

CNMI 2016

PREVAILING WAGE AND WORKFORCE ASSESSMENT STUDY:

EMPLOYERS, EMPLOYEES, AND HOURLY WAGE

BY GEOGRAPHIC, DEMOGRAPHIC, AND ECONOMIC CHARACTERISTICS

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

DEPARTMENT OF COMMERCE

CENTRAL STATISTICS DIVISION

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## INTRODUCTION

This is the second report of the 2016 Prevailing Wage and Workforce Assessment Study (PWWAS) in the Commonwealth. The first report described the purpose of the Study, the target population, the methodology, and presented the hourly wage rate by SOC Detailed Occupational Titles. That first report is the current source of prevailing hourly wage rates by Detailed Occupational Titles in the CNMI. This second report analyzes three measures—Count of Employers, Count of Employees, and Mean Hourly Wage Rate by selected geographic, demographic, and economic variables in the Study.

## MEASURES

The count of employers is the distinct count of employers and is also labeled as Employers N in the tables and charts. The count of employees is the number of employees and is also labeled as Employees N in the tables and charts. Two hourly wage averages are in the report: hourly wage rate mean and hourly wage rate median. The mean is the arithmetic average while the median is the value that divides the distribution into two halves. Percent (or percentage) and percent distribution are used in the analysis. The percentage of employers in is calculated by dividing the distinct count of employers in a category to the total count of employers in the Study. The employees' percent distribution is calculated, similarly, by dividing the number of employees in a category into the total count of employees in the Study. While the percent distribution always sum-up to 100% meaningfully, barring rounding errors, the percentage of employers in do not always sum-up to 100% because an employer may be counted into multiple categories. For example, the CNMI government and the CNMI Public School System (PSS) were present and therefore counted as employers in each of the islands—Saipan, Tinian, and Rota. Hence, the sum of employers' percentages by island add up to more than one hundred percent. Keep this distinction in mind when making sense of the employer percentages in Part A of this report.

### WEIGHTED MEASURES

The count of employers and the count of employees are weighted estimates. As discussed in the first report, the Study covered all employers in Tinian and Rota and all employers in Saipan that had five or more employees based on records from the CNMI Department of Finance. A stratified random sample was used to select a sample to represent those employers in Saipan that had less than five employees. See the first report (2016 CNMI Prevailing Wage and Workforce Assessment Study: SOC Detailed Occupation Titles and Hourly Wage Report) for detail. In this report, weights were derived and used to arrive at the estimated total counts of employers and employees. The data collection process tracked the disposition of the survey form of each employer. The disposition of the employers' forms was used in deriving weights needed to come up with estimated totals. The weights were adjusted in three steps. The initial sample weights were the inverses of the sampling selection probabilities. The first step was an adjustment to account for employers that have closed-down or no longer have employees. The second step was an adjustment to account for the sample of employers to their corresponding sub-populations. The third adjustment was to account for employers who had employees but did not report individual employee records. The final estimate for the total number of employers in the CNMI, at the time of the Study, was 1,672: Saipan's was 1,576; Tinian, 56; and Rota, 48. The final estimate for the total number of employees for the CNMI was 22,576: Saipan's was 20,987; Tinian, 980; and Rota, 609.

### UNWEIGHTED MEASURE

While the count of employers and the count of employees are weighted figures, the mean (and median) hourly wage rate figures presented in this second report are not weighted. The hourly wage rates were not weighted for two reasons. First, by not weighting the hourly wage the estimated figures in this report are comparable with those in the first report. Second, the weighted hourly wage rates do not differ much from the unweighted figures. The weighted figures are, overall, lower than the unweighted. This is so because, as shown in section B2, page 20, mean hourly wage rate is positively correlated with employer size. Since, only Saipan employers with less than five employees were sampled, when weights are applied, employees within this employer group pull the mean hourly wage down slightly and for Saipan only.

## VARIABLES

The selected geographic, demographic, and economic variables in this report include Island, Sector, Employer Size, Major Occupational Titles, Major Industries, Gender, Age, Citizenship, Ethnic Group, and Visa Group.

The categories under the variable Island includes Saipan, Tinian, and Rota. Sector's categories include Private and Public. Employer Size, defined by number of employees, was recoded into six categories: less than 5 employees, 5 to 9 employees, 10 to 49 employees, 50 to 99 employees, 100 to 999 employees, and 1,000+ employees. Gender includes two categories, Male and Female. The numeric variable Age was recoded into six categories: less than 20 years old, 20 to 29 years old, 30 to 39 years old, 40 to 49 years old, 50 to 59 years old, and 60+ years old. Citizenship

categories include U.S. Citizen and Permanent Resident, Asian Countries Citizen and Other Countries Citizen. Citizenship data was collected at the individual country level and aggregated into these three categories. Ethnic Group categories include Asian, Caucasian, Pacific Islander, and Other Ethnic Groups. Ethnic or race data was collected at a lower grain and aggregated into these four groups. Visa Group categories include Visa holders and Non-visa holders. Visa holders included various visa types that are listed individually under the visa section of the report. The Major Industries' categories include the highest level of aggregation (2-digit) from the 2012 NAICS while the source data were collected at the lowest level (6-digit) of classification. The Major Occupational Titles categories includes the highest level of aggregation (2-digit) from the 2010 SOC.

## RESPONSE RATES

**Island** was determined or known for each of the employers in the study (i.e. a 100% response rate). Most employers had employees in just one island. However, a few employers in the public sector, such as the CNMI government and the Public Schools System, had employees in Saipan, Tinian and Rota.

**Sector** was known for each of the employers in the Study (i.e. 100% response rate).

**Employer Size** was determined based on the number of employees and therefore was known for all employers in the Study.

**Major Occupational Titles** was known for almost all employees; only 16 employees did not have assigned valid SOC detailed occupational titles in the Study (a 99.9% response rate). The SOC detailed classification was determined by the employer or employer representative.

**Major Industries** was reported for each of employees in the Study (100% response rate). The employee industry was determined by the employer or employer representative. In situation where the employer was doing business in multiple industries, the employee was assigned to the industry that the employee was assigned to (or where he/she worked in most of the time).

**Gender:** Twenty-seven (27) companies did not report on gender resulting in 875 employees with unknown gender data. A response rate of 95.6%.

**Age:** Sixty-eight (68) companies did not report on age resulting in 3,944 employees with unknown age data. A response rate of 80.1%.

