

2014

# CNMI Prevailing Wage & Workforce Assessment Study

An Update to the 2011 Study

A Study to compile Prevailing Wages for all occupations in the Northern Mariana Island's economy as of October 2014 – This is an update to the 2011 Study.





## *Håfa adai yan Tirow wáámi!*

Beginning November 28, 2011, U.S. Public Law 110-229 required that CNMI employers seeking to hire new employees from outside the CNMI pay a wage equal to or above the average hourly wage rate for the particular occupation the employer is seeking to fill.

The CNMI Department of Commerce's Central Statistics Division in partnership with the Department of Labor has completed and issued the 2014 Prevailing Wage and Workforce Assessment Study Report.

We extend our appreciation to the government departments, agencies, the business community, and all the short-term enumerators and data clerks who participated and assisted in the completion of this Prevailing Wage and Workforce Assessment Study.

*Thank you, Si Yu'os ma'ase', and Olomwaay reemi.*

A stylized, handwritten signature in black ink.

ELOY S. INOS

A stylized, handwritten signature in black ink.

RALPH DLG. TORRES

## FOREWORD / ACKNOWLEDGEMENT

This Prevailing Wage Survey consumed huge amount of work and dedication. Still, the completion would not have been possible if we did not have a support of many individuals, organizations, and dedicated enumerators. Therefore we would like to extend our sincere gratitude to all of them.

First of all we are thankful to Mr. Philip Doyle, Assistant Commissioner for Compensation Levels and Trends, US Bureau of Labor Statistics staff, CNMI Department of Labor, and CNMI Chamber of Commerce, who provided their invaluable reviews and comments on the survey instrument.

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We additionally give special acknowledgment and appreciation to the U.S. Department of Interior, Office of Insular Affairs for providing the funding support for the Prevailing Wage and Workforce Assessment Study (PWWAS), which is tailored to come into compliance with the Immigration and Nationality Act statute.

We would like to express our sincere thanks towards the CNMI Central Statistics under the leadership of Director Alfonis Sound, and following staff: Justin Andrew, Brenda Rideb, and Vincent Sablan taking charge of the hiring, training, and supervising the data collection, data entry, and data cleaning. Tom Torres assisted on the IT aspects and Dave Maratita for editorial contribution to the project. Two data entry clerks and nine enumerators were hired temporarily to assist in the operation of the study, included are Susan Helgen, Giovanni Satoshi, Lowe Hocog, Pricilla Castro, Jessica Pangelinan, Alma Sablan, Bernard Taitano, Joe Taitano, Carmelita Tebuteb, Jose Pangelinan, and Ann Sandbergen. Former Resident Directors Joe Cruz and +Bill Hocog and Agida Quitugua of Commerce in Rota and Tinian assisted CSD on logistical support during the data collection phase from those two islands and management who devoted their time and expertise in the implementation of this project. Dr. Michael J. Levin served as a consultant and assisted in the different phases of the study, produced and analyzed the statistics, and assisted in preparing this report.

Lastly, we humbly thank the Honorable Governor Eloy S. Inos and Lt. Governor Ralph DLG. Torres for their assistance and support.

Thank you,



MARK O. RABAULIMAN  
Secretary of Commerce

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## INTRODUCTION

### PURPOSE OF THE STUDY

The purposes of the 2014 Prevailing Wage and Workforce Assessment Study (PWWAS) were to:

- 1) Update the 2011 Study that was conducted to determine the type of occupations that exist and measure occupation-specific wage rates for each of the identified occupations in the CNMI's economy, and
- 2) Assess the current types and level of skills in the business community to determine areas that might benefit from training and enhancement.

Beginning in November 28, 2011, the new federal law, U.S. Public Law 110-229, required that CNMI employers seeking to hire new non-US eligible employees from outside the CNMI were required to pay a wage rate equal to or above the prevailing wage rate for the particular occupation the employer was seeking to fill. Before the surveys of prevailing wages with current reliable occupation-specific prevailing wage rates, CNMI employers used wage rates from other US jurisdictions, a situation that will not likely be favorable to CNMI employers. Up until the 2011 PWWAS, prevailing wage rates for all occupations were not available; thus the 2011 PWWAS provided the first data on prevailing wages and this 2014 Update will provide current data and also show trends.

In addition to the need to establish occupation-specific prevailing wage rates to meet the requirement of the new Law, the CNMI needed to assess the types and level of skills of the employed population in the CNMI workforce. The PWWAS aims to fulfill this secondary need. Field experience in 2011 and during this 2014 update may necessitate a different approach on this part of the Study in the near future. The issues will be discussed in the Recommendation section of this report.

### THE TARGET POPULATION

The target population of the Study was the employed population in the CNMI including employees of both the private and the public sectors in Saipan, Tinian, and Rota. In 2011 all public sector agencies and all private sector businesses were enumerated. In 2014, all public sector agencies were again enumerated as were all private sector businesses on Rota and Tinian. But on Saipan, while all businesses with 7 or more employees were enumerated, only a 10 percent sample of businesses with 2 to 6 employees was included. Self-employed were not included in either PWWAS.

### THE STUDY PERIOD

The 2014 study began with the identification and certification of funds and the hiring of a consultant in December 2014. The field data collection began in January 2015 and was expected to

be completed by April 2015. Questionnaire reviews began on the first day of the field work, coding began about a week after the start of the field work, with data entry beginning soon after the coding began. All coding and keying ended in the middle part of April. Data cleaning began at the end of April and was completed at the end of May 2015. Preliminary tabulations and data analysis began in May 2015 and ended with the completion date of this report.

## **THE METHODOLOGY**

### **CENSUS OR POPULATION APPROACH**

A combination of Census and a Random Sample approach was used for the 2014 Study while only the Census Approach was used in the 2011 Study. Funding levels, availability of baseline data from the 2011 Study, and time given to produce this update contributed to the decision to conduct the survey using the combination of approaches. The CSD requested that the Department of Finance, Business License section produce a listing of all current businesses in the CNMI as of October, 2014, the Survey Reference month. When CSD obtained the latest business listing, business establishments with no employees or only one employee were considered “Out of Scope”. The listing was then sorted and filtered to have a separate listing of business establishments with 2 to 6 employees and 7 and more employees. From the 2 to 6 employees’ business listing, CSD pulled a Survey Sample of “every other 10<sup>th</sup>” business establishment to be enumerated. CSD then decided to include all businesses with 7 employees and above. Complete samples were conducted on Rota and Tinian because of the small numbers of business establishments on those two islands.

### **DATA COLLECTION STRATEGY**

Data collection for the PWWAS was a major undertaking carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of Dr. Michael J. Levin, serving as consultant. Under CNMI Public Law 7-35, Commerce CSD is the CNMI Government’s office authorized to conduct censuses and surveys for the Government. The CSD has procedures, and a network of expertise and experience in conducting these types of operations. To collect data from the private sector, Commerce CSD hired and, with the assistance of the Consultant, trained 10 data collectors (or enumerators) to visit and collect the necessary data from each of the establishments in the private and public sectors throughout Tinian, Rota, and the selected establishments on Saipan. The primary mode of data collection was a personal visit to each of the employers with telephone and email follow-ups when appropriate. The enumerators interviewed the appropriate official from a business or organization and completed the questionnaire with the contact person at the establishment. The enumerator made sure the contact person knew how to complete the questionnaire, left the form with the contact person to complete, returned later, and picked up the form at a scheduled time. Enumerator data were submitted in hard copies on the PWWAS Questionnaire developed for the PWWAS. However, some business and public sector agencies submitted data electronically in MS Excel format.

Occupation and wage data for CNMI government employees were obtained from the Department of Finance. The Department of Commerce and the Department of Finance collaborated to identify government employee data needed for the Study and cleared the way for appropriate staff to provide the information. Data from the autonomous government agencies were obtained with a coordinated



effort between Commerce CSD staff and the field enumerators. Most of these data were submitted in Excel format, and after reconfiguration and considerable coding, were merged with the rest of the information.

## CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA

The data collection process for the PWWAS adhered to the confidentiality and protection of data collection under the CNMI Code, Public Law 7-35, also known as the CNMI Statistical Act. Commerce CSD has established procedures and practices to ensure maximum confidentiality and protection of all data it collects under the Statistical Act. These procedures were established beginning in 1990 and have been revised and updated as needed; most of these procedures were established with the assistance of the US Census Bureau. As a matter of procedure for collecting PWWAS data, enumerators were trained using verbatim training, and including training on data confidentiality and protection practices and were sworn-in, using “The Oath of Office” as temporary employees under Commerce CSD. They swore to uphold data confidentiality and protection. A copy of the Oath may be obtained from CSD. The Statistical Act requires Commerce CSD to collect data and expects the respondents to respond for CSD’s data collection inquiry. As matter of practice, however, CSD collects data in the spirit of voluntary rather than by strict enforcement of the Law.

Completed questionnaires were kept in a secure, multiple-doors’ room that is accessed only by sworn CSD employees. The rooms used for the review, coding, and data entry processes are also secured. Only authorized employees are allowed into these rooms.

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

## THE PWWAS QUESTIONNAIRE

The particular data items needed to obtain prevailing wage rates in all existing occupation and assess the CNMI’s current workforce skills are contained in the PWWAS Questionnaire (PWWASQ), attached as **Appendix C**. A copy of the instructions and rational document on each of the items in the PWWASQ may be obtained from Commerce CSD. This brief document was handed out to each of the business/organizations visited by enumerators. The Questionnaire was designed to collect data at the level of an individual employee position. Individual employee names were not collected. The Questionnaire was the same as the one used in the 2011 Study, and had therefore been thoroughly reviewed by selected CNMI Government offices and individuals from the Bureau of Labor Statistics, U.S. Department of Labor, as well as our Saipan Chamber of Commerce.

The Questionnaire was designed to be answered by the owner, human resource (HR) personnel, or manager of a business or organization operating in the CNMI at the time of the Study. The reference period of the Study was October 6 to 17, 2014. The Questionnaire was also designed to allow each respondent to choose the level of participation or the amount of data to provide to the

study because it takes time and resources to complete the Questionnaire fully. At the minimum, a respondent was asked to provide the required data items to ensure reliable, accurate data on occupation and wage statistics.<sup>1</sup>

## **DATA CODING, KEYING, CLEANING, AND TABULATION**

A coding dictionary was created and used to properly code each of the individual completed questionnaires. Two temporary office workers were hired and trained in how to properly code responses to each of the items in the questionnaire.

Coded data were keyed into CSPro, a census and survey processing package, developed by the US Census Bureau. In addition to hard copies, some establishments submitted their data in Microsoft Excel format. Data submitted in Excel were coded in Excel and then reconfigured, moved into ASCII, and merged with the rest of the data.

The keyed data were reconciled with the hard copies, edited using CSPro Batch, and readied for tabulation. Final tabulations were done in CSPro version 6.1 statistical software package.

## **THE FINDINGS OF THE STUDY**

### **ORGANIZATIONAL PRESENTATION OF THE STUDY RESULTS**

This 2014 PWWAS update combines both the Prevailing Wage Report and the Workforce Assessment Report into a report set rather than the two reports issued after the 2011 Study. Section 1 of this report shows data on major occupational categories. Section 2 looks at educational attainment among CNMI's workers. Workforce Skills Assessment results are presented in Section 3 in this report. Section 4 looks specifically at wages cross tabulated with different variables.

The last part of the report contains Appendices A, B and C.

Appendix A and B are table matrix showing an Alphabetical and Numerical Listing of all Occupations by minimum, maximum, mean, standard deviation and median wage rates in the Commonwealth's economy. Appendix C is a copy of the questionnaire used to collect data from business establishments and government agencies.

Sections 1 to 3 in this report provide results to assess the current CNMI workforce. Section 1 provides occupations cross-tabulated by sex, age, ethnicity, citizenship, educational attainment, sector, and industry. Section 2 provides information on educational attainment crossed by the demographic and social variables. And Section 3 reports on job skills.

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<sup>1</sup> In the Person Page of the Questionnaire, items Position Description (P1), Business Activity (P4), Hourly Wage (P5), Citizenship (P8), Gender (P10), Age (P11), and Ethnicity (P12) were considered minimum requirements. The rest of the items in the Person Page were considered optional. The completion status of the questionnaire was indicated by the field enumerators on the Cover Page and verified by the Office questionnaire reviewers.

## PREVAILING WAGES

Section 4 provides average hourly wages for major occupations crossed by sex, age, ethnicity, citizenship, educational attainment, and sector.

## HOURLY AMOUNTS FOR FRINGE BENEFITS TYPES

The study asked each employer to report the type and amount of fringe benefits provided to employees at the time of the study. The questionnaire asked the employer to report specifically on employer provided vacation leave, sick leave, life insurance contribution, health insurance contribution, dental insurance contribution, retirement contribution, food allowance, housing allowance, transportation allowance, and tuition subsidy. The questionnaire also asked employers to specify other types of fringe benefits, in addition to these. Fringe benefit questions could be improved for future use. In most cases, the employers provide information but reported amounts that could not be easily deciphered to be benefits as hourly, weekly, monthly, or annually. See the recommendations for the suggested changes in data collection procedures.

## CHALLENGES AND LIMITATIONS

### CHALLENGES

Several factors contributed to the delay in completing the study as originally planned; all of these challenges were related to the data collection stage of the study. The notable ones include:

Incomplete and/or inaccurate business directory information. Telephone numbers, contact names and location of business establishments in the directory provided to Commerce CSD were no longer correct. This made it hard, time consuming and costly to locate business establishments for the study. The Central Statistics Division had to resort to other means to locate the establishments.

The length of time to return. The length of time it took for some business establishments and government agencies to submit their data took weeks – longer than what the CSD office had anticipated. Some only turned in the data just as the survey was ending.

Lengthy Questionnaire. – The questionnaire was long and included many items needed to assess the CNMI's workforce.

## LIMITATIONS

The most notable limitations of the study were the fact that not all establishments participated or provided complete data to the study. These were establishments which were out-of-scope, could not be located, refused to participate, or did not provide data to the study for their own various reasons. Hence, not all employees in the economy were captured and used in producing the statistics in the study.

While not all employees were covered, it is important to note that the majority were captured and used in the study.

The number of employees with *health insurance, dental insurance, and life insurance* are understated because they do not include employees in the Government with these benefits. These benefits are optional for Government employees, but determination could not be made based on the types of data provided.

## RECOMMENDATIONS FOR FUTURE UPDATE

### Survey Planning

It is important to start planning early, at least a year before the enumeration, and to run a full pretest – (enumeration, coding, editing, and tabulation) to make sure all questions work, and to assist in checking for new items and new procedures. Obviously, most items will be the same, but new items and procedures will appear over time as needed for new planning and policy formation. The survey would have benefited from more planning, mostly in obtaining the results more quickly.

### Enumeration Timing

While the survey timing provided adequate, it was also true that the various tasks often seemed rushed. While the enumeration started in February (with the October reference date), and was through by late April, which is fairly rapid for this type of survey, it is also true that the CSD staff remained very small, and so many of the tasks took many hours, often into the night and on weekends. More time in the field would have allowed for more checking of the completed forms while they were still with the business or electronically when they were transferred.

### Problems in Data Collection

Surprisingly, few of the government agencies were very slow to respond, and a few did not come in until mid-May. Because the results clearly benefit all of the government agencies, more effort needs to be made to make sure that all agencies are aware of the importance of the survey, and that they need to participate early and fully. Also, the Statistical Act requires participation of both private and public sectors, so participation is the law.

## **Hourly Wages Collection**

The item on hourly wages accepted amounts for hourly, weekly, monthly, and annual wages. This item worked extremely well, and is a model for how an item like this should be laid out. The items on fringe benefits and skills suffered by comparison. However, the latter items are much more complicated and have many parts to it and is not surprising that businesses sometimes could not take the time to fill them out. Nonetheless, the item on hourly wages was extremely successful.

## **Citizenship**

Although the items on citizenship and visa status worked reasonably well, and non-citizens seem to have fully reported, some of the workers from the Freely Associated States (FAS) sometimes were reported as having a visa status even though they did not need to be reported in this item. Hence, sometimes it was not clear whether the person was FAS and should not have reported a visa status, or should have reported the visa status and was not FAS. Others were reported completely and accurately.

## **Education**

This item proved difficult in some cases. Rather than asking two items – level of education and where the education was obtained, the questionnaire displayed a matrix that the enumerator was to fill in. Only two digits were actually coded, putting the two responses together based on which cell was filled in. Although most businesses provided appropriate responses, other methods of gathering this information could be applied to minimize confusion.

## **PWWAS: Fringe Benefits Data Collection**

The survey failed to obtain as useful information as it should have because of some miscommunications in the area of fringe benefits. For hourly wages, the units – hourly, weekly, monthly, and annually – were collected, but while the instructions were to collect fringe benefits on an hourly basis, somehow the information did not always get coded correctly. The bigger problem, of course, is stressing the importance for businesses to fully report the fringe benefits when they actually provide them. Sometimes, it was not possible to tell whether the business did not provide the benefits or whether they did provide them but for whatever reason did not report them.

## **PWWAS: Skills**

Skills were to be obtained from private sector businesses to assess whether programs should be implemented to improve the selected skills of the workforce. Unfortunately, many businesses either did not know how to fill the questionnaire or simply did not fill the items. Also, the respondent had to assess the current quality for each skill – whether excellent, good, poor, (or don't know or doesn't apply). Since these values are extremely subjective, and extraordinarily time consuming, little use could be made of them even if filled. Other methods might be tried to obtain better, more useful results.

## **Vocational Skills**

The item on vocational skills did not work – almost no businesses filled them in. Either the items should be dropped in the future, or they should be operationalized in a way that they can be collected as specific tasks rather than items to be specified and then assessed.

## **Planned hires**

The data on future employment also proved ambiguous. Future employment appears in two places on the questionnaire – for the total business and for each employee position. The categories were within one month, within six months, within one year, within two years or no. The categories are subjective, and can be misinterpreted since a category of within one month is also within six months. Many businesses did not fill in the items. Nonetheless, the items are useful, and should probably be continued.

## **Electronic transfers**

The processing was somewhat slowed up by the use of Excel spreadsheets. Businesses, for the most part, were allowed to provide Excel spreadsheets for their data. They were provided with the questionnaire, and many businesses did approximate the columns that were requested. But many did not report all needed items, even the “last resort” items – position, sex, age, citizenship, and ethnicity, and so enumerators and CSD staff had to follow up. It is not clear how to rectify this situation since most of the problems came in the larger businesses and public agencies, and these businesses and agencies are often already overwhelmed with paperwork. Nonetheless, the results could be obtained faster, and therefore put to use sooner, if a method could be found to simplify the process.

## **Enumeration using electronic means**

Another problem with the spreadsheets was that the respondents filling the information were not trained to do this activity. The enumerators who used the paper forms and either interviewed the owners or checked the forms if the owner filled it, were trained using verbatim training. Those forms were standard and so were consistent. The electronic forms had additional problems to data items being missing – sometimes the respondent either did not understand, or misunderstood what the item was, and so did not fill it properly. Funding was limited for the survey, and so not all businesses could be thoroughly checked.

## **Other Methods of Data Collection**

The survey is complex and costly. Much of the information that we hire enumerators to collect can be captured when businesses pay their Business Gross Receipts Taxes at the Department of Finance. The Department of Commerce, Central Statistics Division should strengthen its partnership and collaborate with the Department of Finance to make needed changes within the filing system to



capture the information needed to determine what jobs are in the local economy and what their wages are. If this is done, it will meet the requirements of the US P.L. 110-229.

### **Workforce Assessment Data Collection**

Results from the 2011 and this 2014 both show weak data for use on this part of the study. This is another major undertaking on its own and should be conducted separately with collaborative efforts of different organizations within the private and the public sector. It should not be a part of the prevailing wage survey study.

### **Business Records: Fringe Benefits Data Collection**

Because of the complexities involved in this and the complication of gathering data on this part, a better strategy must be implemented within the system at the Department of Finance to better capture this data when businesses come in to file their Business Gross Receipt Taxes. Data from both study (2011 & 2014) shows that majority of small companies do not give fringe benefits to their employees unlike the bigger companies. Although the bigger business establishments make up the large number of employees within the workforce, their actual numbers are far fewer than the smaller business establishments.

## **RESULTS**

### **Section 1. Occupations**

The private sector part of the survey included all workers on Tinian and Rota and, for Saipan, all workers in private sector businesses with 7 or more employees, and a 10 percent sample of businesses with 2 to 6 employees. All public sector employees were to be included. As noted, most of the private sector was obtained through interviewers going to the businesses, but some businesses insisted on providing their data in spreadsheets. In both cases, office staff coded the responses so that they could be tallied. This procedure slowed the process down considerably, but the results were still obtained in less than 4 months.

As Table 1-1 shows, 25,658 workers were enumerated in this way – that is most of the workers were counted directly, including all of the public sector workers, all of the private sector workers on Tinian and Rota, and private sector workers on Saipan in businesses with 7 or more employees. However, the 10 percent sample for those in businesses on Saipan with 2 to 6 workers are weighted when tallied. But the 25,658 must be very close to the actual count as of February, 2015. As expected, Saipan had the vast majority of the workers, with 24,166, about 94 percent of all workers. Tinian had almost 1,000 workers (about 4 percent), and Rota had about 500 workers (2 percent).

CNMI had more male than female workers – 13,996 males (55 percent) compared to the 11,662 females. As the table shows, each of the islands also had more male than female workers.

The largest category of major occupations was “management” with 3,848 or 15 percent of the total. Office and Administrative support occupations was second, with 3,189 or 12 percent of the total, so these two categories made up more than 1 in every 4 workers. The next two groups, those with

more than 2,000 workers were Sales and related occupations, with 2,810 (11 percent) and Food preparation serving related with 2,092 (8 percent). No other major occupation category had more than 2,000 workers. As expected, the distribution for Saipan was similar to the distribution for the whole Commonwealth since most of the workers lived on Saipan. For Tinian, Office and Administrative support was the largest major occupation with 241 (24 percent), followed by Food preparation (190 or 19 percent). These two same groups were the largest on Rota as well.

**Table 1-1. Occupation by Sex and Island, CNMI: 2014**

Occupation	Total				Male				Female			
	Total	Saipan	Tinian	Rota	Total	Saipan	Tinian	Rota	Total	Saipan	Tinian	Rota
<b>Total</b>	<b>25,658</b>	24,166	994	498	13,996	13,153	547	296	11,662	11,013	447	202
<b>Management</b>	<b>3,848</b>	3,670	135	43	2,350	2,263	67	20	1,498	1,407	68	23
<b>Business and Financial Operations</b>	<b>1,203</b>	1,158	21	24	374	357	8	9	829	801	13	15
<b>Computer and Mathematical</b>	<b>114</b>	109	3	2	88	84	2	2	26	25	1	0
<b>Architecture and Engineering</b>	<b>141</b>	136	3	2	135	130	3	2	6	6	0	0
<b>Life Physical and Social Science</b>	<b>117</b>	107	4	6	85	78	2	5	32	29	2	1
<b>Community and Social Service</b>	<b>191</b>	140	9	42	79	55	1	23	112	85	8	19
<b>Legal</b>	<b>158</b>	158	0	0	110	110	0	0	48	48	0	0
<b>Education Training and Library</b>	<b>998</b>	992	4	2	313	310	1	2	685	682	3	0
<b>Arts Design Entertainment Sports and Media</b>	<b>377</b>	371	3	3	208	204	2	2	169	167	1	1
<b>Healthcare Practitioners and Technical</b>	<b>673</b>	639	18	16	237	223	10	4	436	416	8	12
<b>Healthcare Support</b>	<b>461</b>	439	9	13	71	63	3	5	390	376	6	8
<b>Protective Service</b>	<b>1,182</b>	1,059	83	40	1,077	968	73	36	105	91	10	4
<b>Food Preparation and Serving Related</b>	<b>2,092</b>	1,850	190	52	978	852	104	22	1,114	998	86	30
<b>Building and Grounds Cleaning and Maintenance</b>	<b>1,511</b>	1,467	10	34	776	749	4	23	735	718	6	11
<b>Personal Care and Service</b>	<b>1,055</b>	1,008	32	15	425	393	24	8	630	615	8	7
<b>Sales and Related</b>	<b>2,810</b>	2,727	50	33	690	670	11	9	2,120	2,057	39	24
<b>Office and Administrative Support</b>	<b>3,189</b>	2,886	241	62	1,226	1,104	101	21	1,963	1,782	140	41
<b>Farming Fishing and Forestry</b>	<b>425</b>	388	12	25	399	367	8	24	26	21	4	1
<b>Construction and Extraction</b>	<b>1,259</b>	1,115	112	32	1,166	1,063	71	32	93	52	41	0
<b>Installation Maintenance and Repair</b>	<b>1,512</b>	1,465	27	20	1,392	1,346	27	19	120	119	0	1
<b>Production</b>	<b>1,132</b>	1,103	7	22	704	680	6	18	428	423	1	4
<b>Transportation and Material Moving</b>	<b>1,210</b>	1,179	21	10	1,113	1,084	19	10	97	95	2	0

Figure 1-1 shows the numbers of workers in the major occupation categories for the 2014 CNMI Prevailing Wage and Workforce Assessment Study. A logarithmic scale is used since some of the occupations had few workers. Only 114 workers were doing computer and mathematical occupations and 117 were doing life or social science.

Figure 1-1 Occupations, CNMI: 2014

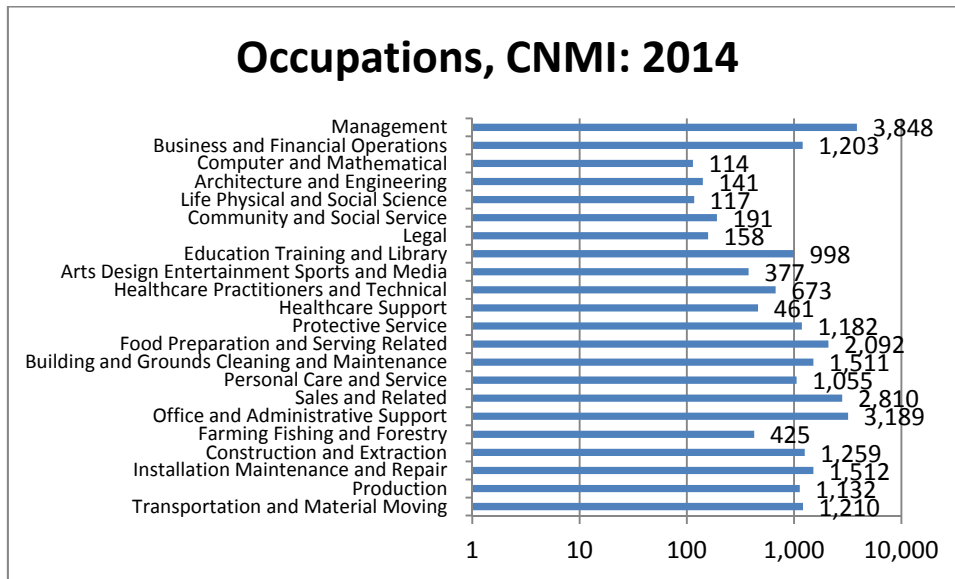


Figure 1-2 shows the sex ratio, that is, the number of males for each 100 females among the workers. CNMI had about 120 male workers for every 100 female workers. A few occupations, like food preparation, had almost equal numbers of male and female workers, but most of the occupations did not. For example, for each 100 female workers in farming, fishing, and forestry, there were 15 males. But for health care support, only 18 males were present for every 100 females. Many of the occupations show the problems of small numbers of workers in their categories.

Figure 1-2. Males per 100 Females for Occupations, CNMI: 2014

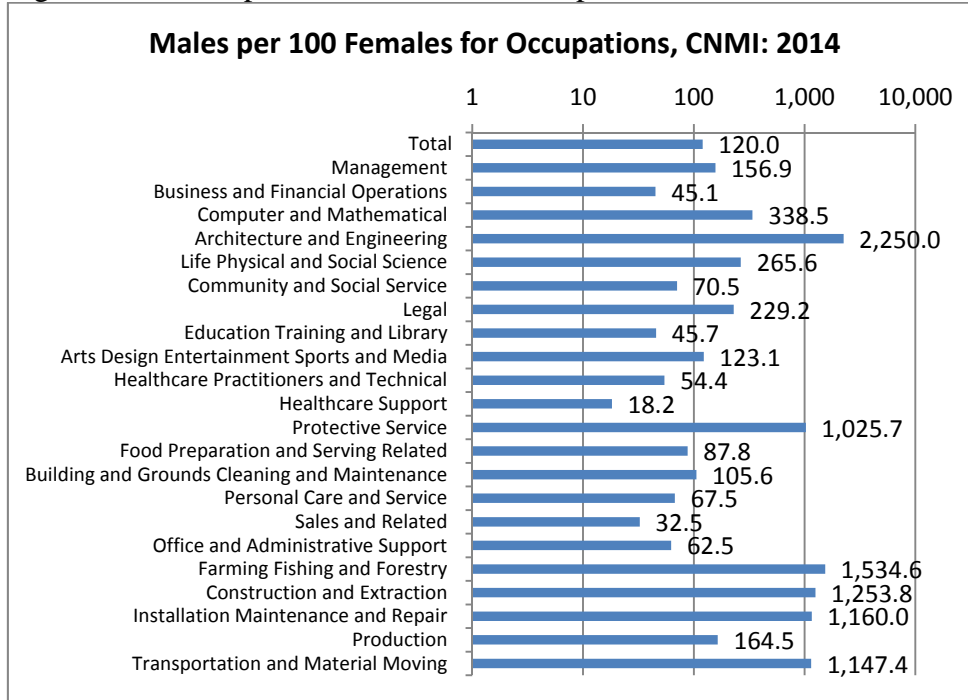


Table 1-2 shows the major occupations and whether the workers with in the public or private sectors. 21,643 (or 84 percent) of the workers in the survey were in the private sector, therefore, 16 percent were government employees. (People who were self-employed and without any employees were not included in the survey.)

As expected, both the private and public sectors had more males than females. The 11,842 private sector workers were 85 percent of the male workers and the 9,801 similar female workers were 84 percent. The largest group of males was in management (17 percent) and the largest groups for females were Sales occupations (18 percent) and Office and administrative support (17 percent). Most of the male managers were in the private sector, or course, as were most of the females in sales and office work.

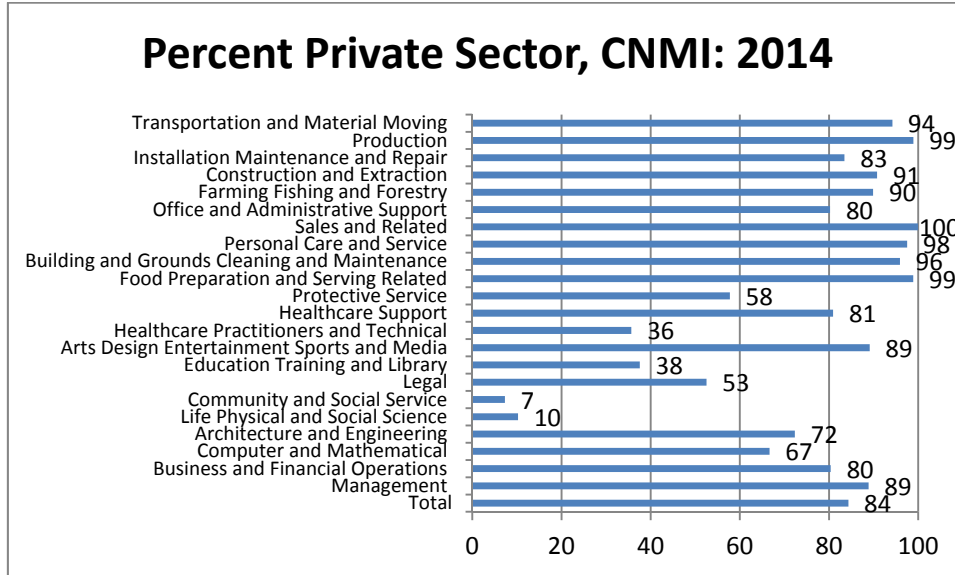
The largest numbers of males in the public sector were in protective services (20 percent), followed by installation and maintenance, management, and office support. For the females, the largest public sector occupation was office and administrative support (22 percent) and education (21 percent), so almost half of all females in the public sector.

Table 1-2. Occupation by Sex and Sector, CNMI: 2014

Occupation	Total			Male			Female		
	Total	Private	Public	Total	Private	Public	Total	Private	Public
Total	25,658	21,643	4,015	13,996	11,842	2,154	11,662	9,801	1,861
Management	3,848	3,420	428	2,350	2,129	221	1,498	1,291	207
Business and Financial Operations	1,203	967	236	374	289	85	829	678	151
Computer and Mathematical	114	76	38	88	57	31	26	19	7
Architecture and Engineering	141	102	39	135	99	36	6	3	3
Life Physical and Social Science	117	12	105	85	11	74	32	1	31
Community and Social Service	191	14	177	79	0	79	112	14	98
Legal	158	83	75	110	67	43	48	16	32
Education Training and Library	998	375	623	313	82	231	685	293	392
Arts Design Entertainment Sports and Media	377	336	41	208	189	19	169	147	22
Healthcare Practitioners and Technical	673	240	433	237	91	146	436	149	287
Healthcare Support	461	373	88	71	46	25	390	327	63
Protective Service	1,182	683	499	1,077	654	423	105	29	76
Food Preparation and Serving Related	2,092	2,069	23	978	968	10	1,114	1,101	13
Building and Grounds Cleaning and Maintenance	1,511	1,449	62	776	730	46	735	719	16
Personal Care and Service	1,055	1,029	26	425	406	19	630	623	7
Sales and Related	2,810	2,809	1	690	690	0	2,120	2,119	1
Office and Administrative Support	3,189	2,559	630	1,226	1,007	219	1,963	1,552	411
Farming Fishing and Forestry	425	382	43	399	366	33	26	16	10
Construction and Extraction	1,259	1,143	116	1,166	1,052	114	93	91	2
Installation Maintenance and Repair	1,512	1,262	250	1,392	1,157	235	120	105	15
Production	1,132	1,120	12	704	700	4	428	420	8
Transportation and Material Moving	1,210	1,140	70	1,113	1,052	61	97	88	9

Figure 1-3 shows the percent of workers in each major occupation that were in the private sector. Only 7 percent of the community and social service workers were private sector as were 10 percent of those in life, physical, and social science. On the other hand, all of the sales and related workers were in the private sector as were more than 95 percent of those in personal care, building maintenance, and food preparation and service.

Figure 1-3. Percent Private Sector Workers by Major Occupation, CNMI: 2014



The 2014 report on prevailing wages showed three broad age groups – those under 30, those 30 to 49, and those 50 and over, and that is reported in Table 1-3, which also shows the ages by sex. The age group 30 to 49 was the largest, as expected, at 56 percent of the workers. The young workers below the age of 30 made up just 13 percent and the older workers ages 50 and over were 30 percent. Of those under 30, the largest age group was those doing office and administrative support (805 of the 3,344 or 24 percent).

Management occupations was the largest group (1,961 out of 14,457 or 14 percent) for those 30 to 49 years old, followed by Sales (12 percent) and Office and Administrative Support (11 percent). For the 7,857 in the oldest group the largest occupation group was Management, with 1,179 (22 percent).



Table 1-3. Occupation by Sex and Broad Age Group, CNMI: 2014

Occupation	Total				Male				Female			
	Total	< 30	30-49	50+	Total	< 30	30-49	50+	Total	< 30	30-49	50+
Total	25,658	3,344	14,457	7,857	13,996	1,771	7,413	4,812	11,662	1,573	7,044	3,045
Management	3,848	168	1,961	1,719	2,350	85	1,098	1,167	1,498	83	863	552
Business and Financial Operations	1,203	135	632	436	374	52	197	125	829	83	435	311
Computer and Mathematical	114	24	58	32	88	14	44	30	26	10	14	2
Architecture and Engineering	141	23	70	48	135	20	67	48	6	3	3	0
Life Physical and Social Science	117	18	65	34	85	12	48	25	32	6	17	9
Community and Social Service	191	31	114	46	79	15	45	19	112	16	69	27
Legal	158	11	66	81	110	6	42	62	48	5	24	19
Education Training and Library	998	232	574	192	313	70	149	94	685	162	425	98
Arts Design Entertainment Sports and Media	377	60	233	84	208	39	131	38	169	21	102	46
Healthcare Practitioners and Technical	673	84	396	193	237	33	111	93	436	51	285	100
Healthcare Support	461	75	311	75	71	8	36	27	390	67	275	48
Protective Service	1,182	293	641	248	1,077	265	575	237	105	28	66	11
Food Preparation and Serving Related	2,092	319	1,135	638	978	167	509	302	1,114	152	626	336
Building & Grounds Cleaning & Maintenance	1,511	86	781	644	776	79	368	329	735	7	413	315
Personal Care and Service	1,055	65	747	243	425	35	330	60	630	30	417	183
Sales and Related	2,810	524	1,876	410	690	160	404	126	2,120	364	1,472	284
Office and Administrative Support	3,189	805	1,629	755	1,226	375	545	306	1,963	430	1,084	449
Farming Fishing and Forestry	425	23	264	138	399	21	245	133	26	2	19	5
Construction and Extraction	1,259	32	671	556	1,166	29	623	514	93	3	48	42
Installation Maintenance and Repair	1,512	103	889	520	1,392	94	793	505	120	9	96	15
Production	1,132	94	626	412	704	61	396	247	428	33	230	165
Transportation and Material Moving	1,210	139	718	353	1,113	131	657	325	97	8	61	28

Figure 1-4 shows the three age groups for each major occupational category. A few of the occupations, like education, protective service, and office work show larger percentages of young people. Elderly predominated on management, legal services, building maintenance, and construction, among others. In most cases, males and females showed similar trends.

Figure 1-4. Age by Occupation, CNMI: 2014

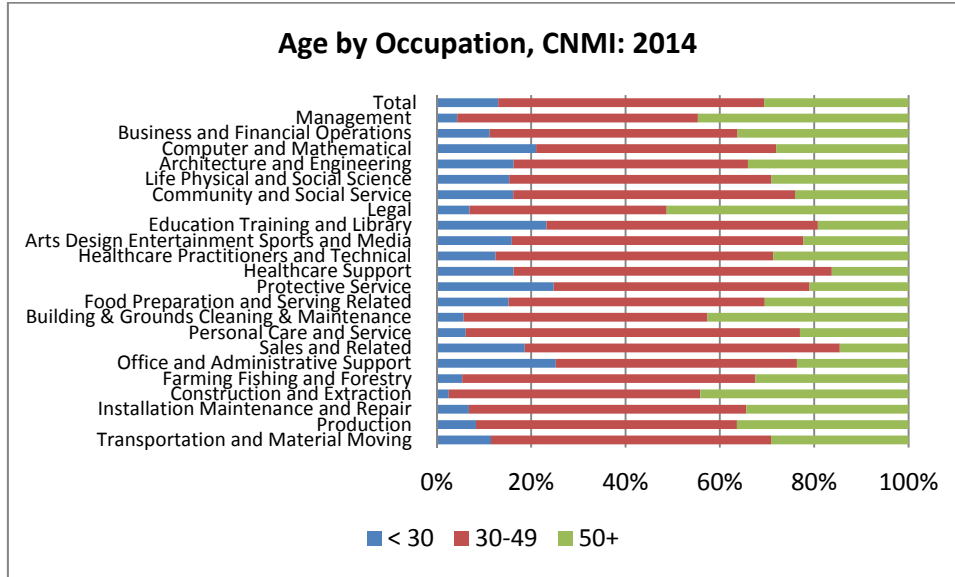


Table 1-4 shows the age distributions disaggregated by age and sector. About 84 percent (21,643 of the 25,658 workers) were in the private sector.

