcript or proof type setup to detect and mark for correction any grammatical, typographical, or compositional errors. Excludes workers whose primary duty is editing copy. Includes proofreaders of braille.
43-9111	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.
43-9199	Office and Administrative Support Workers, All Other	All office and administrative support workers not listed separately.
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers. Excludes “First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers” (37-1012).
45-2011	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.
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes “Pesticide Handlers, Sprayers, and Applicators, Vegetation” (37-3012), “Graders and Sorters, Agricultural Products” (45-2041), and “Forest, Conservation, and Logging Workers” (45-4011 through 45-4029).
45-3031	Fishing and Hunting Workers	Hunt, trap, catch, or gather wild animals or aquatic animals and plants. May use nets, traps, or other equipment. May haul catch onto ship or other vessel. Aquacultural laborers who work on fish farms are included in “Farmworkers, Farm, Ranch, and Aquacultural Animals” (45-2093).

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Detailed Code	Title	Definition
45-4011	Forest and Conservation Workers	Under supervision, perform manual labor necessary to develop, maintain, or protect areas such as forests, forested areas, woodlands, wetlands, and rangelands through such activities as raising and transporting seedlings; combating insects, pests, and diseases harmful to plant life; and building structures to control water, erosion, and leaching of soil. Includes forester aides, seedling pullers, tree planters, and gatherers of nontimber forestry products such as pine straw.
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	Directly supervise and coordinate activities of construction or extraction workers.
47-2021	Brickmasons and Blockmasons	Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances, to construct or repair walls, partitions, arches, sewers, and other structures. Installers of mortarless segmental concrete masonry wall units are classified in “Landscaping and Groundskeeping Workers” (37-3011). Excludes “Stonemasons” (47-2022).
47-2022	Stonemasons	Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.
47-2031	Carpenters	Construct, erect, install, or repair structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall, and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.
47-2041	Carpet Installers	Lay and install carpet from rolls or blocks on floors. Install padding and trim flooring materials. Excludes “Floor Layers, Except Carpet, Wood, and Hard Tiles” (47-2042).
47-2051	Cement Masons and Concrete Finishers	Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints. Installers of mortarless segmental concrete masonry wall units are classified in “Landscaping and Groundskeeping Workers” (37-3011).
47-2061	Construction Laborers	Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. Construction laborers who primarily assist a particular

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Detailed Code	Title	Definition
		craft worker are classified under “Helpers, Construction Trades” (47-3010). Excludes “Hazardous Materials Removal Workers” (47-4041).
47-2071	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.
47-2073	Operating Engineers and Other Construction Equipment Operators	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Excludes “Extraction Workers” (47-5000) and “Crane and Tower Operators” (53-7021).
47-2111	Electricians	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes “Security and Fire Alarm Systems Installers” (49-2098).
47-2141	Painters, Construction and Maintenance	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Excludes “Paperhangers” (47-2142).
47-2152	Plumbers, Pipefitters, and Steamfitters	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.
47-2221	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).
47-2231	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 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).
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	Help brickmasons, blockmasons, stonemasons, or tile and marble setters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist brickmasons, blockmasons, and