**Citizenship:** Fifty-eight (58) companies did not report on citizenship resulting in 1,203 employees with unknown citizenship data. A response rate of 93.9%. However, these companies did indicate visa status for their employees. From this known information, those with visa were assumed to be (recoded into) non-U.S. citizenship and those with no visa were assumed to be U.S. Citizens or Permanent Residents.

**Ethnic Group:** Thirty-six (36) employers did not report on citizenship resulting in 3,031 employees with unknown ethnic data. These employees with blank ethnic data were imputed an ethnic code based on their citizenship: those with U.S. citizenship were coded into the Pacific Islander ethnic group, Philippine citizens were coded into Filipino ethnic group, Korea citizens were coded into Korean ethnic group and so on.

**Visa Group:** Fifty-four (54) employers did not report on visa status resulting in 2,135 employees with blank visa data. A response rate of 89.2%.

## MISSING DATA ADJUSTMENTS

When non-response resulted in missing data, employer and employee counts were estimated with the valid percentages (percentage calculated from valid data) and the known grand or sub totals. For example, in Table A6.1, page 13, the estimated 1,353 employers that had female employees is 82.1% of the 1,649 grand total employers. The 82.1% employers with female employees was derived from the valid responses to the gender variable. Similarly, the estimated 10,061 female employees count is 44.6% of the 22,575 grand total employees where the 44.6% was derived from the valid responses to the gender variable.

## REPORT ORGANIZATION

This report is divided into two parts: Part A and Part B. The report is organized so that each topic is presented separately and can be perused independently. A topic is identified by a major heading and an alpha-numeric number. The charts and tables under a topic are numbered accordingly.

Part A looks at the three measures—count of employers, count of employees, and hourly wage rate, as well as, percentage of employers in and employees' percent distribution—by each of the 10 variables described above. The findings are presented in tables, charts, and discussed in text.

Part B looks at the count of employees, employees' percent distribution, and hourly wage using selected crosstabulations among the 10 characteristics. First, Island is cross tabulated by the other nine variables. Then the Major Industries and the Major Occupational Titles are crossed with Gender, Citizenship, Ethnic Group, and Visa Group. Under this part, charts and text are presented together under each topic, but the tables appear in Appendix A.





## PART A

This section presents the results of analyzing the three measures—Count of Employers, Count of Employees, and Hourly Wage—by the 10 categorical variables, Island, Sector, Employer Size, Major Occupation, Major Industry, Gender, Age Group, Citizenship, Ethnic Group, and Visa Group.

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY ISLAND****A1****EMPLOYERS BY ISLAND**

Of the 1,649 estimated total employers in the CNMI at the time of the Study,

- 94.2% were in Saipan
- 3.4%, were in Tinian
- 2.9% were in Rota

See Chart A1.1 and Table A1.1 for detail.

Note that some employers were in more than one island.

**EMPLOYEES BY ISLAND**

Of the 22,576 estimated total employees in the CNMI at the time of the Study,

- Saipan had 93.0%,
- Tinian had 4.3%, and
- Rota had 2.7%.

See Chart A1.2 for detail.

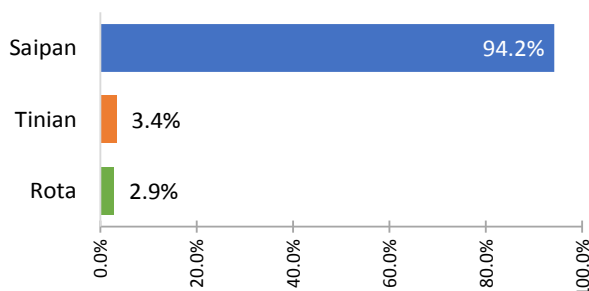
**MEAN HOURLY WAGE BY ISLAND**

The mean hourly wage rate was not too different in the three islands, at the time of the Study. It was

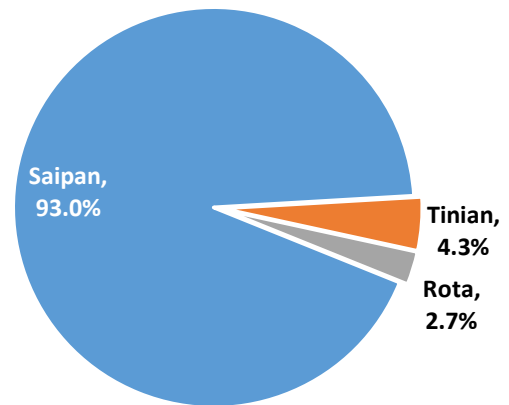
- highest in Rota, \$12.81, followed closely by
- Tinian, (\$12.75), then
- Saipan, (\$12.35)

See Chart A1.3 for detail.

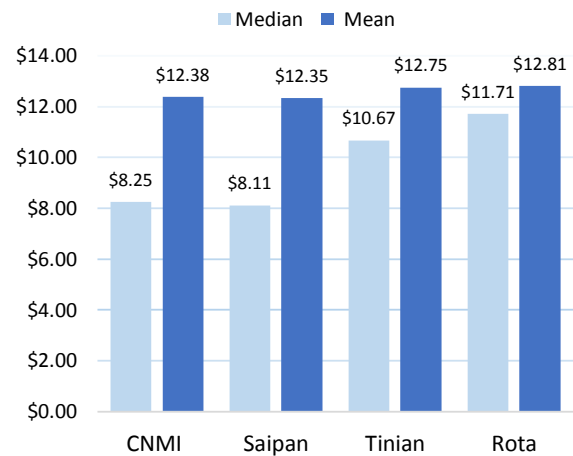
**Chart A1.1 Employers Percentage by Island: CNMI, 2016**



**Chart A1.2 Employees Percentage by Island: CNMI, 2016**



**Chart A1.3 Mean and Median Hourly Wages by Island: CNMI, 2016,**



**Table A1.1 Employers, Employees, and Hourly Wage by Island: CNMI 2016**

Island	Employers N	Employers % by Island	Employees N	Employees % by Island	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
Saipan	1,553	94.2%	20,987	93.0%	\$12.35	\$8.11
Tinian	56	3.4%	980	4.3%	\$12.75	\$10.67
Rota	48	2.9%	609	2.7%	\$12.81	\$11.71

Source: 2016 PWWAS

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY SECTOR****A2****EMPLOYERS BY SECTOR**

- 99.2% of total employers were in the Private sector while
- 0.8% were in the Public sector, at the time of the Study.

See Chart A2.1 and Table A2.1 for detail.

**EMPLOYEES BY SECTOR**

- 76.1% of total employees in the study were in the Private sector while

- 23.9% were in the Public sector.