Table 1-4. Occupation by Sector and Broad Age Group, CNMI: 2014

Occupation	Total				Private				Public			
	Total	< 30	30-49	50+	Total	< 30	30-49	50+	Total	< 30	30-49	50+
Total	25,658	3,344	14,457	7,857	21,643	2,650	12,239	6,754	4,015	694	2,218	1,103
Management	3,848	168	1,961	1,719	3,420	151	1,725	1,544	428	17	236	175
Business and Financial Operations	1,203	135	632	436	967	93	503	371	236	42	129	65
Computer and Mathematical	114	24	58	32	76	18	29	29	38	6	29	3
Architecture and Engineering	141	23	70	48	102	18	52	32	39	5	18	16
Life Physical and Social Science	117	18	65	34	12	0	12	0	105	18	53	34
Community and Social Service	191	31	114	46	14	1	11	2	177	30	103	44
Legal	158	11	66	81	83	1	25	57	75	10	41	24
Education Training and Library	998	232	574	192	375	84	231	60	623	148	343	132
Arts Design Entertainment Sports and Media	377	60	233	84	336	53	213	70	41	7	20	14
Healthcare Practitioners and Technical	673	84	396	193	240	37	153	50	433	47	243	143
Healthcare Support	461	75	311	75	373	56	263	54	88	19	48	21
Protective Service	1,182	293	641	248	683	148	334	201	499	145	307	47
Food Preparation and Serving Related	2,092	319	1,135	638	2,069	316	1,123	630	23	3	12	8
Building & Grounds Cleaning & Maintenance	1,511	86	781	644	1,449	83	756	610	62	3	25	34
Personal Care and Service	1,055	65	747	243	1,029	64	728	237	26	1	19	6
Sales and Related	2,810	524	1,876	410	2,809	524	1,875	410	1	0	1	0
Office and Administrative Support	3,189	805	1,629	755	2,559	674	1,301	584	630	131	328	171
Farming Fishing and Forestry	425	23	264	138	382	21	231	130	43	2	33	8
Construction and Extraction	1,259	32	671	556	1,143	23	615	505	116	9	56	51
Installation Maintenance and Repair	1,512	103	889	520	1,262	61	764	437	250	42	125	83
Production	1,132	94	626	412	1,120	87	621	412	12	7	5	0
Transportation and Material Moving	1,210	139	718	353	1,140	137	674	329	70	2	44	24

Table 1-5 shows occupation by sex and citizenship. About 1 in 3 workers were US citizens and 2 in 3 were non-citizens. For the males, 4,959 of the 13,996 were citizens compared to 3,849 of the 11,662 of the females. While about 1 in 3 of the Managers were US citizens, almost equal numbers of citizens and non-citizens were office and administrative support workers – the second largest occupation category. Almost all construction workers were non-citizens, as well as about 4 in 5 of the food preparation and serving personnel. About 1 in 3 of Salespersons were US Citizens, the third largest occupation group.

Table 1-5. Occupation by Sex and Citizenship, CNMI: 2014

Occupation	Total			Male			Female		
	Total	US citiz	Non- US	Total	US citiz	Non- US	Total	US citiz	Non- US
Total	25,658	8,808	16,850	13,996	4,959	9,037	11,662	3,849	7,813
Management	3,848	1,330	2,518	2,350	833	1,517	1,498	497	1,001
Business and Financial Operations	1,203	521	682	374	173	201	829	348	481
Computer and Mathematical	114	58	56	88	51	37	26	7	19
Architecture and Engineering	141	53	88	135	49	86	6	4	2
Life Physical and Social Science	117	91	26	85	65	20	32	26	6
Community and Social Service	191	158	33	79	73	6	112	85	27
Legal	158	118	40	110	84	26	48	34	14
Education Training and Library	998	657	341	313	226	87	685	431	254
Arts Design Entertainment Sports and Media	377	107	270	208	66	142	169	41	128
Healthcare Practitioners and Technical	673	296	377	237	117	120	436	179	257
Healthcare Support	461	105	356	71	24	47	390	81	309
Protective Service	1,182	724	458	1,077	643	434	105	81	24
Food Preparation and Serving Related	2,092	410	1,682	978	219	759	1,114	191	923
Building and Grounds Cleaning and Maintenance	1,511	193	1,318	776	157	619	735	36	699
Personal Care and Service	1,055	121	934	425	99	326	630	22	608
Sales and Related	2,810	941	1,869	690	240	450	2,120	701	1,419
Office and Administrative Support	3,189	1,625	1,564	1,226	671	555	1,963	954	1,009
Farming Fishing and Forestry	425	102	323	399	91	308	26	11	15
Construction and Extraction	1,259	168	1,091	1,166	150	1,016	93	18	75
Installation Maintenance and Repair	1,512	384	1,128	1,392	348	1,044	120	36	84
Production	1,132	109	1,023	704	83	621	428	26	402
Transportation and Material Moving	1,210	537	673	1,113	497	616	97	40	57

Figure 1-5 shows the percent being citizens for the major occupations in the 2014 survey. Majority or 83 percent of those in community and social services were US citizens, as were 78 percent of those in life, physical, and social science, and 75 percent of those doing legal work. On the other hand, only 10 percent of those in production occupations were US citizens, and 11 percent of those in personal care, 13 percent of those in construction, and 13 percent in building maintenance.

Figure 1-5. Citizens by Occupation, CNMI: 2014

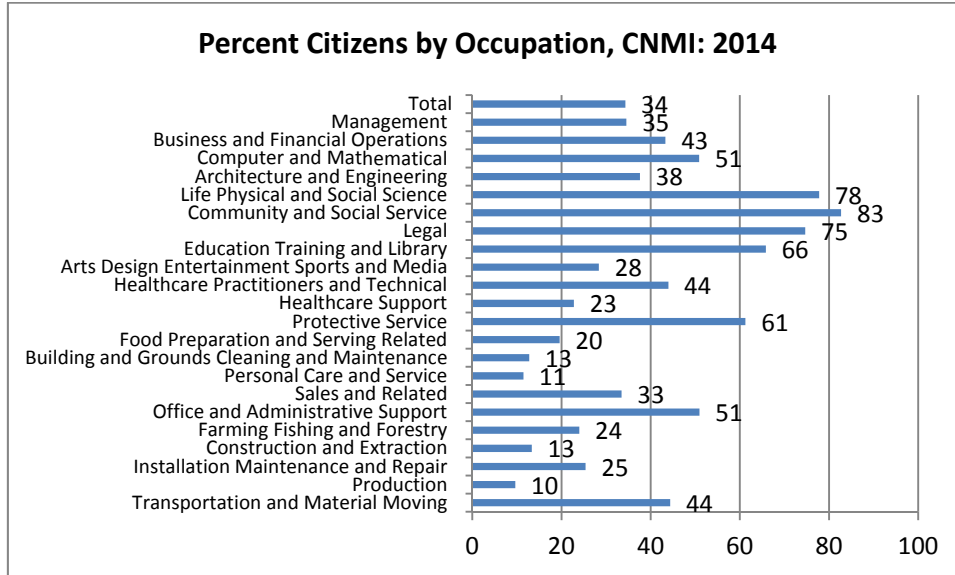


Table 1-6 shows the major occupations crossed by ethnicity. Filipinos, being 12,101 of the 25,658 workers were almost half of the workforce. Other Asians were the next largest group, followed by Chamorros. As noted elsewhere, the counts for Carolinians are probably artificially low because of reporting issues.

Of the larger occupational categories, Other Asians were almost half of all the managers, with Filipinos being another 1 in 4. For all of the other large categories, Filipinos predominated, being more than half of the food preparation workers and more than 1 in 3 of office and administrative support workers.

Table 1-6. Occupation by Ethnicity, CNMI: 2014

Occupation	Total	Chamorro	Carolinian	FAS	Filipino	Other Asian	Others
Total	25,658	3,942	269	641	12,101	7,442	1,263
Management	3,848	591	9	36	889	2,050	273
Business and Financial Operations	1,203	153	8	14	688	237	103
Computer and Mathematical	114	18	1	2	55	22	16
Architecture and Engineering	141	15	0	1	92	16	17
Life Physical and Social Science	117	11	0	0	14	82	10
Community and Social Service	191	34	0	1	7	139	10
Legal	158	19	1	2	31	38	67
Education Training and Library	998	422	10	40	257	162	107
Arts Design Entertainment Sports and Media	377	64	10	3	179	118	3
Healthcare Practitioners and Technical	673	108	3	4	298	113	147
Healthcare Support	461	53	0	1	134	268	5
Protective Service	1,182	254	21	105	236	528	38
Food Preparation and Serving Related	2,092	200	5	38	1,227	584	38
Building and Grounds Cleaning and Maintenance	1,511	102	15	9	1,207	168	10
Personal Care and Service	1,055	53	11	8	647	334	2
Sales and Related	2,810	463	53	93	1,296	883	22
Office and Administrative Support	3,189	722	78	177	1,240	817	155
Farming Fishing and Forestry	425	52	0	2	278	91	2
Construction and Extraction	1,259	47	3	7	965	218	19
Installation Maintenance and Repair	1,512	133	7	11	988	193	180
Production	1,132	32	22	28	848	193	9
Transportation and Material Moving	1,210	396	12	59	525	188	30

Figure 1-6 shows the major ethnic groups crossed by the occupational categories. The extent of the Filipino presence is easily seen across the occupations in the middle of the graph.

Figure 1-6. Ethnicity by Occupation, CNMI: 2014

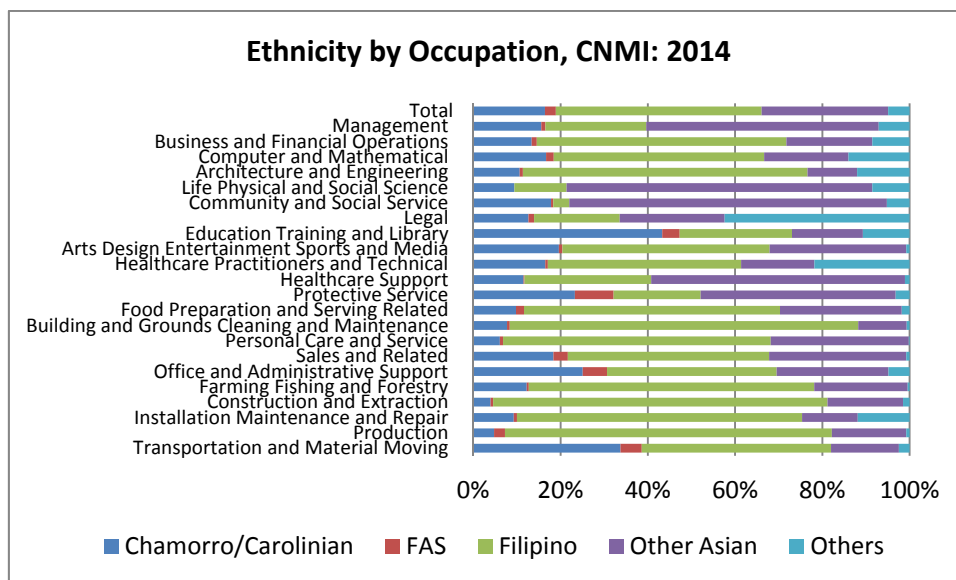


Table 1-7 provides more detail for ethnicity presents the major occupations by sex. Some groups do not have equal distribution by sex. For example, almost twice as male males than females from the Freely Associated States were workers. All of the groups had more males than females working in the CNMI. As before, the largest number of managers for each of the sex category was from Other Asia, and Filipinos predominated for most of the other occupation groups.

Table 1-7. Occupation by Sex and Ethnicity, CNMI: 2014

Occupation	Male							Female						
	Total	Cham.	Carol.	FAS	Filip.	OAsia	Oth	Total	Cham.	Carol.	FAS	Filip.	OAsia	Oth
Total	13,996	2,211	169	424	6,272	4,064	856	11,662	1,731	100	217	5,829	3,378	407
Management	2,350	343	5	25	429	1,346	202	1,498	248	4	11	460	704	71
Business and Financial Operations	374	51	4	7	191	76	45	829	102	4	7	497	161	58
Computer and Mathematical	88	17	1	2	35	18	15	26	1	0	0	20	4	1
Architecture and Engineering	135	15	0	1	89	15	15	6	0	0	0	3	1	2
Life Physical and Social Science	85	7	0	0	12	60	6	32	4	0	0	2	22	4
Community and Social Service	79	9	0	0	2	64	4	112	25	0	1	5	75	6
Legal	110	14	0	0	21	19	56	48	5	1	2	10	19	11
Education Training and Library	313	125	10	22	28	69	59	685	297	0	18	229	93	48
Arts Design Entertainment Sports	208	38	10	2	105	51	2	169	26	0	1	74	67	1
Healthcare Practitioners and Technical	237	31	1	0	87	43	75	436	77	2	4	211	70	72
Healthcare Support	71	3	0	1	22	42	3	390	50	0	0	112	226	2
Protective Service	1,077	228	21	101	225	467	35	105	26	0	4	11	61	3
Food Preparation and Serving Related	978	108	2	24	476	343	25	1,114	92	3	14	751	241	13
Building & Grounds Cleaning	776	94	13	7	545	107	10	735	8	2	2	662	61	0
Personal Care and Service	425	48	11	5	210	149	2	630	5	0	3	437	185	0
Sales and Related	690	153	4	24	272	225	12	2,120	310	49	69	1,024	658	10
Office and Administrative Support	1,226	313	48	105	436	261	63	1,963	409	30	72	804	556	92
Farming Fishing and Forestry	399	50	0	2	266	81	0	26	2	0	0	12	10	2
Construction and Extraction	1,166	41	3	4	897	203	18	93	6	0	3	68	15	1
Installation Maintenance and Repair	1,392	121	4	8	932	149	178	120	12	3	3	56	44	2
Production	704	27	20	27	514	115	1	428	5	2	1	334	78	8
Transportation and Material Moving	1,113	375	12	57	478	161	30	97	21	0	2	47	27	0

The extent of the ethnic disparities can be seen in Figure 1-7. While Chamorros are the third largest group of workers, they make up a small proportion of the total work force. More males than females were in the workforce for all major ethnic groups.

Figure 1-7. Ethnic Groups by Sex, CNMI: 2014

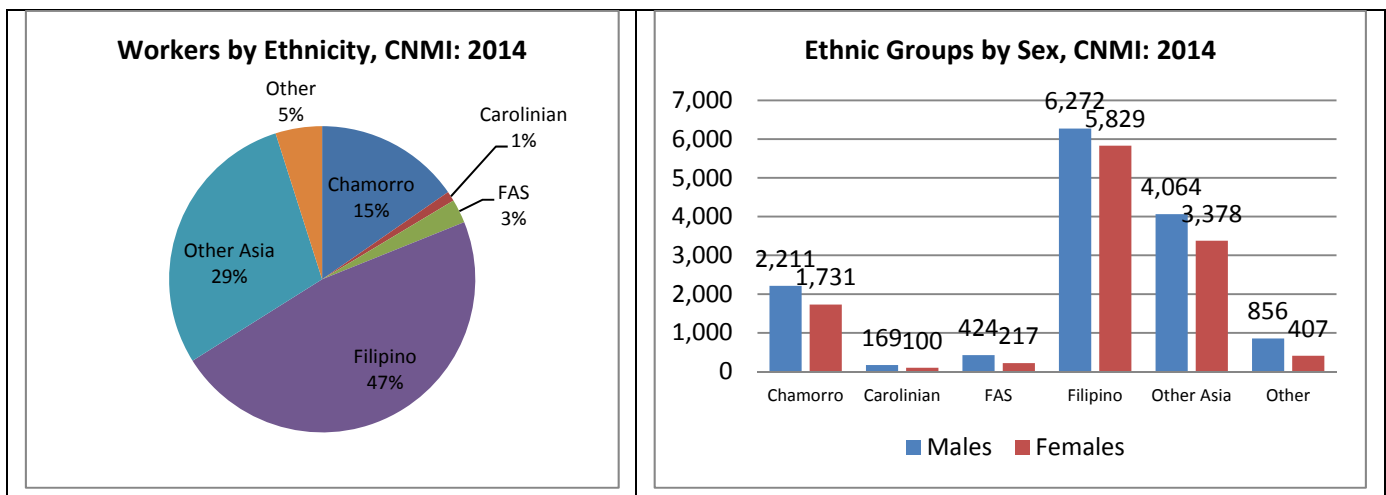




Table 1-8 shows occupation crossed by industry. Because there are so many occupation and industry categories, the table is double blocked. Most of the cells show data we would expect for these workers – about 1,600 retail trade workers were listed as have sales and related occupations, or 6 percent of all the workers in the CNMI in the survey. An even larger cell contained the 1,775 food workers in the food and accommodations industry.

Table 1-8. Occupation by Industry, CNMI: 2014

Occupation	Total	Agri. Fishing	Mining	Util- ities	Con- struct.	Manu- fact.	Whole- sale	Retail Trade	Trans- port	Infor- mation	Insur- ance
Total	25,658	224	48	353	1,194	550	945	4,665	750	416	625
Management	3,848	39	7	29	165	72	174	911	101	54	95
Business and Financial Operations	1,203	10	2	64	37	29	48	167	36	33	227
Computer and Mathematical	114	0	0	4	1	0	4	9	3	9	5
Architecture and Engineering	141	10	0	18	33	0	2	3	3	1	0
Life Physical and Social Science	117	10	0	1	0	0	0	1	0	0	0
Community and Social Service	191	0	0	0	0	0	0	0	0	0	1
Legal	158	0	0	1	1	0	0	0	0	0	1
Education Training and Library	998	0	0	0	3	0	0	0	1	0	0
Arts Design Entertainment Sports	377	0	0	0	2	25	5	30	1	97	0
Healthcare Practitioners and Technical	673	0	0	0	0	2	0	8	1	0	0
Healthcare Support	461	0	0	0	30	0	0	8	0	0	0
Protective Service	1,182	0	0	0	1	10	0	5	9	0	0
Food Preparation and Serving Related	2,092	0	0	0	0	18	6	102	0	0	0
Building & Grounds Cleaning	1,511	10	0	0	46	16	31	191	25	23	31
Personal Care and Service	1,055	30	0	0	0	0	0	56	10	2	0
Sales and Related	2,810	10	0	0	47	51	214	1,621	9	14	44
Office and Administrative Support	3,189	0	2	34	83	35	163	627	291	109	122
Farming Fishing and Forestry	425	105	0	0	0	5	0	130	1	0	0
Construction and Extraction	1,259	0	7	5	565	13	5	122	17	2	0
Installation Maintenance and Repair	1,512	0	6	189	85	46	43	111	63	31	0
Production	1,132	0	3	7	40	157	15	383	29	39	99
Transportation and Material Moving	1,210	0	21	1	55	71	235	180	150	2	0

Table 1-8. Occupation by Industry, CNMI: 2014 – continued

Occupation	Rental Leasing	Prof. Tech.	Manage- ment	Admin. Support	Educa- tion	Health Social	Enter- tainmnt	Accom. Food	Oth Service	Public Admin.
Total	1,272	918	30	2,975	1,159	618	928	3,226	1,877	2,885
Management	291	162	0	454	91	64	67	408	312	352
Business and Financial Operations	49	110	0	67	16	16	6	63	62	161
Computer and Mathematical	0	8	0	0	9	1	2	12	22	25
Architecture and Engineering	2	18	0	1	0	0	0	10	19	21
Life Physical and Social Science	0	0	0	1	2	0	0	0	0	102
Community and Social Service	0	0	0	0	23	3	0	0	10	154
Legal	0	71	0	0	2	0	0	0	0	82
Education Training and Library	42	10	0	34	807	53	10	4	20	14
Arts Design Entertainment Sports	0	44	0	55	1	1	46	9	21	40
Healthcare Practitioners and Technical	0	10	0	10	11	202	0	0	2	427
Healthcare Support	0	10	0	2	0	57	0	4	258	92
Protective Service	3	0	0	517	12	0	58	76	4	487
Food Preparation and Serving Related	41	40	0	40	4	1	45	1,755	4	36
Building & Grounds Cleaning	224	62	0	495	37	25	97	111	50	37
Personal Care and Service	66	20	0	270	11	118	116	41	289	26
Sales and Related	62	43	20	185	0	10	292	135	47	6
Office and Administrative Support	52	239	10	283	71	44	51	297	125	551
Farming Fishing and Forestry	0	10	0	120	0	1	0	9	1	43
Construction and Extraction	79	28	0	34	1	5	9	164	73	130
Installation Maintenance and Repair	144	22	0	191	28	10	64	52	372	55
Production	81	11	0	23	0	3	15	46	176	5
Transportation and Material Moving	136	0	0	193	33	4	50	30	10	39

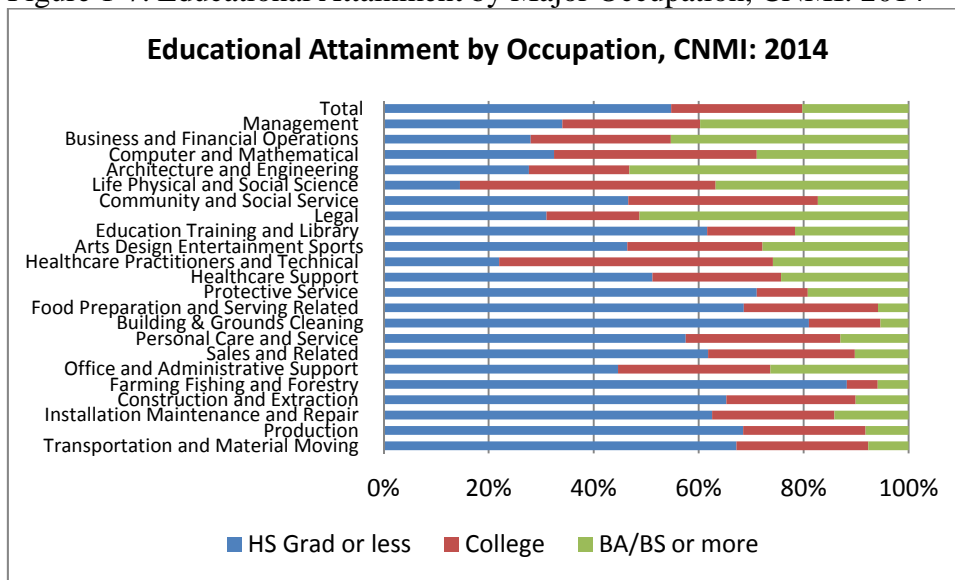
Finally, Table 1-9 shows educational attainment for the major occupation groups. The largest category for educational attainment was high school graduates who were more than half of all workers. Those with Bachelor's degrees were about 1 in 5 of all workers, but those with Master's degrees or more were only about 1 percent of the total. The distribution by occupational category reflected the education needed for the skills of the specific occupation. About 1 in 4 of those with Bachelor's degrees were in management (but a slightly smaller number of managers only had a high school diploma.) About 1 in 4 of the office and administrative support workers had Bachelor's degrees, and these workers also were about 1 in 6 of all workers with Bachelor's degrees in the Commonwealth.

Table 1-9. Occupation by Educational Attainment, CNMI: 2014

Occupation	Total	< HS	HS Grad	College	VoEd	AA/AS	BA/BS	MA/MS+
Total	25,658	665	13,385	3,603	1,436	1,376	4,914	279
Management	3,848	95	1,215	512	293	204	1,402	127
Business and Financial Operations	1,203	17	320	163	83	75	528	17
Computer and Mathematical	114	2	35	24	11	9	33	0
Architecture and Engineering	141	1	38	8	1	18	74	1
Life Physical and Social Science	117	1	16	41	0	16	42	1
Community and Social Service	191	0	89	49	2	18	32	1
Legal	158	4	45	6	11	11	68	13
Education Training and Library	998	2	613	87	56	24	213	3
Arts Design Entertainment Sports	377	9	166	32	50	15	104	1
Healthcare Practitioners and Technical	673	10	138	200	53	98	163	11
Healthcare Support	461	15	221	75	13	25	102	10
Protective Service	1,182	3	837	79	19	17	212	15
Food Preparation and Serving Related	2,092	44	1,391	411	67	57	111	11
Building & Grounds Cleaning	1,511	60	1,164	161	22	23	79	2
Personal Care and Service	1,055	31	576	146	95	70	134	3
Sales and Related	2,810	96	1,641	502	231	52	284	4
Office and Administrative Support	3,189	84	1,340	589	198	138	800	40
Farming Fishing and Forestry	425	23	352	22	2	1	25	0
Construction and Extraction	1,259	19	803	123	61	126	127	0
Installation Maintenance and Repair	1,512	56	890	92	96	164	208	6
Production	1,132	39	736	119	24	121	92	1
Transportation and Material Moving	1,210	54	759	162	48	94	81	12

Figure 1-7 shows the distribution of educational attainment for the major occupational categories. As a reminder, occupations requiring more education and training are at the top of the list, and those with less education and training are at the bottom. And, so as expected, the percentage being high school graduates or less increases as we go down the list while those with Bachelor's degrees and higher tends to decrease.

Figure 1-7. Educational Attainment by Major Occupation, CNMI: 2014



This section provided a brief overview of results for the major occupational categories from the 2014 PWWAS. The workforce was fairly evenly divided by sex, but citizens were vastly outnumbered by non-citizens, and Filipinos and Other Asians were the large ethnic groups among the workers.

## Section 2. Educational Attainment

This section of the report looks at characteristics of the workers by educational attainment. Table 2-1 and Figure 2-1 show educational attainment of the workers by island of residence. More than half of the workers had either high school diploma or less education. Another 1 in 4 had some college or an Associate's Degree. And about 1 in every 5 had a Bachelor's degree or more. Since Saipan had most of the population, its distribution was almost the same as that for the whole Commonwealth.

Table 2-1. Educational Attainment by Sex and Island, CNMI: 2014

Educational Attainment	Total				Male				Female			
	Total	Saipan	Tinian	Rota	Total	Saipan	Tinian	Rota	Total	Saipan	Tinian	Rota
Total	25,658	24,166	994	498	13,996	13,153	547	296	11,662	11,013	447	202
Less than HS	665	635	18	12	443	418	14	11	222	217	4	1
High school	13,385	12,721	374	290	7,516	7,147	201	168	5,869	5,574	173	122
Some college	3,603	3,019	500	84	1,747	1,420	277	50	1,856	1,599	223	34
Vocational certificate	1,436	1,403	17	16	688	678	5	5	748	725	12	11
Associate's degree	1,376	1,340	23	13	921	893	19	9	455	447	4	4
Bachelor's degree	4,914	4,784	56	74	2,495	2,422	27	46	2,419	2,362	29	28
Master's or more	279	264	6	9	186	175	4	7	93	89	2	2

For Tinian, the majority of the workers had had some college or an Associate's Degree; smaller percentages than for all of the CNMI were either less educated or more educated – only 62 workers had a Bachelor's Degree or more. And, for Rota, a larger percentage of the workers had only a high school diploma or less, and a slightly smaller percentage than Saipan had Bachelor's Degrees or more.

Figure 2-1. Educational Attainment by Island, CNMI: 2014

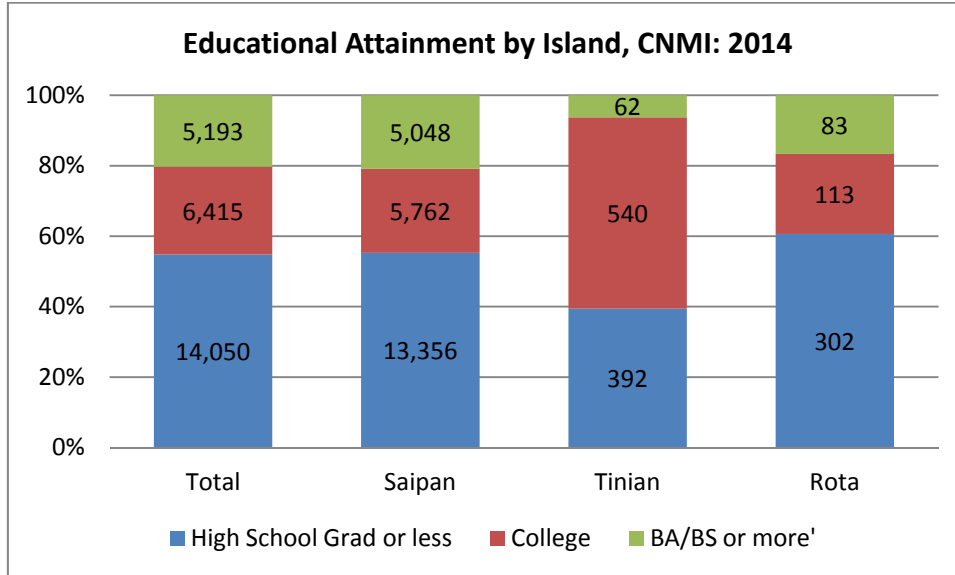


Table 2-2 and Figure 2-2 show educational attainment for private and public sectors by sex. The stacked graphs look similar because the sectors and sex have pretty much equal educational attainment. In each case, more than half the workers have high school diplomas or less, about 1 in 4, approximately, have some college or an Associate's degree, and about 1 in 5 have a Bachelor's degree or more.

Table 2-2. Educational Attainment by Sex and Sector, CNMI: 2014

Educational Attainment	Total			Male			Female		
	Total	Private	Public	Total	Private	Public	Total	Private	Public
Total	25,658	21,643	4,015	13,996	11,842	2,154	11,662	9,801	1,861
Less than HS	665	635	30	443	413	30	222	222	0
High school	13,385	11,214	2,171	7,516	6,420	1,096	5,869	4,794	1,075
Some college	3,603	2,956	647	1,747	1,381	366	1,856	1,575	281
Vocational certificate	1,436	1,423	13	688	681	7	748	742	6
Associate's degree	1,376	1,113	263	921	765	156	455	348	107
Bachelor's degree	4,914	4,052	862	2,495	2,023	472	2,419	2,029	390
Master's or more	279	250	29	186	159	27	93	91	2

Figure 2-2. Educational Attainment by Sector and Sex, CNM: 2014

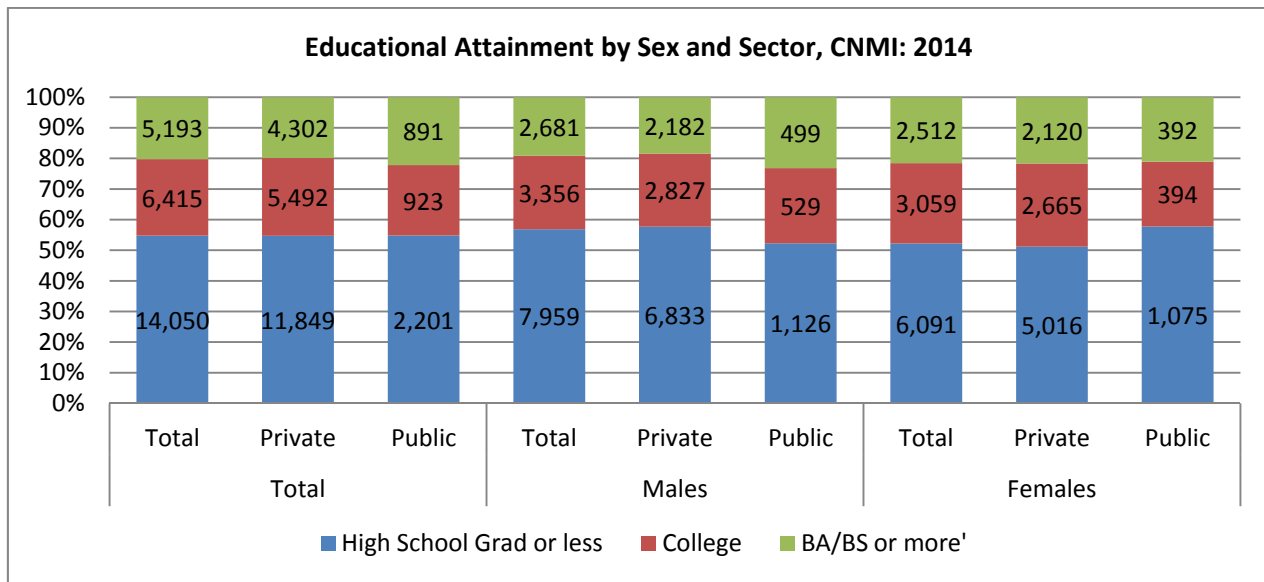


Table 2-3 and Figure 2-3 show educational attainment. Here we see the expected differences. Younger people, because they have recently left school, but also those who dropped out of high school, show a larger percentage either high school diploma or less education. Almost none have a Bachelor's Degree or more because of their youth – those younger than 20, for example, are very unlikely to have already earned a Bachelor's Degree.

Table 2-3. Educational Attainment by Sex and Broad Age Group, CNMI: 2014

Educational Attainment	Total				Male				Female			
	Total	< 30	30-49	50+	Total	< 30	30-49	50+	Total	< 30	30-49	50+
Total	25,658	3,344	14,457	7,857	13,996	1,771	7,413	4,812	11,662	1,573	7,044	3,045
Less than HS	665	156	301	208	443	110	179	154	222	46	122	54
High school	13,385	2,104	7,385	3,896	7,516	1,312	4,077	2,127	5,869	792	3,308	1,769
Some college	3,603	581	2,392	630	1,747	204	1,126	417	1,856	377	1,266	213
Vocational certificate	1,436	177	939	320	688	37	418	233	748	140	521	87
Associate's degree	1,376	186	685	505	921	66	430	425	455	120	255	80
Bachelor's degree	4,914	135	2,633	2,146	2,495	39	1,114	1,342	2,419	96	1,519	804
Master's or more	279	5	122	152	186	3	69	114	93	2	53	38

Those in the middle aged group were more likely to have gone to college, with about 1 in 5 having a Bachelor's Degree or more. However, the oldest group had the smallest percent having finished only high school and college to an Associate's Degree. About 1 in 4 of this group had a Bachelor's Degree or more. This could be troubling for CNMI over the long run because by age 40, the minimum for the middle group, most had finished their education, and yet their percentage with Bachelor's Degree was considerably lower than for the oldest age group.

Figure 2-3. Educational Attainment by Age, CNMI: 2014



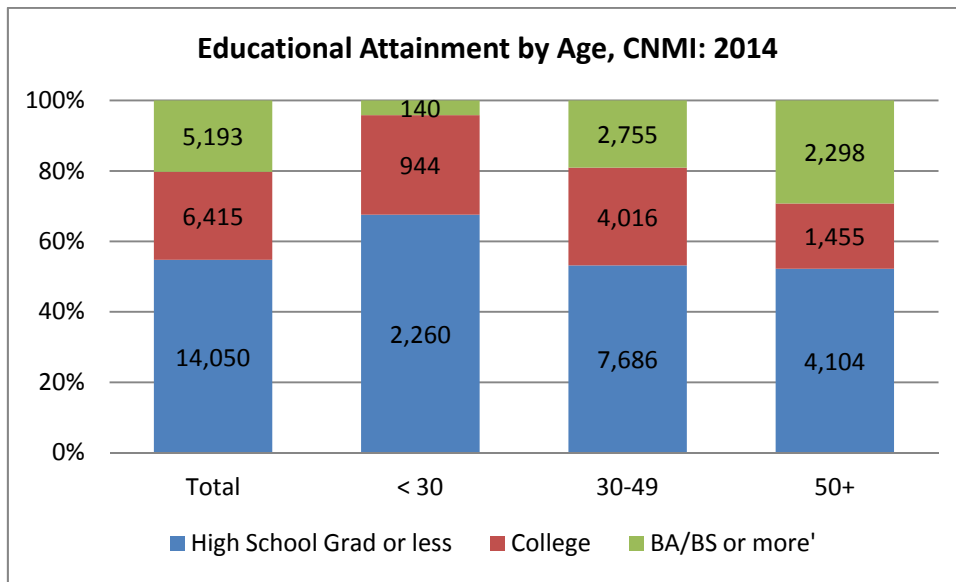


Figure 2-4 shows the data the other way. A very small percentage of those with a Bachelor's Degree were less than 30, while almost half of all of those with a Bachelor's degree or more were 50 years and over. About 1 in 5 of the workers younger than 30 had only a high school diploma or less education but about 1 in 4 were over 50.

Figure 2-4. Age by Educational Attainment, CNMI: 2014

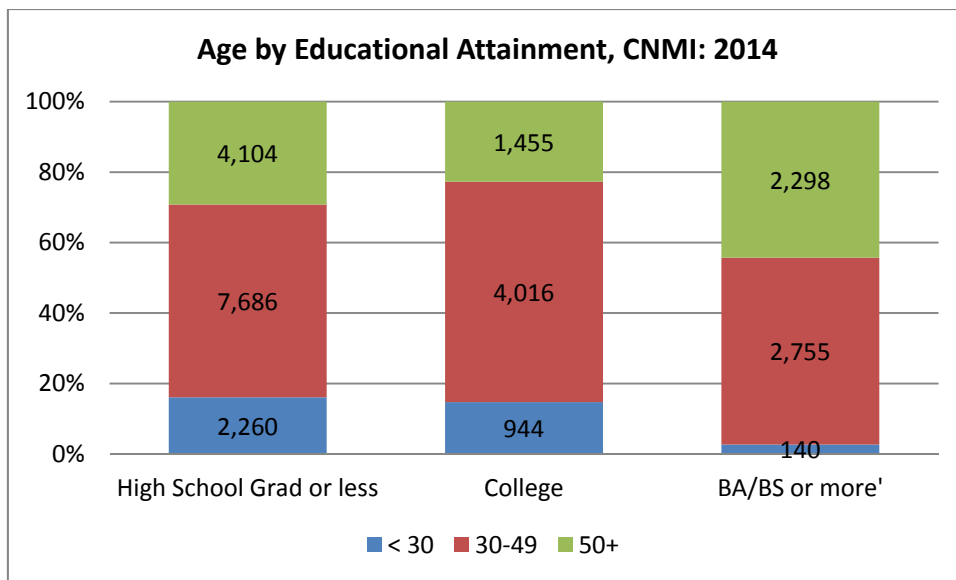


Table 2-4 and Figure 2-5 show educational attainment by citizenship. The distributions by citizenship do not differ very much. The graph does not show gender differences because males

and females show similar patterns. While US citizens have a slightly higher percentage being high school graduates or less, and slightly less with an Associate's degree or some college, the percentages with Bachelor's Degrees or more were similar.

Table 2-4. Educational Attainment by Sex and Citizenship, CNMI: 2014

Educational Attainment	Total			Male			Female		
	Total	US citiz	Non-US	Total	US citiz	Non-US	Total	US citiz	Non-US
Total	25,658	8,808	16,850	13,996	4,959	9,037	11,662	3,849	7,813
Less than HS	665	280	385	443	229	214	222	51	171
High school	13,385	4,770	8,615	7,516	2,710	4,806	5,869	2,060	3,809
Some college	3,603	1,259	2,344	1,747	635	1,112	1,856	624	1,232
Vocational certificate	1,436	396	1,040	688	169	519	748	227	521
Associate's degree	1,376	387	989	921	266	655	455	121	334
Bachelor's degree	4,914	1,609	3,305	2,495	882	1,613	2,419	727	1,692
Master's or more	279	107	172	186	68	118	93	39	54

Figure 2-5. Educational Attainment by Citizenship, CNMI: 2014

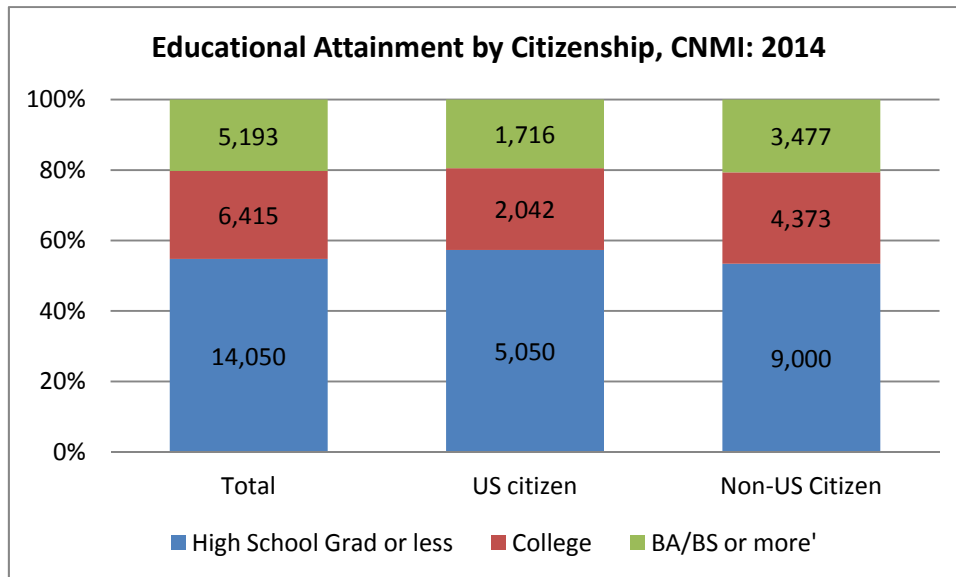


Table 2-5 and Figure 2-6 show educational attainment by ethnicity and sex. As before, the sexes showed similar results. As noted elsewhere, Carolinians seem to be under-represented in the

sample, so their numbers are also small in the categories. “Others” includes Caucasians, Other Pacific Islanders, and others.

Table 2-5. Educational Attainment and Sex by Ethnic Group, CNMI: 2014

Educational Attainment	Ethnic with Carolinians						
	Total	Chamorro	Carolinian	FAS	Filipino	Other Asian	Others
Total	25,658	3,942	269	641	12,101	7,442	1,263
Less than HS	665	154	28	41	163	252	27
High school	13,385	2,485	169	459	5,983	3,701	588
Some college	3,603	517	35	59	1,781	1,089	122
Vocational certificate	1,436	197	21	19	772	397	30
Associate's degree	1,376	144	2	9	813	336	72
Bachelor's degree	4,914	402	14	48	2,495	1,571	384
Master's or more	279	43	0	6	94	96	40
Male							
Total	13,996	2,211	169	424	6,272	4,064	856
Less than HS	443	135	24	35	105	125	19
High school	7,516	1,394	122	319	3,374	1,943	364
Some college	1,747	263	5	12	784	614	69
Vocational certificate	688	81	15	12	365	199	16
Associate's degree	921	86	0	7	583	183	62
Bachelor's degree	2,495	223	3	34	1,010	917	308
Master's or more	186	29	0	5	51	83	18
Female							
Total	11,662	1,731	100	217	5,829	3,378	407
Less than HS	222	19	4	6	58	127	8
High school	5,869	1,091	47	140	2,609	1,758	224
Some college	1,856	254	30	47	997	475	53
Vocational certificate	748	116	6	7	407	198	14
Associate's degree	455	58	2	2	230	153	10
Bachelor's degree	2,419	179	11	14	1,485	654	76
Master's or more	93	14	0	1	43	13	22

Workers with ethnicities representing the Freely Associated States were the least educated, that is, they had the highest percentage of those with a high school diploma or less. Carolinians had the smallest percentages with a Bachelor’s Degree, followed by the FAS. Those workers with “Other” ethnicities had the highest percentages with a Bachelor’s degree, at about 1 in every 3 of their workers. About 1 in 5 of the Filipino and Other Asian workers also had a Bachelor’s Degree or more.