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
		stonemasons or tile and marble setters are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3012	Helpers--Carpenters	Help carpenters by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist carpenters are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3013	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).
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Help painters, paperhangers, plasterers, or stucco masons by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist painters, paperhangers, plasterers, or stucco masons are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Help plumbers, pipefitters, steamfitters, or pipelayers by performing duties requiring less skill. Duties include using, supplying, or holding materials or tools, and cleaning work area and equipment. Construction laborers who do not primarily assist plumbers, pipefitters, steamfitters, or pipelayers are classified under “Construction Laborers” (47-2061). Apprentice workers are classified with the appropriate skilled construction trade occupation (47-2011 through 47-2231).
47-3019	Helpers, Construction Trades, All Other	All construction trades helpers not listed separately.
47-4011	Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
47-5022	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.
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
49-2011	Computer, Automated Teller, and Office Machine Repairers	Repair, maintain, or install computers, word processing systems, automated teller machines, and electronic office machines, such as duplicating and fax machines.
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings. Excludes "Telecommunications Line Installers and Repairers" (49-9052).
49-2091	Avionics Technicians	Install, inspect, test, adjust, or repair avionics equipment, such as radar, radio, navigation, and missile control systems in aircraft or space vehicles.
49-2092	Electric Motor, Power Tool, and Related Repairers	Repair, maintain, or install electric motors, wiring, or switches.
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas. Excludes "Avionics Technicians" (49-2091), "Electrical and Electronics Installers and Repairers, Transportation Equipment" (49-2093), and "Electronic Equipment Installers and Repairers, Motor Vehicles" (49-2096).
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	Install, diagnose, or repair communications, sound, security, or navigation equipment in motor vehicles.
49-2097	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).
49-3011	Aircraft Mechanics and Service Technicians	Diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Excludes "Avionics Technicians" (49-2091).
49-3021	Automotive Body and Related Repairers	Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes "Automotive Glass Installers and Repairers" (49-3022) and "Coating, Painting, and Spraying Machine Setters, Operators, and Tenders" (51-9124).
49-3022	Automotive Glass Installers and Repairers	Replace or repair broken windshields and window glass in motor vehicles.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
49-3023	Automotive Service Technicians and Mechanics	Diagnose, adjust, repair, or overhaul automotive vehicles. Excludes “Automotive Body and Related Repairers” (49-3021), “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. Excludes “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031) and “Rail Car Repairers” (49-3043).
49-3053	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.
49-3093	Tire Repairers and Changers	Repair and replace tires.
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.
49-9031	Home Appliance Repairers	Repair, adjust, or install all types of electric or gas household appliances, such as refrigerators, washers, dryers, and ovens.
49-9041	Industrial Machinery Mechanics	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans. Excludes “Mobile Heavy Equipment Mechanics, Except Engines” (49-3042), and “Maintenance Workers, Machinery” (49-9043).
49-9051	Electrical Power-Line Installers and Repairers	Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy duty transmission towers. Excludes “Electrical and Electronics Repairers, Powerhouse, Substation, and Relay” (49-2095).
49-9052	Telecommunications Line Installers and Repairers	Install and repair telecommunications cable, including fiber optics.
49-9064	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).
49-9071	Maintenance and Repair Workers, General	Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment;

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
		installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes “Facilities Managers” (11-3013) and “Maintenance Workers, Machinery” (49-9043).
49-9091	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.
49-9092	Commercial Divers	Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life. Excludes “Athletes and Sports Competitors” (27-2021), “Police and Sheriff’s Patrol Officers” (33-3051), and “Fishing and Hunting Workers” (45-3031).
49-9096	Riggers	Set up or repair rigging for construction projects, manufacturing plants, logging yards, ships and shipyards, or for the entertainment industry.
49-9098	Helpers--Installation, Maintenance, and Repair Workers	Help installation, maintenance, and repair workers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials, and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.
49-9099	Installation, Maintenance, and Repair Workers, All Other	All installation, maintenance, and repair workers not listed separately.
51-1011	First-Line Supervisors of Production and Operating Workers	Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.
51-2051	Fiberglass Laminators and Fabricators	Laminate layers of fiberglass on molds to form boat decks and hulls, bodies for golf carts, automobiles, or other products.
51-2092	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.
51-2099	Assemblers and Fabricators, All Other	All assemblers and fabricators not listed separately.
51-3011	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with “Chefs and Head Cooks” (35-1011).