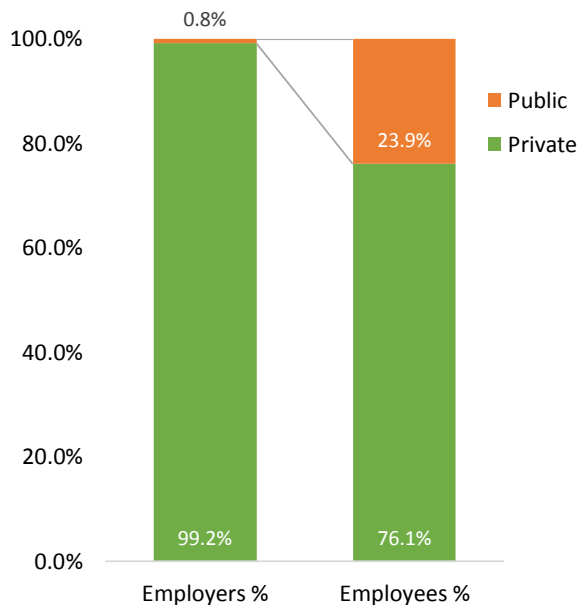
See Chart A2.1 for detail.

**HOURLY WAGE BY SECTOR**

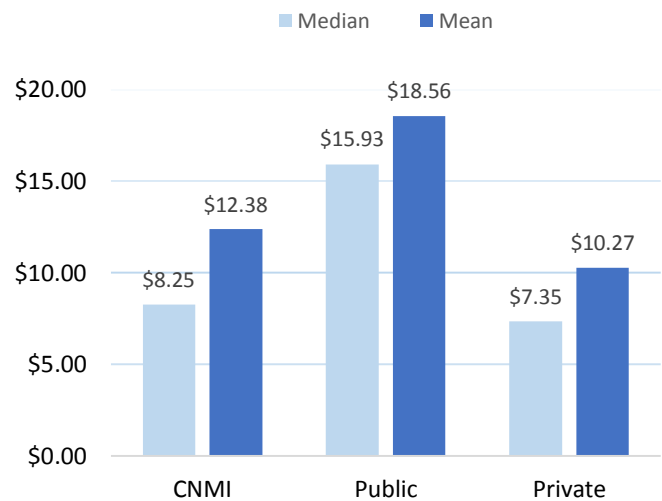
- The Public sector's mean hourly wage rates (\$18.56) was higher than the private sector's (\$10.27).

See Chart A2.2 for detail.

**Chart A2.1 Employers %, Employees % Distribution by Sector: CNMI, 2016**



**Chart A2.2 Mean and Median Hourly Wage Rates by Sector: CNMI, 2016**



**Table A2.1 Employers, Employees, and Hourly Wage by Sector**

Sector	Employers N	Employers % by Sector	Employees N	Employees % by Sector	Hourly Wage Rate Mean	Hourly Wage Rate Median
Grand Total	1,649	100.0%	22,576	100.0%	\$12.38	\$8.25
Private	1,636	99.2%	17,178	76.1%	\$10.27	\$7.35
Public	13	0.8%	5,398	23.9%	\$18.56	\$15.93

Source: 2016 PWWAS

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY EMPLOYER SIZE****A3****EMPLOYERS AND EMPLOYEES BY EMPLOYER SIZE**

Employers in the CNMI were mostly small employers, defined by the number of employees. As shown in Chart A3.1 and Table A3.1 below,

- Employers with less than 5 employees comprised 60.2% of total employers and employed 12.2% of total employees in the Study.
- Employers with 5 to 9 employees comprised 19.3% of total employers and employed 9.4% of total employees.
- Employers with 10 to 49 employees made up 17.3% of total employers and employed 22.8% of total employees.
- Employers with 50 to 99 employees comprised 1.4% of total employers and employed 6.5% of employees.
- Employers with 100 to 999 employees comprised 1.6% of total employers but employed 27.3% of total employees.
- Employers with 1,000 or more employees comprised less than 1% (0.2%) of total employers but employed 27.3% of total employees.

**HOURLY WAGE RATE BY EMPLOYER SIZE**

Hourly wage rate in the CNMI was positively associated with employer size. As shown in Chart A3.2 and Table A3.1 below,

- Employers with 1 to 4 employees had a mean hourly wage rate of \$8.60
- 5 to 9 employees, \$9.36
- 10 to 49 employees, \$10.09
- 50 to 99 employees, \$10.01,
- 100 to 999 employees, \$12.38, and

Chart A3.1 Employers % Distribution VS Employees' by Size: CNMI, 2016

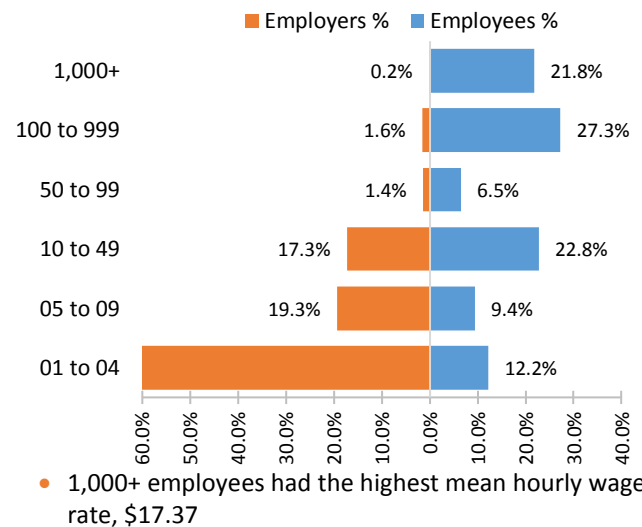
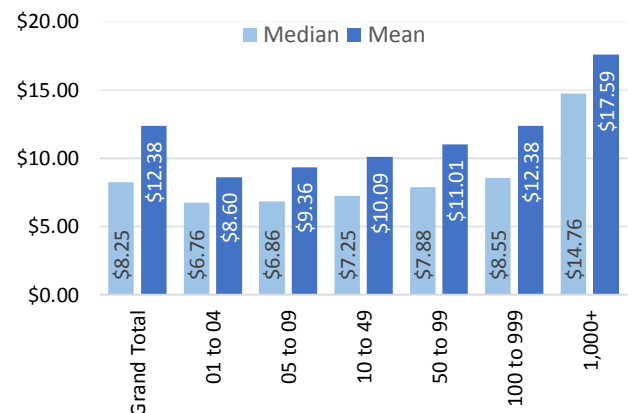