Figure 2-6. Educational Attainment by Ethnicity, CNMI: 2014

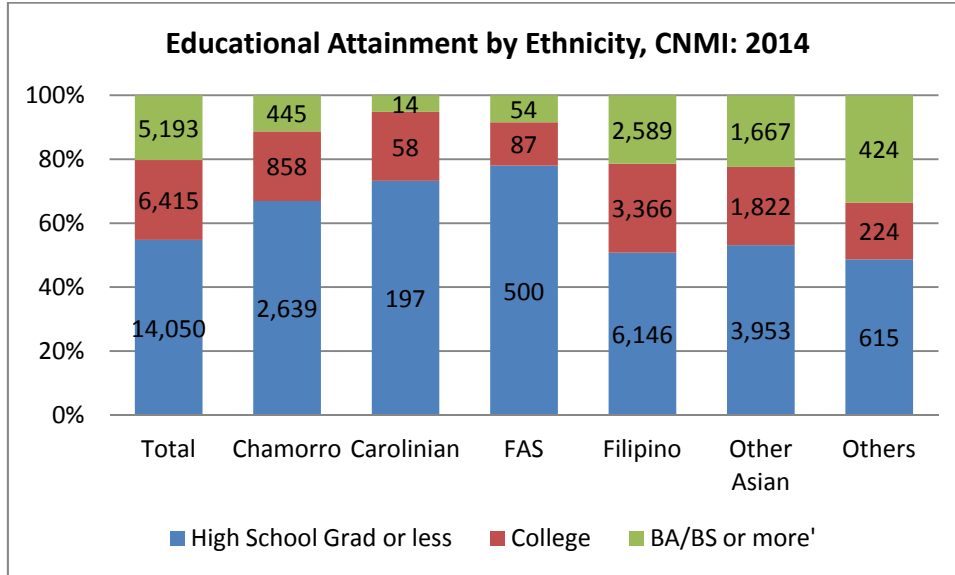


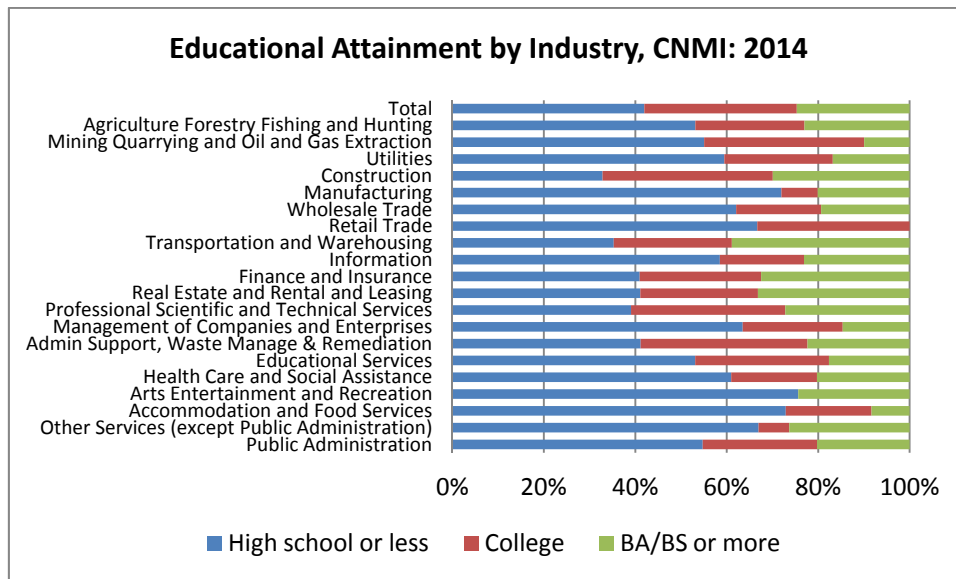
Table 2-6 and Figure 2-7 show educational attainment by industry, using current NAICS codes. For most of the industries, the distribution by educational attainment is similar to that of the whole population.

Table 2-6. Industry by Educational Attainment, CNMI: 2014

Industry	Total	< HS	HS Grad	College	VoEd	AA/AS	BA/BS	MA/MS+
Total	25,658	665	13,385	3,603	1,436	1,376	4,914	279
Agriculture Forestry Fishing and Hunting	224	4	146	13	1	1	58	1
Mining Quarrying and Oil and Gas Extraction	48	9	26	7	2	0	4	0
Utilities	353	3	264	0	0	0	86	0
Construction	1,194	17	711	84	83	57	227	15
Manufacturing	550	22	270	84	6	71	97	0
Wholesale Trade	945	25	364	181	80	84	189	22
Retail Trade	4,665	195	2,767	595	254	171	662	21
Transportation and Warehousing	750	11	282	115	59	79	153	51
Information	416	13	158	45	56	6	134	4
Finance and Insurance	625	2	254	73	22	71	193	10
Real Estate and Rental and Leasing	1,272	42	702	112	76	46	271	23
Professional Scientific and Technical Services	918	31	293	60	98	79	334	23
Management of Companies and Enterprises	30	0	20	10	0	0	0	0
Admin Support, Waste Manage & Remediation	2,975	101	1,745	301	206	46	564	12
Educational Services	1,159	4	830	47	25	20	227	6
Health Care and Social Assistance	618	6	197	63	129	38	162	23
Arts Entertainment and Recreation	928	54	498	97	81	42	153	3
Accommodation and Food Services	3,226	41	1,735	876	125	128	287	34
Other Services (except Public Administration)	1,877	61	936	171	110	167	431	1
Public Administration	2,885	24	1,187	669	23	270	682	30

However, some of the industries have higher percentages of those with Bachelor's degrees or more, like finance and real estate, while others have larger percentages with a high school diploma or less, like subsistence agriculture, manufacturing, and accommodation and food service.

Figure 2-7. Educational Attainment by Industry



And, finally, table 2-7 shows educational attainment by sex and where the education was received. Because so many non-CNMI born were in the survey, the non-citizens were about 2 out of every 3 of the workers, and so they were also much more likely to have been educated outside the US or the CNMI. As expected, this was true for both males and females.

Table 2-7. Citizenship and Educational Attainment by Sex and Place of Education Obtained, CNMI: 2014

Educational Attainment	Total				Male				Female			
	Total	CNMI	US	Non US	Total	CNMI	US	Non US	Total	CNMI	US	Non US
Total												
Total	25,658	3,887	3,561	18,210	13,996	1,531	2,212	10,253	11,662	2,356	1,349	7,957
Less than HS	665	184	62	419	443	151	50	242	222	33	12	177
High school	13,385	2,384	1,484	9,517	7,516	1,014	997	5,505	5,869	1,370	487	4,012
Some college	3,603	642	744	2,217	1,747	226	279	1,242	1,856	416	465	975
Vocational certificate	1,436	242	141	1,053	688	36	92	560	748	206	49	493
Associate's degree	1,376	178	309	889	921	39	266	616	455	139	43	273
Bachelor's degree	4,914	254	797	3,863	2,495	63	519	1,913	2,419	191	278	1,950
Master's or more	279	3	24	252	186	2	9	175	93	1	15	77
US citizen												
Total	8,808	3,084	2,308	3,416	4,959	1,345	1,562	2,052	3,849	1,739	746	1,364
Less than HS	280	169	36	75	229	140	26	63	51	29	10	12
High school	4,770	1,917	1,052	1,801	2,710	889	780	1,041	2,060	1,028	272	760
Some college	1,259	502	354	403	635	195	143	297	624	307	211	106
Vocational certificate	396	203	72	121	169	34	44	91	227	169	28	30
Associate's degree	387	112	224	51	266	37	191	38	121	75	33	13
Bachelor's degree	1,609	180	551	878	882	50	373	459	727	130	178	419
Master's or more	107	1	19	87	68	0	5	63	39	1	14	24
Non US citizen												

Total	16,850	803	1,253	14,794	9,037	186	650	8,201	7,813	617	603	6,593
Less than HS	385	15	26	344	214	11	24	179	171	4	2	165
High school	8,615	467	432	7,716	4,806	125	217	4,464	3,809	342	215	3,252
Some college	2,344	140	390	1,814	1,112	31	136	945	1,232	109	254	869
Vocational certificate	1,040	39	69	932	519	2	48	469	521	37	21	463
Associate's degree	989	66	85	838	655	2	75	578	334	64	10	260
Bachelor's degree	3,305	74	246	2,985	1,613	13	146	1,454	1,692	61	100	1,531
Master's or more	172	2	5	165	118	2	4	112	54	0	1	53

This section looked at characteristics of worker by educational attainment and other variables. CNMI has generally under-educated population, particularly among the younger workers.

### Section 3. Skills by Demographic, Social, and Economic Characteristics

The PWWAS survey collected information on various kinds of skills, like the ability to read and write. But many of the private sector companies, either reported data that did not follow the request or did not provide data at all. In order to obtain the data on the following pages for those characteristics, considerable imputation was needed to “fill in the blanks.” Basically, these items did not work very well in the CNMI situation. Hence, they are presented, but should only be used with extreme caution.

Table 3-1. Demographic Characteristics by Sex and Reading, CNMI: 2014

Characteristic	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
Private	21,643	14,911	5,646	1,086	11,842	8,611	2,762	469	9,801	6,300	2,884	617
Public	4,015	372	3,642	1	2,154	305	1,848	1	1,861	67	1,794	0
AGE												
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
Less than 30 yrs	3,344	1,665	1,574	105	1,771	935	811	25	1,573	730	763	80
30 to 49 yrs	14,457	8,437	5,310	710	7,413	4,566	2,552	295	7,044	3,871	2,758	415
50 yrs and over	7,857	5,181	2,404	272	4,812	3,415	1,247	150	3,045	1,766	1,157	122
CITIZENSHIP												
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
US citiz	8,808	4,325	4,339	144	4,959	2,568	2,341	50	3,849	1,757	1,998	94
Non US citizen	16,850	10,958	4,949	943	9,037	6,348	2,269	420	7,813	4,610	2,680	523
ISLAND												
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
Saipan	24,166	14,723	8,366	1,077	13,153	8,448	4,240	465	11,013	6,275	4,126	612
Tinian	994	449	540	5	547	394	149	4	447	55	391	1
Rota	498	111	382	5	296	74	221	1	202	37	161	4

Table 3-2. Occupation and Industry by Sex and Reading, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
Management	3,848	2,673	1,096	79	2,350	1,791	523	36	1,498	882	573	43
Business and Financial Operations	1,203	807	380	16	374	242	132	0	829	565	248	16
Computer and Mathematical	114	73	41	0	88	58	30	0	26	15	11	0
Architecture and Engineering	141	76	62	3	135	73	59	3	6	3	3	0
Life Physical and Social Science	117	26	91	0	85	25	60	0	32	1	31	0
Community and Social Service	191	26	165	0	79	21	58	0	112	5	107	0
Legal	158	89	69	0	110	72	38	0	48	17	31	0
Education Training and Library	998	309	688	1	313	82	231	0	685	227	457	1
Entertainment Sports and Media	377	257	120	0	208	162	46	0	169	95	74	0
Healthcare Practitioners and Technical	673	229	444	0	237	103	134	0	436	126	310	0
Healthcare Support	461	215	190	56	71	49	22	0	390	166	168	56
Protective Service	1,182	626	509	47	1,077	607	438	32	105	19	71	15
Food Preparation and Serving Related	2,092	1,145	732	215	978	495	329	154	1,114	650	403	61
Building & Maintenance	1,511	1,045	406	60	776	541	207	28	735	504	199	32
Personal Care and Service	1,055	650	342	63	425	310	115	0	630	340	227	63
Sales and Related	2,810	1,788	768	254	690	528	139	23	2,120	1,260	629	231
Office and Administrative Support	3,189	1,798	1,293	98	1,226	716	477	33	1,963	1,082	816	65
Farming Fishing and Forestry	425	305	99	21	399	291	87	21	26	14	12	0
Construction and Extraction	1,259	720	481	58	1,166	714	394	58	93	6	87	0
Installation Maintenance and Repair	1,512	854	620	38	1,392	797	559	36	120	57	61	2

Table 3-2. Occupation and Industry by Sex and Reading, CNMI: 2014 - continue

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Transportation and Material Moving	1,210	845	352	13	1,113	773	328	12	97	72	24	1
Military Specific	0	0	0	0	0	0	0	0	0	0	0	0
Total	25,658	15,283	9,288	1,087	13,996	8,916	4,610	470	11,662	6,367	4,678	617
Agriculture Forestry Fishing Hunting	224	193	9	22	186	159	5	22	38	34	4	0
Mining, Quarrying	48	27	21	0	47	26	21	0	1	1	0	0
Utilities	353	4	349	0	278	4	274	0	75	0	75	0
Construction	1,194	922	202	70	985	753	182	50	209	169	20	20
Manufacturing	550	417	121	12	366	270	94	2	184	147	27	10
Wholesale Trade	945	634	254	57	717	489	194	34	228	145	60	23
Retail Trade	4,665	3,035	1,259	371	2,174	1,613	486	75	2,491	1,422	773	296
Transportation and Warehousing	750	383	342	25	556	276	255	25	194	107	87	0
Information	416	282	132	2	242	166	75	1	174	116	57	1
Finance and Insurance	625	517	98	10	191	170	21	0	434	347	77	10
Real Estate and Rental and Leasing	1,272	1,042	197	33	867	690	154	23	405	352	43	10
Professional Scientific & Technical	918	795	120	3	447	386	58	3	471	409	62	0
Management of Companies/Enterprises	30	0	30	0	10	0	10	0	20	0	20	0
Admin Support, Waste, Remediation	2,975	2,235	647	93	1,737	1,328	362	47	1,238	907	285	46
Educational Services	1,159	245	911	3	436	87	349	0	723	158	562	3
Health Care and Social Assistance	618	458	148	12	121	77	44	0	497	381	104	12
Arts Entertainment and Recreation	928	642	244	42	419	369	47	3	509	273	197	39
Accommodation and Food Services	3,226	1,779	1,229	218	1,607	923	527	157	1,619	856	702	61
Other Services (exc Public Admin)	1,877	1,274	490	113	1,039	819	193	27	838	455	297	86
Public Administration	2,885	399	2,485	1	1,571	311	1,259	1	1,314	88	1,226	0

Table 3-3. Demographic Characteristics Sex and Speaking, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
Private	21,643	14,709	6,297	637	11,842	8,535	2,950	357	9,801	6,174	3,347	280
Public	4,015	1,782	2,233	0	2,154	1,065	1,089	0	1,861	717	1,144	0
AGE												
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
Less than 30 yrs	3,344	1,939	1,358	47	1,771	1,083	671	17	1,573	856	687	30
30 to 49 yrs	14,457	9,103	4,923	431	7,413	4,919	2,254	240	7,044	4,184	2,669	191
50 yrs and over	7,857	5,449	2,249	159	4,812	3,598	1,114	100	3,045	1,851	1,135	59
CITIZENSHIP												
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
US citiz	8,808	5,566	3,187	55	4,959	3,273	1,651	35	3,849	2,293	1,536	20
Non US citizen	16,850	10,925	5,343	582	9,037	6,327	2,388	322	7,813	4,598	2,955	260
ISLAND												
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
Saipan	24,166	15,943	7,592	631	13,153	9,142	3,656	355	11,013	6,801	3,936	276
Tinian	994	441	552	1	547	391	155	1	447	50	397	0
Rota	498	107	386	5	296	67	228	1	202	40	158	4

Table 3-4. Occupation and Industry by Sex and Speaking, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
Management	3,848	2,754	1,050	44	2,350	1,819	506	25	1,498	935	544	19
Business and Financial Operations	1,203	871	331	1	374	269	104	1	829	602	227	0
Computer and Mathematical	114	88	26	0	88	73	15	0	26	15	11	0
Architecture and Engineering	141	92	46	3	135	88	44	3	6	4	2	0
Life Physical and Social Science	117	29	88	0	85	26	59	0	32	3	29	0
Community and Social Service	191	49	142	0	79	25	54	0	112	24	88	0
Legal	158	92	66	0	110	75	35	0	48	17	31	0
Education Training and Library	998	914	83	1	313	300	13	0	685	614	70	1
Entertainment Sports and Media	377	264	113	0	208	163	45	0	169	101	68	0
Healthcare Practitioners and Technical	673	239	434	0	237	105	132	0	436	134	302	0
Healthcare Support	461	215	201	45	71	49	22	0	390	166	179	45
Protective Service	1,182	726	425	31	1,077	698	348	31	105	28	77	0
Food Preparation and Serving Related	2,092	1,131	798	163	978	491	363	124	1,114	640	435	39
Building & Maintenance	1,511	1,054	418	39	776	572	179	25	735	482	239	14
Personal Care and Service	1,055	637	387	31	425	299	126	0	630	338	261	31
Sales and Related	2,810	1,806	929	75	690	537	140	13	2,120	1,269	789	62
Office and Administrative Support	3,189	1,849	1,281	59	1,226	729	484	13	1,963	1,120	797	46
Farming Fishing and Forestry	425	304	101	20	399	290	89	20	26	14	12	0
Construction and Extraction	1,259	729	491	39	1,166	722	405	39	93	7	86	0
Installation Maintenance and Repair	1,512	1,072	407	33	1,392	1,004	357	31	120	68	50	2
Production	1,132	694	393	45	704	457	222	25	428	237	171	20
Transportation and Material Moving	1,210	882	320	8	1,113	809	297	7	97	73	23	1
Total	25,658	16,491	8,530	637	13,996	9,600	4,039	357	11,662	6,891	4,491	280
Agriculture Forestry Fishing Hunting	224	193	11	20	186	159	7	20	38	34	4	0
Mining, Quarrying	48	27	20	1	47	26	20	1	1	1	0	0
Utilities	353	353	0	0	278	278	0	0	75	75	0	0
Construction	1,194	917	247	30	985	750	205	30	209	167	42	0
Manufacturing	550	417	132	1	366	270	95	1	184	147	37	0



Table 3 -4: Continuation

Retail Trade	4,665	2,996	1,519	150	2,174	1,597	519	58	2,491	1,399	1,000	92
Transportation and Warehousing	750	372	375	3	556	269	284	3	194	103	91	0
Information	416	299	116	1	242	190	52	0	174	109	64	1
Finance and Insurance	625	488	137	0	191	160	31	0	434	328	106	0
Real Estate and Rental and Leasing	1,272	1,041	199	32	867	689	156	22	405	352	43	10
Professional Scientific & Technical	918	779	136	3	447	385	59	3	471	394	77	0
Management of Companies/Enterprises	30	0	30	0	10	0	10	0	20	0	20	0
Admin Support, Waste, Remediation	2,975	2,182	726	67	1,737	1,312	377	48	1,238	870	349	19
Educational Services	1,159	1,121	35	3	436	420	16	0	723	701	19	3
Health Care and Social Assistance	618	454	152	12	121	77	44	0	497	377	108	12
Arts Entertainment and Recreation	928	630	271	27	419	357	60	2	509	273	211	25
Accommodation and Food Services	3,226	1,759	1,329	138	1,607	908	591	108	1,619	851	738	30
Other Services (exc Public Admin)	1,877	1,258	527	92	1,039	822	190	27	838	436	337	65
Public Administration	2,885	583	2,302	0	1,571	464	1,107	0	1,314	119	1,195	0

Table 3-5: Demographic Characteristics by Sex and Writing, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
Private	21,643	14,382	6,156	1,105	11,842	8,049	3,321	472	9,801	6,333	2,835	633
Public	4,015	217	3,795	3	2,154	156	1,997	1	1,861	61	1,798	2
AGE												
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
Less than 30 yrs	3,344	1,538	1,691	115	1,771	828	915	28	1,573	710	776	87
30 to 49 yrs	14,457	8,159	5,566	732	7,413	4,182	2,922	309	7,044	3,977	2,644	423
50 yrs and over	7,857	4,902	2,694	261	4,812	3,195	1,481	136	3,045	1,707	1,213	125
CITIZENSHIP												
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
US citiz	8,808	4,025	4,628	155	4,959	2,292	2,614	53	3,849	1,733	2,014	102
Non US citizen	16,850	10,574	5,323	953	9,037	5,913	2,704	420	7,813	4,661	2,619	533
ISLAND												
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
Saipan	24,166	13,870	9,202	1,094	13,153	7,741	4,945	467	11,013	6,129	4,257	627
Tinian	994	626	363	5	547	397	146	4	447	229	217	1
Rota	498	103	386	9	296	67	227	2	202	36	159	7

Table 3-6: Occupation and Industry by Sex and Writing, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
Management	3,848	2,632	1,134	82	2,350	1,706	610	34	1,498	926	524	48
Business and Financial Operations	1,203	774	412	17	374	222	151	1	829	552	261	16
Computer and Mathematical	114	68	46	0	88	53	35	0	26	15	11	0
Architecture and Engineering	141	67	71	3	135	65	67	3	6	2	4	0
Life Physical and Social Science	117	14	103	0	85	13	72	0	32	1	31	0
Community and Social Service	191	19	172	0	79	14	65	0	112	5	107	0
Legal	158	85	73	0	110	68	42	0	48	17	31	0
Education Training and Library	998	304	693	1	313	77	236	0	685	227	457	1
Entertainment Sports and Media	377	254	123	0	208	159	49	0	169	95	74	0
Healthcare Practitioners and Technical	673	191	482	0	237	66	171	0	436	125	311	0
Healthcare Support	461	211	184	66	71	45	25	1	390	166	159	65
Protective Service	1,182	424	711	47	1,077	403	642	32	105	21	69	15
Food Preparation and Serving Related	2,092	1,167	739	186	978	480	364	134	1,114	687	375	52
Building & Maintenance	1,511	1,002	446	63	776	540	207	29	735	462	239	34
Personal Care and Service	1,055	616	375	64	425	285	140	0	630	331	235	64
Sales and Related	2,810	1,794	755	261	690	517	149	24	2,120	1,277	606	237
Office and Administrative Support	3,189	1,778	1,308	103	1,226	676	517	33	1,963	1,102	791	70
Farming Fishing and Forestry	425	304	100	21	399	290	88	21	26	14	12	0
Construction and Extraction	1,259	629	558	72	1,166	602	492	72	93	27	66	0
Installation Maintenance and Repair	1,512	806	666	40	1,392	757	597	38	120	49	69	2
Production	1,132	662	404	66	704	440	228	36	428	222	176	30
Transportation and Material Moving	1,210	798	396	16	1,113	727	371	15	97	71	25	1
Total	25,658	14,599	9,951	1,108	13,996	8,205	5,318	473	11,662	6,394	4,633	635
Agriculture Forestry Fishing Hunting	224	193	9	22	186	159	5	22	38	34	4	0
Mining, Quarrying	48	26	22	0	47	25	22	0	1	1	0	0
Utilities	353	1	352	0	278	1	277	0	75	0	75	0
Construction	1,194	728	383	83	985	561	361	63	209	167	22	20
Manufacturing	550	424	114	12	366	271	93	2	184	153	21	10
Wholesale Trade	945	609	275	61	717	464	215	38	228	145	60	23
Retail Trade	4,665	2,992	1,290	383	2,174	1,557	539	78	2,491	1,435	751	305
Transportation and Warehousing	750	361	363	26	556	260	270	26	194	101	93	0
Information	416	266	147	3	242	172	68	2	174	94	79	1
Finance and Insurance	625	484	131	10	191	152	39	0	434	332	92	10
Real Estate and Rental and Leasing	1,272	1,036	203	33	867	684	160	23	405	352	43	10
Professional Scientific & Technical	918	771	144	3	447	386	58	3	471	385	86	0
Management of Companies/Enterprises	30	0	30	0	10	0	10	0	20	0	20	0
Admin Support, Waste, Remediation	2,975	1,949	930	96	1,737	1,101	588	48	1,238	848	342	48

Educational Services	1,159	234	921	4	436	77	359	0	723	157	562	4
Health Care and Social Assistance	618	465	141	12	121	77	44	0	497	388	97	12
Arts Entertainment and Recreation	928	633	252	43	419	353	64	2	509	280	188	41
Accommodation and Food Services	3,226	1,920	1,115	191	1,607	914	555	138	1,619	1,006	560	53
Other Services (exc Public Admin)	1,877	1,257	497	123	1,039	823	189	27	838	434	308	96
Public Administration	2,885	250	2,632	3	1,571	168	1,402	1	1,314	82	1,230	2

Table 3-7. Demographic Characteristics by Sex and Math, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
Private	21,643	15,240	5,678	725	11,842	8,668	2,811	363	9,801	6,572	2,867	362
Public	4,015	246	3,769	0	2,154	177	1,977	0	1,861	69	1,792	0
AGE												
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
Less than 30 yrs	3,344	1,605	1,683	56	1,771	881	867	23	1,573	724	816	33
30 to 49 yrs	14,457	8,743	5,228	486	7,413	4,610	2,561	242	7,044	4,133	2,667	244
50 yrs and over	7,857	5,138	2,536	183	4,812	3,354	1,360	98	3,045	1,784	1,176	85
CITIZENSHIP												
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
US citiz	8,808	4,123	4,611	74	4,959	2,360	2,548	51	3,849	1,763	2,063	23
Non US citizen	16,850	11,363	4,836	651	9,037	6,485	2,240	312	7,813	4,878	2,596	339
ISLAND												
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
Saipan	24,166	14,752	8,704	710	13,153	8,385	4,409	359	11,013	6,367	4,295	351
Tinian	994	637	353	4	547	399	148	0	447	238	205	4
Rota	498	97	390	11	296	61	231	4	202	36	159	7

Table 3-8. Occupation and Industry by Sex and Math, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
Management	3,848	2,817	983	48	2,350	1,825	505	20	1,498	992	478	28
Business and Financial Operations	1,203	831	372	0	374	238	136	0	829	593	236	0
Computer and Mathematical	114	75	39	0	88	58	30	0	26	17	9	0
Architecture and Engineering	141	73	65	3	135	70	62	3	6	3	3	0
Life Physical and Social Science	117	14	103	0	85	13	72	0	32	1	31	0
Community and Social Service	191	19	172	0	79	14	65	0	112	5	107	0
Legal	158	91	67	0	110	74	36	0	48	17	31	0
Education Training and Library	998	306	691	1	313	79	234	0	685	227	457	1
Entertainment Sports and Media	377	257	119	1	208	160	47	1	169	97	72	0
Healthcare Practitioners and Technical	673	192	481	0	237	65	172	0	436	127	309	0
Healthcare Support	461	213	182	66	71	45	25	1	390	168	157	65
Protective Service	1,182	649	502	31	1,077	611	435	31	105	38	67	0
Food Preparation and Serving Related	2,092	1,223	712	157	978	518	345	115	1,114	705	367	42
Building & Maintenance	1,511	1,004	466	41	776	501	246	29	735	503	220	12
Personal Care and Service	1,055	624	386	45	425	280	142	3	630	344	244	42
Sales and Related	2,810	1,849	876	85	690	550	126	14	2,120	1,299	750	71
Office and Administrative Support	3,189	1,794	1,334	61	1,226	698	515	13	1,963	1,096	819	48
Farming Fishing and Forestry	425	276	129	20	399	260	119	20	26	16	10	0
Construction and Extraction	1,259	782	440	37	1,166	746	383	37	93	36	57	0
Installation Maintenance and Repair	1,512	877	600	35	1,392	820	539	33	120	57	61	2
Production	1,132	724	334	74	704	497	183	24	428	227	151	50
Transportation and Material Moving	1,210	796	394	20	1,113	723	371	19	97	73	23	1
Total	25,658	15,486	9,447	725	13,996	8,845	4,788	363	11,662	6,641	4,659	362
Agriculture Forestry Fishing Hunting	224	200	4	20	186	163	3	20	38	37	1	0
Mining, Quarrying	48	27	21	0	47	26	21	0	1	1	0	0
Utilities	353	4	349	0	278	4	274	0	75	0	75	0
Construction	1,194	957	206	31	985	767	187	31	209	190	19	0
Manufacturing	550	438	102	10	366	285	81	0	184	153	21	10
Wholesale Trade	945	609	280	56	717	451	232	34	228	158	48	22
Retail Trade	4,665	3,055	1,451	159	2,174	1,624	493	57	2,491	1,431	958	102
Transportation and Warehousing	750	396	343	11	556	279	267	10	194	117	76	1
Information	416	284	130	2	242	167	74	1	174	117	56	1
Finance and Insurance	625	524	101	0	191	169	22	0	434	355	79	0
Real Estate and Rental and Leasing	1,272	1,033	203	36	867	681	160	26	405	352	43	10
Professional Scientific & Technical	918	820	65	33	447	420	24	3	471	400	41	30
Management of Companies/Enterprises	30	0	30	0	10	0	10	0	20	0	20	0
Admin Support, Waste, Remediation	2,975	2,236	680	59	1,737	1,325	365	47	1,238	911	315	12
Educational Services	1,159	235	917	7	436	78	354	4	723	157	563	3
Health Care and Social Assistance	618	468	138	12	121	75	46	0	497	393	92	12
Arts Entertainment and Recreation	928	645	260	23	419	365	53	1	509	280	207	22
Accommodation and Food Services	3,226	2,008	1,087	131	1,607	954	553	100	1,619	1,054	534	31
Other Services (exc Public Admin)	1,877	1,275	467	135	1,039	829	181	29	838	446	286	106
Public Administration	2,885	272	2,613	0	1,571	183	1,388	0	1,314	89	1,225	0

Table 3-9. Demographic Characteristics by Sex and Accounting, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
Private	21,643	8,788	7,471	5,384	11,842	4,980	3,789	3,073	9,801	3,808	3,682	2,311
Public	4,015	2,335	1,601	79	2,154	1,561	593	0	1,861	774	1,008	79
AGE												
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
Less than 30 yrs	3,344	1,313	1,331	700	1,771	771	653	347	1,573	542	678	353
30 to 49 yrs	14,457	6,184	5,092	3,181	7,413	3,256	2,390	1,767	7,044	2,928	2,702	1,414
50 yrs and over	7,857	3,626	2,649	1,582	4,812	2,514	1,339	959	3,045	1,112	1,310	623
CITIZENSHIP												
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
US citiz	8,808	4,381	3,305	1,122	4,959	2,805	1,565	589	3,849	1,576	1,740	533
Non US citizen	16,850	6,742	5,767	4,341	9,037	3,736	2,817	2,484	7,813	3,006	2,950	1,857
ISLAND												
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
Saipan	24,166	10,714	8,182	5,270	13,153	6,358	3,848	2,947	11,013	4,356	4,334	2,323
Tinian	994	311	644	39	547	97	428	22	447	214	216	17
Rota	498	98	246	154	296	86	106	104	202	12	140	50

Table 3-10. Occupation and Industry by Sex and Accounting, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
Management	3,848	2,387	1,146	315	2,350	1,641	559	150	1,498	746	587	165
Business and Financial Operations	1,203	742	387	74	374	223	119	32	829	519	268	42
Computer and Mathematical	114	65	35	14	88	63	23	2	26	2	12	12
Architecture and Engineering	141	53	51	37	135	51	48	36	6	2	3	1
Life Physical and Social Science	117	38	78	1	85	31	54	0	32	7	24	1
Community and Social Service	191	49	130	12	79	23	56	0	112	26	74	12
Legal	158	86	49	23	110	72	27	11	48	14	22	12
Education Training and Library	998	784	90	124	313	258	9	46	685	526	81	78
Entertainment Sports and Media	377	100	203	74	208	64	79	65	169	36	124	9
Healthcare Practitioners and Technical	673	178	455	40	237	78	143	16	436	100	312	24
Healthcare Support	461	150	155	156	71	29	22	20	390	121	133	136
Protective Service	1,182	701	386	95	1,077	670	326	81	105	31	60	14
Food Preparation and Serving Related	2,092	457	863	772	978	253	423	302	1,114	204	440	470
Building & Maintenance	1,511	458	476	577	776	208	181	387	735	250	295	190
Personal Care and Service	1,055	441	288	326	425	179	92	154	630	262	196	172
Sales and Related	2,810	1,014	1,094	702	690	299	218	173	2,120	715	876	529
Office and Administrative Support	3,189	1,235	1,485	469	1,226	412	606	208	1,963	823	879	261
Farming Fishing and Forestry	425	153	78	194	399	151	69	179	26	2	9	15
Construction and Extraction	1,259	501	489	269	1,166	477	429	260	93	24	60	9
Installation Maintenance and Repair	1,512	692	443	377	1,392	643	416	333	120	49	27	44
Production	1,132	330	398	404	704	236	226	242	428	94	172	162
Transportation and Material Moving	1,210	509	293	408	1,113	480	257	376	97	29	36	32
Total	25,658	11,123	9,072	5,463	13,996	6,541	4,382	3,073	11,662	4,582	4,690	2,390
Agriculture Forestry Fishing Hunting	224	36	81	107	186	24	57	105	38	12	24	2
Mining, Quarrying	48	6	42	0	47	5	42	0	1	1	0	0
Utilities	353	353	0	0	278	278	0	0	75	75	0	0
Construction	1,194	606	411	177	985	480	334	171	209	126	77	6
Manufacturing	550	201	157	192	366	124	126	116	184	77	31	76
Wholesale Trade	945	363	264	318	717	249	212	256	228	114	52	62
Retail Trade	4,665	1,813	1,540	1,312	2,174	939	502	733	2,491	874	1,038	579
Transportation and Warehousing	750	199	478	73	556	145	347	64	194	54	131	9
Information	416	225	128	63	242	110	77	55	174	115	51	8
Finance and Insurance	625	289	298	38	191	98	80	13	434	191	218	25
Real Estate and Rental and Leasing	1,272	632	258	382	867	415	164	288	405	217	94	94
Professional Scientific & Technical	918	490	257	171	447	252	97	98	471	238	160	73
Management of Companies/Enterprises	30	0	0	30	10	0	0	10	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,435	961	579	1,737	851	546	340	1,238	584	415	239
Educational Services	1,159	997	83	79	436	382	22	32	723	615	61	47
Health Care and Social Assistance	618	270	262	86	121	38	68	15	497	232	194	71
Arts Entertainment and Recreation	928	346	272	310	419	229	94	96	509	117	178	214
Accommodation and Food Services	3,226	937	1,425	864	1,607	454	754	399	1,619	483	671	465
Other Services (exc Public Admin)	1,877	802	480	595	1,039	501	256	282	838	301	224	313
Public Administration	2,885	1,123	1,675	87	1,571	967	604	0	1,314	156	1,071	87

Table 3-11. Demographic Characteristics by Sex and Management, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
Private	21,643	9,380	7,447	4,816	11,842	5,609	3,531	2,702	9,801	3,771	3,916	2,114
Public	4,015	1,237	2,778	0	2,154	1,025	1,129	0	1,861	212	1,649	0
AGE												
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
Less than 30 yrs	3,344	1,273	1,435	636	1,771	847	641	283	1,573	426	794	353
30 to 49 yrs	14,457	5,747	5,928	2,782	7,413	3,300	2,546	1,567	7,044	2,447	3,382	1,215
50 yrs and over	7,857	3,597	2,862	1,398	4,812	2,487	1,473	852	3,045	1,110	1,389	546
CITIZENSHIP												
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
US citiz	8,808	3,706	4,182	920	4,959	2,532	1,913	514	3,849	1,174	2,269	406
Non US citizen	16,850	6,911	6,043	3,896	9,037	4,102	2,747	2,188	7,813	2,809	3,296	1,708
ISLAND												
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
Saipan	24,166	10,381	9,154	4,631	13,153	6,502	4,076	2,575	11,013	3,879	5,078	2,056
Tinian	994	154	806	34	547	68	454	25	447	86	352	9
Rota	498	82	265	151	296	64	130	102	202	18	135	49

Table 3-12. Occupation and Industry by Sex and Management, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
Management	3,848	2,460	1,188	200	2,350	1,664	593	93	1,498	796	595	107
Business and Financial Operations	1,203	576	565	62	374	209	134	31	829	367	431	31
Computer and Mathematical	114	57	54	3	88	51	34	3	26	6	20	0
Architecture and Engineering	141	40	78	23	135	38	75	22	6	2	3	1
Life Physical and Social Science	117	15	102	0	85	11	74	0	32	4	28	0
Community and Social Service	191	20	161	10	79	11	68	0	112	9	93	10
Legal	158	101	57	0	110	71	39	0	48	30	18	0
Education Training and Library	998	327	549	122	313	188	79	46	685	139	470	76
Entertainment Sports and Media	377	126	182	69	208	90	55	63	169	36	127	6
Healthcare Practitioners and Technical	673	106	548	19	237	59	173	5	436	47	375	14
Healthcare Support	461	123	190	148	71	23	28	20	390	100	162	128
Protective Service	1,182	730	372	80	1,077	672	325	80	105	58	47	0
Food Preparation and Serving Related	2,092	516	887	689	978	276	448	254	1,114	240	439	435
Building & Maintenance	1,511	523	496	492	776	298	151	327	735	225	345	165
Personal Care and Service	1,055	441	289	325	425	182	80	163	630	259	209	162
Sales and Related	2,810	1,093	1,074	643	690	283	261	146	2,120	810	813	497
Office and Administrative Support	3,189	1,122	1,620	447	1,226	437	593	196	1,963	685	1,027	251
Farming Fishing and Forestry	425	169	95	161	399	164	86	149	26	5	9	12
Construction and Extraction	1,259	428	558	273	1,166	418	476	272	93	10	82	1
Installation Maintenance and Repair	1,512	742	429	341	1,392	725	376	291	120	17	53	50
Production	1,132	392	396	344	704	293	205	206	428	99	191	138
Transportation and Material Moving	1,210	510	335	365	1,113	471	307	335	97	39	28	30
Total	25,658	10,617	10,225	4,816	13,996	6,634	4,660	2,702	11,662	3,983	5,565	2,114
Agriculture Forestry Fishing Hunting	224	59	88	77	186	54	57	75	38	5	31	2
Mining, Quarrying	48	4	30	14	47	3	30	14	1	1	0	0
Utilities	353	190	163	0	278	190	88	0	75	0	75	0
Construction	1,194	621	376	197	985	506	298	181	209	115	78	16
Manufacturing	550	222	161	167	366	148	117	101	184	74	44	66
Wholesale Trade	945	397	297	251	717	294	244	179	228	103	53	72
Retail Trade	4,665	1,883	1,641	1,141	2,174	994	559	621	2,491	889	1,082	520
Transportation and Warehousing	750	277	405	68	556	207	289	60	194	70	116	8
Information	416	163	143	110	242	109	55	78	174	54	88	32
Finance and Insurance	625	335	260	30	191	129	60	2	434	206	200	28
Real Estate and Rental and Leasing	1,272	727	224	321	867	516	113	238	405	211	111	83
Professional Scientific & Technical	918	495	265	158	447	257	106	84	471	238	159	74
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,573	837	565	1,737	1,003	395	339	1,238	570	442	226
Educational Services	1,159	345	733	81	436	271	128	37	723	74	605	44
Health Care and Social Assistance	618	278	295	45	121	57	61	3	497	221	234	42
Arts Entertainment and Recreation	928	400	225	303	419	248	72	99	509	152	153	204
Accommodation and Food Services	3,226	929	1,607	690	1,607	452	840	315	1,619	477	767	375
Other Services (exc Public Admin)	1,877	871	428	578	1,039	583	180	276	838	288	248	302
Public Administration	2,885	848	2,037	0	1,571	613	958	0	1,314	235	1,079	0

Table 3-13. Demographic Characteristics by Sex and Marketing, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
Private	21,643	9,936	7,234	4,473	11,842	5,921	3,301	2,620	9,801	4,015	3,933	1,853
Public	4,015	1,355	1,932	728	2,154	1,025	1,129	0	1,861	330	803	728
AGE												
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
Less than 30 yrs	3,344	1,354	1,170	820	1,771	883	541	347	1,573	471	629	473
30 to 49 yrs	14,457	6,261	5,271	2,925	7,413	3,476	2,481	1,456	7,044	2,785	2,790	1,469
50 yrs and over	7,857	3,676	2,725	1,456	4,812	2,587	1,408	817	3,045	1,089	1,317	639
CITIZENSHIP												
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
US citiz	8,808	3,865	3,346	1,597	4,959	2,570	1,815	574	3,849	1,295	1,531	1,023
Non US citizen	16,850	7,426	5,820	3,604	9,037	4,376	2,615	2,046	7,813	3,050	3,205	1,558
ISLAND												
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
Saipan	24,166	10,890	8,362	4,914	13,153	6,807	3,956	2,390	11,013	4,083	4,406	2,524
Tinian	994	317	533	144	547	76	340	131	447	241	193	13
Rota	498	84	271	143	296	63	134	99	202	21	137	44