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
51-3021	Butchers and Meat Cutters	Cut, trim, or prepare consumer-sized portions of meat for use or sale in retail establishments.
51-3092	Food Batchmakers	Set up and operate equipment that mixes or blends ingredients used in the manufacturing of food products. Includes candy makers and cheese makers.
51-3099	Food Processing Workers, All Other	All food processing workers not listed separately
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	Set up, operate, or tend milling or planing machines to mill, plane, shape, groove, or profile metal or plastic work pieces.
51-4041	Machinists	Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. Machinists who primarily program or operate computer numerically controlled (CNC) equipment are classified in "Computer Numerically Controlled Tool Operators and Programmers" (51-9160).
51-4121	Welders, Cutters, Solderers, and Brazers	Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	Set up, operate, or tend welding, soldering, or brazing machines or robots that weld, braze, solder, or heat treat metal products, components, or assemblies. Includes workers who operate laser cutters or laser-beam machines.
51-4199	Metal Workers and Plastic Workers, All Other	All metal workers and plastic workers not listed separately.
51-5111	Prepress Technicians and Workers	Format and proof text and images submitted by designers and clients into finished pages that can be printed. Includes digital and photo typesetting. May produce printing plates.
51-5112	Printing Press Operators	Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.
51-5113	Print Binding and Finishing Workers	Bind books and other publications or finish printed products by hand or machine. May set up binding and finishing machines.
51-6011	Laundry and Dry-Cleaning Workers	Operate or tend washing or dry-cleaning machines to wash or dry-clean industrial or household articles, such as cloth garments, suede, leather, furs, blankets, draperies, linens, rugs, and carpets. Includes spotters and dyers of these articles.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
51-6021	Pressers, Textile, Garment, and Related Materials	Press or shape articles by hand or machine.
51-6031	Sewing Machine Operators	Operate or tend sewing machines to join, reinforce, decorate, or perform related sewing operations in the manufacture of garment or nongarment products.
51-6052	Tailors, Dressmakers, and Custom Sewers	Design, make, alter, repair, or fit garments.
51-6093	Upholsterers	Make, repair, or replace upholstery for household furniture or transportation vehicles.
51-7011	Cabinetmakers and Bench Carpenters	Cut, shape, and assemble wooden articles or set up and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut, or shape lumber or to fabricate parts for wood products. Excludes “Woodworking Machine Setters, Operators, and Tenders” (51-7040).
51-8013	Power Plant Operators	Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. Excludes “Nuclear Power Reactor Operators” (51-8011).
51-8021	Stationary Engineers and Boiler Operators	Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment such as steam engines, generators, motors, turbines, and steam boilers.
51-8031	Water and Wastewater Treatment Plant and System Operators	Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.
51-8092	Gas Plant Operators	Distribute or process gas for utility companies and others by controlling compressors to maintain specified pressures on main pipelines.
51-8099	Plant and System Operators, All Other	All plant and system operators not listed separately.
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	Set up, operate, or tend machines that cut or slice materials, such as glass, stone, cork, rubber, tobacco, food, paper, or insulating material. Excludes “Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic” (51-4031), “Textile Cutting Machine Setters, Operators, and Tenders” (51-6062), and “Woodworking Machine Setters, Operators, and Tenders” (51-7040).
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Inspect, test, sort, sample, or weigh nonagricultural raw materials or processed, machined, fabricated, or assembled parts or products for defects, wear, and deviations from specifications. May use precision measuring instruments and complex test equipment.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
51-9071	Jewelers and Precious Stone and Metal Workers	Design, fabricate, adjust, repair, or appraise jewelry, gold, silver, other precious metals, or gems. Includes diamond polishers and gem cutters, and persons who perform precision casting and modeling of molds, casting metal in molds, or setting precious and semiprecious stones for jewelry and related products.
51-9081	Dental Laboratory Technicians	Construct and repair full or partial dentures or dental appliances. Excludes “Dental Assistants” (31-9091).
51-9123	Painting, Coating, and Decorating Workers	Paint, coat, or decorate articles, such as furniture, glass, plateware, pottery, jewelry, toys, books, or leather. Excludes “Artists and Related Workers” (27-1010), “Designers” (27-1020), “Photographic Process Workers and Processing Machine Operators” (51-9151), and “Etchers and Engravers” (51-9194).
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Set up, operate, or tend spraying or rolling machines to coat or paint any of a wide variety of products, including glassware, cloth, ceramics, metal, plastic, paper, or wood, with lacquer, silver, copper, rubber, varnish, glaze, enamel, oil, or rust-proofing materials. Includes painters of transportation vehicles such as painters in auto body repair facilities. Excludes “Plating Machine Setters, Operators, and Tenders, Metal and Plastic” (51-4193).
51-9193	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.
51-9194	Etchers and Engravers	Engrave or etch metal, wood, rubber, or other materials. Includes such workers as etcher-circuit processors, pantograph engravers, and silk screen etchers. Photoengravers are included in “Prepress Technicians and Workers” (51-5111).
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	Mold, shape, form, cast, or carve products such as food products, figurines, tile, pipes, and candles consisting of clay, glass, plaster, concrete, stone, or combinations of materials.
51-9198	Helpers--Production Workers	Help production workers by performing duties requiring less skill. Duties include supplying or holding materials or tools, and cleaning work area and equipment. Apprentice workers are classified in the appropriate production occupations (51-0000).
51-9199	Production Workers, All Other	All production workers not listed separately. Excludes “Packers and Packagers, Hand” (53-7064).
53-1041	Aircraft Cargo Handling Supervisors	Supervise and coordinate the activities of ground crew in the loading, unloading, securing, and staging of aircraft cargo or baggage. May determine the quantity and orientation of cargo and compute aircraft center of gravity. May accompany aircraft as member of flight crew and monitor and handle cargo in flight, and assist and brief passengers on safety and emergency procedures. Includes loadmasters.
53-1042	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Directly supervise and coordinate the activities of helpers, laborers, or material movers, hand.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
53-1043	First-Line Supervisors of Material-Moving Machine and Vehicle Operators	Directly supervise and coordinate activities of material-moving machine and vehicle operators and helpers.
53-1049	First-Line Supervisors of Transportation Workers, All Other	All first-line supervisors of transportation workers not listed separately.
53-2012	Commercial Pilots	Pilot and navigate the flight of fixed-wing aircraft on nonscheduled air carrier routes, or helicopters. Requires Commercial Pilot certificate. Includes charter pilots with similar certification, and air ambulance and air tour pilots. Excludes regional, national, and international airline pilots. Excludes “Electro-Mechanical and Mechatronics Technologists and Technicians” (17-3024).
53-2021	Air Traffic Controllers	Control air traffic on and within vicinity of airport, and movement of air traffic between altitude sectors and control centers, according to established procedures and policies. Authorize, regulate, and control commercial airline flights according to government or company regulations to expedite and ensure flight safety.
53-2022	Airfield Operations Specialists	Ensure the safe takeoff and landing of commercial and military aircraft. Duties include coordination between air-traffic control and maintenance personnel, dispatching, using airfield landing and navigational aids, implementing airfield safety procedures, monitoring and maintaining flight records, and applying knowledge of weather information.
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.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
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).
53-3099	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 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).
53-6021	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).
53-6051	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).
53-6061	Passenger Attendants	Provide services to ensure the safety of passengers aboard ships, buses, trains, or within the station or terminal. Perform duties such as explaining the use of safety equipment, serving meals or beverages, or answering questions related to travel. Excludes “Baggage Porters and Bellhops” (39-6011) and “Flight Attendants” (53-2031).
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.