Chart A3.2 Mean and Median Hourly Wage Rates by Employer Size: CNMI, 2016



**Table A3.1 Employers and Employees by Employer Size: CNMI 2016**

Island	Employers N	Employers % by Size	Employees N	Employees % by Size	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
1 to 4 Employees	993	60.2%	2,756	12.2%	\$8.52	\$6.76
5 to 9 Employees	319	19.3%	2,124	9.4%	\$9.36	\$6.86
10 to 49 Employees	286	17.3%	5,091	22.5%	\$10.04	\$7.24
50 to 99 Employees	22	1.4%	1,337	5.9%	\$10.44	\$7.32
100 to 999 Employees	26	1.6%	5,678	25.2%	\$12.07	\$8.22
1,000+ Employees	3	0.2%	5,589	24.8%	\$17.37	\$14.76

Source: 2016 PWWAS

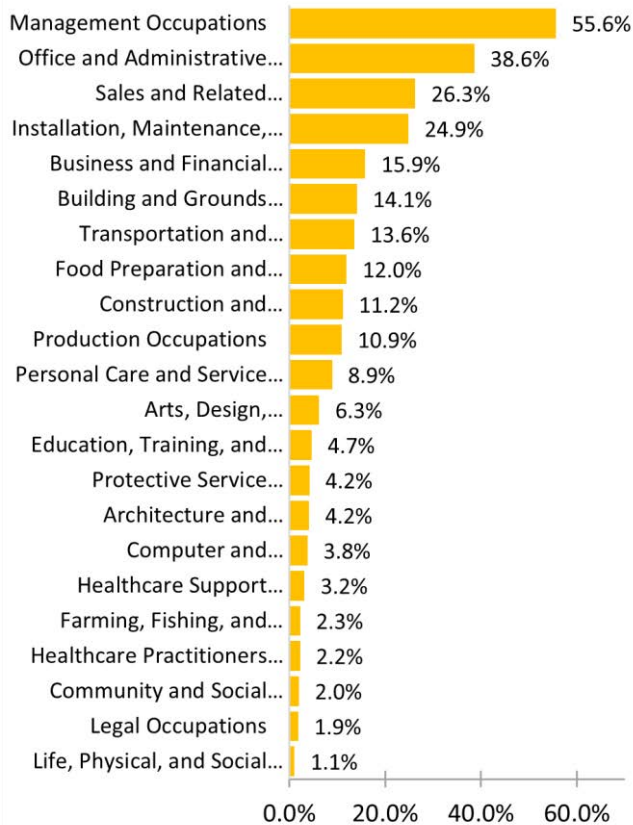
**EMPLOYERS, EMPLOYEES, AND MEAN HOURLY WAGE BY MAJOR OCCUPATION TITLES****A4****EMPLOYERS BY MAJOR OCCUPATION TITLES**

Employers had employees in different occupational groups. As shown in Chart A4.1 and Table A4.1 below,

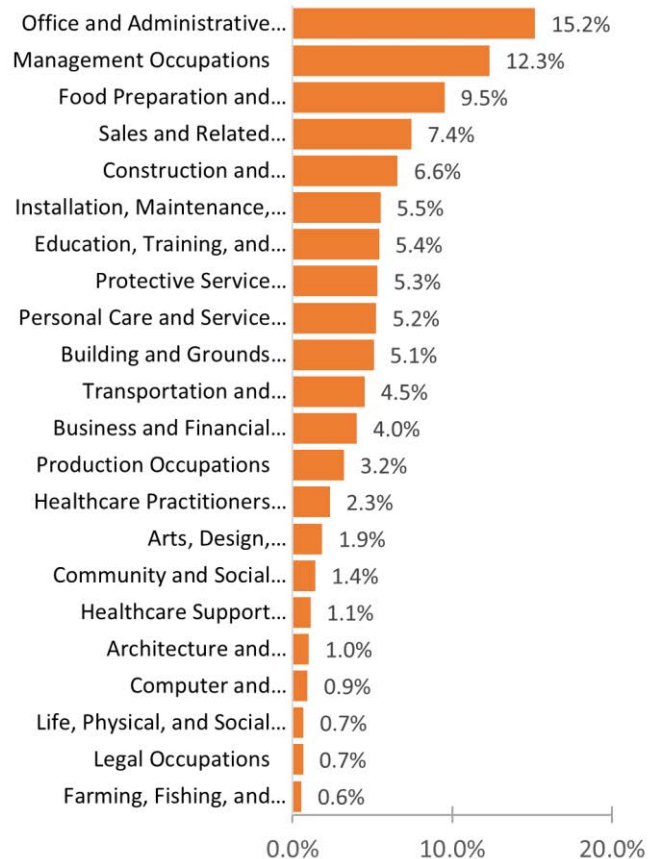
- 55.6% of total employers had employees in Management Occupations,
- 38.6% had employees in Office and Administrative Support Occupations,
- 26.3% had employees in Sales and Related Occupations,
- 24.9% had employees in Installation, Maintenance, and Repair Occupations,
- 15.9% had employees in Business and Financial Operations Occupations, and so on.

Please see Chart A4.1 below for detail.

**Chart A4.1 Percentage of Employers in Major Occupations: CNMI, 2016**



**Chart A4.2 Employees % Distribution by Major Occupations: CNMI, 2016**

**EMPLOYEES BY MAJOR OCCUPATION TITLES**

- Office and Administrative Support Occupations had the highest share (15.2%, 3,427) of total employees, followed by
- Management Occupations (12.3%, 2,781),
- Food Preparation and Serving Related Occupations (9.5%, 2,148),
- Sales and Related Occupations (7.4%, 1,679)
- Construction and Extractions Occupations (7.4%, 1,487) and so on.
- Farming, Fishing, and Forestry Occupations had the lowest share of total employees (0.6%, 126).

See Chart A4.2 and Table A4.1 for detail.

**HOURLY WAGE RATE BY MAJOR OCCUPATION TITLES**

- Legal Occupations had the highest mean hourly wage rate, \$30.86, followed by
- Health Practitioners Occupations, \$23.89
- Management Occupations, \$20.57
- Life, Physical, and Social Science Occupations, \$18.42
- Education, Training, and Library Occupations, \$17.79, and so on.
- Sales and Related Occupations had the lowest mean hourly wage rate, \$7.99.

See Chart A4.3 and Table A4.1 for detail.