Table 3-14. Occupation and Industry by Sex and Marketing, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
Management	3,848	2,452	1,099	297	2,350	1,638	592	120	1,498	814	507	177
Business and Financial Operations	1,203	660	410	133	374	217	121	36	829	443	289	97
Computer and Mathematical	114	61	46	7	88	55	28	5	26	6	18	2
Architecture and Engineering	141	40	73	28	135	38	72	25	6	2	1	3
Life Physical and Social Science	117	19	95	3	85	11	74	0	32	8	21	3
Community and Social Service	191	25	134	32	79	11	68	0	112	14	66	32
Legal	158	112	33	13	110	81	28	1	48	31	5	12
Education Training and Library	998	339	119	540	313	199	79	35	685	140	40	505
Entertainment Sports and Media	377	158	149	70	208	103	47	58	169	55	102	12
Healthcare Practitioners and Technical	673	165	479	29	237	41	180	16	436	124	299	13
Healthcare Support	461	157	147	157	71	23	28	20	390	134	119	137
Protective Service	1,182	839	269	74	1,077	792	234	51	105	47	35	23
Food Preparation and Serving Related	2,092	565	805	722	978	271	372	335	1,114	294	433	387
Building & Maintenance	1,511	638	526	347	776	368	143	265	735	270	383	82
Personal Care and Service	1,055	416	308	331	425	175	100	150	630	241	208	181
Sales and Related	2,810	1,035	1,217	558	690	338	244	108	2,120	697	973	450
Office and Administrative Support	3,189	1,278	1,389	522	1,226	463	544	219	1,963	815	845	303
Farming Fishing and Forestry	425	220	81	124	399	216	74	109	26	4	7	15
Construction and Extraction	1,259	449	529	281	1,166	417	477	272	93	32	52	9
Installation Maintenance and Repair	1,512	694	550	268	1,392	680	456	256	120	14	94	12
Production	1,132	424	396	312	704	303	183	218	428	121	213	94
Transportation and Material Moving	1,210	545	312	353	1,113	506	286	321	97	39	26	32
Total	25,658	11,291	9,166	5,201	13,996	6,946	4,430	2,620	11,662	4,345	4,736	2,581
Agriculture Forestry Fishing Hunting	224	58	89	77	186	55	56	75	38	3	33	2
Mining, Quarrying	48	3	23	22	47	3	22	22	1	0	1	0
Utilities	353	190	88	75	278	190	88	0	75	0	0	75
Construction	1,194	618	375	201	985	504	297	184	209	114	78	17
Manufacturing	550	238	165	147	366	144	100	122	184	94	65	25
Wholesale Trade	945	395	340	210	717	307	257	153	228	88	83	57
Retail Trade	4,665	1,913	1,730	1,022	2,174	1,096	492	586	2,491	817	1,238	436
Transportation and Warehousing	750	226	450	74	556	168	321	67	194	58	129	7
Information	416	205	153	58	242	128	60	54	174	77	93	4
Finance and Insurance	625	336	251	38	191	129	49	13	434	207	202	25
Real Estate and Rental and Leasing	1,272	764	235	273	867	534	134	199	405	230	101	74
Professional Scientific & Technical	918	543	217	158	447	285	73	89	471	258	144	69
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,768	793	414	1,737	1,186	296	255	1,238	582	497	159
Educational Services	1,159	370	157	632	436	286	135	15	723	84	22	617
Health Care and Social Assistance	618	320	230	68	121	39	65	17	497	281	165	51
Arts Entertainment and Recreation	928	400	277	251	419	261	64	94	509	139	213	157
Accommodation and Food Services	3,226	1,124	1,300	802	1,607	461	693	453	1,619	663	607	349
Other Services (exc Public Admin)	1,877	853	482	542	1,039	557	260	222	838	296	222	320
Public Administration	2,885	967	1,801	117	1,571	613	958	0	1,314	354	843	117

Table 3-15. Demographic Characteristics by Sex and Business Writing, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
Private	21,643	9,839	6,759	5,045	11,842	5,862	3,138	2,842	9,801	3,977	3,621	2,203
Public	4,015	2,050	1,916	49	2,154	1,386	768	0	1,861	664	1,148	49
AGE												
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
Less than 30 yrs	3,344	1,320	1,193	831	1,771	856	506	409	1,573	464	687	422
30 to 49 yrs	14,457	6,584	5,058	2,815	7,413	3,655	2,188	1,570	7,044	2,929	2,870	1,245
50 yrs and over	7,857	3,985	2,424	1,448	4,812	2,737	1,212	863	3,045	1,248	1,212	585
CITIZENSHIP												
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
US citiz	8,808	4,417	3,266	1,125	4,959	2,813	1,484	662	3,849	1,604	1,782	463
Non US citizen	16,850	7,472	5,409	3,969	9,037	4,435	2,422	2,180	7,813	3,037	2,987	1,789
ISLAND												
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
Saipan	24,166	11,495	7,855	4,816	13,153	7,106	3,431	2,616	11,013	4,389	4,424	2,200
Tinian	994	305	554	135	547	63	357	127	447	242	197	8
Rota	498	89	266	143	296	79	118	99	202	10	148	44

Table 3-16. Occupation and Industry by Sex and Business Writing, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
Management	3,848	2,489	1,098	261	2,350	1,701	541	108	1,498	788	557	153
Business and Financial Operations	1,203	695	452	56	374	226	116	32	829	469	336	24
Computer and Mathematical	114	53	46	15	88	51	33	4	26	2	13	11
Architecture and Engineering	141	53	64	24	135	50	63	22	6	3	1	2
Life Physical and Social Science	117	22	95	0	85	19	66	0	32	3	29	0
Community and Social Service	191	30	148	13	79	10	69	0	112	20	79	13
Legal	158	102	51	5	110	87	22	1	48	15	29	4
Education Training and Library	998	784	102	112	313	256	22	35	685	528	80	77
Entertainment Sports and Media	377	149	162	66	208	101	49	58	169	48	113	8
Healthcare Practitioners and Technical	673	119	536	18	237	44	176	17	436	75	360	1
Healthcare Support	461	106	206	149	71	25	26	20	390	81	180	129
Protective Service	1,182	917	201	64	1,077	884	142	51	105	33	59	13
Food Preparation and Serving Related	2,092	583	704	805	978	304	319	355	1,114	279	385	450
Building & Maintenance	1,511	583	423	505	776	365	114	297	735	218	309	208
Personal Care and Service	1,055	430	291	334	425	163	103	159	630	267	188	175
Sales and Related	2,810	1,151	967	692	690	315	220	155	2,120	836	747	537
Office and Administrative Support	3,189	1,178	1,528	483	1,226	404	574	248	1,963	774	954	235
Farming Fishing and Forestry	425	209	72	144	399	206	63	130	26	3	9	14
Construction and Extraction	1,259	505	473	281	1,166	481	405	280	93	24	68	1
Installation Maintenance and Repair	1,512	822	367	323	1,392	787	327	278	120	35	40	45
Production	1,132	389	381	362	704	289	175	240	428	100	206	122
Transportation and Material Moving	1,210	520	308	382	1,113	480	281	352	97	40	27	30
Total	25,658	11,889	8,675	5,094	13,996	7,248	3,906	2,842	11,662	4,641	4,769	2,252
Agriculture Forestry Fishing Hunting	224	66	81	77	186	62	49	75	38	4	32	2
Mining, Quarrying	48	2	24	22	47	2	23	22	1	0	1	0
Utilities	353	350	3	0	278	275	3	0	75	75	0	0
Construction	1,194	661	343	190	985	534	276	175	209	127	67	15
Manufacturing	550	242	111	197	366	145	91	130	184	97	20	67
Wholesale Trade	945	390	321	234	717	293	246	178	228	97	75	56
Retail Trade	4,665	2,027	1,426	1,212	2,174	1,073	432	669	2,491	954	994	543
Transportation and Warehousing	750	111	567	72	556	78	413	65	194	33	154	7
Information	416	165	169	82	242	107	57	78	174	58	112	4
Finance and Insurance	625	365	220	40	191	118	62	11	434	247	158	29
Real Estate and Rental and Leasing	1,272	765	212	295	867	566	97	204	405	199	115	91
Professional Scientific & Technical	918	539	231	148	447	290	63	94	471	249	168	54
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,667	767	541	1,737	1,128	320	289	1,238	539	447	252
Educational Services	1,159	1,009	89	61	436	381	29	26	723	628	60	35
Health Care and Social Assistance	618	294	265	59	121	41	62	18	497	253	203	41
Arts Entertainment and Recreation	928	378	237	313	419	211	109	99	509	167	128	214
Accommodation and Food Services	3,226	1,173	1,150	903	1,607	579	560	468	1,619	594	590	435
Other Services (exc Public Admin)	1,877	827	471	579	1,039	574	224	241	838	253	247	338
Public Administration	2,885	858	1,978	49	1,571	791	780	0	1,314	67	1,198	49

Table 3-17. Demographic Characteristics by Sex and Word Processing, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
Private	21,643	11,692	6,244	3,707	11,842	6,833	2,774	2,235	9,801	4,859	3,470	1,472
Public	4,015	1,667	2,348	0	2,154	1,448	706	0	1,861	219	1,642	0
AGE												
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
Less than 30 yrs	3,344	1,652	1,283	409	1,771	1,039	506	226	1,573	613	777	183
30 to 49 yrs	14,457	7,368	4,950	2,139	7,413	4,246	1,936	1,231	7,044	3,122	3,014	908
50 yrs and over	7,857	4,339	2,359	1,159	4,812	2,996	1,038	778	3,045	1,343	1,321	381
CITIZENSHIP												
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
US citiz	8,808	4,764	3,341	703	4,959	3,251	1,297	411	3,849	1,513	2,044	292
Non US citizen	16,850	8,595	5,251	3,004	9,037	5,030	2,183	1,824	7,813	3,565	3,068	1,180
ISLAND												
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
Saipan	24,166	13,036	7,501	3,629	13,153	8,072	2,899	2,182	11,013	4,964	4,602	1,447
Tinian	994	201	773	20	547	108	424	15	447	93	349	5
Rota	498	122	318	58	296	101	157	38	202	21	161	20

Table 3-18. Occupation and Industry by Sex and Word Processing, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
Management	3,848	2,592	992	264	2,350	1,745	456	149	1,498	847	536	115
Business and Financial Operations	1,203	776	400	27	374	254	114	6	829	522	286	21
Computer and Mathematical	114	83	31	0	88	66	22	0	26	17	9	0
Architecture and Engineering	141	76	35	30	135	72	33	30	6	4	2	0
Life Physical and Social Science	117	34	83	0	85	30	55	0	32	4	28	0
Community and Social Service	191	21	159	11	79	12	67	0	112	9	92	11
Legal	158	128	30	0	110	96	14	0	48	32	16	0
Education Training and Library	998	469	439	90	313	258	23	32	685	211	416	58
Entertainment Sports and Media	377	217	129	31	208	128	55	25	169	89	74	6
Healthcare Practitioners and Technical	673	183	489	1	237	57	180	0	436	126	309	1
Healthcare Support	461	141	176	144	71	27	24	20	390	114	152	124
Protective Service	1,182	970	172	40	1,077	911	126	40	105	59	46	0
Food Preparation and Serving Related	2,092	660	872	560	978	380	342	256	1,114	280	530	304
Building & Maintenance	1,511	674	507	330	776	399	135	242	735	275	372	88
Personal Care and Service	1,055	484	337	234	425	191	101	133	630	293	236	101
Sales and Related	2,810	1,423	890	497	690	400	192	98	2,120	1,023	698	399
Office and Administrative Support	3,189	1,523	1,381	285	1,226	618	439	169	1,963	905	942	116
Farming Fishing and Forestry	425	247	50	128	399	239	32	128	26	8	18	0
Construction and Extraction	1,259	662	379	218	1,166	645	303	218	93	17	76	0
Installation Maintenance and Repair	1,512	907	306	299	1,392	870	266	256	120	37	40	43
Production	1,132	478	399	255	704	326	177	201	428	152	222	54
Transportation and Material Moving	1,210	611	336	263	1,113	557	324	232	97	54	12	31
Total	25,658	13,359	8,592	3,707	13,996	8,281	3,480	2,235	11,662	5,078	5,112	1,472
Agriculture Forestry Fishing Hunting	224	70	39	115	186	54	37	95	38	16	2	20
Mining, Quarrying	48	12	33	3	47	11	33	3	1	1	0	0
Utilities	353	278	75	0	278	278	0	0	75	0	75	0
Construction	1,194	869	175	150	985	713	126	146	209	156	49	4
Manufacturing	550	253	190	107	366	164	107	95	184	89	83	12
Wholesale Trade	945	429	303	213	717	305	240	172	228	124	63	41
Retail Trade	4,665	2,241	1,475	949	2,174	1,126	491	557	2,491	1,115	984	392
Transportation and Warehousing	750	350	351	49	556	261	253	42	194	89	98	7
Information	416	277	96	43	242	160	41	41	174	117	55	2
Finance and Insurance	625	384	228	13	191	129	62	0	434	255	166	13
Real Estate and Rental and Leasing	1,272	794	215	263	867	528	136	203	405	266	79	60
Professional Scientific & Technical	918	666	127	125	447	353	41	53	471	313	86	72
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,999	637	339	1,737	1,291	208	238	1,238	708	429	101
Educational Services	1,159	546	586	27	436	399	25	12	723	147	561	15
Health Care and Social Assistance	618	393	182	43	121	55	62	4	497	338	120	39
Arts Entertainment and Recreation	928	457	288	183	419	270	96	53	509	187	192	130
Accommodation and Food Services	3,226	1,223	1,429	574	1,607	678	633	296	1,619	545	796	278
Other Services (exc Public Admin)	1,877	1,027	359	491	1,039	658	156	225	838	369	203	266
Public Administration	2,885	1,091	1,794	0	1,571	848	723	0	1,314	243	1,071	0



Table 3-19. Demographic Characteristics by Sex and Spreadsheet, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
Private	21,643	11,676	5,950	4,017	11,842	6,444	3,049	2,349	9,801	5,232	2,901	1,668
Public	4,015	2,260	1,755	0	2,154	1,448	706	0	1,861	812	1,049	0
AGE												
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
Less than 30 yrs	3,344	1,757	1,121	466	1,771	957	572	242	1,573	800	549	224
30 to 49 yrs	14,457	7,814	4,327	2,316	7,413	4,092	2,002	1,319	7,044	3,722	2,325	997
50 yrs and over	7,857	4,365	2,257	1,235	4,812	2,843	1,181	788	3,045	1,522	1,076	447
CITIZENSHIP												
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
US citiz	8,808	5,208	2,831	769	4,959	3,089	1,419	451	3,849	2,119	1,412	318
Non US citizen	16,850	8,728	4,874	3,248	9,037	4,803	2,336	1,898	7,813	3,925	2,538	1,350
ISLAND												
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
Saipan	24,166	13,365	6,886	3,915	13,153	7,679	3,199	2,275	11,013	5,686	3,687	1,640
Tinian	994	450	505	39	547	111	403	33	447	339	102	6
Rota	498	121	314	63	296	102	153	41	202	19	161	22

Table 3-20. Occupation and Industry by Sex and Spreadsheet, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
Management	3,848	2,648	913	287	2,350	1,700	485	165	1,498	948	428	122
Business and Financial Operations	1,203	841	335	27	374	242	126	6	829	599	209	21
Computer and Mathematical	114	79	34	1	88	65	23	0	26	14	11	1
Architecture and Engineering	141	76	35	30	135	71	34	30	6	5	1	0
Life Physical and Social Science	117	34	83	0	85	30	55	0	32	4	28	0
Community and Social Service	191	39	141	11	79	12	67	0	112	27	74	11
Legal	158	117	41	0	110	84	26	0	48	33	15	0
Education Training and Library	998	863	43	92	313	257	22	34	685	606	21	58
Entertainment Sports and Media	377	228	116	33	208	125	57	26	169	103	59	7
Healthcare Practitioners and Technical	673	170	490	13	237	51	174	12	436	119	316	1
Healthcare Support	461	144	171	146	71	25	25	21	390	119	146	125
Protective Service	1,182	974	168	40	1,077	906	131	40	105	68	37	0
Food Preparation and Serving Related	2,092	712	757	623	978	356	350	272	1,114	356	407	351
Building & Maintenance	1,511	644	537	330	776	361	181	234	735	283	356	96
Personal Care and Service	1,055	506	272	277	425	191	93	141	630	315	179	136
Sales and Related	2,810	1,439	829	542	690	354	217	119	2,120	1,085	612	423
Office and Administrative Support	3,189	1,589	1,268	332	1,226	573	478	175	1,963	1,016	790	157
Farming Fishing and Forestry	425	238	59	128	399	228	43	128	26	10	16	0
Construction and Extraction	1,259	662	395	202	1,166	604	360	202	93	58	35	0
Installation Maintenance and Repair	1,512	891	324	297	1,392	842	296	254	120	49	28	43
Production	1,132	479	344	309	704	307	173	224	428	172	171	85
Transportation and Material Moving	1,210	563	350	297	1,113	508	339	266	97	55	11	31
Total	25,658	13,936	7,705	4,017	13,996	7,892	3,755	2,349	11,662	6,044	3,950	1,668
Agriculture Forestry Fishing Hunting	224	61	48	115	186	45	46	95	38	16	2	20
Mining, Quarrying	48	10	34	4	47	9	34	4	1	1	0	0
Utilities	353	353	0	0	278	278	0	0	75	75	0	0
Construction	1,194	817	225	152	985	661	176	148	209	156	49	4
Manufacturing	550	266	157	127	366	155	106	105	184	111	51	22
Wholesale Trade	945	357	357	231	717	242	284	191	228	115	73	40
Retail Trade	4,665	2,359	1,290	1,016	2,174	1,105	492	577	2,491	1,254	798	439
Transportation and Warehousing	750	345	366	39	556	256	268	32	194	89	98	7
Information	416	228	143	45	242	115	85	42	174	113	58	3
Finance and Insurance	625	368	243	14	191	120	71	0	434	248	172	14
Real Estate and Rental and Leasing	1,272	801	156	315	867	534	88	245	405	267	68	70
Professional Scientific & Technical	918	606	177	135	447	314	80	53	471	292	97	82
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,942	660	373	1,737	1,225	252	260	1,238	717	408	113
Educational Services	1,159	1,086	46	27	436	398	26	12	723	688	20	15
Health Care and Social Assistance	618	377	182	59	121	36	68	17	497	341	114	42
Arts Entertainment and Recreation	928	459	253	216	419	269	96	54	509	190	157	162
Accommodation and Food Services	3,226	1,441	1,142	643	1,607	650	642	315	1,619	791	500	328
Other Services (exc Public Admin)	1,877	1,009	382	486	1,039	642	198	199	838	367	184	287
Public Administration	2,885	1,051	1,834	0	1,571	838	733	0	1,314	213	1,101	0



Table 3-21. Demographic Characteristics by Sex and Windows, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
Private	21,643	10,448	7,111	4,084	11,842	6,180	3,258	2,404	9,801	4,268	3,853	1,680
Public	4,015	2,066	1,949	0	2,154	1,407	747	0	1,861	659	1,202	0
AGE												
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
Less than 30 yrs	3,344	1,523	1,362	459	1,771	941	596	234	1,573	582	766	225
30 to 49 yrs	14,457	7,072	5,030	2,355	7,413	3,955	2,118	1,340	7,044	3,117	2,912	1,015
50 yrs and over	7,857	3,919	2,668	1,270	4,812	2,691	1,291	830	3,045	1,228	1,377	440
CITIZENSHIP												
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
US citiz	8,808	4,734	3,333	741	4,959	2,990	1,530	439	3,849	1,744	1,803	302
Non US citizen	16,850	7,780	5,727	3,343	9,037	4,597	2,475	1,965	7,813	3,183	3,252	1,378
ISLAND												
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
Saipan	24,166	12,230	7,973	3,963	13,153	7,391	3,447	2,315	11,013	4,839	4,526	1,648
Tinian	994	186	779	29	547	104	421	22	447	82	358	7
Rota	498	98	308	92	296	92	137	67	202	6	171	25

Table 3-22. Occupation and Industry by Sex and Windows, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
Management	3,848	2,458	1,095	295	2,350	1,639	553	158	1,498	819	542	137
Business and Financial Operations	1,203	722	450	31	374	222	144	8	829	500	306	23
Computer and Mathematical	114	79	33	2	88	67	20	1	26	12	13	1
Architecture and Engineering	141	75	36	30	135	70	35	30	6	5	1	0
Life Physical and Social Science	117	32	85	0	85	29	56	0	32	3	29	0
Community and Social Service	191	30	150	11	79	10	69	0	112	20	81	11
Legal	158	87	71	0	110	81	29	0	48	6	42	0
Education Training and Library	998	856	60	82	313	248	31	34	685	608	29	48
Entertainment Sports and Media	377	210	136	31	208	122	61	25	169	88	75	6
Healthcare Practitioners and Technical	673	173	497	3	237	61	174	2	436	112	323	1
Healthcare Support	461	130	186	145	71	26	25	20	390	104	161	125
Protective Service	1,182	913	229	40	1,077	882	155	40	105	31	74	0
Food Preparation and Serving Related	2,092	525	908	659	978	332	344	302	1,114	193	564	357
Building & Maintenance	1,511	641	513	357	776	362	159	255	735	279	354	102
Personal Care and Service	1,055	424	339	292	425	161	103	161	630	263	236	131
Sales and Related	2,810	1,175	1,062	573	690	314	247	129	2,120	861	815	444
Office and Administrative Support	3,189	1,274	1,604	311	1,226	500	542	184	1,963	774	1,062	127
Farming Fishing and Forestry	425	215	51	159	399	209	41	149	26	6	10	10
Construction and Extraction	1,259	604	452	203	1,166	598	365	203	93	6	87	0
Installation Maintenance and Repair	1,512	883	331	298	1,392	828	309	255	120	55	22	43
Production	1,132	456	388	288	704	326	174	204	428	130	214	84
Transportation and Material Moving	1,210	552	384	274	1,113	500	369	244	97	52	15	30
Total	25,658	12,514	9,060	4,084	13,996	7,587	4,005	2,404	11,662	4,927	5,055	1,680
Agriculture Forestry Fishing Hunting	224	61	48	115	186	44	47	95	38	17	1	20
Mining, Quarrying	48	8	36	4	47	7	36	4	1	1	0	0
Utilities	353	353	0	0	278	278	0	0	75	75	0	0
Construction	1,194	803	230	161	985	649	179	157	209	154	51	4
Manufacturing	550	235	198	117	366	157	114	95	184	78	84	22
Wholesale Trade	945	356	358	231	717	264	263	190	228	92	95	41
Retail Trade	4,665	1,907	1,679	1,079	2,174	1,015	558	601	2,491	892	1,121	478
Transportation and Warehousing	750	250	464	36	556	185	341	30	194	65	123	6
Information	416	232	138	46	242	129	69	44	174	103	69	2
Finance and Insurance	625	344	267	14	191	99	92	0	434	245	175	14
Real Estate and Rental and Leasing	1,272	792	184	296	867	526	126	215	405	266	58	81
Professional Scientific & Technical	918	554	229	135	447	303	91	53	471	251	138	82
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,823	774	378	1,737	1,165	295	277	1,238	658	479	101
Educational Services	1,159	1,078	63	18	436	387	36	13	723	691	27	5
Health Care and Social Assistance	618	373	199	46	121	46	69	6	497	327	130	40
Arts Entertainment and Recreation	928	439	248	241	419	265	85	69	509	174	163	172
Accommodation and Food Services	3,226	1,057	1,513	656	1,607	633	623	351	1,619	424	890	305
Other Services (exc Public Admin)	1,877	992	394	491	1,039	639	196	204	838	353	198	287
Public Administration	2,885	857	2,028	0	1,571	796	775	0	1,314	61	1,253	0

Table 3-23. Demographic Characteristics by Sex and Internet, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
Private	21,643	12,401	5,721	3,521	11,842	6,942	2,825	2,075	9,801	5,459	2,896	1,446
Public	4,015	1,949	2,066	0	2,154	1,538	616	0	1,861	411	1,450	0
AGE												
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
Less than 30 yrs	3,344	1,874	1,089	381	1,771	1,029	552	190	1,573	845	537	191
30 to 49 yrs	14,457	7,923	4,414	2,120	7,413	4,356	1,846	1,211	7,044	3,567	2,568	909
50 yrs and over	7,857	4,553	2,284	1,020	4,812	3,095	1,043	674	3,045	1,458	1,241	346
CITIZENSHIP												
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
US citiz	8,808	4,992	3,191	625	4,959	3,239	1,360	360	3,849	1,753	1,831	265
Non US citizen	16,850	9,358	4,596	2,896	9,037	5,241	2,081	1,715	7,813	4,117	2,515	1,181
ISLAND												
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
Saipan	24,166	13,519	7,226	3,421	13,153	8,011	3,146	1,996	11,013	5,508	4,080	1,425
Tinian	994	682	297	15	547	341	193	13	447	341	104	2
Rota	498	149	264	85	296	128	102	66	202	21	162	19

Table 3-24. Occupation and Industry by Sex and Internet, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
Management	3,848	2,753	832	263	2,350	1,822	388	140	1,498	931	444	123
Business and Financial Operations	1,203	816	358	29	374	265	101	8	829	551	257	21
Computer and Mathematical	114	87	27	0	88	72	16	0	26	15	11	0
Architecture and Engineering	141	76	35	30	135	73	32	30	6	3	3	0
Life Physical and Social Science	117	53	64	0	85	38	47	0	32	15	17	0
Community and Social Service	191	48	132	11	79	25	54	0	112	23	78	11
Legal	158	127	31	0	110	104	6	0	48	23	25	0
Education Training and Library	998	490	427	81	313	268	12	33	685	222	415	48
Entertainment Sports and Media	377	229	116	32	208	129	53	26	169	100	63	6
Healthcare Practitioners and Technical	673	309	363	1	237	77	160	0	436	232	203	1
Healthcare Support	461	193	121	147	71	28	23	20	390	165	98	127
Protective Service	1,182	991	152	39	1,077	943	95	39	105	48	57	0
Food Preparation and Serving Related	2,092	801	744	547	978	398	320	260	1,114	403	424	287
Building & Maintenance	1,511	744	486	281	776	456	125	195	735	288	361	86
Personal Care and Service	1,055	503	287	265	425	169	101	155	630	334	186	110
Sales and Related	2,810	1,532	794	484	690	384	211	95	2,120	1,148	583	389
Office and Administrative Support	3,189	1,685	1,225	279	1,226	635	429	162	1,963	1,050	796	117
Farming Fishing and Forestry	425	227	68	130	399	219	60	120	26	8	8	10
Construction and Extraction	1,259	659	371	229	1,166	610	327	229	93	49	44	0
Installation Maintenance and Repair	1,512	889	388	235	1,392	840	359	193	120	49	29	42
Production	1,132	488	426	218	704	333	192	179	428	155	234	39
Transportation and Material Moving	1,210	650	340	220	1,113	592	330	191	97	58	10	29
Total	25,658	14,350	7,787	3,521	13,996	8,480	3,441	2,075	11,662	5,870	4,346	1,446
Agriculture Forestry Fishing Hunting	224	111	28	85	186	95	26	65	38	16	2	20
Mining, Quarrying	48	15	31	2	47	14	31	2	1	1	0	0
Utilities	353	278	75	0	278	278	0	0	75	0	75	0
Construction	1,194	768	245	181	985	613	195	177	209	155	50	4
Manufacturing	550	294	149	107	366	176	95	95	184	118	54	12
Wholesale Trade	945	502	269	174	717	367	212	138	228	135	57	36
Retail Trade	4,665	2,535	1,238	892	2,174	1,178	501	495	2,491	1,357	737	397
Transportation and Warehousing	750	326	390	34	556	231	297	28	194	95	93	6
Information	416	261	114	41	242	154	47	41	174	107	67	0
Finance and Insurance	625	382	232	11	191	130	61	0	434	252	171	11
Real Estate and Rental and Leasing	1,272	829	231	212	867	575	160	132	405	254	71	80
Professional Scientific & Technical	918	672	113	133	447	346	48	53	471	326	65	80
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,901	745	329	1,737	1,163	324	250	1,238	738	421	79
Educational Services	1,159	556	585	18	436	408	14	14	723	148	571	4
Health Care and Social Assistance	618	399	177	42	121	58	63	0	497	341	114	42
Arts Entertainment and Recreation	928	448	282	198	419	249	108	62	509	199	174	136
Accommodation and Food Services	3,226	1,651	1,001	574	1,607	851	429	327	1,619	800	572	247
Other Services (exc Public Admin)	1,877	1,051	358	468	1,039	655	188	196	838	396	170	272
Public Administration	2,885	1,371	1,514	0	1,571	939	632	0	1,314	432	882	0

Table 3-25. Demographic Characteristics by Sex and Database, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
Private	21,643	9,786	6,540	5,317	11,842	5,870	2,962	3,010	9,801	3,916	3,578	2,307
Public	4,015	1,036	2,979	0	2,154	698	1,456	0	1,861	338	1,523	0
AGE												
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
Less than 30 yrs	3,344	1,080	1,488	776	1,771	656	678	437	1,573	424	810	339
30 to 49 yrs	14,457	5,950	5,510	2,997	7,413	3,263	2,535	1,615	7,044	2,687	2,975	1,382
50 yrs and over	7,857	3,792	2,521	1,544	4,812	2,649	1,205	958	3,045	1,143	1,316	586
CITIZENSHIP												
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
US citiz	8,808	3,342	4,242	1,224	4,959	2,133	2,096	730	3,849	1,209	2,146	494
Non US citizen	16,850	7,480	5,277	4,093	9,037	4,435	2,322	2,280	7,813	3,045	2,955	1,813
ISLAND												
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
Saipan	24,166	10,582	8,513	5,071	13,153	6,387	3,967	2,799	11,013	4,195	4,546	2,272
Tinian	994	156	685	153	547	111	295	141	447	45	390	12
Rota	498	84	321	93	296	70	156	70	202	14	165	23

Table 3-26. Occupation and Industry by Sex and Database, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
Management	3,848	2,280	1,166	402	2,350	1,523	612	215	1,498	757	554	187
Business and Financial Operations	1,203	581	557	65	374	181	168	25	829	400	389	40
Computer and Mathematical	114	60	51	3	88	46	40	2	26	14	11	1
Architecture and Engineering	141	50	60	31	135	48	56	31	6	2	4	0
Life Physical and Social Science	117	38	79	0	85	23	62	0	32	15	17	0
Community and Social Service	191	54	126	11	79	36	43	0	112	18	83	11
Legal	158	72	82	4	110	59	49	2	48	13	33	2
Education Training and Library	998	268	605	125	313	89	179	45	685	179	426	80
Entertainment Sports and Media	377	200	125	52	208	114	49	45	169	86	76	7
Healthcare Practitioners and Technical	673	310	336	27	237	97	127	13	436	213	209	14
Healthcare Support	461	163	103	195	71	33	17	21	390	130	86	174
Protective Service	1,182	378	745	59	1,077	373	645	59	105	5	100	0
Food Preparation and Serving Related	2,092	532	725	835	978	288	247	443	1,114	244	478	392
Building & Maintenance	1,511	649	475	387	776	403	130	243	735	246	345	144
Personal Care and Service	1,055	402	301	352	425	165	91	169	630	237	210	183
Sales and Related	2,810	1,064	962	784	690	280	193	217	2,120	784	769	567
Office and Administrative Support	3,189	1,270	1,425	494	1,226	578	403	245	1,963	692	1,022	249
Farming Fishing and Forestry	425	263	51	111	399	256	42	101	26	7	9	10
Construction and Extraction	1,259	484	467	308	1,166	480	379	307	93	4	88	1
Installation Maintenance and Repair	1,512	744	453	315	1,392	713	404	275	120	31	49	40
Production	1,132	412	289	431	704	292	158	254	428	120	131	177
Transportation and Material Moving	1,210	548	336	326	1,113	491	324	298	97	57	12	28
Total	25,658	10,822	9,519	5,317	13,996	6,568	4,418	3,010	11,662	4,254	5,101	2,307
Agriculture Forestry Fishing Hunting	224	67	72	85	186	63	58	65	38	4	14	20
Mining, Quarrying	48	4	23	21	47	4	23	20	1	0	0	1
Utilities	353	89	264	0	278	89	189	0	75	0	75	0
Construction	1,194	640	372	182	985	499	310	176	209	141	62	6
Manufacturing	550	241	160	149	366	152	88	126	184	89	72	23
Wholesale Trade	945	372	304	269	717	281	224	212	228	91	80	57
Retail Trade	4,665	1,851	1,464	1,350	2,174	1,008	419	747	2,491	843	1,045	603
Transportation and Warehousing	750	360	341	49	556	302	216	38	194	58	125	11
Information	416	212	142	62	242	131	51	60	174	81	91	2
Finance and Insurance	625	287	279	59	191	100	90	1	434	187	189	58
Real Estate and Rental and Leasing	1,272	795	193	284	867	538	129	200	405	257	64	84
Professional Scientific & Technical	918	571	156	191	447	314	65	68	471	257	91	123
Management of Companies/Enterprises	30	0	0	30	10	0	0	10	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,560	998	417	1,737	952	516	269	1,238	608	482	148
Educational Services	1,159	253	814	92	436	139	252	45	723	114	562	47
Health Care and Social Assistance	618	342	161	115	121	66	32	23	497	276	129	92
Arts Entertainment and Recreation	928	430	196	302	419	285	53	81	509	145	143	221
Accommodation and Food Services	3,226	926	1,307	993	1,607	489	522	596	1,619	437	785	397
Other Services (exc Public Admin)	1,877	937	273	667	1,039	620	146	273	838	317	127	394
Public Administration	2,885	885	2,000	0	1,571	536	1,035	0	1,314	349	965	0

Table 3-27. Demographic Characteristics by Sex and Web, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
Private	21,643	10,237	5,974	5,432	11,842	5,844	2,860	3,138	9,801	4,393	3,114	2,294
Public	4,015	2,189	1,826	0	2,154	1,124	1,030	0	1,861	1,065	796	0
AGE												
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
Less than 30 yrs	3,344	1,544	1,044	756	1,771	759	583	429	1,573	785	461	327
30 to 49 yrs	14,457	7,032	4,303	3,122	7,413	3,626	2,034	1,753	7,044	3,406	2,269	1,369
50 yrs and over	7,857	3,850	2,453	1,554	4,812	2,583	1,273	956	3,045	1,267	1,180	598
CITIZENSHIP												
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
US citiz	8,808	4,555	2,983	1,270	4,959	2,592	1,610	757	3,849	1,963	1,373	513
Non US citizen	16,850	7,871	4,817	4,162	9,037	4,376	2,280	2,381	7,813	3,495	2,537	1,781
ISLAND												
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
Saipan	24,166	12,032	6,931	5,203	13,153	6,838	3,379	2,936	11,013	5,194	3,552	2,267
Tinian	994	315	544	135	547	68	350	129	447	247	194	6
Rota	498	79	325	94	296	62	161	73	202	17	164	21

Table 3-28. Occupation and Industry by Sex and Web, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
Management	3,848	2,412	931	505	2,350	1,528	556	266	1,498	884	375	239
Business and Financial Operations	1,203	694	444	65	374	208	135	31	829	486	309	34
Computer and Mathematical	114	63	38	13	88	58	28	2	26	5	10	11
Architecture and Engineering	141	56	50	35	135	51	49	35	6	5	1	0
Life Physical and Social Science	117	37	80	0	85	20	65	0	32	17	15	0
Community and Social Service	191	62	118	11	79	20	59	0	112	42	59	11
Legal	158	78	56	24	110	60	28	22	48	18	28	2
Education Training and Library	998	814	59	125	313	246	32	35	685	568	27	90
Entertainment Sports and Media	377	195	119	63	208	100	53	55	169	95	66	8
Healthcare Practitioners and Technical	673	278	367	28	237	68	155	14	436	210	212	14
Healthcare Support	461	130	150	181	71	28	22	21	390	102	128	160
Protective Service	1,182	734	346	102	1,077	680	295	102	105	54	51	0
Food Preparation and Serving Related	2,092	499	775	818	978	254	267	457	1,114	245	508	361
Building & Maintenance	1,511	630	450	431	776	387	130	259	735	243	320	172
Personal Care and Service	1,055	424	303	328	425	142	103	180	630	282	200	148
Sales and Related	2,810	1,329	728	753	690	322	179	189	2,120	1,007	549	564
Office and Administrative Support	3,189	1,426	1,240	523	1,226	500	480	246	1,963	926	760	277
Farming Fishing and Forestry	425	225	68	132	399	216	61	122	26	9	7	10
Construction and Extraction	1,259	540	437	282	1,166	510	374	282	93	30	63	0
Installation Maintenance and Repair	1,512	819	375	318	1,392	770	344	278	120	49	31	40
Production	1,132	416	334	382	704	295	152	257	428	121	182	125
Transportation and Material Moving	1,210	565	332	313	1,113	505	323	285	97	60	9	28
Total	25,658	12,426	7,800	5,432	13,996	6,968	3,890	3,138	11,662	5,458	3,910	2,294
Agriculture Forestry Fishing Hunting	224	60	79	85	186	44	77	65	38	16	2	20
Mining, Quarrying	48	6	22	20	47	6	21	20	1	0	1	0
Utilities	353	353	0	0	278	278	0	0	75	75	0	0
Construction	1,194	768	239	187	985	634	178	173	209	134	61	14
Manufacturing	550	232	181	137	366	145	97	124	184	87	84	13
Wholesale Trade	945	361	322	262	717	261	250	206	228	100	72	56
Retail Trade	4,665	2,108	1,176	1,381	2,174	1,002	395	777	2,491	1,106	781	604
Transportation and Warehousing	750	322	382	46	556	228	291	37	194	94	91	9
Information	416	228	126	62	242	126	56	60	174	102	70	2
Finance and Insurance	625	289	276	60	191	108	81	2	434	181	195	58
Real Estate and Rental and Leasing	1,272	696	215	361	867	475	148	244	405	221	67	117
Professional Scientific & Technical	918	538	171	209	447	273	66	108	471	265	105	101
Management of Companies/Enterprises	30	0	10	20	10	0	10	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,821	642	512	1,737	1,161	234	342	1,238	660	408	170
Educational Services	1,159	1,044	34	81	436	386	26	24	723	658	8	57
Health Care and Social Assistance	618	310	181	127	121	48	39	34	497	262	142	93
Arts Entertainment and Recreation	928	467	181	280	419	279	60	80	509	188	121	200
Accommodation and Food Services	3,226	982	1,238	1,006	1,607	425	565	617	1,619	557	673	389
Other Services (exc Public Admin)	1,877	860	431	586	1,039	565	249	225	838	295	182	361
Public Administration	2,885	981	1,894	10	1,571	524	1,047	0	1,314	457	847	10

Table 3-29. Demographic Characteristics by Sex and Programming Language, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
Private	21,643	8,612	6,076	6,955	11,842	5,064	2,826	3,952	9,801	3,548	3,250	3,003
Public	4,015	1,547	2,468	0	2,154	1,404	750	0	1,861	143	1,718	0
AGE												
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
Less than 30 yrs	3,344	1,107	1,230	1,007	1,771	744	484	543	1,573	363	746	464
30 to 49 yrs	14,457	5,599	4,877	3,981	7,413	3,258	1,880	2,275	7,044	2,341	2,997	1,706
50 yrs and over	7,857	3,453	2,437	1,967	4,812	2,466	1,212	1,134	3,045	987	1,225	833
CITIZENSHIP												
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
US citiz	8,808	3,631	3,506	1,671	4,959	2,620	1,375	964	3,849	1,011	2,131	707
Non US citizen	16,850	6,528	5,038	5,284	9,037	3,848	2,201	2,988	7,813	2,680	2,837	2,296
ISLAND												
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
Saipan	24,166	9,928	7,650	6,588	13,153	6,299	3,130	3,724	11,013	3,629	4,520	2,864
Tinian	994	140	595	259	547	88	311	148	447	52	284	111
Rota	498	91	299	108	296	81	135	80	202	10	164	28