Table C. SOC Detailed Title Definitions: 2025 PWS, CNMI

Detailed Code	Title	Definition
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).
53-7061	Cleaners of Vehicles and Equipment	Wash or otherwise clean vehicles, machinery, and other equipment. Use such materials as water, cleaning agents, brushes, cloths, and hoses. Excludes “Janitors and Cleaners, Except Maids and Housekeeping Cleaners” (37-2011).
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes “Construction Laborers” (47-2061) and “Helpers, Construction Trades” (47-3011 through 47-3019). Excludes “Material Moving Workers” (53-7011 through 53-7199) who use power equipment.
53-7063	Machine Feeders and Offbearers	Feed materials into or remove materials from machines or equipment that is automatic or tended by other workers.
53-7064	Packers and Packagers, Hand	Pack or package by hand a wide variety of products and materials.
53-7065	Stockers and Order Fillers	Receive, store, and issue merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers’ orders. May operate power equipment to fill orders. May mark prices on merchandise and set up sales displays. Excludes “Shipping, Receiving, and Inventory Clerks” (43-5071), “Laborers and Freight, Stock, and Material Movers, Hand” (53-7062), and “Packers and Packagers, Hand” (53-7064).
53-7081	Refuse and Recyclable Material Collectors	Collect and dump refuse or recyclable materials from containers into truck. May drive truck.
53-7121	Tank Car, Truck, and Ship Loaders	Load and unload chemicals and bulk solids, such as coal, sand, and grain, into or from tank cars, trucks, or ships, using material moving equipment. May perform a variety of other tasks relating to shipment of products. May gauge or sample shipping tanks and test them for leaks.
53-7199	Material Moving Workers, All Other	All material moving workers not listed separately.

APPENDIX D:
2025 CNMI PWS DATA FIELDS AND ONLINE FORMS

This appendix shows a brief description of the 2025 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 2025 PWS online forms.

2025 Prevailing Wage Study Data Definitions and Instructions

Central Statistics Division, Department of Commerce, CNMI

January 31, 2025

This short document briefly describes the 2025 PWS Survey (PWS) and defines/describes selected data fields in the survey.

The 2025 Prevailing Wage Study Survey. Several rounds of the PWS surveys have been completed since 2011 in the CNMI. This 2025 PWS survey is the seventh annual survey under the Northern Mariana Islands U.S. Workforce Act of 2018 and is the sixth time that the survey data collection is done online. The main purpose of the PWS remains the same: to collect data that enables the determination and publication of the current prevailing hourly wage statistics for the various occupational titles that exist in the CNMI in 2025. Like the past PWS surveys, the results of the 2025 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 current workforce in the CNMI.