**Table A4.1 Employers, Employees, and Hourly Wage by Major Occupations: CNMI 2016**

Major Occupational Title	Employers N	Employers Percentage by Major Occupation	Employees N	Employees Percentage by Major Occupation	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
Architecture and Engineering Occupations	69	4.2%	232	1.0%	\$16.45	\$13.15
Arts, Design, Entertainment, Sports, and Media Occupations	103	6.3%	421	1.9%	\$14.24	\$8.75
Building and Grounds Cleaning and Maintenance Occupations	233	14.1%	1,149	5.1%	\$8.12	\$6.86
Business and Financial Operations Occupations	262	15.9%	908	4.0%	\$15.55	\$13.23
Community and Social Service Occupations	33	2.0%	322	1.4%	\$14.60	\$13.10
Computer and Mathematical Occupations	63	3.8%	213	0.9%	\$17.73	\$16.00
Construction and Extraction Occupations	184	11.2%	1,487	6.6%	\$8.50	\$6.88
Education, Training, and Library Occupations	77	4.7%	1,224	5.4%	\$17.79	\$17.84
Farming, Fishing, and Forestry Occupations	37	2.3%	126	0.6%	\$11.37	\$7.15
Food Preparation and Serving Related Occupations	197	12.0%	2,148	9.5%	\$8.62	\$7.25
Healthcare Practitioners and Technical Occupations	37	2.2%	529	2.3%	\$23.89	\$15.27
Healthcare Support Occupations	53	3.2%	253	1.1%	\$9.13	\$8.00
Installation, Maintenance, and Repair Occupations	410	24.9%	1,243	5.5%	\$9.47	\$7.65
Legal Occupations	31	1.9%	148	0.7%	\$30.86	\$28.51
Life, Physical, and Social Science Occupations	19	1.1%	157	0.7%	\$18.42	\$16.58
Management Occupations	917	55.6%	2,781	12.3%	\$20.57	\$16.22
Office and Administrative Support Occupations	637	38.6%	3,427	15.2%	\$11.35	\$8.99
Personal Care and Service Occupations	147	8.9%	1,183	5.2%	\$10.01	\$7.35
Production Occupations	181	10.9%	726	3.2%	\$8.87	\$7.38
Protective Service Occupations	69	4.2%	1,202	5.3%	\$12.08	\$10.69
Sales and Related Occupations	434	26.3%	1,679	7.4%	\$7.99	\$7.00
Transportation and Material Moving Occupations	224	13.6%	1,019	4.5%	\$8.84	\$7.04

Source: 2016 PWWAS

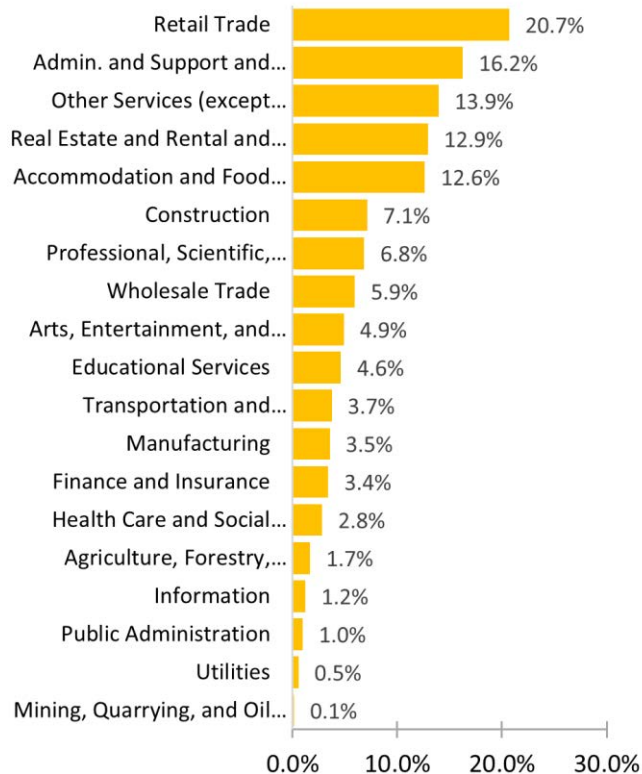


**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY MAJOR INDUSTRIES****A5****EMPLOYERS BY MAJOR INDUSTRIES**

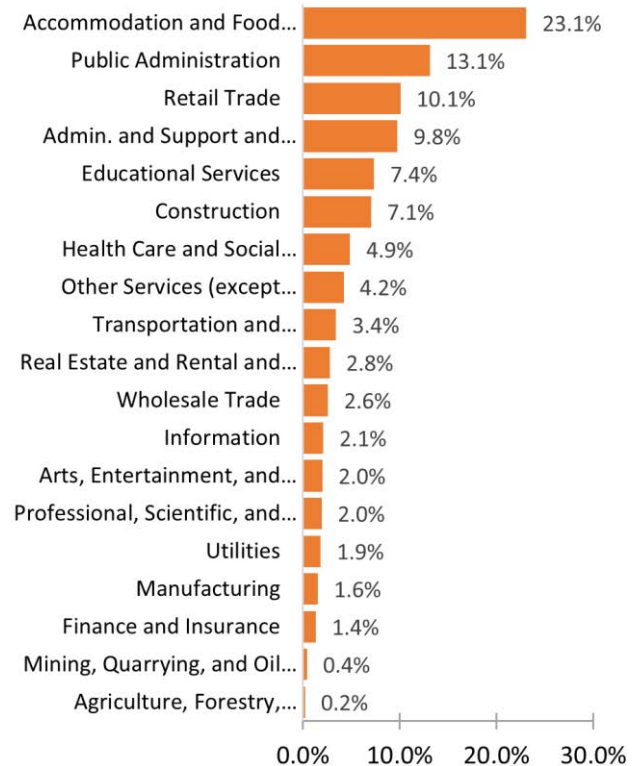
- 20.7% of total employers in the Study were in Retail Trade;
- 16.2% were in Administrative and Support and Waste Management and Remediation Services;
- 13.9% were in Other Services (Except Public Administration);
- 12.9% were in Real Estate and Rental and Leasing,
- 12.6% were in Accommodation and Food Services; and so on.
- Mining, Quarrying, and Oil and Gas Extraction had the least number of employers, (0.1%)

See Chart A5.1 for detail.

**Chart A5.1 Percentage of Employers in Major Industries: CNMI, 2016**



**Chart A5.2 Employees % Distribution by Major Industries: CNMI, 2016**

**EMPLOYEES BY MAJOR INDUSTRIES**

As shown in Chart 5.2 and in Table 5.1,

- Accommodation and Food Services had the highest percentage of total employees (23.1%) in the Study, followed by
- Public Administration, 13.1%,
- Retail Trade, 10.1%,
- Administrative Support and Waste Management and Remediation Services, 9.8%,
- Construction, 7.1%, etc.
- Agriculture, Forestry, Fishing and Hunting had the lowest percentage, 0.2%, of total employees.