Table 3-30. Occupation and Industry by Sex and Programming Language, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
Management	3,848	2,171	1,041	636	2,350	1,499	525	326	1,498	672	516	310
Business and Financial Operations	1,203	574	502	127	374	226	113	35	829	348	389	92
Computer and Mathematical	114	75	34	5	88	60	25	3	26	15	9	2
Architecture and Engineering	141	53	53	35	135	51	49	35	6	2	4	0
Life Physical and Social Science	117	23	94	0	85	19	66	0	32	4	28	0
Community and Social Service	191	14	166	11	79	10	69	0	112	4	97	11
Legal	158	82	42	34	110	70	18	22	48	12	24	12
Education Training and Library	998	413	451	134	313	247	21	45	685	166	430	89
Entertainment Sports and Media	377	161	128	88	208	96	54	58	169	65	74	30
Healthcare Practitioners and Technical	673	141	498	34	237	52	171	14	436	89	327	20
Healthcare Support	461	96	177	188	71	24	26	21	390	72	151	167
Protective Service	1,182	671	204	307	1,077	647	125	305	105	24	79	2
Food Preparation and Serving Related	2,092	385	781	926	978	220	299	459	1,114	165	482	467
Building & Maintenance	1,511	627	396	488	776	368	126	282	735	259	270	206
Personal Care and Service	1,055	362	323	370	425	130	102	193	630	232	221	177
Sales and Related	2,810	953	887	970	690	264	167	259	2,120	689	720	711
Office and Administrative Support	3,189	1,047	1,447	695	1,226	390	530	306	1,963	657	917	389
Farming Fishing and Forestry	425	234	59	132	399	228	50	121	26	6	9	11
Construction and Extraction	1,259	480	364	415	1,166	467	305	394	93	13	59	21
Installation Maintenance and Repair	1,512	771	336	405	1,392	737	304	351	120	34	32	54
Production	1,132	366	256	510	704	257	141	306	428	109	115	204
Transportation and Material Moving	1,210	460	305	445	1,113	406	290	417	97	54	15	28
Total	25,658	10,159	8,544	6,955	13,996	6,468	3,576	3,952	11,662	3,691	4,968	3,003
Agriculture Forestry Fishing Hunting	224	49	87	88	186	45	75	66	38	4	12	22
Mining, Quarrying	48	2	22	24	47	2	22	23	1	0	0	1
Utilities	353	278	75	0	278	278	0	0	75	0	75	0
Construction	1,194	545	253	396	985	427	188	370	209	118	65	26
Manufacturing	550	229	138	183	366	146	74	146	184	83	64	37
Wholesale Trade	945	349	245	351	717	263	190	264	228	86	55	87
Retail Trade	4,665	1,681	1,355	1,629	2,174	927	420	827	2,491	754	935	802
Transportation and Warehousing	750	174	505	71	556	130	366	60	194	44	139	11
Information	416	229	101	86	242	117	68	57	174	112	33	29
Finance and Insurance	625	272	227	126	191	102	67	22	434	170	160	104
Real Estate and Rental and Leasing	1,272	667	223	382	867	452	151	264	405	215	72	118
Professional Scientific & Technical	918	463	200	255	447	249	99	99	471	214	101	156
Management of Companies/Enterprises	30	0	0	30	10	0	0	10	20	0	0	20
Admin Support, Waste, Remediation	2,975	1,460	668	847	1,737	873	253	611	1,238	587	415	236
Educational Services	1,159	487	570	102	436	374	16	46	723	113	554	56
Health Care and Social Assistance	618	296	172	150	121	44	43	34	497	252	129	116
Arts Entertainment and Recreation	928	402	202	324	419	261	72	86	509	141	130	238
Accommodation and Food Services	3,226	818	1,222	1,186	1,607	463	515	629	1,619	355	707	557
Other Services (exc Public Admin)	1,877	809	343	725	1,039	512	189	338	838	297	154	387
Public Administration	2,885	949	1,936	0	1,571	803	768	0	1,314	146	1,168	0

Table 3-31. Demographic Characteristics by Sex and Customer Service, CNMI: 2014

Characteristics	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
Private	21,643	15,990	4,169	1,484	11,842	8,850	2,049	943	9,801	7,140	2,120	541
Public	4,015	1,489	2,526	0	2,154	1,252	902	0	1,861	237	1,624	0
AGE												
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
Less than 30 yrs	3,344	2,042	1,129	173	1,771	1,171	487	113	1,573	871	642	60
30 to 49 yrs	14,457	9,634	3,938	885	7,413	5,192	1,699	522	7,044	4,442	2,239	363
50 yrs and over	7,857	5,803	1,628	426	4,812	3,739	765	308	3,045	2,064	863	118
CITIZENSHIP												
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
US citiz	8,808	5,211	3,321	276	4,959	3,342	1,437	180	3,849	1,869	1,884	96
Non US citizen	16,850	12,268	3,374	1,208	9,037	6,760	1,514	763	7,813	5,508	1,860	445
ISLAND												
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
Saipan	24,166	16,616	6,130	1,420	13,153	9,581	2,682	890	11,013	7,035	3,448	530
Tinian	994	600	382	12	547	350	186	11	447	250	196	1
Rota	498	263	183	52	296	171	83	42	202	92	100	10

Table 3-32. Occupation and Industry by Sex and Customer Service, CNMI: 2014

Occupation Industry	Total				Male				Female			
	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor	Total	Excel.	Good	Poor
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
Management	3,848	2,987	751	110	2,350	1,916	372	62	1,498	1,071	379	48
Business and Financial Operations	1,203	825	364	14	374	284	89	1	829	541	275	13
Computer and Mathematical	114	73	41	0	88	60	28	0	26	13	13	0
Architecture and Engineering	141	76	42	23	135	73	39	23	6	3	3	0
Life Physical and Social Science	117	28	89	0	85	24	61	0	32	4	28	0
Community and Social Service	191	47	134	10	79	36	43	0	112	11	91	10
Legal	158	118	40	0	110	96	14	0	48	22	26	0
Education Training and Library	998	510	469	19	313	235	66	12	685	275	403	7
Entertainment Sports and Media	377	278	86	13	208	160	37	11	169	118	49	2
Healthcare Practitioners and Technical	673	263	409	1	237	95	142	0	436	168	267	1
Healthcare Support	461	233	108	120	71	53	18	0	390	180	90	120
Protective Service	1,182	930	218	34	1,077	889	154	34	105	41	64	0
Food Preparation and Serving Related	2,092	1,403	529	160	978	638	242	98	1,114	765	287	62
Building & Maintenance	1,511	1,079	306	126	776	582	97	77	735	497	209	29
Personal Care and Service	1,055	752	224	79	425	313	78	34	630	439	146	45
Sales and Related	2,810	2,011	613	186	690	486	173	31	2,120	1,525	440	155
Office and Administrative Support	3,189	1,972	1,121	96	1,226	750	392	84	1,963	1,222	729	12
Farming Fishing and Forestry	425	279	51	95	399	263	41	95	26	16	10	0
Construction and Extraction	1,259	893	296	70	1,166	863	233	70	93	30	63	0
Installation Maintenance and Repair	1,512	1,086	321	105	1,392	1,031	256	105	120	55	65	0
Production	1,132	777	222	133	704	479	127	98	428	298	95	35
Transportation and Material Moving	1,210	859	261	90	1,113	776	249	88	97	83	12	2
Total	25,658	17,479	6,695	1,484	13,996	10,102	2,951	943	11,662	7,377	3,744	541
Agriculture Forestry Fishing Hunting	224	94	48	82	186	79	45	62	38	15	3	20
Mining, Quarrying	48	13	35	0	47	13	34	0	1	0	1	0
Utilities	353	193	160	0	278	193	85	0	75	0	75	0
Construction	1,194	946	161	87	985	777	133	75	209	169	28	12
Manufacturing	550	405	89	56	366	256	65	45	184	149	24	11
Wholesale Trade	945	689	202	54	717	490	174	53	228	199	28	1
Retail Trade	4,665	3,347	905	413	2,174	1,566	351	257	2,491	1,781	554	156
Transportation and Warehousing	750	456	280	14	556	341	204	11	194	115	76	3
Information	416	265	111	40	242	158	44	40	174	107	67	0
Finance and Insurance	625	509	106	10	191	161	30	0	434	348	76	10
Real Estate and Rental and Leasing	1,272	1,020	154	98	867	706	113	48	405	314	41	50
Professional Scientific & Technical	918	715	148	55	447	339	65	43	471	376	83	12
Management of Companies/Enterprises	30	10	0	20	10	10	0	0	20	0	0	20
Admin Support, Waste, Remediation	2,975	2,423	432	120	1,737	1,453	170	114	1,238	970	262	6
Educational Services	1,159	498	657	4	436	333	102	1	723	165	555	3
Health Care and Social Assistance	618	441	170	7	121	60	61	0	497	381	109	7
Arts Entertainment and Recreation	928	659	239	30	419	336	64	19	509	323	175	11
Accommodation and Food Services	3,226	2,280	785	161	1,607	1,098	396	113	1,619	1,182	389	48
Other Services (exc Public Admin)	1,877	1,426	220	231	1,039	891	86	62	838	535	134	169
Public Administration	2,885	1,090	1,793	2	1,571	842	729	0	1,314	248	1,064	2

## SECTION 4. HOURLY WAGES

The PWWAS was a study of prevailing wages as well as a workforce analysis. In this section we look at general hourly wages by occupational category and other characteristics. In Appendix A & B we include tables of wages for detailed occupational categories.

Table 4-1 shows the average hourly wages for the major occupations by island. The average hourly wage for all workers in the CNMI for 2014 (based on the enumeration in early 2015) was \$8.71. This average is obtained by multiplying the hourly wages for all workers and then dividing by the number of workers. The hourly average wage for Saipan was 3 cents higher, at \$8.74, while the rates for Tinian (at \$8.26) and Rota (\$8.09) were lower.

Table 4-1. Average Hourly Wages by Occupation and Island, CNMI: 2014

Occupation	Numbers				Average Hourly Wage			
	Total	Saipan	Tinian	Rota	Total	Saipan	Tinian	Rota
Total	25,658	24,166	994	498	\$8.71	\$8.74	\$8.26	\$8.09
Management	3,848	3,670	135	43	\$11.97	\$11.99	\$11.93	\$10.81
Business and Financial Operations	1,203	1,158	21	24	\$10.36	\$10.37	\$9.48	\$10.25
Computer and Mathematical	114	109	3	2	\$11.83	\$12.05	\$7.00	\$7.50
Architecture and Engineering	141	136	3	2	\$11.00	\$11.13	\$6.67	\$8.50
Life Physical and Social Science	117	107	4	6	\$11.72	\$11.84	\$8.25	\$11.83
Community and Social Service	191	140	9	42	\$10.83	\$11.94	\$9.89	\$7.31
Legal	158	158	0	0	\$23.42	\$23.42	...	...
Education Training and Library	998	992	4	2	\$13.04	\$13.08	\$6.50	\$6.50
Arts Design Entertainment Sports and Media	377	371	3	3	\$9.39	\$9.39	\$11.33	\$7.00
Healthcare Practitioners and Technical	673	639	18	16	\$22.68	\$22.82	\$23.33	\$16.38
Healthcare Support	461	439	9	13	\$7.34	\$7.28	\$9.00	\$8.00
Protective Service	1,182	1,059	83	40	\$7.53	\$7.45	\$7.88	\$8.83
Food Preparation and Serving Related	2,092	1,850	190	52	\$6.23	\$6.20	\$6.55	\$5.94
Building and Grounds Cleaning and Maintenance	1,511	1,467	10	34	\$6.14	\$6.14	\$5.70	\$6.38
Personal Care and Service	1,055	1,008	32	15	\$6.50	\$6.34	\$9.16	\$11.60
Sales and Related	2,810	2,727	50	33	\$6.43	\$6.43	\$6.58	\$6.09
Office and Administrative Support	3,189	2,886	241	62	\$7.80	\$7.81	\$7.63	\$7.94
Farming Fishing and Forestry	425	388	12	25	\$6.39	\$6.31	\$7.83	\$6.92
Construction and Extraction	1,259	1,115	112	32	\$6.73	\$6.67	\$7.04	\$7.66
Installation Maintenance and Repair	1,512	1,465	27	20	\$7.31	\$7.32	\$7.37	\$6.90
Production	1,132	1,103	7	22	\$6.36	\$6.35	\$6.71	\$6.36
Transportation and Material Moving	1,210	1,179	21	10	\$7.64	\$7.68	\$6.33	\$6.50



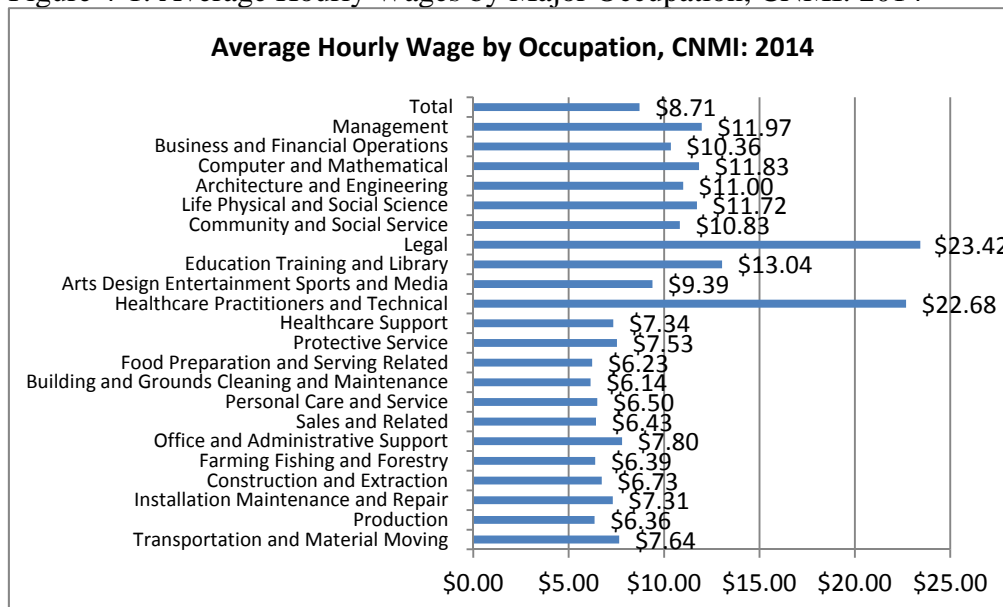
Males made little more than females, about 18 cents more per hour, so females and males were approximately equal in pay in the CNMI (Table 4-2). Obviously, differences appeared in the specific occupational categories. Males made more than females in the health and education fields but less in social sciences.

Table 4-2. Average Hourly Wages by Occupation and Sex, CNMI: 2014

Occupation	Numbers			Average Hourly Wage		
	Total	Male	Female	Total	Male	Female
Total	25,658	13,996	11,662	\$8.71	\$8.79	\$8.61
Management	3,848	2,350	1,498	\$11.97	\$12.22	\$11.58
Business and Financial Operations	1,203	374	829	\$10.36	\$10.87	\$10.13
Computer and Mathematical	114	88	26	\$11.83	\$12.65	\$9.08
Architecture and Engineering	141	135	6	\$11.00	\$10.87	\$13.67
Life Physical and Social Science	117	85	32	\$11.72	\$10.60	\$14.69
Community and Social Service	191	79	112	\$10.83	\$9.44	\$11.80
Legal	158	110	48	\$23.42	\$24.88	\$20.08
Education Training and Library	998	313	685	\$13.04	\$14.35	\$12.45
Arts Design Entertainment Sports and Media	377	208	169	\$9.39	\$8.38	\$10.64
Healthcare Practitioners and Technical	673	237	436	\$22.68	\$30.23	\$18.58
Healthcare Support	461	71	390	\$7.34	\$8.69	\$7.09
Protective Service	1,182	1,077	105	\$7.53	\$7.44	\$8.36
Food Preparation and Serving Related	2,092	978	1,114	\$6.23	\$6.35	\$6.12
Building and Grounds Cleaning and Maintenance	1,511	776	735	\$6.14	\$6.20	\$6.09
Personal Care and Service	1,055	425	630	\$6.50	\$6.49	\$6.50
Sales and Related	2,810	690	2,120	\$6.43	\$6.52	\$6.40
Office and Administrative Support	3,189	1,226	1,963	\$7.80	\$7.60	\$7.92
Farming Fishing and Forestry	425	399	26	\$6.39	\$6.30	\$7.69
Construction and Extraction	1,259	1,166	93	\$6.73	\$6.74	\$6.53
Installation Maintenance and Repair	1,512	1,392	120	\$7.31	\$7.29	\$7.58
Production	1,132	704	428	\$6.36	\$6.48	\$6.15
Transportation and Material Moving	1,210	1,113	97	\$7.64	\$7.69	\$7.04

Figure 4-1 shows the average hourly wages across the major occupational categories. The legal and health fields paid the highest wages, many of the occupations paid little more than the minimum wage.

Figure 4-1. Average Hourly Wages by Major Occupation, CNMI: 2014





The average hourly wage increased across with age groups. The average was \$7.42 per hour for the youngest, those under 30 years old, increasing to \$8.54 for those in the 30 to 49 age group, and then again to \$9.57 per hour for those 50 years and over (Table 4-3). Those in the legal and health professions tended to make the most per hour.

Table 4-3. Average Hourly Wages by Occupation and Age, CNMI: 2014

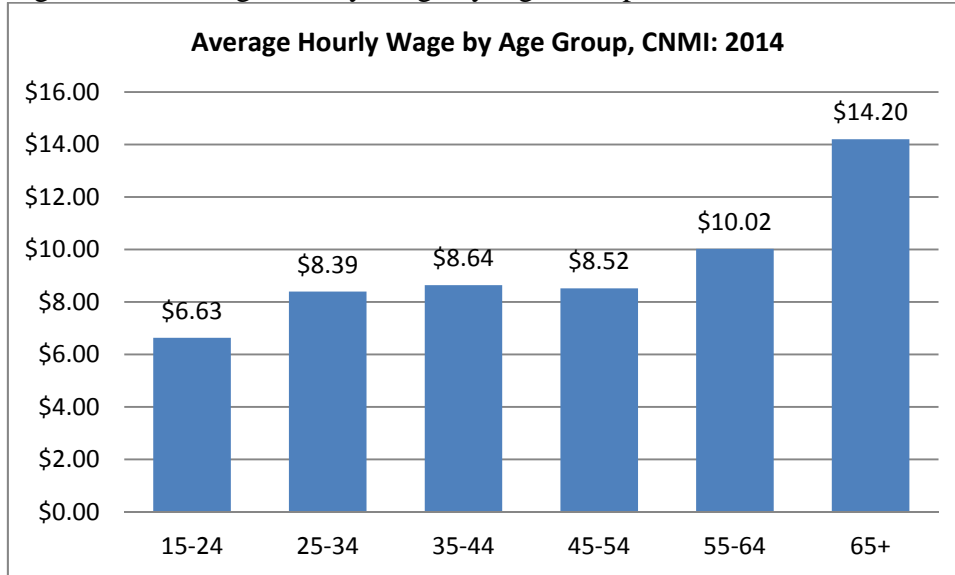
Occupation	Numbers				Average Hourly Wage			
	Total	< 30 yrs	30-49 yrs	50+ yrs	Total	< 30 yrs	30-49 yrs	50+ yrs
Total	25,658	3,344	14,457	7,857	\$8.71	\$7.42	\$8.54	\$9.57
Management	3,848	168	1,961	1,719	\$11.97	\$8.98	\$12.06	\$12.17
Business and Financial Operations	1,203	135	632	436	\$10.36	\$9.19	\$10.20	\$10.95
Computer and Mathematical	114	24	58	32	\$11.83	\$9.13	\$13.24	\$11.31
Architecture and Engineering	141	23	70	48	\$11.00	\$10.57	\$9.99	\$12.69
Life Physical and Social Science	117	18	65	34	\$11.72	\$12.06	\$12.51	\$10.03
Community and Social Service	191	31	114	46	\$10.83	\$9.29	\$10.87	\$11.76
Legal	158	11	66	81	\$23.42	\$20.09	\$27.74	\$20.36
Education Training and Library	998	232	574	192	\$13.04	\$10.99	\$12.68	\$16.60
Arts Design Entertainment Sports and Media	377	60	233	84	\$9.39	\$5.52	\$9.37	\$12.21
Healthcare Practitioners and Technical	673	84	396	193	\$22.68	\$10.89	\$20.27	\$32.78
Healthcare Support	461	75	311	75	\$7.34	\$6.85	\$7.13	\$8.69
Protective Service	1,182	293	641	248	\$7.53	\$6.62	\$8.00	\$7.35
Food Preparation and Serving Related	2,092	319	1,135	638	\$6.23	\$6.05	\$6.23	\$6.30
Building and Grounds Cleaning and Maintenance	1,511	86	781	644	\$6.14	\$6.07	\$6.08	\$6.23
Personal Care and Service	1,055	65	747	243	\$6.50	\$6.32	\$6.57	\$6.33
Sales and Related	2,810	524	1,876	410	\$6.43	\$6.55	\$6.36	\$6.59
Office and Administrative Support	3,189	805	1,629	755	\$7.80	\$6.93	\$7.79	\$8.75
Farming Fishing and Forestry	425	23	264	138	\$6.39	\$6.13	\$6.47	\$6.28
Construction and Extraction	1,259	32	671	556	\$6.73	\$7.19	\$6.63	\$6.82
Installation Maintenance and Repair	1,512	103	889	520	\$7.31	\$8.17	\$7.21	\$7.32
Production	1,132	94	626	412	\$6.36	\$6.40	\$6.23	\$6.54
Transportation and Material Moving	1,210	139	718	353	\$7.64	\$6.78	\$7.45	\$8.38

And, Table 4-4 and Figure 4-2 show average hourly wages by 10 year age group. The average hourly wage increased with age, with those 15 to 24, just starting out, making only \$6.63 per hour, and those 65 years and over making about \$14.20 per hour. The table shows that wages increased with age in most cases.

Table 4-4. Average Hourly Wages by Occupation and Detailed Age Group, CNMI: 2014

Occupation	Total	15-24	25-34	35-44	45-54	55-64	65+
Total	\$8.71	\$6.63	\$8.39	\$8.64	\$8.52	\$10.02	\$14.20
Management	\$11.97	\$7.27	\$11.08	\$11.97	\$11.71	\$12.29	\$15.81
Business and Financial Operations	\$10.36	\$7.70	\$9.94	\$10.66	\$10.58	\$11.29	\$8.15
Computer and Mathematical	\$11.83	\$9.50	\$9.97	\$13.61	\$12.62	\$10.75	...
Architecture and Engineering	\$11.00	\$7.08	\$13.50	\$8.94	\$12.38	\$12.88	\$25.50
Life Physical and Social Science	\$11.72	\$9.50	\$11.17	\$13.34	\$14.05	\$8.95	\$10.60
Community and Social Service	\$10.83	\$7.40	\$9.62	\$11.56	\$11.52	\$12.22	\$7.00
Legal	\$23.42	\$15.50	\$26.59	\$25.97	\$15.64	\$24.69	\$48.40
Education Training and Library	\$13.04	\$9.01	\$12.44	\$12.60	\$14.18	\$15.84	\$22.75
Arts Design Entertainment Sports and Media	\$9.39	\$4.85	\$6.41	\$9.05	\$15.27	\$10.40	\$17.00
Healthcare Practitioners and Technical	\$22.68	\$8.79	\$15.10	\$21.35	\$22.96	\$33.08	\$44.42
Healthcare Support	\$7.34	\$6.71	\$6.72	\$7.44	\$7.88	\$11.13	\$6.10
Protective Service	\$7.53	\$6.01	\$7.32	\$8.03	\$7.96	\$7.56	\$6.92
Food Preparation and Serving Related	\$6.23	\$6.02	\$6.16	\$6.23	\$6.28	\$6.40	\$5.65
Building and Grounds Cleaning and Maintenance	\$6.14	\$6.05	\$5.94	\$6.18	\$6.10	\$6.24	\$7.55
Personal Care and Service	\$6.50	\$6.89	\$6.52	\$6.69	\$6.35	\$6.10	\$7.77
Sales and Related	\$6.43	\$6.46	\$6.50	\$6.32	\$6.46	\$6.64	\$6.57
Office and Administrative Support	\$7.80	\$6.57	\$7.51	\$7.62	\$8.33	\$8.81	\$10.76
Farming Fishing and Forestry	\$6.39	\$6.08	\$6.46	\$6.37	\$6.40	\$6.29	\$14.00
Construction and Extraction	\$6.73	\$6.21	\$6.82	\$6.48	\$6.76	\$6.94	\$7.73
Installation Maintenance and Repair	\$7.31	\$7.10	\$8.42	\$7.40	\$6.91	\$7.76	\$8.31
Production	\$6.36	\$6.18	\$6.42	\$6.16	\$6.34	\$6.82	\$6.44
Transportation and Material Moving	\$7.64	\$6.39	\$6.91	\$7.75	\$7.49	\$8.12	\$20.81

Figure 4-2. Average Hourly Wage by Age Group, CNMI: 2014



Carolinians<sup>2</sup> were the smallest group of workers in the survey, and they also had the lowest wages. The average Carolinian wage of \$6.91 was less than \$1 more than the average hourly wage of \$6.05 for the Commonwealth, and almost \$2 less than the average for all workers (Table 4-5). The average hourly wage for “other ethnicity” (Whites and Other Pacific Islanders) was highest, at \$18.12, more than \$9 than the average wage; these “others” were 5 percent of all workers. Workers from the Freely Associated States (Federated States of Micronesia, Palau, and the Marshall Islands) were the second smallest in number, at 641 individuals; but, at \$7.66 an hour, they were making higher average wages than Filipinos, at \$7.23 an hour. The almost 4,000 Chamorro workers made an average of \$9.762 per hour, about \$1 more than the average for all CNMI workers, while Other Asians made about \$9.11 an hour.

Males made only slightly more than female workers (so, females were doing better than in many areas of US States where females often make only about 70 percent of the wages of the male workers. Males were making an average of \$8.79 an hour, about 18 cents more per hour than the female rate of \$8.61. Female Chamorros, at \$10.90, made about \$2 more per hour than average, and about \$2 more per hour than their male counterparts. Female Carolinians, FAS, and Filipinos all made more than the males in these ethnicities. But both male and female Filipinos made much less than the averages. Other Asian males made more than the females, as was also true for the “others.”

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<sup>2</sup> The number of Carolinian workers appears to be much lower than their presence on Saipan. In the few cases of self-reporting, Part-Carolinians might have reported as Chamorro or Filipino depending on their parentage. However, since Human Relations personnel were doing most of the reporting, they might have classified workers who would have self-identified as Carolinian as something else, hence, the low numbers.

Table 4-5. Average Hourly Wages by Ethnicity and Sex, CNMI: 2014

Ethnicity	Numbers			Average Hourly Wage		
	Total	Male	Female	Total	Male	Female
Total	25,658	13,996	11,662	\$8.71	\$8.79	\$8.61
Chamorro	3,942	2,211	1,731	\$9.72	\$8.79	\$10.90
Carolinian	269	169	100	\$6.91	\$6.60	\$7.43
FAS	641	424	217	\$7.66	\$7.24	\$8.48
Filipino	12,101	6,272	5,829	\$7.25	\$7.20	\$7.29
Other Asian	7,442	4,064	3,378	\$9.11	\$9.42	\$8.73
Others	1,263	856	407	\$18.12	\$18.60	\$17.12

Table 4-6 shows the data by major occupation for less detailed ethnic groups. The combined Chamorro/Carolinian average was \$9.54, almost \$10 per hour. And, the “Other category” that now also included FAS and Other Asians, had an average of \$10.23, about \$3 an hour more than the Filipino average wage.

The largest average hourly wage for Chamorros and Carolinians was Health practitioners, at \$18.45 about \$10 per hour higher than the total average. This category includes doctors and registered nurses. Computer and mathematical workers in these ethnicities made \$17.42 an hour. For the Filipinos, health professionals also had the highest wages, at \$14.26 an hour, followed by legal professions, at \$13.97 an hour. And for the Others, health practitioners was also highest, at \$33.97 an hour, followed by legal professions, at \$27.78. The occupations needing the least training in general paid the lowest wages.

Table 4-6. Average Hourly Wages by Occupation and Ethnicity, CNMI: 2014

Occupation	Numbers				Average Hourly Wages			
	Total	Chamorro/ Carolinian	Filipino	Others	Total	Chamorro/ Carolinian	Filipino	Others
Total	25,658	4,211	12,101	9,346	\$8.71	\$9.54	\$7.25	\$10.23
Management	3,848	600	889	2,359	\$11.97	\$13.47	\$10.80	\$12.03
Business and Financial Operations	1,203	161	688	354	\$10.36	\$11.40	\$9.40	\$11.75
Computer and Mathematical	114	19	55	40	\$11.83	\$17.42	\$8.80	\$13.35
Architecture and Engineering	141	15	92	34	\$11.00	\$14.27	\$8.85	\$15.38
Life Physical and Social Science	117	11	14	92	\$11.72	\$11.64	\$7.79	\$12.33
Community and Social Service	191	34	7	150	\$10.83	\$13.97	\$10.29	\$10.13
Legal	158	20	31	107	\$23.42	\$14.80	\$13.97	\$27.78
Education Training and Library	998	432	257	309	\$13.04	\$14.37	\$10.39	\$13.39
Arts Design Entertainment Sports and Media	377	74	179	124	\$9.39	\$5.27	\$6.73	\$15.69
Healthcare Practitioners and Technical	673	111	298	264	\$22.68	\$18.45	\$14.26	\$33.97
Healthcare Support	461	53	134	274	\$7.34	\$9.30	\$7.26	\$6.99
Protective Service	1,182	275	236	671	\$7.53	\$7.43	\$5.88	\$8.14
Food Preparation and Serving Related	2,092	205	1,227	660	\$6.23	\$6.30	\$6.15	\$6.34
Building and Grounds Cleaning and Maintenance	1,511	117	1,207	187	\$6.14	\$6.85	\$6.02	\$6.49
Personal Care and Service	1,055	64	647	344	\$6.50	\$6.61	\$6.26	\$6.93
Sales and Related	2,810	516	1,296	998	\$6.43	\$6.32	\$6.36	\$6.58
Office and Administrative Support	3,189	800	1,240	1,149	\$7.80	\$7.76	\$7.07	\$8.62
Farming Fishing and Forestry	425	52	278	95	\$6.39	\$6.10	\$5.97	\$7.76
Construction and Extraction	1,259	50	965	244	\$6.73	\$7.34	\$6.51	\$7.47
Installation Maintenance and Repair	1,512	140	988	384	\$7.31	\$9.00	\$6.47	\$8.88
Production	1,132	54	848	230	\$6.36	\$6.30	\$6.34	\$6.44
Transportation and Material Moving	1,210	408	525	277	\$7.64	\$8.25	\$6.98	\$7.99

As would be expected, the higher the educational attainment, the higher the average wage (although all the average wages were very low) by US standards. The average hourly wage of \$8.71 would translate to about \$17,200 a year for a 2,000 hour work year. Even accounting for more than one earner per housing unit, almost all of CNMI units would be below the US-defined poverty level. The average worker with a high school diploma or less education averaged \$7.96, or about \$16,000 per year, compared to those with some college, including an Associate's degree, at \$8.80 or about \$17,600 per year, and those with a Bachelor's Degree or more at \$10.61 or more than \$21,000 per year.

For those with a high school education or less, the occupations paying the most were in the legal fields and health fields as before. The average in the legal fields was \$29.10 for those with high school or less (which seems out of range, but that is what reported for the 49 people in this area) (Table 4-7). The average for legal fields for those with college was \$22.50 compared to the \$20.31 for those with a Bachelor's degree or more. Again, small numbers may have affected the results. For the health fields the average for those with high school or less was \$25.97 compared to \$19.96 for those with college, and \$25.40 for those with a Bachelor's degree or more. In general, though, the higher the education, the higher the average wage.

Table 4-7. Average Hourly Wages by Occupation and Educational Attainment, CNMI: 2014

Occupation	Numbers				Average Hourly Wage			
	Total	Hi Sch or less	College/ AA/AS	BA/BS or more	Total	Hi Sch or less	College/ AA/AS	BA/BS or more
Total	25,658	14,050	6,415	5,193	\$8.71	\$7.96	\$8.80	\$10.61
Management	3,848	1,310	1,009	1,529	\$11.97	\$11.31	\$12.17	\$12.40
Business and Financial Operations	1,203	337	321	545	\$10.36	\$11.55	\$9.06	\$10.38
Computer and Mathematical	114	37	44	33	\$11.83	\$14.30	\$9.55	\$12.09
Architecture and Engineering	141	39	27	75	\$11.00	\$11.64	\$12.15	\$10.25
Life Physical and Social Science	117	17	57	43	\$11.72	\$12.06	\$12.96	\$9.95
Community and Social Service	191	89	69	33	\$10.83	\$11.49	\$10.07	\$10.64
Legal	158	49	28	81	\$23.42	\$29.10	\$22.50	\$20.31
Education Training and Library	998	615	167	216	\$13.04	\$15.34	\$6.67	\$11.44
Arts Design Entertainment Sports and Media	377	175	97	105	\$9.39	\$9.01	\$9.39	\$10.03
Healthcare Practitioners and Technical	673	148	351	174	\$22.68	\$25.97	\$19.96	\$25.40
Healthcare Support	461	236	113	112	\$7.34	\$6.75	\$8.19	\$7.72
Protective Service	1,182	840	115	227	\$7.53	\$7.09	\$6.82	\$9.50
Food Preparation and Serving Related	2,092	1,435	535	122	\$6.23	\$6.12	\$6.42	\$6.61
Building and Grounds Cleaning and Maintenance	1,511	1,224	206	81	\$6.14	\$6.12	\$6.10	\$6.64
Personal Care and Service	1,055	607	311	137	\$6.50	\$6.42	\$6.23	\$7.50
Sales and Related	2,810	1,737	785	288	\$6.43	\$6.42	\$6.37	\$6.61
Office and Administrative Support	3,189	1,424	925	840	\$7.80	\$7.79	\$7.46	\$8.18
Farming Fishing and Forestry	425	375	25	25	\$6.39	\$6.14	\$7.80	\$8.68
Construction and Extraction	1,259	822	310	127	\$6.73	\$6.38	\$6.95	\$8.47
Installation Maintenance and Repair	1,512	946	352	214	\$7.31	\$7.08	\$6.92	\$9.00
Production	1,132	775	264	93	\$6.36	\$6.11	\$6.48	\$8.09
Transportation and Material Moving	1,210	813	304	93	\$7.64	\$7.08	\$8.78	\$8.88

Table 4-8 shows the hourly wages by major occupational category and citizenship. As noted previously, US citizens made up only about 1/3<sup>rd</sup> of the workforce enumerated in the survey. The average wage for citizens was almost \$11, about \$3.50 more than the average for the non-citizens. The non-citizens included those from the Freely Associated States as well as most Asians. As before, the average wage among citizens was in health fields, at \$29.40 per hour; non-citizens averaged only \$17.41, about \$12 less. Except in Entertainment and Sales, citizens always made more than non-citizens in the sample. Although all categories showed higher than CNMI established minimum wage, many were just barely above it.

Table 4-8. Average Hourly Wages by Occupation and Citizenship, CNMI: 2014

Occupation	Numbers			Average Hourly Wage		
	Total	US citizen	Non-US Citizen	Total	US citizen	Non-US Citizen
Total	25,658	8,808	16,850	\$8.71	\$10.94	\$7.54
Management	3,848	1,330	2,518	\$11.97	\$15.40	\$10.16
Business and Financial Operations	1,203	521	682	\$10.36	\$11.50	\$9.48
Computer and Mathematical	114	58	56	\$11.83	\$14.66	\$8.91
Architecture and Engineering	141	53	88	\$11.00	\$13.36	\$9.57
Life Physical and Social Science	117	91	26	\$11.72	\$12.13	\$10.27
Community and Social Service	191	158	33	\$10.83	\$11.18	\$9.09
Legal	158	118	40	\$23.42	\$25.38	\$17.65
Education Training and Library	998	657	341	\$13.04	\$15.07	\$9.13
Arts Design Entertainment Sports and Media	377	107	270	\$9.39	\$7.45	\$10.16
Healthcare Practitioners and Technical	673	296	377	\$22.68	\$29.40	\$17.41
Healthcare Support	461	105	356	\$7.34	\$9.44	\$6.72
Protective Service	1,182	724	458	\$7.53	\$8.49	\$6.00
Food Preparation and Serving Related	2,092	410	1,682	\$6.23	\$6.34	\$6.20
Building and Grounds Cleaning and Maintenance	1,511	193	1,318	\$6.14	\$6.93	\$6.03
Personal Care and Service	1,055	121	934	\$6.50	\$7.95	\$6.31
Sales and Related	2,810	941	1,869	\$6.43	\$6.40	\$6.44
Office and Administrative Support	3,189	1,625	1,564	\$7.80	\$8.33	\$7.25
Farming Fishing and Forestry	425	102	323	\$6.39	\$7.52	\$6.03
Construction and Extraction	1,259	168	1,091	\$6.73	\$8.30	\$6.49
Installation Maintenance and Repair	1,512	384	1,128	\$7.31	\$9.66	\$6.51
Production	1,132	109	1,023	\$6.36	\$6.67	\$6.32
Transportation and Material Moving	1,210	537	673	\$7.64	\$8.98	\$6.58

Table 4-9 crosses the occupation by citizenship and sex at the same time, and only shows the average hourly wages. The numbers are available on the CNMI website. As we saw earlier, in the aggregate, males and females make similar hourly wages. The averages for citizens were \$11.01 for males and \$10.84 for females, a difference of only 15 cents an hour; the rates for non-citizens were even closer -- \$7.57 for males and \$7.51, a male advantage of only 6 cents. Of course, the distributions among the occupations showed wider difference.

In the health fields, for example, male citizens made \$38.10 compared to \$23.72 for females, a difference of more than \$14 an hour; similarly, non-citizen males in health fields made about \$22.54 an hour compared to \$13.01 for females, a difference of about of almost \$10 an hour.

Table 4-9. Average Hourly Wages by Occupation, Sex, and Citizenship, CNMI: 2014

Occupation	Total			US citiz			Non US citizen		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	\$8.71	\$8.79	\$8.61	\$10.94	\$11.01	\$10.84	\$7.54	\$7.57	\$7.51
Management	\$11.97	\$12.22	\$11.58	\$15.40	\$15.41	\$15.39	\$10.16	\$10.46	\$9.69
Business and Financial Operations	\$10.36	\$10.87	\$10.13	\$11.50	\$10.70	\$11.90	\$9.48	\$11.01	\$8.84
Computer and Mathematical	\$11.83	\$12.65	\$9.08	\$14.66	\$14.75	\$14.00	\$8.91	\$9.76	\$7.26
Architecture and Engineering	\$11.00	\$10.87	\$13.67	\$13.36	\$13.14	\$16.00	\$9.57	\$9.58	\$9.00
Life Physical and Social Science	\$11.72	\$10.60	\$14.69	\$12.13	\$10.94	\$15.12	\$10.27	\$9.55	\$12.67
Community and Social Service	\$10.83	\$9.44	\$11.80	\$11.18	\$9.48	\$12.65	\$9.09	\$8.83	\$9.15
Legal	\$23.42	\$24.88	\$20.08	\$25.38	\$27.99	\$18.94	\$17.65	\$14.85	\$22.86
Education Training and Library	\$13.04	\$14.35	\$12.45	\$15.07	\$16.13	\$14.52	\$9.13	\$9.71	\$8.93
Arts Design Entertainment Sports and Media	\$9.39	\$8.38	\$10.64	\$7.45	\$7.70	\$7.02	\$10.16	\$8.69	\$11.80
Healthcare Practitioners and Technical	\$22.68	\$30.23	\$18.58	\$29.40	\$38.10	\$23.72	\$17.41	\$22.54	\$15.01
Healthcare Support	\$7.34	\$8.69	\$7.09	\$9.44	\$10.00	\$9.28	\$6.72	\$8.02	\$6.52
Protective Service	\$7.53	\$7.44	\$8.36	\$8.49	\$8.46	\$8.80	\$6.00	\$5.94	\$6.88
Food Preparation and Serving Related	\$6.23	\$6.35	\$6.12	\$6.34	\$6.42	\$6.25	\$6.20	\$6.33	\$6.09
Building and Grounds Cleaning and Maintenance	\$6.14	\$6.20	\$6.09	\$6.93	\$6.80	\$7.50	\$6.03	\$6.04	\$6.01
Personal Care and Service	\$6.50	\$6.49	\$6.50	\$7.95	\$7.60	\$9.55	\$6.31	\$6.16	\$6.39
Sales and Related	\$6.43	\$6.52	\$6.40	\$6.40	\$6.60	\$6.33	\$6.44	\$6.47	\$6.43
Office and Administrative Support	\$7.80	\$7.60	\$7.92	\$8.33	\$7.93	\$8.61	\$7.25	\$7.21	\$7.27
Farming Fishing and Forestry	\$6.39	\$6.30	\$7.69	\$7.52	\$7.23	\$9.91	\$6.03	\$6.03	\$6.07
Construction and Extraction	\$6.73	\$6.74	\$6.53	\$8.30	\$8.44	\$7.17	\$6.49	\$6.49	\$6.37
Installation Maintenance and Repair	\$7.31	\$7.29	\$7.58	\$9.66	\$9.69	\$9.42	\$6.51	\$6.49	\$6.79
Production	\$6.36	\$6.48	\$6.15	\$6.67	\$6.51	\$7.19	\$6.32	\$6.48	\$6.08
Transportation and Material Moving	\$7.64	\$7.69	\$7.04	\$8.98	\$9.08	\$7.70	\$6.58	\$6.57	\$6.58

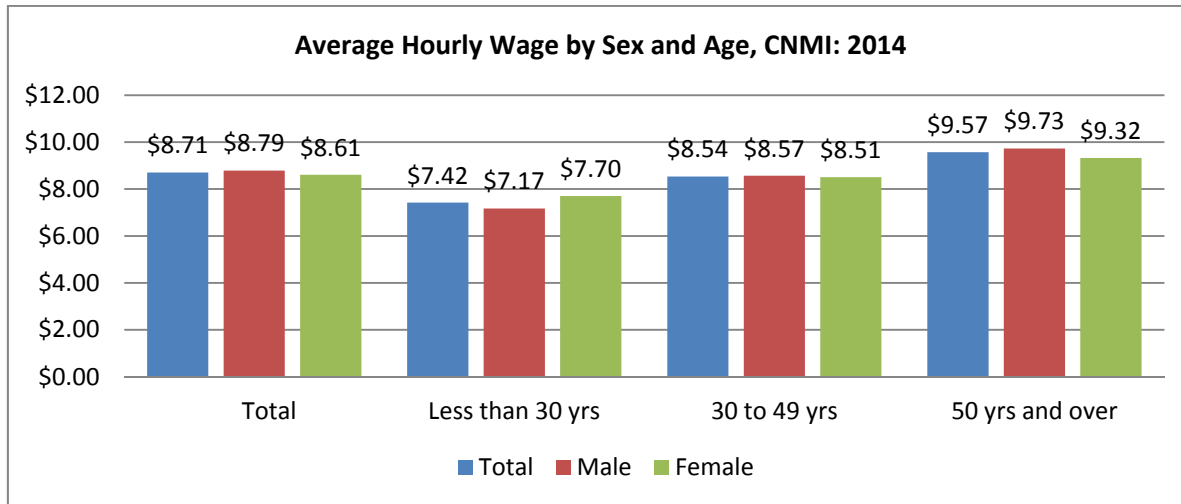
US Citizens in the CNMI do not require work visas but non-citizens (except those from the Freely Associated States since they have free entry under their Compacts) do need visas. Most, as shown in Table 4-10, get CW1 visas (14,988 of the 25,658 or about 3 in every 5 CNMI workers). CNMI workers who did not need a visa made an average of \$10.94 an hour, compared to about \$7.37 for those with CW1 visas and \$9.92 for those with other visas. Females with CW1 visas made \$7.29 an hour, almost exactly the same as the \$7.32 made by the males. However, for both those with no visas and those with other visas males made more than \$2 more on average per hour than the females. For both CW1 visa holders and the “no visa” workers, their hourly wage increased with age; for the other visa holders, the workers in the oldest age group made slightly less than those in the middle ages.