Employee Data Requested are for One Complete Pay Period in February 2025. It is important to note that the 2025 PWS is requesting employee data for one full or complete pay period for the month of February 2025.

Data Fields for the 2025 PWS Survey. This round of the PWS asks for data points for fields necessary for a successful survey for 2025 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 2025. 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

6	Business License Number	Give/enter the business license number for your DBA or organization assigned by the CNMI Business License Office and displayed in your official business license certificate. This data value will assist in data validation.
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Pay Period Data Subform

1	DBA Name	Select the appropriate DBA and be sure to enter each and all employees under the appropriate DBA, if you have multiple DBAs.
2	Pay Period Duration	Select the appropriate pay period duration for your DBA. Monthly or Biweekly or Weekly. This data point allows for computing the hourly wage amount.
3	Beginning Date of Pay Period	Give/choose the beginning date of the pay period in February 2023. This data field will be used in data validation.
4	Ending Date of Pay Period	Give/choose the ending date of the pay period in February 2023. This data field will be used in data validation.
5	Overtime Pay Rate	Enter your rate of overtime pay; for example, "1.5", "2.0" or "2.5". This data value will be used in computing for the hourly wage amount.

Individual Employee Data Subform

1	Position Title	Give/enter the employee position title as of February 2025. This data field will be used for data validation.
2	Gender	Give/choose the appropriate employee gender. This data field will allow for summarizing and reporting wage statistics by gender.
3	SOC Code	Give/choose the appropriate 6-digit SOC (Standard Occupation Classification) code for the employee. Use the 2018 SOC system. This data field will allow for summarizing and reporting on wage statistics by SOC. (Hint: To determine the appropriate SOC code, use the 2018 SOC or O*NET.)
4	Citizenship	Give/choose the appropriate country of citizenship for the employee. This data will allow for summarizing and reporting on wage statistics by citizenship.
5	Employment Visa Type	Give/choose the appropriate type of employment visa for the employee. This data value will allow for summarizing and reporting on wage statistics by type of visa.
6	Total hours worked	Give/enter the total hours worked for the pay period in February 2025. This data value will be used to derive the hourly wage amount.
7	Total Gross Amount of Pay	Give/enter the total amount of pay in dollars for the pay period in February 2025. This data field will be used to derive the hourly wage rate and related statistics.

Screenshots of the 2025 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

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 access to this information/data.

OWNERSHIP OF INFORMATION/DATA

It is understood that once the information/data is transferred to the CSD, the company no longer owns the information/data.

RETURN OF CONFIDENTIAL INFORMATION/DATA

It is understood that under no circumstances should the CSD return all or any parts of the information/data to its

☐ I agree to this Non-Disclosure Agreement.

Continue

You must click "agree" above to continue.

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

COMPANY REGISTRATION FORM

Company Name*	?
<input type="text"/>	
Company Email Address*	?
<input type="text"/>	
Username *	?
<input type="text"/>	
Password *	?
<input type="password"/>	
Confirm Password*	?
<input type="password"/>	

[Register](#)

[Exit](#)

Next: Complete Your Company's Information >

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

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

Company Phone Number*



 +1 ▾ (XXX) XXX-XXXX

Company Mailing Address

Street or P.O. Box*



City/Village*



Island/Territory/State*



Country*



ZIP Code/Postal Code*



Name of Contact Person (CP)*



CP Phone*



 +1 ▾ (XXX) XXX-XXXX

CP Email*



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



Submit

[Exit](#)

DBA Form

DBA stands for "Doing Business As".

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

Enter a DBA's Information

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

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

2. NAICS Code*



Select NAICS Code



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

3. Island*



Select island



4. Village(s)



Select village



5. Total Employee Count*



6. Business License Number



XXXXX-XXXX-X

7. Pay Period*



☐ Weekly ☐ Biweekly ☐ Monthly

8. Beginning Date of Pay Period*



9. Ending Date of Pay Period*



10. Overtime pay rate



Submit

[Exit](#)

Employee Form

The Employee Data Requested is for One Complete Pay Period in February 2025. It is important to note that the 2025 PWS is requesting for individual employee data for one full or complete pay period during the month of February 2025. 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*

Select DBA

2. Position Title*

3. Gender*

☐ Male ☐ Female

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

Select SOC Code

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

5. Citizenship*

Select Citizenship

6. Employment Visa Type*

Select Visa Type

7. Total Hours Worked for the Pay Period*

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

Save Employee Info