See Chart A5.2 for detail.

**MEAN HOURLY WAGE BY MAJOR INDUSTRY**

- Public Administration had the highest mean hourly wage rate, \$18.27, followed by
- Health Care and Social Assistance, \$18.05,
- Educational Services, \$18.03,
- Finance and Insurance, \$17.50,
- Professional, Scientific, and Technical Services \$14.74,
- Information, \$13.70, and so on.
- Agriculture, Forestry, Fishing, and Hunting had the lowest mean hourly wage rate, \$6.72.

Please see Chart A5.3 and Table A5.1 for detail.

**Chart A5.3 Mean and Median Hourly Wage Rates by Major Industries: CNMI, 2016**



**Table A5.1 Employers, Employees, and Hourly Wage by Major Industries: CNMI 2016**

Major Industry	Employers N	Employers Percentage by Major Industry	Employees N	Employees Percentage by Major Industry	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
Accommodation and Food Services	208	12.6%	5,211	23.1%	\$11.39	\$7.60
Admin. and Support and Waste Mgt. and Remed. Services	268	16.2%	2,210	9.8%	\$8.22	\$6.62
Agriculture, Forestry, Fishing and Hunting	28	1.7%	50	0.2%	\$6.72	\$6.55
Arts, Entertainment, and Recreation	81	4.9%	457	2.0%	\$9.29	\$7.05
Construction	117	7.1%	1,593	7.1%	\$8.98	\$6.92
Educational Services	76	4.6%	1,666	7.4%	\$18.03	\$16.60
Finance and Insurance	56	3.4%	306	1.4%	\$17.50	\$14.04
Health Care and Social Assistance	46	2.8%	1,106	4.9%	\$18.05	\$12.20
Information	20	1.2%	479	2.1%	\$13.70	\$10.88
Manufacturing	58	3.5%	353	1.6%	\$7.83	\$6.74
Mining, Quarrying, and Oil and Gas Extraction	2	0.1%	97	0.4%	\$9.09	\$7.93
Other Services (except Public Administration)	230	13.9%	952	4.2%	\$8.23	\$6.84
Professional, Scientific, and Technical Services	113	6.8%	440	2.0%	\$14.74	\$10.07
Public Administration	16	1.0%	2,959	13.1%	\$18.27	\$15.83
Real Estate and Rental and Leasing	213	12.9%	637	2.8%	\$9.21	\$7.00
Retail Trade	341	20.7%	2,275	10.1%	\$8.36	\$6.77
Transportation and Warehousing	61	3.7%	778	3.4%	\$11.51	\$8.25
Utilities	9	0.5%	420	1.9%	\$16.37	\$13.27
Wholesale Trade	98	5.9%	588	2.6%	\$9.19	\$7.39

Source: 2016 PWWAS

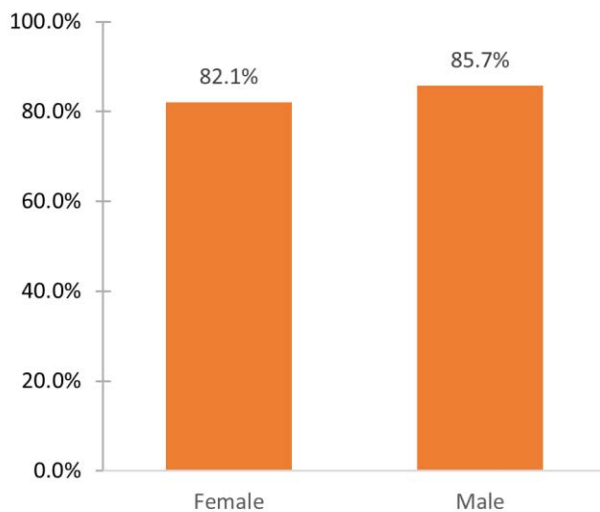
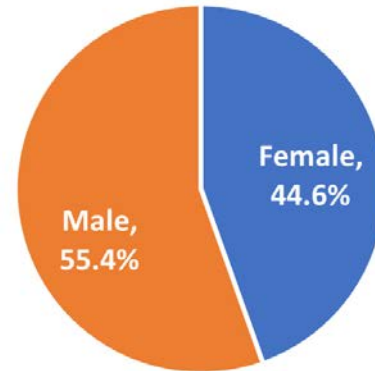
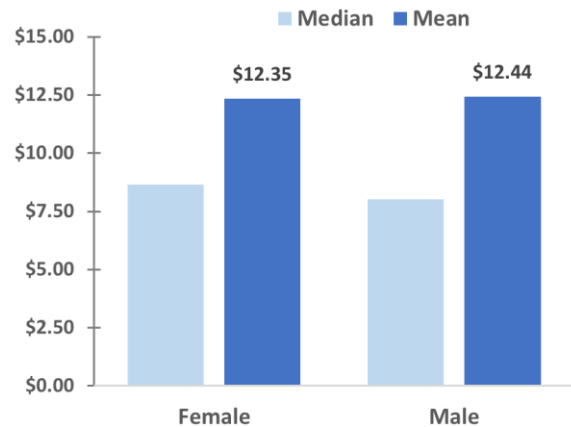


**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY GENDER****A6****EMPLOYERS BY GENDER**

- 82.1% of total employers in the Study had female employees, i.e., 17.9% of all employers employed male only and no female.
- 85.7% had male employees, i.e., 14.3% of employers employed female only and no male.

**EMPLOYEES BY GENDER**

- Male comprised 55.4% of total employees while female was 44.6%.
- MEAN HOURLY WAGE BY GENDER
- Males' mean hourly wage rate of \$12.44 was only slightly higher than the females' \$12.35.