Table 4-10. Average Hourly Wages by Visa Type by Age and Sex, CNMI: 2014

Sex Age	Numbers				Average Hourly Wage			
	Total	CW1	Other visa	No visa	Total	CW1	Other visa	No visa
Total	25,658	14,988	1,865	8,805	\$8.71	\$7.37	\$8.92	\$10.94
Less than 30 yrs	3,344	730	108	2,506	\$7.42	\$7.00	\$7.16	\$7.56
30 to 49 yrs	14,457	9,373	1,034	4,050	\$8.54	\$7.28	\$9.08	\$11.31
50 yrs and over	7,857	4,885	723	2,249	\$9.57	\$7.61	\$8.96	\$14.03
Males	13,996	8,178	861	4,957	\$8.79	\$7.32	\$9.91	\$11.01
Less than 30 yrs	1,771	306	33	1,432	\$7.17	\$6.60	\$6.64	\$7.31
30 to 49 yrs	7,413	4,763	421	2,229	\$8.57	\$7.21	\$10.47	\$11.11
50 yrs and over	4,812	3,109	407	1,296	\$9.73	\$7.57	\$9.60	\$14.95
Females	11,662	6,810	1,004	3,848	\$8.61	\$7.43	\$8.07	\$10.84
Less than 30 yrs	1,573	424	75	1,074	\$7.70	\$7.29	\$7.39	\$7.89
30 to 49 yrs	7,044	4,610	613	1,821	\$8.51	\$7.35	\$8.12	\$11.57
50 yrs and over	3,045	1,776	316	953	\$9.32	\$7.68	\$8.15	\$12.77

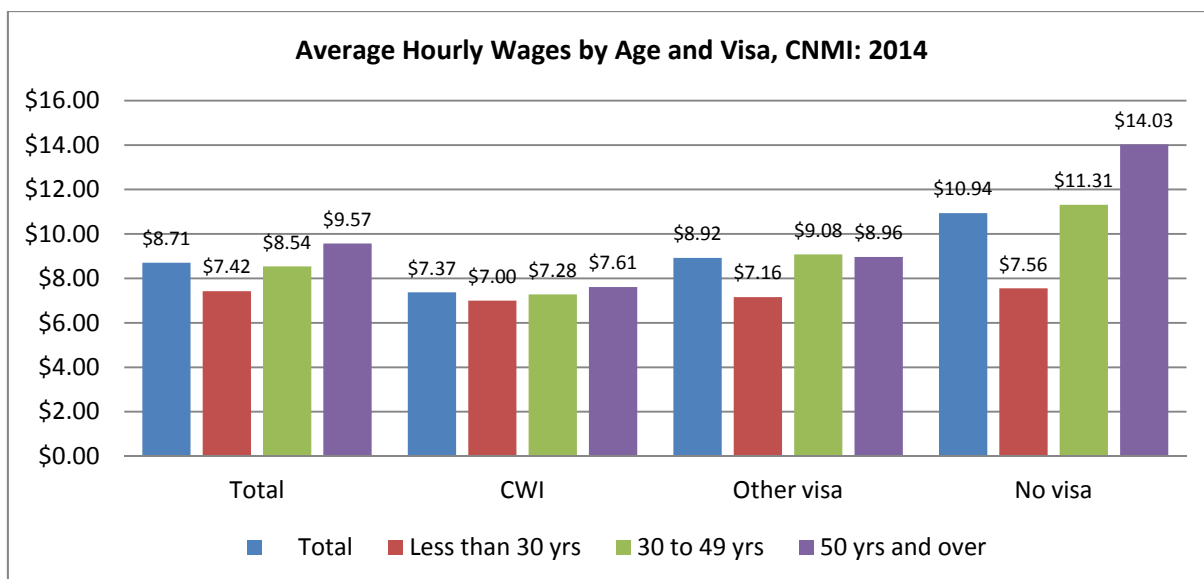
Figure 4-3 shows wages by age and sex. As discussed, the averages were less than \$9 per hour, and the males and females made about the same wages in each age group, the amounts increasing with age.

Figure 4-3. Average Hourly Wages by Sex and Age, CNMI: 2014



And Figure 4-4 shows the wages by age and visa type. Here, those without a visa and the best educated made the highest average hourly wage at about \$14 an hour. Those with the lowest ages made the least because they were starting their jobs and careers.

Figure 4-4. Average Hourly Wages by Age and Visa Status, CNMI: 2014





Most CNMI workers – 86 percent of all workers – were full-time workers. Part- and full-time work was defined by each private sector employer or government agency. In general, at \$8.97 per hour, full time work paid about \$2 more than part-time work per hour (Table 4-11). This was true for all occupations except managers (where the two were close), computers and mathematics, and the legal fields.

Table 4-11. Average Hourly Wages by Occupation and Employment Status, CNMI: 2014

Occupation	Numbers			Average Hourly Wage		
	Total	Full time	Part time	Total	Full time	Part time
Total	25,658	22,099	3,559	\$8.71	\$8.97	\$7.08
Management	3,848	3,621	227	\$11.97	\$11.95	\$12.29
Business and Financial Operations	1,203	1,064	139	\$10.36	\$10.62	\$8.32
Computer and Mathematical	114	107	7	\$11.83	\$11.80	\$12.29
Architecture and Engineering	141	137	4	\$11.00	\$11.10	\$7.50
Life Physical and Social Science	117	117	0	\$11.72	\$11.72	...
Community and Social Service	191	180	11	\$10.83	\$11.02	\$7.73
Legal	158	147	11	\$23.42	\$22.56	\$35.00
Education Training and Library	998	832	166	\$13.04	\$14.29	\$6.79
Arts Design Entertainment Sports and Media	377	284	93	\$9.39	\$9.88	\$7.89
Healthcare Practitioners and Technical	673	612	61	\$22.68	\$23.41	\$15.36
Healthcare Support	461	397	64	\$7.34	\$7.46	\$6.59
Protective Service	1,182	1,134	48	\$7.53	\$7.66	\$4.31
Food Preparation and Serving Related	2,092	1,652	440	\$6.23	\$6.27	\$6.05
Building and Grounds Cleaning and Maintenance	1,511	1,129	382	\$6.14	\$6.17	\$6.06
Personal Care and Service	1,055	802	253	\$6.50	\$6.54	\$6.39
Sales and Related	2,810	2,079	731	\$6.43	\$6.41	\$6.49
Office and Administrative Support	3,189	2,784	405	\$7.80	\$7.98	\$6.56
Farming Fishing and Forestry	425	416	9	\$6.39	\$6.39	\$6.00
Construction and Extraction	1,259	1,150	109	\$6.73	\$6.77	\$6.24
Installation Maintenance and Repair	1,512	1,325	187	\$7.31	\$7.49	\$6.10
Production	1,132	1,058	74	\$6.36	\$6.38	\$6.07
Transportation and Material Moving	1,210	1,072	138	\$7.64	\$7.77	\$6.66

Table 4-12 shows average hourly wages for the major occupation groups for sex and employment status at the same time. For full time work, males were only making 4 cents an hour more than the females while part-time workers were making only 3 cents more per hour. More of the full-time female workers in the occupation categories were making more than their male counterparts per hour.



Table 4-12. Average Hourly Wages by Occupation, Sex, and Employment Status, CNMI: 2014

Occupation	Total			Full time			Part time		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	\$8.71	\$8.79	\$8.61	\$8.97	\$8.99	\$8.95	\$7.08	\$7.10	\$7.07
Management	\$11.97	\$12.22	\$11.58	\$11.95	\$12.19	\$11.56	\$12.29	\$12.61	\$11.88
Business and Financial Operations	\$10.36	\$10.87	\$10.13	\$10.62	\$11.35	\$10.31	\$8.32	\$8.00	\$8.52
Computer and Mathematical	\$11.83	\$12.65	\$9.08	\$11.80	\$12.60	\$9.20	\$12.29	\$13.33	\$6.00
Architecture and Engineering	\$11.00	\$10.87	\$13.67	\$11.10	\$10.98	\$13.67	\$7.50	\$7.50	...
Life Physical and Social Science	\$11.72	\$10.60	\$14.69	\$11.72	\$10.60	\$14.69	...	...	...
Community and Social Service	\$10.83	\$9.44	\$11.80	\$11.02	\$9.44	\$12.26	\$7.73	...	\$7.73
Legal	\$23.42	\$24.88	\$20.08	\$22.56	\$23.62	\$20.30	\$35.00	\$37.50	\$10.00
Education Training and Library	\$13.04	\$14.35	\$12.45	\$14.29	\$14.69	\$14.06	\$6.79	\$7.07	\$6.76
Arts Design Entertainment Sports and Media	\$9.39	\$8.38	\$10.64	\$9.88	\$9.78	\$9.99	\$7.89	\$5.06	\$13.55
Healthcare Practitioners and Technical	\$22.68	\$30.23	\$18.58	\$23.41	\$30.89	\$19.04	\$15.36	\$16.55	\$15.10
Healthcare Support	\$7.34	\$8.69	\$7.09	\$7.46	\$9.11	\$7.15	\$6.59	\$6.10	\$6.70
Protective Service	\$7.53	\$7.44	\$8.36	\$7.66	\$7.59	\$8.36	\$4.31	\$4.31	...
Food Preparation and Serving Related	\$6.23	\$6.35	\$6.12	\$6.27	\$6.43	\$6.13	\$6.05	\$6.02	\$6.08
Building and Grounds Cleaning and Maintenance	\$6.14	\$6.20	\$6.09	\$6.17	\$6.22	\$6.10	\$6.06	\$6.06	\$6.06
Personal Care and Service	\$6.50	\$6.49	\$6.50	\$6.54	\$6.57	\$6.51	\$6.39	\$6.19	\$6.50
Sales and Related	\$6.43	\$6.52	\$6.40	\$6.41	\$6.56	\$6.35	\$6.49	\$6.36	\$6.52
Office and Administrative Support	\$7.80	\$7.60	\$7.92	\$7.98	\$7.79	\$8.09	\$6.56	\$6.46	\$6.64
Farming Fishing and Forestry	\$6.39	\$6.30	\$7.69	\$6.39	\$6.31	\$7.83	\$6.00	\$6.00	\$6.00
Construction and Extraction	\$6.73	\$6.74	\$6.53	\$6.77	\$6.79	\$6.60	\$6.24	\$6.26	\$6.13
Installation Maintenance and Repair	\$7.31	\$7.29	\$7.58	\$7.49	\$7.39	\$9.37	\$6.10	\$6.36	\$5.45
Production	\$6.36	\$6.48	\$6.15	\$6.38	\$6.50	\$6.16	\$6.07	\$6.08	\$6.06
Transportation and Material Moving	\$7.64	\$7.69	\$7.04	\$7.77	\$7.82	\$7.03	\$6.66	\$6.55	\$7.07

Public sector workers made almost twice as much per hour as the private sector workers. On average, public sector workers made almost \$15 per hour, compared to about \$7.50 for the private sector workers. Public and private sector workers tend to have different occupations, so some of the numbers, as seen in the table, are skewed by occupation category. But the public sector workers made more in each of the major occupation categories than the private sector employees.

Table 4-13. Average Hourly Wages by Occupation and Sector, CNMI: 2014

Occupation	Numbers			Average Hourly Wage		
	Total	Private	Public	Total	Private	Public
Total	25,658	21,643	4,015	\$8.71	\$7.57	\$14.82
Management	3,848	3,420	428	\$11.97	\$10.92	\$20.32
Business and Financial Operations	1,203	967	236	\$10.36	\$9.57	\$13.59
Computer and Mathematical	114	76	38	\$11.83	\$10.04	\$15.42
Architecture and Engineering	141	102	39	\$11.00	\$8.77	\$16.82
Life Physical and Social Science	117	12	105	\$11.72	\$7.75	\$12.17
Community and Social Service	191	14	177	\$10.83	\$9.36	\$10.94
Legal	158	83	75	\$23.42	\$18.83	\$28.51
Education Training and Library	998	375	623	\$13.04	\$7.08	\$16.63
Arts Design Entertainment Sports and Media	377	336	41	\$9.39	\$8.98	\$12.78
Healthcare Practitioners and Technical	673	240	433	\$22.68	\$16.67	\$26.02
Healthcare Support	461	373	88	\$7.34	\$6.86	\$9.39
Protective Service	1,182	683	499	\$7.53	\$5.80	\$9.89
Food Preparation and Serving Related	2,092	2,069	23	\$6.23	\$6.21	\$7.22
Building and Grounds Cleaning and Maintenance	1,511	1,449	62	\$6.14	\$6.00	\$9.37
Personal Care and Service	1,055	1,029	26	\$6.50	\$6.31	\$13.92
Sales and Related	2,810	2,809	1	\$6.43	\$6.43	\$14.00
Office and Administrative Support	3,189	2,559	630	\$7.80	\$7.05	\$10.86
Farming Fishing and Forestry	425	382	43	\$6.39	\$6.02	\$9.63
Construction and Extraction	1,259	1,143	116	\$6.73	\$6.41	\$9.90
Installation Maintenance and Repair	1,512	1,262	250	\$7.31	\$6.62	\$10.84
Production	1,132	1,120	12	\$6.36	\$6.30	\$11.42
Transportation and Material Moving	1,210	1,140	70	\$7.64	\$7.48	\$10.31

Female public sector workers made \$15.01 per hour compared to the \$14.66 of the male counterparts, so about 35 cents more per hour (Table 4.14). But in the private sector, males made about 32 cents more than the females. The specific major occupation groups showed differences, with males sometimes making more than females and vice versa in other cases.

Table 4-14. Average Hourly Wages by Occupation, Sex, and Sector, CNMI: 2014

Occupation	Total			Private			Public		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	\$8.71	\$8.79	\$8.61	\$7.57	\$7.72	\$7.40	\$14.82	\$14.66	\$15.01
Management	\$11.97	\$12.22	\$11.58	\$10.92	\$11.32	\$10.27	\$20.32	\$20.82	\$19.79
Business and Financial Operations	\$10.36	\$10.87	\$10.13	\$9.57	\$9.86	\$9.44	\$13.59	\$14.29	\$13.19
Computer and Mathematical	\$11.83	\$12.65	\$9.08	\$10.04	\$11.07	\$7.00	\$15.42	\$15.55	\$14.71
Architecture and Engineering	\$11.00	\$10.87	\$13.67	\$8.77	\$8.80	\$8.00	\$16.82	\$16.61	\$19.33
Life Physical and Social Science	\$11.72	\$10.60	\$14.69	\$7.75	\$7.64	\$10.00	\$12.17	\$11.04	\$14.84
Community and Social Service	\$10.83	\$9.44	\$11.80	\$9.36	...	\$9.36	\$10.94	\$9.44	\$12.15
Legal	\$23.42	\$24.88	\$20.08	\$18.83	\$19.09	\$17.75	\$28.51	\$33.91	\$21.25
Education Training and Library	\$13.04	\$14.35	\$12.45	\$7.08	\$8.41	\$6.71	\$16.63	\$16.45	\$16.73
Arts Design Entertainment Sports and Media	\$9.39	\$8.38	\$10.64	\$8.98	\$7.66	\$10.66	\$12.78	\$15.47	\$10.50
Healthcare Practitioners and Technical	\$22.68	\$30.23	\$18.58	\$16.67	\$20.43	\$14.38	\$26.02	\$36.34	\$20.77
Healthcare Support	\$7.34	\$8.69	\$7.09	\$6.86	\$8.07	\$6.69	\$9.39	\$9.84	\$9.21
Protective Service	\$7.53	\$7.44	\$8.36	\$5.80	\$5.78	\$6.17	\$9.89	\$10.01	\$9.20
Food Preparation and Serving Related	\$6.23	\$6.35	\$6.12	\$6.21	\$6.35	\$6.10	\$7.22	\$6.70	\$7.69
Building and Grounds Cleaning and Maintenance	\$6.14	\$6.20	\$6.09	\$6.00	\$6.00	\$6.01	\$9.37	\$9.28	\$9.63
Personal Care and Service	\$6.50	\$6.49	\$6.50	\$6.31	\$6.18	\$6.40	\$13.92	\$13.16	\$16.00
Sales and Related	\$6.43	\$6.52	\$6.40	\$6.43	\$6.52	\$6.40	\$14.00	...	\$14.00
Office and Administrative Support	\$7.80	\$7.60	\$7.92	\$7.05	\$6.90	\$7.14	\$10.86	\$10.83	\$10.87
Farming Fishing and Forestry	\$6.39	\$6.30	\$7.69	\$6.02	\$6.02	\$6.06	\$9.63	\$9.42	\$10.30
Construction and Extraction	\$6.73	\$6.74	\$6.53	\$6.41	\$6.41	\$6.35	\$9.90	\$9.81	\$14.50
Installation Maintenance and Repair	\$7.31	\$7.29	\$7.58	\$6.62	\$6.57	\$7.18	\$10.84	\$10.86	\$10.33
Production	\$6.36	\$6.48	\$6.15	\$6.30	\$6.45	\$6.06	\$11.42	\$12.25	\$11.00
Transportation and Material Moving	\$7.64	\$7.69	\$7.04	\$7.48	\$7.54	\$6.73	\$10.31	\$10.34	\$10.11

The last table, Table 4-15, in this series shows average wages by occupation and where the workers obtained their highest diploma or degree. Those getting their education in the CNMI or in “Other places” averaged less than \$9 an hour compared to \$11 for those getting their education in other US Areas – Guam, Hawaii, or the US Mainland. In general, those getting their education in the US Areas had higher wages in the occupation categories than those getting their degrees in CNMI or elsewhere.

Table 4-15. Average Hourly Wages by Occupation and Place of Education, CNMI: 2014

Occupation	Numbers				Average Hourly Wage			
	Total	CNMI	US	Non US	Total	CNMI	US	Non US
Total	25,658	3,887	3,561	18,210	\$8.71	\$8.55	\$11.14	\$8.27
Management	3,848	430	567	2,851	\$11.97	\$12.45	\$15.95	\$11.11
Business and Financial Operations	1,203	185	222	796	\$10.36	\$10.35	\$11.45	\$10.05
Computer and Mathematical	114	2	32	80	\$11.83	\$14.50	\$13.78	\$11.00
Architecture and Engineering	141	15	22	104	\$11.00	\$7.93	\$17.05	\$10.16
Life Physical and Social Science	117	8	39	70	\$11.72	\$13.25	\$13.46	\$10.57
Community and Social Service	191	36	61	94	\$10.83	\$12.22	\$10.33	\$10.63
Legal	158	12	69	77	\$23.42	\$22.42	\$22.49	\$24.42
Education Training and Library	998	234	179	585	\$13.04	\$12.71	\$16.64	\$12.07
Arts Design Entertainment Sports and Media	377	66	33	278	\$9.39	\$5.83	\$10.67	\$10.09
Healthcare Practitioners and Technical	673	184	181	308	\$22.68	\$14.71	\$22.02	\$27.83
Healthcare Support	461	57	54	350	\$7.34	\$8.37	\$9.24	\$6.88
Protective Service	1,182	106	387	689	\$7.53	\$5.39	\$7.59	\$7.82
Food Preparation and Serving Related	2,092	278	192	1,622	\$6.23	\$6.12	\$6.48	\$6.21
Building and Grounds Cleaning and Maintenance	1,511	132	52	1,327	\$6.14	\$6.25	\$7.21	\$6.09
Personal Care and Service	1,055	67	47	941	\$6.50	\$6.90	\$7.98	\$6.40
Sales and Related	2,810	649	222	1,939	\$6.43	\$6.42	\$6.95	\$6.37
Office and Administrative Support	3,189	830	671	1,688	\$7.80	\$7.61	\$8.52	\$7.60
Farming Fishing and Forestry	425	51	8	366	\$6.39	\$6.10	\$10.63	\$6.34
Construction and Extraction	1,259	66	187	1,006	\$6.73	\$7.21	\$7.72	\$6.51
Installation Maintenance and Repair	1,512	78	158	1,276	\$7.31	\$7.03	\$9.82	\$7.02
Production	1,132	72	66	994	\$6.36	\$6.43	\$6.80	\$6.32
Transportation and Material Moving	1,210	329	112	769	\$7.64	\$7.90	\$9.27	\$7.29

This section discussed the average hourly wages for the major occupation categories and various demographic, social and other economic variables.

Detailed occupational categories and their wages can be found in Appendix A and B of this report. A copy of the survey instrument can be found in Appendix C.

# Definition Sheet

1. **SOC** – Standard Occupational Code (2010 Edition).
2. **Cases** – The Total Number of Occupations Classified and Coded With Same Occupational Title and Code.
3. **Minimum** (Min) – The Smallest or the Lowest Hourly Wage Rate.
4. **Maximum** (Max) – The Largest or the Highest Hourly Wage Rate.
5. **Mean** – The “Average” Hourly Wage Rate – Calculated and derived by dividing the sum of all the hourly wage rates by the total number of cases found within an Occupational Title.
6. **Standard Deviation** (SD) – Calculated to show the variance of all hourly wage rates from the Mean.
7. **Median** – Calculated to show the “Mid Point” of all the Hourly Wage Rates.

# APPENDIX A

## ALPHABETICAL LISTING - OCCUPATIONAL TITLES

By

Standard Occupational Codes

Number of Cases

Minimum Hourly Rate

Maximum Hourly Rate

Mean Hourly Rate

Standard Deviation of Hourly Rate

Median Hourly Rate

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Accountants and Auditors	132011	404	\$5.50	\$48.08	\$10.77	\$5.45	\$9.00
Administrative Law Judges, Adjudicators, and Hearing Officers	231021	D	\$23.69	\$23.69	\$23.69	\$0.00	\$23.69
Administrative Services Managers	113011	185	\$5.50	\$33.65	\$12.44	\$5.85	\$11.40
Advertising and Promotions Managers	112011	13	\$6.05	\$21.88	\$10.61	\$4.94	\$8.75
Advertising Sales Agents	413011	95	\$5.55	\$11.90	\$6.48	\$1.00	\$6.05
Agricultural and Food Science Technicians	194011	D	\$7.39	\$7.39	\$7.39	...	\$7.39
Agricultural Engineers	172021	D	\$7.39	\$7.39	\$7.39	...	\$7.39
Agricultural Inspectors	452011	18	\$6.05	\$11.40	\$8.49	\$1.73	\$8.01
Agricultural Workers, All Other	452095	10	\$6.05	\$18.75	\$7.83	\$3.86	\$6.60
Air Traffic Controllers	532021	D	\$25.00	\$25.00	\$25.00	...	\$25.00
Aircraft Cargo Handling Supervisors	531011	D	\$6.92	\$12.48	\$9.59	\$2.79	\$9.38
Aircraft Mechanics and Service Technicians	493011	27	\$6.05	\$22.19	\$10.50	\$5.70	\$7.00
Airline Pilots, Copilots, and Flight Engineers	532011	17	\$8.65	\$28.85	\$14.84	\$5.62	\$13.56
Amusement and Recreation Attendants	393091	15	\$6.05	\$7.00	\$6.27	\$0.39	\$6.05
Animal Control Workers	339011	12	\$6.28	\$11.97	\$8.37	\$1.69	\$7.66
Animal Trainers	392011	9	\$7.26	\$16.03	\$9.53	\$2.82	\$8.01
Anthropologists and Archeologists	193091	4	\$8.41	\$19.71	\$13.70	\$6.14	\$13.34
Appraisers and Assessors of Real Estate	132021	5	\$6.28	\$19.47	\$11.07	\$5.28	\$9.85
Architects, Except Landscape and Naval	171011	D	\$20.83	\$20.83	\$20.83	...	\$20.83
Architectural and Civil Drafters	173011	12	\$6.25	\$23.08	\$10.82	\$5.59	\$8.65
Architectural and Engineering Managers	119041	6	\$19.23	\$32.87	\$25.18	\$5.00	\$24.21
Art Directors	271011	6	\$8.01	\$22.43	\$11.76	\$5.69	\$9.18
Assemblers and Fabricators, All Other	512099	4	\$6.05	\$6.30	\$6.11	\$0.12	\$6.05
Automotive and Watercraft Service Attendants	536031	56	\$6.05	\$17.68	\$6.88	\$2.36	\$6.05
Automotive Body and Related Repairers	493021	32	\$5.55	\$6.65	\$6.14	\$0.22	\$6.05
Automotive Glass Installers and Repairers	493022	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Automotive Service Technicians and Mechanics	493023	53	\$5.31	\$20.46	\$6.69	\$2.42	\$6.05
Baggage Porters and Bellhops	396011	19	\$6.05	\$8.00	\$6.69	\$0.50	\$6.55
Bailiffs	333011	D	\$15.07	\$18.32	\$16.70	\$2.30	\$16.70
Bakers	513011	86	\$6.05	\$7.25	\$6.11	\$0.16	\$6.05
Barbers	395011	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Bartenders	353011	84	\$5.55	\$7.60	\$6.11	\$0.28	\$6.05
Bill and Account Collectors	433011	8	\$6.05	\$15.00	\$9.59	\$3.25	\$10.00
Billing and Posting Clerks	433021	5	\$6.50	\$7.63	\$7.20	\$0.47	\$7.25
Biological Technicians	194021	D	\$10.00	\$10.00	\$10.00	...	\$10.00
Biomedical Engineers	172031	D	\$9.00	\$18.00	\$13.50	\$6.36	\$13.50
Boilermakers	472011	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Bookkeeping, Accounting, and Auditing Clerks	433031	266	\$5.35	\$20.00	\$7.03	\$2.28	\$6.10
Brickmasons and Blockmasons	472021	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Budget Analysts	132031	13	\$6.25	\$23.61	\$17.43	\$5.50	\$20.46
Building Cleaning Workers, All Other	372019	17	\$6.05	\$11.26	\$8.36	\$1.79	\$7.63
Bus and Truck Mechanics and Diesel Engine Specialists	493031	63	\$5.63	\$16.03	\$6.86	\$1.79	\$6.05
Bus Drivers, School or Special Client	533022	37	\$6.28	\$11.97	\$8.78	\$1.63	\$8.41
Bus Drivers, Transit and Intercity	533021	43	\$6.05	\$8.75	\$6.15	\$0.42	\$6.05
Business Operations Specialists, All Other	131199	5	\$6.15	\$14.55	\$11.23	\$3.66	\$11.97
Butchers and Meat Cutters	513021	33	\$5.55	\$6.35	\$6.06	\$0.11	\$6.05
Camera Operators, Television, Video, and Motion Picture	274031	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Captains, Mates, and Pilots of Water Vessels	535021	52	\$6.05	\$28.13	\$11.51	\$4.88	\$10.63
Cargo and Freight Agents	435011	30	\$6.05	\$8.75	\$6.36	\$0.74	\$6.05
Carpet Installers	472041	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Cashiers	412011	438	\$5.55	\$11.50	\$6.37	\$0.93	\$6.05
Cement Masons and Concrete Finishers	472051	134	\$5.55	\$7.00	\$6.15	\$0.22	\$6.05
Chefs and Head Cooks	351011	142	\$5.60	\$17.31	\$7.16	\$2.17	\$6.30
Chemists	192031	D	\$9.50	\$9.50	\$9.50	...	\$9.50
Chief Executives	111011	110	\$5.50	\$88.75	\$17.67	\$15.53	\$12.50
Child, Family, and School Social Workers	211021	4	\$8.17	\$16.35	\$11.21	\$3.63	\$10.17

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Childcare Workers	399011	45	\$6.05	\$11.25	\$6.28	\$1.08	\$6.05
Chiropractors	291021	6	\$25.00	\$80.00	\$51.90	\$22.86	\$45.50
Civil Engineering Technicians	173022	D	\$33.65	\$33.65	\$33.65	...	\$33.65
Civil Engineers	172051	10	\$6.83	\$33.85	\$15.44	\$8.81	\$14.85
Claims Adjusters, Examiners, and Investigators	131031	14	\$6.72	\$18.56	\$11.83	\$4.00	\$11.52
Cleaners of Vehicles and Equipment	537061	4	\$6.05	\$8.17	\$6.58	\$1.06	\$6.05
Clergy	212011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Coin, Vending, and Amusement Machine Servicers and Repairers	499091	9	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Combined Food Preparation and Serving Workers, Including Fast Food	353021	8	\$6.05	\$9.50	\$7.00	\$1.55	\$6.15
Commercial Divers	499092	12	\$6.05	\$9.38	\$7.07	\$1.05	\$7.00
Communications Equipment Operators, All Other	432099	D	\$6.50	\$6.50	\$6.50	...	\$6.50
Community and Social Service Specialists, All Other	211099	5	\$8.01	\$10.21	\$9.09	\$1.02	\$9.62
Community Health Workers	211094	12	\$6.25	\$14.30	\$9.15	\$1.85	\$8.65
Compensation and Benefits Managers	113111	D	\$12.50	\$28.13	\$19.88	\$7.85	\$19.00
Compliance Officers	131041	37	\$6.50	\$31.25	\$12.71	\$6.73	\$10.34
Computer and Information Systems Managers	113021	D	\$16.03	\$24.04	\$20.09	\$4.01	\$20.19
Computer Network Support Specialists	151152	6	\$6.55	\$13.85	\$11.61	\$2.56	\$12.36
Computer Occupations, All Other	151199	19	\$6.05	\$23.97	\$12.64	\$5.54	\$12.63
Computer Operators	439011	30	\$6.00	\$19.49	\$9.09	\$4.06	\$7.55
Computer Programmers	151131	16	\$6.05	\$15.27	\$8.80	\$2.54	\$8.28
Computer Systems Analysts	151121	5	\$9.50	\$30.65	\$21.46	\$9.91	\$26.72
Computer User Support Specialists	151151	D	\$6.05	\$7.50	\$6.53	\$0.84	\$6.05
Computer, Automated Teller, and Office Machine Repairers	492011	D	\$7.00	\$7.50	\$7.33	\$0.29	\$7.50
Concierges	396012	14	\$6.05	\$12.00	\$7.09	\$1.58	\$7.00
Conservation Scientists	191031	8	\$6.28	\$20.19	\$9.83	\$5.28	\$6.93
Construction and Building Inspectors	474011	14	\$6.92	\$19.27	\$12.25	\$4.03	\$10.14
Construction and Related Workers, All Other	474099	17	\$5.55	\$6.50	\$5.96	\$0.26	\$6.05
Construction Laborers	472061	10	\$6.05	\$6.10	\$6.07	\$0.02	\$6.05
Construction Managers	119021	15	\$6.05	\$50.00	\$15.60	\$10.76	\$14.58
Control and Valve Installers and Repairers, Except Mechanical Door	499012	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Cooks, Fast Food	352011	118	\$5.55	\$18.75	\$6.31	\$1.34	\$6.05
Cooks, Institution and Cafeteria	352012	16	\$5.42	\$8.83	\$6.70	\$0.82	\$6.29
Cooks, Restaurant	352014	127	\$5.05	\$8.00	\$6.18	\$0.43	\$6.05
Cooks, Short Order	352015	D	\$6.05	\$6.25	\$6.12	\$0.12	\$6.05
Correctional Officers and Jailers	333012	60	\$6.28	\$10.34	\$8.16	\$0.92	\$8.01
Cost Estimators	131051	D	\$9.50	\$9.50	\$9.50	...	\$9.50
Counter and Rental Clerks	412021	24	\$6.05	\$9.50	\$6.28	\$0.71	\$6.05
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	353022	11	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Couriers and Messengers	435021	D	\$6.05	\$8.70	\$7.17	\$1.37	\$6.75
Court Reporters	232091	D	\$15.27	\$15.27	\$15.27	...	\$15.27
Court, Municipal, and License Clerks	434031	39	\$6.05	\$31.25	\$11.23	\$5.79	\$9.85
Crane and Tower Operators	537021	5	\$7.50	\$10.50	\$9.00	\$1.06	\$9.00
Credit Analysts	132041	4	\$6.05	\$6.75	\$6.23	\$0.35	\$6.05
Credit Counselors	132071	D	\$18.75	\$19.27	\$19.10	\$0.30	\$19.27
Crossing Guards	339091	46	\$6.05	\$6.70	\$6.12	\$0.16	\$6.05
Customer Service Representatives	434051	414	\$6.05	\$21.12	\$7.45	\$2.62	\$6.20
Dancers	272031	7	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Data Entry Keyers	439021	10	\$7.63	\$31.25	\$11.73	\$7.35	\$8.57
Demonstrators and Product Promoters	419011	5	\$6.05	\$7.25	\$6.39	\$0.53	\$6.05
Dental Assistants	319091	7	\$11.26	\$19.23	\$13.53	\$2.67	\$13.46
Dental hygiene	291029	5	\$6.05	\$38.46	\$13.51	\$14.00	\$8.00
Dental Laboratory Technicians	519081	D	\$8.94	\$12.56	\$10.75	\$2.56	\$10.75
Dentists, General	291021	D	\$37.50	\$37.50	\$37.50	...	\$37.50
Detectives and Criminal Investigators	333021	53	\$6.28	\$24.04	\$9.81	\$3.95	\$8.41
Diagnostic Medical Sonographers	292032	8	\$11.50	\$20.19	\$15.89	\$3.10	\$15.63

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Dietitians and Nutritionists	291031	14	\$8.96	\$28.65	\$14.67	\$7.47	\$9.86
Dining Room and Cafeteria Attendants and Bartender Helpers	359011	5	\$6.05	\$6.20	\$6.10	\$0.07	\$6.05
Dishwashers	359021	39	\$5.55	\$7.50	\$6.12	\$0.35	\$6.05
Dispatchers, Except Police, Fire, and Ambulance	435032	14	\$6.05	\$10.38	\$7.02	\$1.41	\$6.19
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	419091	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Driver/Sales Workers	533031	85	\$5.55	\$9.00	\$6.29	\$0.57	\$6.05
Earth Drillers, Except Oil and Gas	475021	D	\$7.25	\$7.25	\$7.25	...	\$7.25
Editors	273041	D	\$6.05	\$21.88	\$14.10	\$7.92	\$14.38
Education Administrators, Elementary and Secondary School	119032	36	\$6.25	\$28.85	\$24.14	\$4.08	\$24.04
Education Administrators, Postsecondary	119033	D	\$19.88	\$19.88	\$19.88	...	\$19.88
Education Administrators, Preschool and Childcare Center/Program	119031	12	\$7.00	\$31.25	\$17.39	\$7.37	\$16.56
Educational, Guidance, School, and Vocational Counselors	211012	25	\$6.05	\$23.69	\$17.64	\$4.07	\$18.58
Electrical and Electronics Engineering Technicians	173023	13	\$6.05	\$17.00	\$8.91	\$3.86	\$7.00
Electrical and Electronics Repairers, Commercial and Industrial Equipment	492094	30	\$6.05	\$8.65	\$6.51	\$0.76	\$6.05
Electrical Engineers	172071	15	\$6.05	\$33.17	\$16.20	\$7.83	\$18.15
Electricians	472111	81	\$5.55	\$17.31	\$6.47	\$1.39	\$6.05
Electronic Equipment Installers and Repairers, Motor Vehicles	492096	D	\$6.05	\$8.50	\$6.87	\$1.41	\$6.05
Electronic Home Entertainment Equipment Installers and Repairers	492097	8	\$9.80	\$20.53	\$13.94	\$4.18	\$11.83
Electronics Engineers, Except Computer	172072	D	\$10.00	\$10.00	\$10.00	...	\$10.00
Eligibility Interviewers, Government Programs	434061	39	\$6.28	\$14.42	\$9.10	\$2.38	\$8.11
Emergency Management Directors	119161	D	\$14.42	\$14.42	\$14.42	\$0.00	\$14.42
Emergency Medical Technicians and Paramedics	292041	21	\$6.05	\$14.54	\$7.03	\$1.98	\$6.05
Engine and Other Machine Assemblers	512022	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Engineering Technicians, Except Drafters, All Other	173029	9	\$9.62	\$19.23	\$12.38	\$2.80	\$11.54
Engineers, All Other	172199	8	\$6.88	\$33.65	\$18.63	\$9.02	\$18.67
Entertainers and Performers, Sports and Related Workers, All Other	272099	D	\$6.05	\$6.99	\$6.52	\$0.66	\$6.52
Environmental Engineers	172081	D	\$16.83	\$18.17	\$17.50	\$0.95	\$17.50
Environmental Science and Protection Technicians, Including Health	194091	45	\$7.25	\$19.49	\$9.95	\$3.71	\$7.69
Environmental Scientists and Specialists, Including Health	192041	18	\$6.28	\$21.64	\$11.21	\$4.08	\$10.47
Epidemiologists	191041	D	\$21.64	\$21.64	\$21.64	...	\$21.64
Etchers and Engravers	519194	4	\$6.05	\$6.50	\$6.16	\$0.22	\$6.05
Executive Secretaries and Executive Administrative Assistants	436011	141	\$6.05	\$24.04	\$10.83	\$3.80	\$9.62
Family and General Practitioners	291062	18	\$48.08	\$99.98	\$81.03	\$17.04	\$82.94
Farm Equipment Mechanics and Service Technicians	493041	15	\$6.05	\$8.50	\$6.87	\$0.82	\$6.60
Farmers, Ranchers, and Other Agricultural Managers	119013	12	\$6.05	\$18.75	\$9.27	\$4.27	\$7.32
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452092	38	\$5.55	\$7.69	\$6.08	\$0.30	\$6.05
Farmworkers, Farm, Ranch, and Aquacultural Animals	452093	6	\$6.05	\$6.25	\$6.08	\$0.08	\$6.05
Fashion Designers	271022	D	\$6.20	\$6.55	\$6.37	\$0.18	\$6.35
Fiberglass Laminators and Fabricators	512091	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
File Clerks	434071	8	\$5.55	\$8.00	\$6.60	\$0.76	\$6.28
Financial Analysts	132051	11	\$13.85	\$26.04	\$20.49	\$4.60	\$20.46
Financial Clerks, All Other	433099	5	\$6.05	\$7.00	\$6.24	\$0.42	\$6.05
Financial Examiners	132061	D	\$10.34	\$10.34	\$10.34	...	\$10.34
Financial Managers	113031	40	\$6.05	\$36.06	\$15.34	\$7.80	\$14.76
Financial Specialists, All Other	132099	D	\$10.29	\$12.00	\$11.15	\$1.21	\$11.15
Fine Artists, Including Painters, Sculptors, and Illustrators	271013	10	\$6.05	\$10.25	\$7.19	\$1.62	\$6.45
Firefighters	332011	93	\$6.28	\$17.68	\$9.72	\$2.53	\$8.01
First-Line Supervisors of Construction Trades and Extraction Workers	471011	27	\$6.05	\$21.63	\$8.32	\$3.69	\$7.00
First-Line Supervisors of Correctional Officers	331011	18	\$6.05	\$25.96	\$16.97	\$5.91	\$16.83
First-Line Supervisors of Farming, Fishing, and Forestry Workers	451011	D	\$13.19	\$15.27	\$14.10	\$1.06	\$13.85
First-Line Supervisors of Food Preparation and Serving Workers	351012	23	\$5.55	\$10.72	\$6.74	\$1.32	\$6.05
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	531021	20	\$5.50	\$21.63	\$8.79	\$4.25	\$6.28
First-Line Supervisors of Housekeeping and Janitorial Workers	371011	11	\$6.05	\$14.54	\$8.08	\$3.01	\$6.73
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping	371012	7	\$6.05	\$19.61	\$9.97	\$5.16	\$6.73
First-Line Supervisors of Mechanics, Installers, and Repairers	491011	16	\$6.70	\$26.18	\$12.75	\$5.24	\$11.26



Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
FirstLine Supervisors of NonRetail Sales Workers	411012	10	\$6.05	\$15.63	\$9.50	\$3.23	\$9.32
FirstLine Supervisors of Office and Administrative Support Workers	431011	28	\$6.05	\$23.80	\$12.85	\$5.77	\$12.25
FirstLine Supervisors of Police and Detectives	331012	18	\$10.85	\$21.48	\$15.38	\$2.85	\$15.27
FirstLine Supervisors of Production and Operating Workers	511011	14	\$5.55	\$18.56	\$8.54	\$4.04	\$7.29
FirstLine Supervisors of Protective Service Workers, All Other	331099	7	\$8.00	\$14.42	\$11.79	\$2.70	\$11.54
FirstLine Supervisors of Retail Sales Workers	411011	47	\$5.50	\$12.50	\$7.05	\$1.56	\$6.50
FirstLine Supervisors of Transportation and MaterialMoving Machine an	531031	17	\$6.05	\$21.88	\$9.61	\$4.64	\$7.00
Fishers and Related Fishing Workers	453011	27	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Floral Designers	271023	5	\$6.05	\$6.55	\$6.23	\$0.20	\$6.25
Food Preparation and Serving Related Workers, All Other	359099	42	\$5.55	\$8.24	\$6.23	\$0.68	\$6.05
Food Preparation Workers	352021	132	\$6.05	\$12.24	\$6.25	\$0.63	\$6.05
Food Servers, Nonrestaurant	353041	49	\$6.05	\$6.49	\$6.17	\$0.13	\$6.15
Food Service Managers	119051	12	\$6.25	\$14.42	\$9.18	\$3.09	\$7.55
Foreign Language and Literature Teachers, Postsecondary	251124	D	\$20.00	\$20.00	\$20.00	...	\$20.00
Forest and Conservation Technicians	194093	4	\$7.26	\$9.27	\$8.27	\$1.16	\$8.27
Forest and Conservation Workers	454011	15	\$7.26	\$19.23	\$11.29	\$2.94	\$11.40
Foresters	191032	D	\$9.85	\$16.83	\$13.34	\$4.94	\$13.34
Gaming Cage Workers	433041	62	\$6.05	\$8.15	\$6.50	\$0.44	\$6.15
Gaming Change Persons and Booth Cashiers	412012	79	\$5.05	\$7.50	\$5.93	\$0.37	\$6.05
Gaming Dealers	393011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Gaming Managers	119071	4	\$6.55	\$24.04	\$12.28	\$8.25	\$9.26
Gaming Service Workers, All Other	393019	11	\$6.05	\$8.25	\$7.00	\$0.74	\$6.75
Gas Compressor and Gas Pumping Station Operators	537071	D	\$8.00	\$8.00	\$8.00	\$0.00	\$8.00
General and Operations Managers	111021	342	\$5.50	\$45.00	\$12.96	\$7.42	\$10.63
General Maintenance	499070	217	\$6.05	\$23.80	\$10.62	\$2.27	\$10.01
Geological and Petroleum Technicians	194041	D	\$8.65	\$15.75	\$12.20	\$5.02	\$12.20
Glaziers	472121	10	\$6.25	\$10.00	\$6.90	\$1.30	\$6.25
Graphic Designers	271024	15	\$6.05	\$15.27	\$7.08	\$2.42	\$6.05
Grounds Maintenance Workers, All Other	373019	12	\$6.05	\$11.82	\$7.67	\$1.96	\$6.59
Hairdressers, Hairstylists, and Cosmetologists	395012	95	\$5.55	\$11.31	\$6.62	\$1.19	\$6.05
Health and Safety Engineers, Except Mining Safety Engineers and Inspe	172111	D	\$10.10	\$15.75	\$12.93	\$4.00	\$12.93
Health Diagnosing and Treating Practitioners, All Other	291199	D	\$18.75	\$18.75	\$18.75	...	\$18.75
Health Technologists and Technicians, All Other	292099	9	\$6.19	\$18.75	\$14.64	\$4.29	\$17.31
Healthcare Practitioners and Technical Workers, All Other	299099	15	\$6.05	\$24.04	\$9.55	\$4.48	\$8.00
Healthcare Social Workers	211022	7	\$9.62	\$25.00	\$17.94	\$6.31	\$19.23
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	499021	29	\$6.05	\$8.41	\$6.56	\$0.69	\$6.20
Heavy and TractorTrailer Truck Drivers	533032	102	\$6.00	\$10.50	\$6.70	\$1.01	\$6.25
Helpers, Construction Trades, All Other	473019	54	\$6.05	\$16.83	\$9.36	\$3.31	\$7.82
HelpersBrickmasons, Blockmasons, Stonemasons, and Tile and Marble S	473010	31	\$5.55	\$7.05	\$6.20	\$0.38	\$6.05
HelpersElectricians	473013	D	\$5.55	\$5.55	\$5.55	...	\$5.55
HelpersExtraction Workers	475081	D	\$6.05	\$7.00	\$6.52	\$0.48	\$6.50
HelpersInstallation, Maintenance, and Repair Workers	499098	47	\$6.05	\$14.42	\$7.19	\$1.69	\$6.25
HelpersProduction Workers	519198	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Highway Maintenance Workers	474051	6	\$10.21	\$19.23	\$13.58	\$3.60	\$12.74
Hoist and Winch Operators	537041	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Home Appliance Repairers	499031	24	\$6.05	\$7.61	\$6.19	\$0.34	\$6.05
Home Health Aides	311011	7	\$6.05	\$8.17	\$6.76	\$1.00	\$6.05
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	359031	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Hotel, Motel, and Resort Desk Clerks	434081	49	\$5.55	\$6.80	\$6.08	\$0.17	\$6.05
Human Resources Assistants, Except Payroll and Timekeeping	434161	21	\$6.28	\$20.46	\$13.02	\$4.70	\$14.54
Human Resources Managers	113121	14	\$6.25	\$28.85	\$17.98	\$8.11	\$22.29
Human Resources Specialists	131071	30	\$6.05	\$23.69	\$10.47	\$4.31	\$9.91
Industrial Machinery Mechanics	499041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Industrial Production Managers	113051	14	\$6.00	\$20.43	\$13.50	\$5.88	\$14.67
Industrial Truck and Tractor Operators	537051	6	\$6.05	\$9.62	\$7.95	\$1.43	\$7.69

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Information and Record Clerks, All Other	434199	16	\$6.05	\$7.69	\$6.61	\$0.54	\$6.50
Information Security Analysts	151122	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Inspectors, Testers, Sorters, Samplers, and Weighers	519061	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Installation, Maintenance, and Repair Workers, All Other	499099	29	\$6.05	\$20.53	\$12.17	\$4.48	\$10.40
Instructional Coordinators	259031	10	\$15.63	\$28.85	\$22.29	\$3.23	\$22.02
Insurance Claims and Policy Processing Clerks	439041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Insurance Sales Agents	413021	4	\$6.05	\$6.25	\$6.10	\$0.10	\$6.05
Insurance Underwriters	132053	26	\$6.05	\$56.40	\$11.53	\$9.67	\$8.87
Internists, General	291063	10	\$72.12	\$99.98	\$86.69	\$7.97	\$90.39
Interpreters and Translators	273091	14	\$6.05	\$35.00	\$15.12	\$9.70	\$11.93
Interviewers, Except Eligibility and Loan	434111	22	\$7.63	\$20.00	\$14.34	\$5.38	\$12.02
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	372011	305	\$5.05	\$9.73	\$6.23	\$0.64	\$6.05
Jewelers and Precious Stone and Metal Workers	519071	18	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Judges, Magistrate Judges, and Magistrates	231023	8	\$57.69	\$62.50	\$59.20	\$1.84	\$58.42
Judicial Law Clerks	231012	7	\$24.04	\$24.04	\$24.04	\$0.00	\$24.04
Kindergarten Teachers, Except Special Education	252012	8	\$6.05	\$7.00	\$6.24	\$0.31	\$6.15
Labor Relations Specialists	131075	12	\$6.28	\$17.68	\$10.27	\$3.68	\$9.86
Laborers and Freight, Stock, and Material Movers, Hand	537062	27	\$6.05	\$8.00	\$6.18	\$0.42	\$6.05
Landscaping and Groundskeeping Workers	373011	75	\$5.55	\$8.65	\$6.13	\$0.40	\$6.05
Laundry and DryCleaning Workers	516011	32	\$6.05	\$6.40	\$6.07	\$0.06	\$6.05
Lawyers	231011	41	\$9.38	\$62.50	\$31.86	\$9.94	\$31.25
Legal Secretaries	436012	10	\$6.05	\$19.23	\$8.54	\$4.05	\$7.00
Legal Support Workers, All Other	232099	13	\$9.62	\$38.46	\$17.44	\$7.87	\$15.83
Legislators	111031	29	\$18.89	\$21.88	\$18.99	\$0.56	\$18.89
Librarians	254021	4	\$13.02	\$24.04	\$17.55	\$4.92	\$16.56
Library Assistants, Clerical	434121	10	\$6.28	\$8.65	\$7.39	\$0.92	\$7.26
Library Technicians	254031	D	\$7.00	\$21.64	\$12.21	\$8.18	\$8.00
Licensed Practical and Licensed Vocational Nurses	292061	41	\$9.38	\$20.19	\$12.20	\$1.94	\$11.97
Life, Physical, and Social Science Technicians, All Other	194099	D	\$11.97	\$17.68	\$13.89	\$3.28	\$12.02
Light Truck or Delivery Services Drivers	533033	49	\$6.05	\$6.75	\$6.12	\$0.16	\$6.05
Loan Interviewers and Clerks	434131	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Loan Officers	132072	D	\$12.00	\$34.62	\$20.67	\$12.20	\$15.38
Logisticians	131081	D	\$6.50	\$13.00	\$9.75	\$4.60	\$9.75
Machinists	514041	10	\$6.05	\$8.25	\$6.43	\$0.72	\$6.05
Maids and Housekeeping Cleaners	372012	94	\$6.05	\$7.50	\$6.11	\$0.21	\$6.05
Mail Clerks and Mail Machine Operators, Except Postal Service	439051	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Maintenance and Repair Workers, General	499071	87	\$5.55	\$20.46	\$6.49	\$1.80	\$6.05
Maintenance Workers, Machinery	499043	5	\$6.05	\$7.50	\$6.50	\$0.60	\$6.38
Management Analysts	131111	19	\$6.05	\$36.06	\$17.55	\$7.32	\$16.83
Managers, All Other	119199	441	\$6.05	\$99.98	\$15.81	\$13.53	\$11.50
Manicurists and Pedicurists	395092	4	\$6.25	\$9.68	\$8.64	\$1.60	\$9.31
Marine Engineers and Naval Architects	172121	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Market Research Analysts and Marketing Specialists	131161	9	\$6.05	\$18.56	\$11.40	\$5.13	\$8.50
Marketing Managers	112021	71	\$5.12	\$58.92	\$10.33	\$7.92	\$7.50
Massage Therapists	319011	69	\$6.05	\$9.37	\$6.39	\$0.99	\$6.05
Material Moving Workers, All Other	537199	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Meat, Poultry, and Fish Cutters and Trimmers	513022	5	\$6.05	\$6.50	\$6.14	\$0.20	\$6.05
Mechanical Engineering Technicians	173027	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Mechanical Engineers	172141	D	\$14.50	\$14.50	\$14.50	...	\$14.50
Medical and Clinical Laboratory Technicians	292012	19	\$7.63	\$16.03	\$10.68	\$2.64	\$11.40
Medical and Clinical Laboratory Technologists	292011	4	\$9.85	\$22.83	\$16.80	\$5.45	\$17.27
Medical and Health Services Managers	119111	44	\$9.85	\$72.12	\$23.01	\$12.97	\$20.19
Medical Assistants	319092	20	\$6.05	\$13.19	\$8.51	\$1.73	\$8.65
Medical Equipment Preparers	319093	8	\$6.59	\$20.46	\$14.23	\$5.13	\$14.91
Medical Equipment Repairers	499062	D	\$7.05	\$13.34	\$10.71	\$3.27	\$11.75

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Medical Records and Health Information Technicians	292071	21	\$5.69	\$10.58	\$7.42	\$1.36	\$6.92
Medical Transcriptionists	319094	D	\$7.69	\$16.35	\$10.90	\$4.75	\$8.65
Meeting, Convention, and Event Planners	131121	6	\$6.25	\$12.87	\$8.56	\$2.56	\$7.88
Mental Health and Substance Abuse Social Workers	211023	D	\$7.25	\$16.83	\$11.71	\$4.82	\$11.06
Mental Health Counselors	211014	D	\$16.83	\$17.55	\$17.19	\$0.51	\$17.19
Merchandise Displayers and Window Trimmers	271026	5	\$6.05	\$8.56	\$7.58	\$1.03	\$7.50
Microbiologists	191022	D	\$21.64	\$21.64	\$21.64	...	\$21.64
Mixing and Blending Machine Setters, Operators, and Tenders	519023	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Mobile Heavy Equipment Mechanics, Except Engines	493042	12	\$6.05	\$11.26	\$6.77	\$1.48	\$6.25
Motor Vehicle Operators, All Other	533099	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Motorboat Mechanics and Service Technicians	493051	11	\$6.05	\$8.00	\$6.53	\$0.76	\$6.05
Motorboat Operators	535022	8	\$6.05	\$15.00	\$7.92	\$3.54	\$6.05
Motorcycle Mechanics	493052	D	\$6.90	\$6.90	\$6.90	...	\$6.90
Museum Technicians and Conservators	254013	8	\$5.69	\$14.54	\$9.41	\$3.03	\$8.45
Musicians and Singers	272042	5	\$6.05	\$25.00	\$10.23	\$8.30	\$6.05
Natural Sciences Managers	119121	D	\$12.56	\$12.56	\$12.56	...	\$12.56
Network and Computer Systems Administrators	151142	18	\$6.50	\$25.25	\$17.65	\$5.09	\$19.25
News Announcers	273031	13	\$7.00	\$30.19	\$12.93	\$7.88	\$9.00
Nonfarm Animal Caretakers	392021	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Nurse Midwives	291161	7	\$20.19	\$90.39	\$40.49	\$23.62	\$38.46
Nurse Practitioners	291171	20	\$8.51	\$40.87	\$25.87	\$14.04	\$32.63
Nursing Assistants	311014	36	\$5.62	\$11.25	\$7.99	\$1.46	\$7.63
Occupational Health and Safety Specialists	299011	27	\$6.05	\$24.04	\$14.43	\$4.90	\$12.98
Occupational Therapy Aides	312012	4	\$6.05	\$7.95	\$6.92	\$1.01	\$6.84
Office and Administrative Support Workers, All Other	439199	163	\$5.55	\$28.85	\$10.30	\$5.21	\$8.65
Office Clerks, General	439061	184	\$6.05	\$24.28	\$8.27	\$2.96	\$7.26
Office Machine Operators, Except Computer	439071	D	\$6.05	\$17.45	\$9.85	\$6.58	\$6.05
Operating Engineers and Other Construction Equipment Operators	472073	48	\$5.69	\$12.56	\$8.28	\$1.52	\$8.01
Optometrists	291041	D	\$12.25	\$27.50	\$19.88	\$10.78	\$19.88
Order Clerks	434151	6	\$6.05	\$9.75	\$7.11	\$1.39	\$6.77
Other medical	319099	11	\$6.05	\$17.31	\$8.68	\$3.42	\$7.06
Other secretaries	436013	6	\$6.05	\$10.00	\$7.28	\$1.52	\$6.78
Outdoor Power Equipment and Other Small Engine Mechanics	493053	D	\$5.55	\$7.00	\$6.20	\$0.74	\$6.05
Packaging and Filling Machine Operators and Tenders	519111	21	\$6.05	\$6.15	\$6.07	\$0.04	\$6.05
Packers and Packagers, Hand	537064	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Painters, Construction and Maintenance	472141	239	\$6.05	\$24.31	\$6.74	\$1.88	\$6.17
Painters, Transportation Equipment	519122	16	\$6.05	\$6.55	\$6.12	\$0.17	\$6.05
Paralegals and Legal Assistants	232011	22	\$7.00	\$37.50	\$13.96	\$7.28	\$10.85
Parking Enforcement Workers	333041	D	\$6.28	\$6.28	\$6.28	...	\$6.28
Parts Salespersons	412022	4	\$6.10	\$6.50	\$6.40	\$0.20	\$6.50
Payroll and Timekeeping Clerks	433051	20	\$6.05	\$17.68	\$7.83	\$3.34	\$6.05
Pediatricians, General	291065	30	\$18.75	\$99.98	\$74.87	\$16.89	\$76.92
Personal Care Aides	399021	D	\$6.05	\$7.00	\$6.53	\$0.67	\$6.53
Pest Control Workers	372021	5	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Pesticide Handlers, Sprayers, and Applicators, Vegetation	373012	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Petroleum Pump System Operators, Refinery Operators, and Gaugers	518093	5	\$6.05	\$9.45	\$7.22	\$1.64	\$6.05
Pharmacists	291051	14	\$50.00	\$99.98	\$62.24	\$17.09	\$53.95
Pharmacy Technicians	292052	20	\$9.00	\$22.12	\$12.92	\$3.88	\$11.40
Phlebotomists	319097	10	\$5.69	\$12.56	\$8.11	\$1.95	\$7.63
Physical Therapist Aides	312022	D	\$6.05	\$12.50	\$9.59	\$3.27	\$10.21
Physical Therapists	291123	15	\$7.00	\$22.60	\$13.86	\$4.55	\$13.00
Physician Assistants	291071	17	\$24.04	\$48.08	\$37.16	\$6.21	\$38.46
Physicians and Surgeons, All Other	291069	7	\$8.75	\$99.98	\$22.25	\$34.30	\$8.75
Pipelayers	472151	4	\$6.05	\$10.58	\$7.18	\$2.27	\$6.05
Plumbers, Pipefitters, and Steamfitters	472152	16	\$6.05	\$14.80	\$6.87	\$2.16	\$6.15

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Police and Sheriff's Patrol Officers	333051	133	\$6.28	\$16.03	\$9.37	\$2.12	\$8.01
Postal Service Clerks	435051	D	\$6.00	\$6.50	\$6.25	\$0.25	\$6.25
Postal Service Mail Carriers	435052	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Power Plant Operators	518013	12	\$6.05	\$12.40	\$6.95	\$1.83	\$6.13
Preschool Teachers, Except Special Education	252011	42	\$6.05	\$16.25	\$7.81	\$2.59	\$6.20
Print Binding and Finishing Workers	515113	9	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Printing Press Operators	515112	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Probation Officers and Correctional Treatment Specialists	211092	12	\$9.27	\$24.04	\$12.77	\$4.46	\$10.91
Procurement Clerks	433061	22	\$6.05	\$16.62	\$9.53	\$3.56	\$8.87
Producers and Directors	272012	10	\$6.05	\$40.87	\$23.77	\$8.58	\$23.56
Production Workers, All Other	519199	13	\$6.05	\$7.05	\$6.13	\$0.28	\$6.05
Production, Planning, and Expediting Clerks	435061	D	\$5.55	\$6.05	\$5.88	\$0.29	\$6.05
Property, Real Estate, and Community Association Managers	119141	6	\$16.83	\$25.96	\$20.38	\$3.71	\$19.49
Protective Service Workers, All Other	339099	10	\$5.55	\$16.83	\$7.38	\$3.35	\$6.55
Psychologists, All Other	193039	D	\$52.89	\$52.89	\$52.89	...	\$52.89
Public Address System and Other Announcers	273012	D	\$6.05	\$6.45	\$6.25	\$0.28	\$6.25
Public Relations and Fundraising Managers	112031	D	\$10.58	\$18.56	\$14.57	\$5.64	\$14.57
Pump Operators, Except Wellhead Pumps	537072	D	\$8.00	\$8.00	\$8.00	...	\$8.00
Purchasing Agents, Except Wholesale, Retail, and Farm Products	131023	D	\$6.05	\$6.25	\$6.18	\$0.12	\$6.25
Purchasing Managers	113061	28	\$6.05	\$33.65	\$12.64	\$7.81	\$10.31
Radio and Television Announcers	273011	10	\$5.78	\$10.00	\$7.08	\$1.19	\$6.75
Radio Operators	274013	17	\$6.25	\$12.02	\$7.79	\$1.48	\$7.63
Receptionists and Information Clerks	434171	38	\$6.05	\$15.25	\$7.82	\$2.78	\$6.55
Recreation and Fitness Studies Teachers, Postsecondary	251193	D	\$6.25	\$6.50	\$6.38	\$0.18	\$6.38
Recreation Workers	399032	13	\$6.05	\$16.83	\$7.54	\$2.97	\$6.05
Refuse and Recyclable Material Collectors	537081	15	\$6.05	\$18.27	\$7.36	\$3.50	\$6.05
Registered Nurses	291141	177	\$8.55	\$36.06	\$15.15	\$2.75	\$16.03
Rehabilitation Counselors	211015	D	\$12.98	\$15.87	\$14.50	\$1.45	\$14.66
Reservation and Transportation Ticket Agents and Travel Clerks	434181	6	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Residential Advisors	399041	14	\$17.31	\$17.31	\$17.31	\$0.00	\$17.31
Respiratory Therapists	291126	7	\$14.04	\$19.23	\$17.06	\$2.33	\$16.83
Retail Salespersons	412031	62	\$5.55	\$13.85	\$6.36	\$1.10	\$6.05
Sailors and Marine Oilers	535011	19	\$6.05	\$7.50	\$6.28	\$0.51	\$6.05
Sales and Related Workers, All Other	419099	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sales Representatives, Services, All Other	413099	284	\$6.05	\$12.39	\$7.51	\$1.61	\$7.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	414012	56	\$5.55	\$11.88	\$6.85	\$1.42	\$6.10
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	414011	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	436014	71	\$6.05	\$20.20	\$9.07	\$3.21	\$8.51
Security Guards	339032	424	\$5.05	\$9.19	\$6.17	\$0.43	\$6.05
Sewers, Hand	516051	7	\$6.05	\$6.25	\$6.11	\$0.10	\$6.05
Sewing Machine Operators	516031	6	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sheet Metal Workers	472211	D	\$6.25	\$7.00	\$6.63	\$0.53	\$6.63
Ship Engineers	535031	D	\$19.23	\$28.13	\$23.68	\$6.29	\$23.68
Shipping, Receiving, and Traffic Clerks	435071	12	\$6.05	\$6.11	\$6.06	\$0.02	\$6.05
Social and Community Service Managers	119151	30	\$6.25	\$38.46	\$16.27	\$6.99	\$15.20
Social and Human Service Assistants	211093	76	\$6.00	\$12.50	\$7.33	\$1.24	\$7.21
Social Science Research Assistants	194061	4	\$12.02	\$24.04	\$15.75	\$5.57	\$13.46
Social Workers, All Other	211029	29	\$6.88	\$26.00	\$12.63	\$4.81	\$9.85
Software Developers, Systems Software	151133	D	\$8.50	\$18.73	\$12.41	\$5.52	\$10.00
Speech-Language Pathologists	291127	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Statistical Assistants	439111	D	\$12.42	\$14.42	\$13.42	\$1.41	\$13.42
Statisticians	152041	8	\$6.28	\$16.83	\$11.94	\$5.06	\$12.27
Stock Clerks and Order Fillers	435081	273	\$6.05	\$18.56	\$6.80	\$1.63	\$6.05
Structural Iron and Steel Workers	472221	13	\$6.05	\$7.00	\$6.22	\$0.29	\$6.10
Structural Metal Fabricators and Fitters	512041	4	\$5.55	\$6.50	\$6.04	\$0.39	\$6.05

Table 5-2. Hourly Wage Characteristics for Detailed Occupations in Alphabetical Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Substance Abuse and Behavioral Disorder Counselors	211011	D	\$10.58	\$21.64	\$16.93	\$5.71	\$18.56
Surgeons	291067	4	\$88.94	\$93.56	\$91.25	\$2.67	\$91.25
Surveying and Mapping Technicians	173031	9	\$6.05	\$8.50	\$6.79	\$0.73	\$6.59
Surveyors	171022	5	\$8.50	\$16.83	\$10.90	\$3.43	\$9.38
Switchboard Operators, Including Answering Service	432011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Tailors, Dressmakers, and Custom Sewers	516052	28	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Tax Examiners and Collectors, and Revenue Agents	132081	20	\$6.28	\$16.83	\$8.89	\$2.72	\$8.94
Tax Preparers	132082	D	\$23.36	\$23.36	\$23.36	...	\$23.36
Taxi Drivers and Chauffeurs	533041	14	\$5.55	\$7.00	\$5.80	\$0.42	\$5.55
Teacher Assistants	259041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Teachers and Instructors, All Other	253099	460	\$6.05	\$50.67	\$18.37	\$6.09	\$18.58
Technical Writers	273042	D	\$12.02	\$18.27	\$15.71	\$3.27	\$16.83
Telecommunications Equipment Installers and Repairers, Except Line In	492022	D	\$6.50	\$6.50	\$6.50	\$0.00	\$6.50
Telecommunications Line Installers and Repairers	499052	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Telephone Operators	432021	55	\$6.05	\$26.24	\$9.79	\$5.21	\$7.55
Tellers	433071	7	\$6.05	\$7.90	\$6.54	\$0.63	\$6.30
Tire Repairers and Changers	493093	4	\$6.05	\$7.50	\$6.41	\$0.72	\$6.05
Title Examiners, Abstractors, and Searchers	232093	D	\$8.85	\$8.85	\$8.85	...	\$8.85
Tour Guides and Escorts	397011	105	\$5.55	\$12.19	\$6.48	\$0.98	\$6.05
Training and Development Managers	113131	4	\$7.95	\$30.29	\$15.23	\$10.23	\$11.33
Training and Development Specialists	131151	D	\$12.60	\$16.55	\$14.52	\$1.98	\$14.42
Transportation Attendants, Except Flight Attendants	536061	19	\$6.05	\$7.50	\$6.26	\$0.48	\$6.05
Transportation Inspectors	536051	D	\$8.06	\$11.00	\$9.53	\$2.08	\$9.53
Transportation, Storage, and Distribution Managers	113071	6	\$6.25	\$59.40	\$17.41	\$20.79	\$9.07
Travel Agents	413041	18	\$6.50	\$15.00	\$10.10	\$2.99	\$10.47
Travel Guides	397012	7	\$6.05	\$9.00	\$7.02	\$1.10	\$7.00
Upholsterers	516093	11	\$6.05	\$6.80	\$6.12	\$0.23	\$6.05
Urban and Regional Planners	193051	D	\$10.34	\$19.23	\$14.79	\$6.29	\$14.79
Ushers, Lobby Attendants, and Ticket Takers	393031	D	\$6.05	\$6.20	\$6.13	\$0.11	\$6.13
Veterinarians	291131	D	\$15.63	\$15.63	\$15.63	...	\$15.63
Veterinary Assistants and Laboratory Animal Caretakers	319096	12	\$7.00	\$16.00	\$10.30	\$3.20	\$9.00
Waiters and Waitresses	353031	283	\$5.05	\$8.00	\$6.11	\$0.32	\$6.05
Watch Repairers	499064	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Water and Wastewater Treatment Plant and System Operators	518031	5	\$6.05	\$16.71	\$10.29	\$5.30	\$7.25
Web Developers	151134	D	\$6.05	\$14.54	\$10.61	\$4.28	\$11.25
Welders, Cutters, Solderers, and Brazers	514121	42	\$6.05	\$11.45	\$6.54	\$0.91	\$6.25
Wholesale and Retail Buyers, Except Farm Products	131022	44	\$5.75	\$17.25	\$7.33	\$2.48	\$6.40
Word Processors and Typists	439022	4	\$6.28	\$20.67	\$9.96	\$7.14	\$6.44
Zoologists and Wildlife Biologists	191023	8	\$8.01	\$21.64	\$16.82	\$4.53	\$18.27

Note: D is present when data are suppressed to preserve confidentiality

# APPENDIX B

## NUMERICAL LISTING - OCCUPATIONAL TITLES

By

Standard Occupational Codes

Number of Cases

Minimum Hourly Rate

Maximum Hourly Rate

Mean Hourly Rate

Standard Deviation of Hourly Rate

Median Hourly Rate

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Chief Executives	111011	110	\$5.50	\$88.75	\$17.67	\$15.53	\$12.50
General and Operations Managers	111021	342	\$5.50	\$45.00	\$12.96	\$7.42	\$10.63
Legislators	111031	29	\$18.89	\$21.88	\$18.99	\$0.56	\$18.89
Advertising and Promotions Managers	112011	13	\$6.05	\$21.88	\$10.61	\$4.94	\$8.75
Marketing Managers	112021	71	\$5.12	\$58.92	\$10.33	\$7.92	\$7.50
Public Relations and Fundraising Managers	112031	D	\$10.58	\$18.56	\$14.57	\$5.64	\$14.57
Administrative Services Managers	113011	185	\$5.50	\$33.65	\$12.44	\$5.85	\$11.40
Computer and Information Systems Managers	113021	D	\$16.03	\$24.04	\$20.09	\$4.01	\$20.19
Financial Managers	113031	40	\$6.05	\$36.06	\$15.34	\$7.80	\$14.76
Industrial Production Managers	113051	14	\$6.00	\$20.43	\$13.50	\$5.88	\$14.67
Purchasing Managers	113061	28	\$6.05	\$33.65	\$12.64	\$7.81	\$10.31
Transportation, Storage, and Distribution Managers	113071	6	\$6.25	\$59.40	\$17.41	\$20.79	\$9.07
Compensation and Benefits Managers	113111	D	\$12.50	\$28.13	\$19.88	\$7.85	\$19.00
Human Resources Managers	113121	14	\$6.25	\$28.85	\$17.98	\$8.11	\$22.29
Training and Development Managers	113131	4	\$7.95	\$30.29	\$15.23	\$10.23	\$11.33
Farmers, Ranchers, and Other Agricultural Managers	119013	12	\$6.05	\$18.75	\$9.27	\$4.27	\$7.32
Construction Managers	119021	15	\$6.05	\$50.00	\$15.60	\$10.76	\$14.58
Education Administrators, Preschool and Childcare Center/Program	119031	12	\$7.00	\$31.25	\$17.39	\$7.37	\$16.56
Education Administrators, Elementary and Secondary School	119032	36	\$6.25	\$28.85	\$24.14	\$4.08	\$24.04
Education Administrators, Postsecondary	119033	D	\$19.88	\$19.88	\$19.88	...	\$19.88
Architectural and Engineering Managers	119041	6	\$19.23	\$32.87	\$25.18	\$5.00	\$24.21
Food Service Managers	119051	12	\$6.25	\$14.42	\$9.18	\$3.09	\$7.55
Gaming Managers	119071	4	\$6.55	\$24.04	\$12.28	\$8.25	\$9.26
Medical and Health Services Managers	119111	44	\$9.85	\$72.12	\$23.01	\$12.97	\$20.19
Natural Sciences Managers	119121	D	\$12.56	\$12.56	\$12.56	...	\$12.56
Property, Real Estate, and Community Association Managers	119141	6	\$16.83	\$25.96	\$20.38	\$3.71	\$19.49
Social and Community Service Managers	119151	30	\$6.25	\$38.46	\$16.27	\$6.99	\$15.20
Emergency Management Directors	119161	D	\$14.42	\$14.42	\$14.42	\$0.00	\$14.42
Managers, All Other	119199	441	\$6.05	\$99.98	\$15.81	\$13.53	\$11.50
Wholesale and Retail Buyers, Except Farm Products	131022	44	\$5.75	\$17.25	\$7.33	\$2.48	\$6.40
Purchasing Agents, Except Wholesale, Retail, and Farm Products	131023	D	\$6.05	\$6.25	\$6.18	\$0.12	\$6.25
Claims Adjusters, Examiners, and Investigators	131031	14	\$6.72	\$18.56	\$11.83	\$4.00	\$11.52
Compliance Officers	131041	37	\$6.50	\$31.25	\$12.71	\$6.73	\$10.34
Cost Estimators	131051	D	\$9.50	\$9.50	\$9.50	...	\$9.50
Human Resources Specialists	131071	30	\$6.05	\$23.69	\$10.47	\$4.31	\$9.91
Labor Relations Specialists	131075	12	\$6.28	\$17.68	\$10.27	\$3.68	\$9.86
Logisticians	131081	D	\$6.50	\$13.00	\$9.75	\$4.60	\$9.75
Management Analysts	131111	19	\$6.05	\$36.06	\$17.55	\$7.32	\$16.83
Meeting, Convention, and Event Planners	131121	6	\$6.25	\$12.87	\$8.56	\$2.56	\$7.88
Training and Development Specialists	131151	D	\$12.60	\$16.55	\$14.52	\$1.98	\$14.42
Market Research Analysts and Marketing Specialists	131161	9	\$6.05	\$18.56	\$11.40	\$5.13	\$8.50
Business Operations Specialists, All Other	131199	5	\$6.15	\$14.55	\$11.23	\$3.66	\$11.97
Accountants and Auditors	132011	404	\$5.50	\$48.08	\$10.77	\$5.45	\$9.00
Appraisers and Assessors of Real Estate	132021	5	\$6.28	\$19.47	\$11.07	\$5.28	\$9.85
Budget Analysts	132031	13	\$6.25	\$23.61	\$17.43	\$5.50	\$20.46
Credit Analysts	132041	4	\$6.05	\$6.75	\$6.23	\$0.35	\$6.05
Financial Analysts	132051	11	\$13.85	\$26.04	\$20.49	\$4.60	\$20.46
Insurance Underwriters	132053	26	\$6.05	\$56.40	\$11.53	\$9.67	\$8.87
Financial Examiners	132061	D	\$10.34	\$10.34	\$10.34	...	\$10.34
Credit Counselors	132071	D	\$18.75	\$19.27	\$19.10	\$0.30	\$19.27
Loan Officers	132072	D	\$12.00	\$34.62	\$20.67	\$12.20	\$15.38
Tax Examiners and Collectors, and Revenue Agents	132081	20	\$6.28	\$16.83	\$8.89	\$2.72	\$8.94
Tax Preparers	132082	D	\$23.36	\$23.36	\$23.36	...	\$23.36
Financial Specialists, All Other	132099	D	\$10.29	\$12.00	\$11.15	\$1.21	\$11.15
Computer Systems Analysts	151121	5	\$9.50	\$30.65	\$21.46	\$9.91	\$26.72
Information Security Analysts	151122	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Computer Programmers	151131	16	\$6.05	\$15.27	\$8.80	\$2.54	\$8.28
Software Developers, Systems Software	151133	D	\$8.50	\$18.73	\$12.41	\$5.52	\$10.00
Web Developers	151134	D	\$6.05	\$14.54	\$10.61	\$4.28	\$11.25
Network and Computer Systems Administrators	151142	18	\$6.50	\$25.25	\$17.65	\$5.09	\$19.25
Computer User Support Specialists	151151	D	\$6.05	\$7.50	\$6.53	\$0.84	\$6.05
Computer Network Support Specialists	151152	6	\$6.55	\$13.85	\$11.61	\$2.56	\$12.36
Computer Occupations, All Other	151199	19	\$6.05	\$23.97	\$12.64	\$5.54	\$12.63
Statisticians	152041	8	\$6.28	\$16.83	\$11.94	\$5.06	\$12.27
Architects, Except Landscape and Naval	171011	D	\$20.83	\$20.83	\$20.83	...	\$20.83
Surveyors	171022	5	\$8.50	\$16.83	\$10.90	\$3.43	\$9.38
Agricultural Engineers	172021	D	\$7.39	\$7.39	\$7.39	...	\$7.39
Biomedical Engineers	172031	D	\$9.00	\$18.00	\$13.50	\$6.36	\$13.50
Civil Engineers	172051	10	\$6.83	\$33.85	\$15.44	\$8.81	\$14.85
Electrical Engineers	172071	15	\$6.05	\$33.17	\$16.20	\$7.83	\$18.15
Electronics Engineers, Except Computer	172072	D	\$10.00	\$10.00	\$10.00	...	\$10.00
Environmental Engineers	172081	D	\$16.83	\$18.17	\$17.50	\$0.95	\$17.50
Health and Safety Engineers, Except Mining Safety Engineers and Inspe	172111	D	\$10.10	\$15.75	\$12.93	\$4.00	\$12.93
Marine Engineers and Naval Architects	172121	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Mechanical Engineers	172141	D	\$14.50	\$14.50	\$14.50	...	\$14.50
Engineers, All Other	172199	8	\$6.88	\$33.65	\$18.63	\$9.02	\$18.67
Architectural and Civil Drafters	173011	12	\$6.25	\$23.08	\$10.82	\$5.59	\$8.65
Civil Engineering Technicians	173022	D	\$33.65	\$33.65	\$33.65	...	\$33.65
Electrical and Electronics Engineering Technicians	173023	13	\$6.05	\$17.00	\$8.91	\$3.86	\$7.00
Mechanical Engineering Technicians	173027	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Engineering Technicians, Except Drafters, All Other	173029	9	\$9.62	\$19.23	\$12.38	\$2.80	\$11.54
Surveying and Mapping Technicians	173031	9	\$6.05	\$8.50	\$6.79	\$0.73	\$6.59
Microbiologists	191022	D	\$21.64	\$21.64	\$21.64	...	\$21.64
Zoologists and Wildlife Biologists	191023	8	\$8.01	\$21.64	\$16.82	\$4.53	\$18.27
Conservation Scientists	191031	8	\$6.28	\$20.19	\$9.83	\$5.28	\$6.93
Foresters	191032	D	\$9.85	\$16.83	\$13.34	\$4.94	\$13.34
Epidemiologists	191041	D	\$21.64	\$21.64	\$21.64	...	\$21.64
Chemists	192031	D	\$9.50	\$9.50	\$9.50	...	\$9.50
Environmental Scientists and Specialists, Including Health	192041	18	\$6.28	\$21.64	\$11.21	\$4.08	\$10.47
Psychologists, All Other	193039	D	\$52.89	\$52.89	\$52.89	...	\$52.89
Urban and Regional Planners	193051	D	\$10.34	\$19.23	\$14.79	\$6.29	\$14.79
Anthropologists and Archeologists	193091	4	\$8.41	\$19.71	\$13.70	\$6.14	\$13.34
Agricultural and Food Science Technicians	194011	D	\$7.39	\$7.39	\$7.39	...	\$7.39
Biological Technicians	194021	D	\$10.00	\$10.00	\$10.00	...	\$10.00
Geological and Petroleum Technicians	194041	D	\$8.65	\$15.75	\$12.20	\$5.02	\$12.20
Social Science Research Assistants	194061	4	\$12.02	\$24.04	\$15.75	\$5.57	\$13.46
Environmental Science and Protection Technicians, Including Health	194091	45	\$7.25	\$19.49	\$9.95	\$3.71	\$7.69
Forest and Conservation Technicians	194093	4	\$7.26	\$9.27	\$8.27	\$1.16	\$8.27
Life, Physical, and Social Science Technicians, All Other	194099	D	\$11.97	\$17.68	\$13.89	\$3.28	\$12.02
Substance Abuse and Behavioral Disorder Counselors	211011	D	\$10.58	\$21.64	\$16.93	\$5.71	\$18.56
Educational, Guidance, School, and Vocational Counselors	211012	25	\$6.05	\$23.69	\$17.64	\$4.07	\$18.58
Mental Health Counselors	211014	D	\$16.83	\$17.55	\$17.19	\$0.51	\$17.19
Rehabilitation Counselors	211015	D	\$12.98	\$15.87	\$14.50	\$1.45	\$14.66
Child, Family, and School Social Workers	211021	4	\$8.17	\$16.35	\$11.21	\$3.63	\$10.17
Healthcare Social Workers	211022	7	\$9.62	\$25.00	\$17.94	\$6.31	\$19.23
Mental Health and Substance Abuse Social Workers	211023	D	\$7.25	\$16.83	\$11.71	\$4.82	\$11.06
Social Workers, All Other	211029	29	\$6.88	\$26.00	\$12.63	\$4.81	\$9.85
Probation Officers and Correctional Treatment Specialists	211092	12	\$9.27	\$24.04	\$12.77	\$4.46	\$10.91
Social and Human Service Assistants	211093	76	\$6.00	\$12.50	\$7.33	\$1.24	\$7.21
Community Health Workers	211094	12	\$6.25	\$14.30	\$9.15	\$1.85	\$8.65
Community and Social Service Specialists, All Other	211099	5	\$8.01	\$10.21	\$9.09	\$1.02	\$9.62



Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Clergy	212011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Lawyers	231011	41	\$9.38	\$62.50	\$31.86	\$9.94	\$31.25
Judicial Law Clerks	231012	7	\$24.04	\$24.04	\$24.04	\$0.00	\$24.04
Administrative Law Judges, Adjudicators, and Hearing Officers	231021	D	\$23.69	\$23.69	\$23.69	\$0.00	\$23.69
Judges, Magistrate Judges, and Magistrates	231023	8	\$57.69	\$62.50	\$59.20	\$1.84	\$58.42
Paralegals and Legal Assistants	232011	22	\$7.00	\$37.50	\$13.96	\$7.28	\$10.85
Court Reporters	232091	D	\$15.27	\$15.27	\$15.27	...	\$15.27
Title Examiners, Abstractors, and Searchers	232093	D	\$8.85	\$8.85	\$8.85	...	\$8.85
Legal Support Workers, All Other	232099	13	\$9.62	\$38.46	\$17.44	\$7.87	\$15.83
Foreign Language and Literature Teachers, Postsecondary	251124	D	\$20.00	\$20.00	\$20.00	...	\$20.00
Recreation and Fitness Studies Teachers, Postsecondary	251193	D	\$6.25	\$6.50	\$6.38	\$0.18	\$6.38
Preschool Teachers, Except Special Education	252011	42	\$6.05	\$16.25	\$7.81	\$2.59	\$6.20
Kindergarten Teachers, Except Special Education	252012	8	\$6.05	\$7.00	\$6.24	\$0.31	\$6.15
Teachers and Instructors, All Other	253099	460	\$6.05	\$50.67	\$18.37	\$6.09	\$18.58
Museum Technicians and Conservators	254013	8	\$5.69	\$14.54	\$9.41	\$3.03	\$8.45
Librarians	254021	4	\$13.02	\$24.04	\$17.55	\$4.92	\$16.56
Library Technicians	254031	D	\$7.00	\$21.64	\$12.21	\$8.18	\$8.00
Instructional Coordinators	259031	10	\$15.63	\$28.85	\$22.29	\$3.23	\$22.02
Teacher Assistants	259041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Art Directors	271011	6	\$8.01	\$22.43	\$11.76	\$5.69	\$9.18
Fine Artists, Including Painters, Sculptors, and Illustrators	271013	10	\$6.05	\$10.25	\$7.19	\$1.62	\$6.45
Fashion Designers	271022	D	\$6.20	\$6.55	\$6.37	\$0.18	\$6.35
Floral Designers	271023	5	\$6.05	\$6.55	\$6.23	\$0.20	\$6.25
Graphic Designers	271024	15	\$6.05	\$15.27	\$7.08	\$2.42	\$6.05
Merchandise Displayers and Window Trimmers	271026	5	\$6.05	\$8.56	\$7.58	\$1.03	\$7.50
Producers and Directors	272012	10	\$6.05	\$40.87	\$23.77	\$8.58	\$23.56
Dancers	272031	7	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Musicians and Singers	272042	5	\$6.05	\$25.00	\$10.23	\$8.30	\$6.05
Entertainers and Performers, Sports and Related Workers, All Other	272099	D	\$6.05	\$6.99	\$6.52	\$0.66	\$6.52
Radio and Television Announcers	273011	10	\$5.78	\$10.00	\$7.08	\$1.19	\$6.75
Public Address System and Other Announcers	273012	D	\$6.05	\$6.45	\$6.25	\$0.28	\$6.25
News Announcers	273031	13	\$7.00	\$30.19	\$12.93	\$7.88	\$9.00
Editors	273041	D	\$6.05	\$21.88	\$14.10	\$7.92	\$14.38
Technical Writers	273042	D	\$12.02	\$18.27	\$15.71	\$3.27	\$16.83
Interpreters and Translators	273091	14	\$6.05	\$35.00	\$15.12	\$9.70	\$11.93
Radio Operators	274013	17	\$6.25	\$12.02	\$7.79	\$1.48	\$7.63
Camera Operators, Television, Video, and Motion Picture	274031	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Dentists, General	291021	D	\$37.50	\$37.50	\$37.50	...	\$37.50
Chiropractors	291021	6	\$25.00	\$80.00	\$51.90	\$22.86	\$45.50
Dental hygiene	291029	5	\$6.05	\$38.46	\$13.51	\$14.00	\$8.00
Dietitians and Nutritionists	291031	14	\$8.96	\$28.65	\$14.67	\$7.47	\$9.86
Optometrists	291041	D	\$12.25	\$27.50	\$19.88	\$10.78	\$19.88
Pharmacists	291051	14	\$50.00	\$99.98	\$62.24	\$17.09	\$53.95
Family and General Practitioners	291062	18	\$48.08	\$99.98	\$81.03	\$17.04	\$82.94
Internists, General	291063	10	\$72.12	\$99.98	\$86.69	\$7.97	\$90.39
Pediatricians, General	291065	30	\$18.75	\$99.98	\$74.87	\$16.89	\$76.92
Surgeons	291067	4	\$88.94	\$93.56	\$91.25	\$2.67	\$91.25
Physicians and Surgeons, All Other	291069	7	\$8.75	\$99.98	\$22.25	\$34.30	\$8.75
Physician Assistants	291071	17	\$24.04	\$48.08	\$37.16	\$6.21	\$38.46
Physical Therapists	291123	15	\$7.00	\$22.60	\$13.86	\$4.55	\$13.00
Respiratory Therapists	291126	7	\$14.04	\$19.23	\$17.06	\$2.33	\$16.83
SpeechLanguage Pathologists	291127	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Veterinarians	291131	D	\$15.63	\$15.63	\$15.63	...	\$15.63
Registered Nurses	291141	177	\$8.55	\$36.06	\$15.15	\$2.75	\$16.03
Nurse Midwives	291161	7	\$20.19	\$90.39	\$40.49	\$23.62	\$38.46

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Nurse Practitioners	291171	20	\$8.51	\$40.87	\$25.87	\$14.04	\$32.63
Health Diagnosing and Treating Practitioners, All Other	291199	D	\$18.75	\$18.75	\$18.75	...	\$18.75
Medical and Clinical Laboratory Technologists	292011	4	\$9.85	\$22.83	\$16.80	\$5.45	\$17.27
Medical and Clinical Laboratory Technicians	292012	19	\$7.63	\$16.03	\$10.68	\$2.64	\$11.40
Diagnostic Medical Sonographers	292032	8	\$11.50	\$20.19	\$15.89	\$3.10	\$15.63
Emergency Medical Technicians and Paramedics	292041	21	\$6.05	\$14.54	\$7.03	\$1.98	\$6.05
Pharmacy Technicians	292052	20	\$9.00	\$22.12	\$12.92	\$3.88	\$11.40
Licensed Practical and Licensed Vocational Nurses	292061	41	\$9.38	\$20.19	\$12.20	\$1.94	\$11.97
Medical Records and Health Information Technicians	292071	21	\$5.69	\$10.58	\$7.42	\$1.36	\$6.92
Health Technologists and Technicians, All Other	292099	9	\$6.19	\$18.75	\$14.64	\$4.29	\$17.31
Occupational Health and Safety Specialists	299011	27	\$6.05	\$24.04	\$14.43	\$4.90	\$12.98
Healthcare Practitioners and Technical Workers, All Other	299099	15	\$6.05	\$24.04	\$9.55	\$4.48	\$8.00
Home Health Aides	311011	7	\$6.05	\$8.17	\$6.76	\$1.00	\$6.05
Nursing Assistants	311014	36	\$5.62	\$11.25	\$7.99	\$1.46	\$7.63
Occupational Therapy Aides	312012	4	\$6.05	\$7.95	\$6.92	\$1.01	\$6.84
Physical Therapist Aides	312022	D	\$6.05	\$12.50	\$9.59	\$3.27	\$10.21
Massage Therapists	319011	69	\$6.05	\$9.37	\$6.39	\$0.99	\$6.05
Dental Assistants	319091	7	\$11.26	\$19.23	\$13.53	\$2.67	\$13.46
Medical Assistants	319092	20	\$6.05	\$13.19	\$8.51	\$1.73	\$8.65
Medical Equipment Preparers	319093	8	\$6.59	\$20.46	\$14.23	\$5.13	\$14.91
Medical Transcriptionists	319094	D	\$7.69	\$16.35	\$10.90	\$4.75	\$8.65
Veterinary Assistants and Laboratory Animal Caretakers	319096	12	\$7.00	\$16.00	\$10.30	\$3.20	\$9.00
Phlebotomists	319097	10	\$5.69	\$12.56	\$8.11	\$1.95	\$7.63
Other medical	319099	11	\$6.05	\$17.31	\$8.68	\$3.42	\$7.06
FirstLine Supervisors of Correctional Officers	331011	18	\$6.05	\$25.96	\$16.97	\$5.91	\$16.83
FirstLine Supervisors of Police and Detectives	331012	18	\$10.85	\$21.48	\$15.38	\$2.85	\$15.27
FirstLine Supervisors of Protective Service Workers, All Other	331099	7	\$8.00	\$14.42	\$11.79	\$2.70	\$11.54
Firefighters	332011	93	\$6.28	\$17.68	\$9.72	\$2.53	\$8.01
Bailiffs	333011	D	\$15.07	\$18.32	\$16.70	\$2.30	\$16.70
Correctional Officers and Jailers	333012	60	\$6.28	\$10.34	\$8.16	\$0.92	\$8.01
Detectives and Criminal Investigators	333021	53	\$6.28	\$24.04	\$9.81	\$3.95	\$8.41
Parking Enforcement Workers	333041	D	\$6.28	\$6.28	\$6.28	...	\$6.28
Police and Sheriff's Patrol Officers	333051	133	\$6.28	\$16.03	\$9.37	\$2.12	\$8.01
Animal Control Workers	339011	12	\$6.28	\$11.97	\$8.37	\$1.69	\$7.66
Security Guards	339032	424	\$5.05	\$9.19	\$6.17	\$0.43	\$6.05
Crossing Guards	339091	46	\$6.05	\$6.70	\$6.12	\$0.16	\$6.05
Protective Service Workers, All Other	339099	10	\$5.55	\$16.83	\$7.38	\$3.35	\$6.55
Chefs and Head Cooks	351011	142	\$5.60	\$17.31	\$7.16	\$2.17	\$6.30
FirstLine Supervisors of Food Preparation and Serving Workers	351012	23	\$5.55	\$10.72	\$6.74	\$1.32	\$6.05
Cooks, Fast Food	352011	118	\$5.55	\$18.75	\$6.31	\$1.34	\$6.05
Cooks, Institution and Cafeteria	352012	16	\$5.42	\$8.83	\$6.70	\$0.82	\$6.29
Cooks, Restaurant	352014	127	\$5.05	\$8.00	\$6.18	\$0.43	\$6.05
Cooks, Short Order	352015	D	\$6.05	\$6.25	\$6.12	\$0.12	\$6.05
Food Preparation Workers	352021	132	\$6.05	\$12.24	\$6.25	\$0.63	\$6.05
Bartenders	353011	84	\$5.55	\$7.60	\$6.11	\$0.28	\$6.05
Combined Food Preparation and Serving Workers, Including Fast Food	353021	8	\$6.05	\$9.50	\$7.00	\$1.55	\$6.15
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	353022	11	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Waiters and Waitresses	353031	283	\$5.05	\$8.00	\$6.11	\$0.32	\$6.05
Food Servers, Nonrestaurant	353041	49	\$6.05	\$6.49	\$6.17	\$0.13	\$6.15
Dining Room and Cafeteria Attendants and Bartender Helpers	359011	5	\$6.05	\$6.20	\$6.10	\$0.07	\$6.05
Dishwashers	359021	39	\$5.55	\$7.50	\$6.12	\$0.35	\$6.05
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	359031	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Food Preparation and Serving Related Workers, All Other	359099	42	\$5.55	\$8.24	\$6.23	\$0.68	\$6.05
FirstLine Supervisors of Housekeeping and Janitorial Workers	371011	11	\$6.05	\$14.54	\$8.08	\$3.01	\$6.73
FirstLine Supervisors of Landscaping, Lawn Service, and Groundskeepi	371012	7	\$6.05	\$19.61	\$9.97	\$5.16	\$6.73

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	372011	305	\$5.05	\$9.73	\$6.23	\$0.64	\$6.05
Maids and Housekeeping Cleaners	372012	94	\$6.05	\$7.50	\$6.11	\$0.21	\$6.05
Building Cleaning Workers, All Other	372019	17	\$6.05	\$11.26	\$8.36	\$1.79	\$7.63
Pest Control Workers	372021	5	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Landscaping and Groundskeeping Workers	373011	75	\$5.55	\$8.65	\$6.13	\$0.40	\$6.05
Pesticide Handlers, Sprayers, and Applicators, Vegetation	373012	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Grounds Maintenance Workers, All Other	373019	12	\$6.05	\$11.82	\$7.67	\$1.96	\$6.59
Animal Trainers	392011	9	\$7.26	\$16.03	\$9.53	\$2.82	\$8.01
Nonfarm Animal Caretakers	392021	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Gaming Dealers	393011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Gaming Service Workers, All Other	393019	11	\$6.05	\$8.25	\$7.00	\$0.74	\$6.75
Ushers, Lobby Attendants, and Ticket Takers	393031	D	\$6.05	\$6.20	\$6.13	\$0.11	\$6.13
Amusement and Recreation Attendants	393091	15	\$6.05	\$7.00	\$6.27	\$0.39	\$6.05
Barbers	395011	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Hairdressers, Hairstylists, and Cosmetologists	395012	95	\$5.55	\$11.31	\$6.62	\$1.19	\$6.05
Manicurists and Pedicurists	395092	4	\$6.25	\$9.68	\$8.64	\$1.60	\$9.31
Baggage Porters and Bellhops	396011	19	\$6.05	\$8.00	\$6.69	\$0.50	\$6.55
Concierges	396012	14	\$6.05	\$12.00	\$7.09	\$1.58	\$7.00
Tour Guides and Escorts	397011	105	\$5.55	\$12.19	\$6.48	\$0.98	\$6.05
Travel Guides	397012	7	\$6.05	\$9.00	\$7.02	\$1.10	\$7.00
Childcare Workers	399011	45	\$6.05	\$11.25	\$6.28	\$1.08	\$6.05
Personal Care Aides	399021	D	\$6.05	\$7.00	\$6.53	\$0.67	\$6.53
Recreation Workers	399032	13	\$6.05	\$16.83	\$7.54	\$2.97	\$6.05
Residential Advisors	399041	14	\$17.31	\$17.31	\$17.31	\$0.00	\$17.31
FirstLine Supervisors of Retail Sales Workers	411011	47	\$5.50	\$12.50	\$7.05	\$1.56	\$6.50
FirstLine Supervisors of NonRetail Sales Workers	411012	10	\$6.05	\$15.63	\$9.50	\$3.23	\$9.32
Cashiers	412011	438	\$5.55	\$11.50	\$6.37	\$0.93	\$6.05
Gaming Change Persons and Booth Cashiers	412012	79	\$5.05	\$7.50	\$5.93	\$0.37	\$6.05
Counter and Rental Clerks	412021	24	\$6.05	\$9.50	\$6.28	\$0.71	\$6.05
Parts Salespersons	412022	4	\$6.10	\$6.50	\$6.40	\$0.20	\$6.50
Retail Salespersons	412031	62	\$5.55	\$13.85	\$6.36	\$1.10	\$6.05
Advertising Sales Agents	413011	95	\$5.55	\$11.90	\$6.48	\$1.00	\$6.05
Insurance Sales Agents	413021	4	\$6.05	\$6.25	\$6.10	\$0.10	\$6.05
Travel Agents	413041	18	\$6.50	\$15.00	\$10.10	\$2.99	\$10.47
Sales Representatives, Services, All Other	413099	284	\$6.05	\$12.39	\$7.51	\$1.61	\$7.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	414011	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	414012	56	\$5.55	\$11.88	\$6.85	\$1.42	\$6.10
Demonstrators and Product Promoters	419011	5	\$6.05	\$7.25	\$6.39	\$0.53	\$6.05
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	419091	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sales and Related Workers, All Other	419099	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
FirstLine Supervisors of Office and Administrative Support Workers	431011	28	\$6.05	\$23.80	\$12.85	\$5.77	\$12.25
Switchboard Operators, Including Answering Service	432011	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Telephone Operators	432021	55	\$6.05	\$26.24	\$9.79	\$5.21	\$7.55
Communications Equipment Operators, All Other	432099	D	\$6.50	\$6.50	\$6.50	...	\$6.50
Bill and Account Collectors	433011	8	\$6.05	\$15.00	\$9.59	\$3.25	\$10.00
Billing and Posting Clerks	433021	5	\$6.50	\$7.63	\$7.20	\$0.47	\$7.25
Bookkeeping, Accounting, and Auditing Clerks	433031	266	\$5.35	\$20.00	\$7.03	\$2.28	\$6.10
Gaming Cage Workers	433041	62	\$6.05	\$8.15	\$6.50	\$0.44	\$6.15
Payroll and Timekeeping Clerks	433051	20	\$6.05	\$17.68	\$7.83	\$3.34	\$6.05
Procurement Clerks	433061	22	\$6.05	\$16.62	\$9.53	\$3.56	\$8.87
Tellers	433071	7	\$6.05	\$7.90	\$6.54	\$0.63	\$6.30
Financial Clerks, All Other	433099	5	\$6.05	\$7.00	\$6.24	\$0.42	\$6.05
Court, Municipal, and License Clerks	434031	39	\$6.05	\$31.25	\$11.23	\$5.79	\$9.85
Customer Service Representatives	434051	414	\$6.05	\$21.12	\$7.45	\$2.62	\$6.20
Eligibility Interviewers, Government Programs	434061	39	\$6.28	\$14.42	\$9.10	\$2.38	\$8.11

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
File Clerks	434071	8	\$5.55	\$8.00	\$6.60	\$0.76	\$6.28
Hotel, Motel, and Resort Desk Clerks	434081	49	\$5.55	\$6.80	\$6.08	\$0.17	\$6.05
Interviewers, Except Eligibility and Loan	434111	22	\$7.63	\$20.00	\$14.34	\$5.38	\$12.02
Library Assistants, Clerical	434121	10	\$6.28	\$8.65	\$7.39	\$0.92	\$7.26
Loan Interviewers and Clerks	434131	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Order Clerks	434151	6	\$6.05	\$9.75	\$7.11	\$1.39	\$6.77
Human Resources Assistants, Except Payroll and Timekeeping	434161	21	\$6.28	\$20.46	\$13.02	\$4.70	\$14.54
Receptionists and Information Clerks	434171	38	\$6.05	\$15.25	\$7.82	\$2.78	\$6.55
Reservation and Transportation Ticket Agents and Travel Clerks	434181	6	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Information and Record Clerks, All Other	434199	16	\$6.05	\$7.69	\$6.61	\$0.54	\$6.50
Cargo and Freight Agents	435011	30	\$6.05	\$8.75	\$6.36	\$0.74	\$6.05
Couriers and Messengers	435021	D	\$6.05	\$8.70	\$7.17	\$1.37	\$6.75
Dispatchers, Except Police, Fire, and Ambulance	435032	14	\$6.05	\$10.38	\$7.02	\$1.41	\$6.19
Postal Service Clerks	435051	D	\$6.00	\$6.50	\$6.25	\$0.25	\$6.25
Postal Service Mail Carriers	435052	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Production, Planning, and Expediting Clerks	435061	D	\$5.55	\$6.05	\$5.88	\$0.29	\$6.05
Shipping, Receiving, and Traffic Clerks	435071	12	\$6.05	\$6.11	\$6.06	\$0.02	\$6.05
Stock Clerks and Order Fillers	435081	273	\$6.05	\$18.56	\$6.80	\$1.63	\$6.05
Executive Secretaries and Executive Administrative Assistants	436011	141	\$6.05	\$24.04	\$10.83	\$3.80	\$9.62
Legal Secretaries	436012	10	\$6.05	\$19.23	\$8.54	\$4.05	\$7.00
Other secretaries	436013	6	\$6.05	\$10.00	\$7.28	\$1.52	\$6.78
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	436014	71	\$6.05	\$20.20	\$9.07	\$3.21	\$8.51
Computer Operators	439011	30	\$6.00	\$19.49	\$9.09	\$4.06	\$7.55
Data Entry Keyers	439021	10	\$7.63	\$31.25	\$11.73	\$7.35	\$8.57
Word Processors and Typists	439022	4	\$6.28	\$20.67	\$9.96	\$7.14	\$6.44
Insurance Claims and Policy Processing Clerks	439041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Mail Clerks and Mail Machine Operators, Except Postal Service	439051	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Office Clerks, General	439061	184	\$6.05	\$24.28	\$8.27	\$2.96	\$7.26
Office Machine Operators, Except Computer	439071	D	\$6.05	\$17.45	\$9.85	\$6.58	\$6.05
Statistical Assistants	439111	D	\$12.42	\$14.42	\$13.42	\$1.41	\$13.42
Office and Administrative Support Workers, All Other	439199	163	\$5.55	\$28.85	\$10.30	\$5.21	\$8.65
FirstLine Supervisors of Farming, Fishing, and Forestry Workers	451011	D	\$13.19	\$15.27	\$14.10	\$1.06	\$13.85
Agricultural Inspectors	452011	18	\$6.05	\$11.40	\$8.49	\$1.73	\$8.01
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452092	38	\$5.55	\$7.69	\$6.08	\$0.30	\$6.05
Farmworkers, Farm, Ranch, and Aquacultural Animals	452093	6	\$6.05	\$6.25	\$6.08	\$0.08	\$6.05
Agricultural Workers, All Other	452095	10	\$6.05	\$18.75	\$7.83	\$3.86	\$6.60
Fishers and Related Fishing Workers	453011	27	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Forest and Conservation Workers	454011	15	\$7.26	\$19.23	\$11.29	\$2.94	\$11.40
FirstLine Supervisors of Construction Trades and Extraction Workers	471011	27	\$6.05	\$21.63	\$8.32	\$3.69	\$7.00
Boilermakers	472011	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Brickmasons and Blockmasons	472021	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Carpet Installers	472041	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Cement Masons and Concrete Finishers	472051	134	\$5.55	\$7.00	\$6.15	\$0.22	\$6.05
Construction Laborers	472061	10	\$6.05	\$6.10	\$6.07	\$0.02	\$6.05
Operating Engineers and Other Construction Equipment Operators	472073	48	\$5.69	\$12.56	\$8.28	\$1.52	\$8.01
Electricians	472111	81	\$5.55	\$17.31	\$6.47	\$1.39	\$6.05
Glaziers	472121	10	\$6.25	\$10.00	\$6.90	\$1.30	\$6.25
Painters, Construction and Maintenance	472141	239	\$6.05	\$24.31	\$6.74	\$1.88	\$6.17
Pipelayers	472151	4	\$6.05	\$10.58	\$7.18	\$2.27	\$6.05
Plumbers, Pipefitters, and Steamfitters	472152	16	\$6.05	\$14.80	\$6.87	\$2.16	\$6.15
Sheet Metal Workers	472211	D	\$6.25	\$7.00	\$6.63	\$0.53	\$6.63
Structural Iron and Steel Workers	472221	13	\$6.05	\$7.00	\$6.22	\$0.29	\$6.10
HelpersBrickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	473010	31	\$5.55	\$7.05	\$6.20	\$0.38	\$6.05
HelpersElectricians	473013	D	\$5.55	\$5.55	\$5.55	...	\$5.55
Helpers, Construction Trades, All Other	473019	54	\$6.05	\$16.83	\$9.36	\$3.31	\$7.82

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Construction and Building Inspectors	474011	14	\$6.92	\$19.27	\$12.25	\$4.03	\$10.14
Highway Maintenance Workers	474051	6	\$10.21	\$19.23	\$13.58	\$3.60	\$12.74
Construction and Related Workers, All Other	474099	17	\$5.55	\$6.50	\$5.96	\$0.26	\$6.05
Earth Drillers, Except Oil and Gas	475021	D	\$7.25	\$7.25	\$7.25	...	\$7.25
HelpersExtraction Workers	475081	D	\$6.05	\$7.00	\$6.52	\$0.48	\$6.50
FirstLine Supervisors of Mechanics, Installers, and Repairers	491011	16	\$6.70	\$26.18	\$12.75	\$5.24	\$11.26
Computer, Automated Teller, and Office Machine Repairers	492011	D	\$7.00	\$7.50	\$7.33	\$0.29	\$7.50
Telecommunications Equipment Installers and Repairers, Except Line In	492022	D	\$6.50	\$6.50	\$6.50	\$0.00	\$6.50
Electrical and Electronics Repairers, Commercial and Industrial Equipme	492094	30	\$6.05	\$8.65	\$6.51	\$0.76	\$6.05
Electronic Equipment Installers and Repairers, Motor Vehicles	492096	D	\$6.05	\$8.50	\$6.87	\$1.41	\$6.05
Electronic Home Entertainment Equipment Installers and Repairers	492097	8	\$9.80	\$20.53	\$13.94	\$4.18	\$11.83
Aircraft Mechanics and Service Technicians	493011	27	\$6.05	\$22.19	\$10.50	\$5.70	\$7.00
Automotive Body and Related Repairers	493021	32	\$5.55	\$6.65	\$6.14	\$0.22	\$6.05
Automotive Glass Installers and Repairers	493022	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Automotive Service Technicians and Mechanics	493023	53	\$5.31	\$20.46	\$6.69	\$2.42	\$6.05
Bus and Truck Mechanics and Diesel Engine Specialists	493031	63	\$5.63	\$16.03	\$6.86	\$1.79	\$6.05
Farm Equipment Mechanics and Service Technicians	493041	15	\$6.05	\$8.50	\$6.87	\$0.82	\$6.60
Mobile Heavy Equipment Mechanics, Except Engines	493042	12	\$6.05	\$11.26	\$6.77	\$1.48	\$6.25
Motorboat Mechanics and Service Technicians	493051	11	\$6.05	\$8.00	\$6.53	\$0.76	\$6.05
Motorcycle Mechanics	493052	D	\$6.90	\$6.90	\$6.90	...	\$6.90
Outdoor Power Equipment and Other Small Engine Mechanics	493053	D	\$5.55	\$7.00	\$6.20	\$0.74	\$6.05
Tire Repairers and Changers	493093	4	\$6.05	\$7.50	\$6.41	\$0.72	\$6.05
Control and Valve Installers and Repairers, Except Mechanical Door	499012	D	\$6.05	\$6.50	\$6.28	\$0.32	\$6.28
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	499021	29	\$6.05	\$8.41	\$6.56	\$0.69	\$6.20
Home Appliance Repairers	499031	24	\$6.05	\$7.61	\$6.19	\$0.34	\$6.05
Industrial Machinery Mechanics	499041	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Maintenance Workers, Machinery	499043	5	\$6.05	\$7.50	\$6.50	\$0.60	\$6.38
Telecommunications Line Installers and Repairers	499052	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Medical Equipment Repairers	499062	D	\$7.05	\$13.34	\$10.71	\$3.27	\$11.75
Watch Repairers	499064	D	\$6.05	\$6.05	\$6.05	...	\$6.05
General Maintenance	499070	217	\$6.05	\$23.80	\$10.62	\$2.27	\$10.01
Maintenance and Repair Workers, General	499071	87	\$5.55	\$20.46	\$6.49	\$1.80	\$6.05
Coin, Vending, and Amusement Machine Servicers and Repairers	499091	9	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Commercial Divers	499092	12	\$6.05	\$9.38	\$7.07	\$1.05	\$7.00
HelpersInstallation, Maintenance, and Repair Workers	499098	47	\$6.05	\$14.42	\$7.19	\$1.69	\$6.25
Installation, Maintenance, and Repair Workers, All Other	499099	29	\$6.05	\$20.53	\$12.17	\$4.48	\$10.40
FirstLine Supervisors of Production and Operating Workers	511011	14	\$5.55	\$18.56	\$8.54	\$4.04	\$7.29
Engine and Other Machine Assemblers	512022	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Structural Metal Fabricators and Fitters	512041	4	\$5.55	\$6.50	\$6.04	\$0.39	\$6.05
Fiberglass Laminators and Fabricators	512091	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Assemblers and Fabricators, All Other	512099	4	\$6.05	\$6.30	\$6.11	\$0.12	\$6.05
Bakers	513011	86	\$6.05	\$7.25	\$6.11	\$0.16	\$6.05
Butchers and Meat Cutters	513021	33	\$5.55	\$6.35	\$6.06	\$0.11	\$6.05
Meat, Poultry, and Fish Cutters and Trimmers	513022	5	\$6.05	\$6.50	\$6.14	\$0.20	\$6.05
Machinists	514041	10	\$6.05	\$8.25	\$6.43	\$0.72	\$6.05
Welders, Cutters, Solderers, and Brazers	514121	42	\$6.05	\$11.45	\$6.54	\$0.91	\$6.25
Printing Press Operators	515112	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Print Binding and Finishing Workers	515113	9	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Laundry and DryCleaning Workers	516011	32	\$6.05	\$6.40	\$6.07	\$0.06	\$6.05
Sewing Machine Operators	516031	6	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sewers, Hand	516051	7	\$6.05	\$6.25	\$6.11	\$0.10	\$6.05
Tailors, Dressmakers, and Custom Sewers	516052	28	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Upholsterers	516093	11	\$6.05	\$6.80	\$6.12	\$0.23	\$6.05
Power Plant Operators	518013	12	\$6.05	\$12.40	\$6.95	\$1.83	\$6.13
Water and Wastewater Treatment Plant and System Operators	518031	5	\$6.05	\$16.71	\$10.29	\$5.30	\$7.25

Table 5-1. Hourly Wage Characteristics for Detailed Occupations in SOC Order, CNMI: 2014 -- continued

Occupation	SOC	Cases	Min	Max	Mean	SD	Median
Petroleum Pump System Operators, Refinery Operators, and Gaugers	518093	5	\$6.05	\$9.45	\$7.22	\$1.64	\$6.05
Mixing and Blending Machine Setters, Operators, and Tenders	519023	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Inspectors, Testers, Sorters, Samplers, and Weighers	519061	D	\$6.05	\$6.05	\$6.05	...	\$6.05
Jewelers and Precious Stone and Metal Workers	519071	18	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Dental Laboratory Technicians	519081	D	\$8.94	\$12.56	\$10.75	\$2.56	\$10.75
Packaging and Filling Machine Operators and Tenders	519111	21	\$6.05	\$6.15	\$6.07	\$0.04	\$6.05
Painters, Transportation Equipment	519122	16	\$6.05	\$6.55	\$6.12	\$0.17	\$6.05
Etchers and Engravers	519194	4	\$6.05	\$6.50	\$6.16	\$0.22	\$6.05
HelpersProduction Workers	519198	4	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Production Workers, All Other	519199	13	\$6.05	\$7.05	\$6.13	\$0.28	\$6.05
Aircraft Cargo Handling Supervisors	531011	D	\$6.92	\$12.48	\$9.59	\$2.79	\$9.38
FirstLine Supervisors of Helpers, Laborers, and Material Movers, Hand	531021	20	\$5.50	\$21.63	\$8.79	\$4.25	\$6.28
FirstLine Supervisors of Transportation and MaterialMoving Machine ar	531031	17	\$6.05	\$21.88	\$9.61	\$4.64	\$7.00
Airline Pilots, Copilots, and Flight Engineers	532011	17	\$8.65	\$28.85	\$14.84	\$5.62	\$13.56
Air Traffic Controllers	532021	D	\$25.00	\$25.00	\$25.00	...	\$25.00
Bus Drivers, Transit and Intercity	533021	43	\$6.05	\$8.75	\$6.15	\$0.42	\$6.05
Bus Drivers, School or Special Client	533022	37	\$6.28	\$11.97	\$8.78	\$1.63	\$8.41
Driver/Sales Workers	533031	85	\$5.55	\$9.00	\$6.29	\$0.57	\$6.05
Heavy and TractorTrailer Truck Drivers	533032	102	\$6.00	\$10.50	\$6.70	\$1.01	\$6.25
Light Truck or Delivery Services Drivers	533033	49	\$6.05	\$6.75	\$6.12	\$0.16	\$6.05
Taxi Drivers and Chauffeurs	533041	14	\$5.55	\$7.00	\$5.80	\$0.42	\$5.55
Motor Vehicle Operators, All Other	533099	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Sailors and Marine Oilers	535011	19	\$6.05	\$7.50	\$6.28	\$0.51	\$6.05
Captains, Mates, and Pilots of Water Vessels	535021	52	\$6.05	\$28.13	\$11.51	\$4.88	\$10.63
Motorboat Operators	535022	8	\$6.05	\$15.00	\$7.92	\$3.54	\$6.05
Ship Engineers	535031	D	\$19.23	\$28.13	\$23.68	\$6.29	\$23.68
Automotive and Watercraft Service Attendants	536031	56	\$6.05	\$17.68	\$6.88	\$2.36	\$6.05
Transportation Inspectors	536051	D	\$8.06	\$11.00	\$9.53	\$2.08	\$9.53
Transportation Attendants, Except Flight Attendants	536061	19	\$6.05	\$7.50	\$6.26	\$0.48	\$6.05
Crane and Tower Operators	537021	5	\$7.50	\$10.50	\$9.00	\$1.06	\$9.00
Hoist and Winch Operators	537041	D	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Industrial Truck and Tractor Operators	537051	6	\$6.05	\$9.62	\$7.95	\$1.43	\$7.69
Cleaners of Vehicles and Equipment	537061	4	\$6.05	\$8.17	\$6.58	\$1.06	\$6.05
Laborers and Freight, Stock, and Material Movers, Hand	537062	27	\$6.05	\$8.00	\$6.18	\$0.42	\$6.05
Packers and Packagers, Hand	537064	8	\$6.05	\$6.05	\$6.05	\$0.00	\$6.05
Gas Compressor and Gas Pumping Station Operators	537071	D	\$8.00	\$8.00	\$8.00	\$0.00	\$8.00
Pump Operators, Except Wellhead Pumpers	537072	D	\$8.00	\$8.00	\$8.00	...	\$8.00
Refuse and Recyclable Material Collectors	537081	15	\$6.05	\$18.27	\$7.36	\$3.50	\$6.05
Material Moving Workers, All Other	537199	D	\$6.05	\$6.05	\$6.05	...	\$6.05

Note: D is present when data are suppressed to preserve confidentiality

# APPENDIX C

## Questionnaire

### 2014 Prevailing Wage & Workforce Assessment Study



Thank you for making the 2014 CNMI PWWAS a success.



Please verify your firm's basic information with us: the official name of your establishment, the island and village location where you conduct your business, phone number(s), Doing Business As "DBA" names, and business activities.

B1. Name of Establishment:

B2. Island

B3. Village location:

B4. Phone number(s):

B5. ED (CSD Office use only)

List of DBAs

B6. DBA name

B7. Business activity

B8. NAICS code

Please provide the following additional information for your establishment.

B09. Contact person:

B10. Email address:

B11. Location Description: (Official use only)

B12. How many employees do you currently have in your business/organization? \_\_\_\_\_ Empl. #

B12 code

If the establishment currently has no employees check or tick this box: ☐ no employees

Future Employment Plans. Please answer the following questions based on your expectation for doing business in the CNMI over the next two years.

	(1) Yes, within 1 month	(2) Yes, within six months	(3) Yes, within one yr	(4) Yes, within two yrs	(5) No	(98) Don't know/not sure	(99) NR	Code
<u>B13.</u> Are you planning to expand your company, create new jobs, and hire new employees? .....								B13.
<u>B14.</u> Are you planning to reduce the size of your company, by reducing the number of your employees through lay-off or termination? .....								B14.

For each position currently occupied by an employee in your business, please give the following information: include all positions in your company, including all employee who worked full time or part time, on vacation or was on sick leave, during the two-week period, 10-06-14 to 10-17-14. Please complete all items on this page.

### I. Position Occupational Classification

P1. Position Title (please spell in full and give complete title):		P1. Code (SOC):	
P2. List the top five most important responsibilities or duties of this position (These responsibilities will be used to properly classify each position into the proper Standard Occupational Classification): 1. _____ 2. _____ 3. _____ 4. _____ 5. _____		P3.a Employment Status: 1. Full 2. Part time	P3.a Code  P3.b #Hrs
		P3.b How many hours worked during the period 10-6-14 to 10-17-14? _____ #hrs	
P4. Business activity or DBA of this employee/position.		P4. NAICS code:	

### II. Direct Pay

Please give the hourly wage rate for this position. If the hourly wage is not readily available, you may give the weekly, bi-weekly, monthly or annual amount of pay and CSD Office will derive the appropriate hourly wage rate.

P5. Hourly wage rate: _____ Or Biweekly Pay: _____ Or Monthly Pay: _____ Or Annual Pay: _____	P5. HW Rate	P6. Length of time this employee has been in this position (please give the length of time in years and month. Give your best estimate if the exact time is not known). Years: _____ Months: _____	P6. Codes Year _____ Month _____	
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### III. Employer Provided Fringe Benefits

Please indicate the type of employer-provided fringe benefits and the amount of each fringe benefit you currently provide to this position or employee. For each benefit you provide, please check or tick the "Yes" box and provide the appropriate benefit amount. For each benefit you do not provide, check or tick "No" and leave the amount blank.

P7. Fringe Benefits Type:	Yes	No	Hourly rate	Bi-weekly Amt	Monthly Amt	Annual Amt	P7. Hourly Fringe
a. Vacation leave.....							a.
b. Sick leave .....							b.
c. Life Insurance .....							c.
d. Health Insurance .....							d.
e. Dental.....							e.
f. Retirement .....							f.
g. Food .....							g.
h. Housing.....							h.
i. Transportation .....							i.
j. Tuition/educational .....							j.
k. Other(specify).....							k..
l. Other(specify) .....							l.
m. If no fringe benefit at all is offered to this employee, check this box <input type="checkbox"/> no fringe							m.

P8. Citizenship of employee: 1. US Citizen, CNMI born 2. US Citizen, born in the US, US territory or naturalized 3. Non US citizen (specify) _____ 8. Don't know/not sure    9. No Response	P8. Code	P9. Employment Visa Type (If not a US Citizen, specify type of visa): 1. CWI                      2. H1B 3. Parole in place        4. H2B 5. Other (specify): _____ 8. Don't know/not sure    9. NR	P9. Code
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IV. Employee Demographics								
<u>P10.</u> Gender 1. Male 2. Female		P10. Code	<u>P11.</u> Age. (If age is unknown, please give best estimate) Age: _____ P11. code		<u>P12.</u> Ethnic or Race: 1. _____ 2. _____		<u>P11.</u> Eth codes _____ _____	
<u>P13.</u> Highest Education Completed								
Education Level	CNMI (1)	US (2)	Non US (3)	Don't know where (4)	P13. Education Code			
1. Less than HS								
2. HS								
3. Some college								
4. AA or AS								
5. Vocational Certificate								
6. BA or BS								
7. MA or MS								
8. PhD								
9. J.D. MD. Other Professional degree								
98 Education level unknown								
99 No Response								
V. Language, Math, Business and Vocational Skills Assessment								
If this section is not applicable or meaningful for this employee or position, check this box: <input type="checkbox"/> not applicable						V.		
Skill	Excellent: No need training (1)	Good: but can use some Training (2)	Poor: Training is a must (3)	Don't know/not sure (8)	NA (9)	Official use only Code		
<u>P14.</u> English skills						<u>P14.</u>		
a. Reading						a.		
b. Speaking						b.		
c. Writing						c.		
<u>P15.</u> Basic Arithmetic skills						<u>P15.</u>		
<u>P16.</u> Business Office skills						<u>P16.</u>		
a. Accounting						a.		
b. Management						b.		
c. Marketing, Sales and Advertising						c.		
d. Business writing and speaking						d.		
e. Computer skills						e.		
i. Word processing.....						i.		
ii. Spreadsheet .....						ii.		
iii. Windows operating system.....						iii.		
iv. Internet (WWW, email, etc) .....						iv.		
v. Database .....						v.		
vi. Website and Web Pages.....						vi.		
vii. Programming language.....						vii.		
f. Customer Service						f.		
g. Specify:						g.		
<u>P17.</u> Vocational skills (list)						<u>P17</u>		
a. Specify:						a.		
b. Specify:						b.		
c. Specify:						c.		
VI. Future Employment Plans for this Type of Position								
<u>P18.a</u> Are you planning to add/hire an additional new employee for this type of position?.....	(1) Yes, within 1 month	(2) Yes, within six months	(3) Yes, within one year	(4) Yes, within two years	(5) No	(98) Not sure/don't know	(99) NR	P18. Code
								a.
b. Are you planning to eliminate or reduce this type of position from your business? ....								b.