**Chart A6.1 Percentage of Employers by Gender: CNMI, 2016****Chart A6.2 Employees Percentage by Gender: CNMI, 2016****Chart A6.3 Mean and Median Hourly Wages Rate by Gender: CNMI, 2016****Table A6.1 Employers, Employees, and Hourly Wage by Gender: CNMI 2016**

Gender	Employers N	Employers Percentage by Gender	Employees N	Employees Percentage by Gender	Hourly Wage Rate Mean	Hourly Wage Rate Median
Grand Total	1,649	100.0%	22,576	100.0%	\$12.38	\$8.25
Female	1,353	82.1%	10,061	44.6%	\$12.35	\$8.65
Male	1,413	85.7%	12,515	55.4%	\$12.44	\$8.03

Source: 2016 PWWAS

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY AGE GROUP****A7****EMPLOYERS BY AGE GROUP**

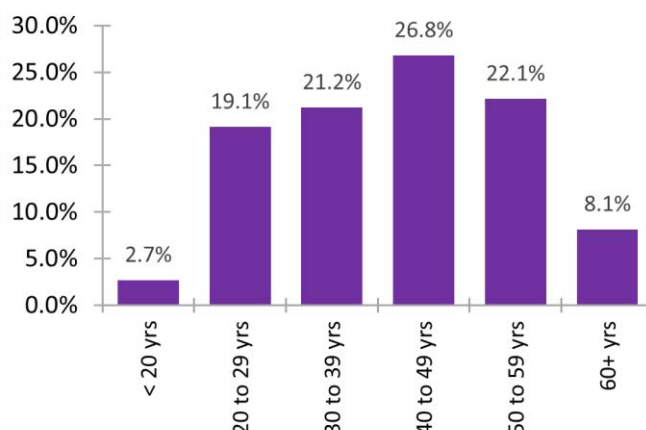
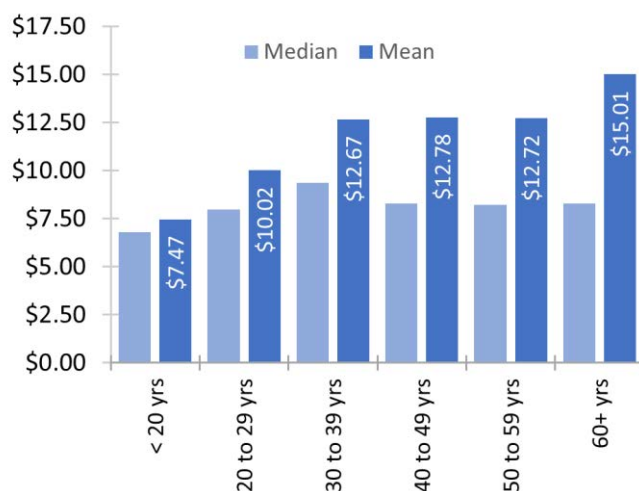
- 71.9% of total employers in the Study had employees in the 40 to 49 age group,
- 66.5% had employees in the 50 to 59 age group,
- 59.0% had employees in the 30 to 39 age group,
- 41.7% had employees in the 20 to 29 age group,
- 35.6% had employees in the 60+ age group, and
- only 11.0% had employees in the less than 20 age group.

**EMPLOYEES BY AGE GROUP**

- the 20 to 59 age groups comprised 89.2% of all employees in the Study,
- the 40 to 49 age group was 26.8%,
- the 60+ age group was 8.1%, while
- the less than 20 age-group was only 2.7%.

**MEAN HOURLY WAGE BY AGE GROUP**

- Mean hourly wage rate was positively related to age.
- Teens had the lowest mean hourly wage, \$7.47, while
- the 60+ age group had the highest, \$15.01.

**Chart A7.1 Employees % Distribution by Age Group: CNMI, 2016****Chart A7.2 Mean and Median Hourly Wage Rates by Age Group: CNMI, 2016****Table A7.1 Employers, Employees, and Hourly Wage by Age Group**

Age Group	Employers N	Employers Percentage in Age Group	Employees N	Employees Percentage by Age Group	Hourly Wage Rate Mean	Hourly Wage Rate Median
Grand Total	1,649	100.0%	22,576	100.0%	\$12.38	\$8.25
< 20 yrs	181	11.0%	603	2.7%	\$7.47	\$6.80
20 to 29 yrs	687	41.7%	4,316	19.1%	\$10.02	\$7.99
30 to 39 yrs	972	59.0%	4,784	21.2%	\$12.67	\$9.37
40 to 49 yrs	1,186	71.9%	6,046	26.8%	\$12.78	\$8.28
50 to 59 yrs	1,097	66.5%	4,995	22.1%	\$12.72	\$8.22
60+ yrs	586	35.6%	1,833	8.1%	\$15.01	\$8.28

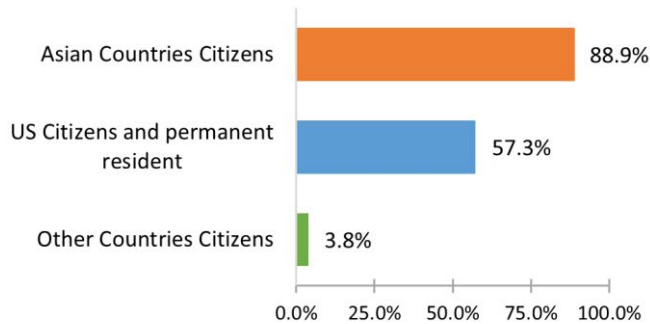
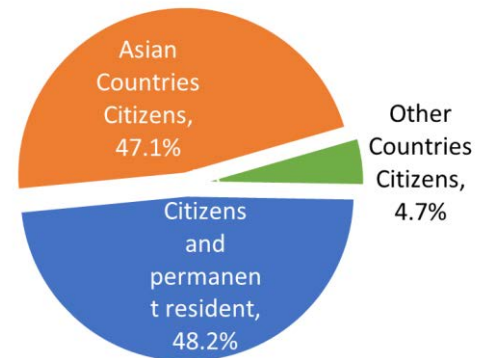
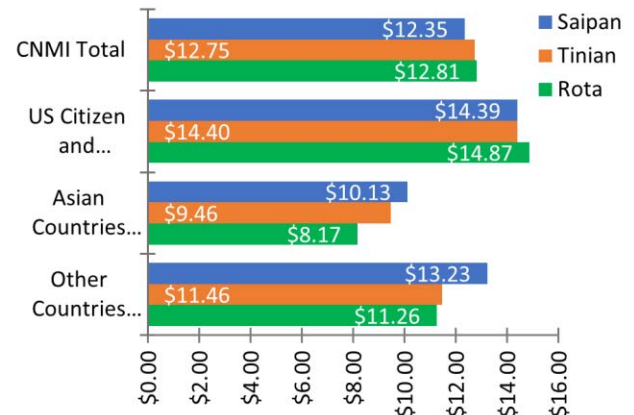
Source: 2016 PWWAS

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY CITIZENSHIP****A8****EMPLOYERS BY CITIZENSHIP GROUP**

- 88.9% of total employers in the Study employed Asian Countries Citizens,
- 57.3% employed US Citizens and Permanent residents, while
- 3.8% employed Other Countries Citizens.

**EMPLOYEES BY CITIZENSHIP GROUP**

- US Citizens and Permanent Resident was 48.2% of total employees in the Study,
- Asian Countries Citizens was 47.1%,
- Other Countries Citizens was 4.7%.
- MEAN HOURLY WAGE BY CITIZENSHIP GROUP
- U.S Citizens had the highest mean hourly wage rate, \$14.42, followed by
- Other Countries Citizens, \$13.04, then
- Asian Countries Citizens, \$10.07.

**Chart A8.1 Percentage of Employers by Citizenship Group: CNMI, 2016****Chart A8.2 Employees % Distribution by Citizenship Group: CNMI, 2016****Chart B6.3 Citizenship Employees Hourly Wage Rate by Island: CNMI, 2016****Table A8.1 Employers, Employees, and Hourly Wage by Citizenship: CNMI 2016**

Citizenship Group	Employers N	Employers % by Citizenship	Employees N	Employees % by Citizenship	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
US Citizens and permanent resident	945	57.3%	10,882	48.2%	\$14.42	\$10.50
US Citizen, CNMI born	698	42.4%	7,726	34.2%	\$15.08	\$11.95
US Citizen, born in the US, US terr or Naturalized	463	28.1%	2,466	10.9%	\$13.57	\$8.00
FAS Citizen	192	11.6%	691	3.1%	\$9.81	\$7.35
Asian Countries Citizens	1,466	88.9%	10,625	47.1%	\$10.07	\$7.35
Philippines	1,036	62.9%	7,209	31.9%	\$9.12	\$7.30
China	394	23.9%	1,578	7.0%	\$11.86	\$7.43
Korea	244	14.8%	547	2.4%	\$11.92	\$8.46
Other Asian Countries	279	16.9%	1,290	5.7%	\$12.88	\$8.76
Other Countries Citizens	63	3.8%	1,068	4.7%	\$13.04	\$8.67

Source: 2016 PWWAS

**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY ETHNIC GROUP OR RACE****A9****EMPLOYERS IN ETHNIC GROUP**

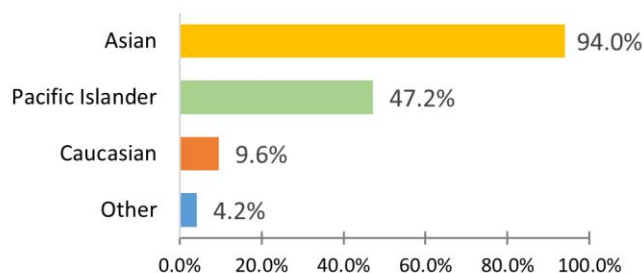
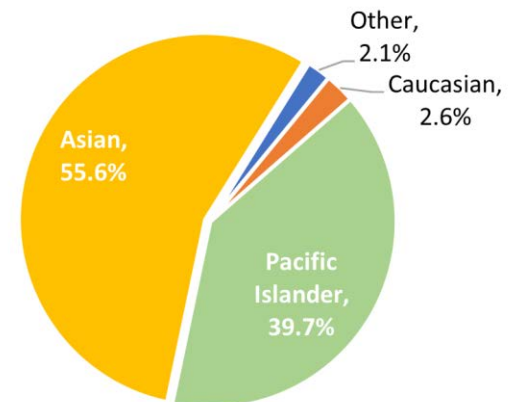
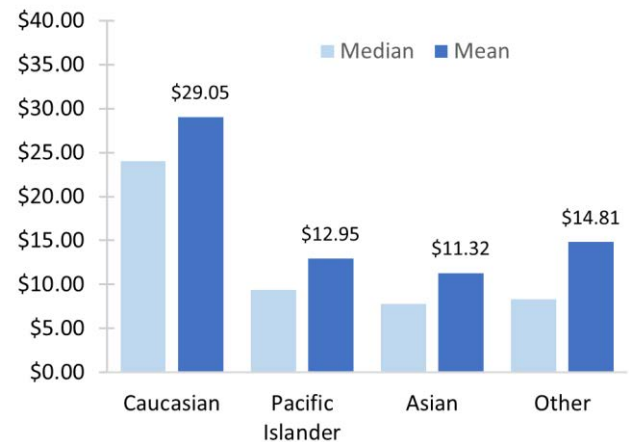
- 94.0% of total employers in the Study employed Asian Ethnic Group,
- 47.2% employed Pacific Islander,
- 9.6% employed Caucasian, and
- 4.2% employed Other ethnic groups.

**EMPLOYEES BY ETHNIC GROUP**

- Asians were 55.6% of total employees in the Study,
- Pacific Islanders were 39.7%,
- Caucasians were 2.6%, and
- Other ethnic groups were 2.1%.

**MEAN HOURLY WAGE BY ETHNIC GROUP**

- Caucasian had the highest mean hourly wage rate, \$29.05, followed by
- Other Ethnic, \$14.81,
- Pacific Islander, \$12.95, then
- Asian, \$11.32.

**Chart A9.1 Percentage of Employers in Ethnic Group: CNMI, 2016****Chart A9.2 Employees Percent Distribution by Ethnic Group: CNMI, 2016****Chart A9.3 Mean and Median Hourly Wage Rates by Ethnic Group: CNMI, 2016****Table A9.1 Employers, Employees, and Hourly Wage by Major Ethnic Group: CNMI 2016**

Major Ethnic Group	Employers N	Employers % by Major Ethnic Group	Employees N	Employees % by Major Ethnic Group	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
Pacific Islander	655	47.2%	8,955	39.7%	\$14.24	\$11.22
Asian	1,539	94.0%	12,562	55.6%	\$10.04	\$7.35
Caucasian	139	9.6%	589	2.6%	\$29.05	\$24.04
Other	52	4.2%	470	2.1%	\$14.81	\$8.36

Source: 2016 PWWAS

CNMI Department of Commerce, Statistics Division, 11/10/18

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**EMPLOYERS, EMPLOYEES, AND HOURLY WAGE BY VISA TYPE****A10****EMPLOYERS BY VISA TYPE**

- 84.4% (1,391) of total employers had employees with employment visas.
- 96.1% of these employers had CW1,
- 13.1% had EAV,
- 6.5% had E-2C,
- 5.6% had H1B, and so on.
- 67.5% (1,113) employers had employees who did not require employment visas.
- 3.3% (55) employers did not report employment visa status for their employees.

See Chart A10.1 and Table A10.1 for detail.

**EMPLOYEES BY VISA TYPE**

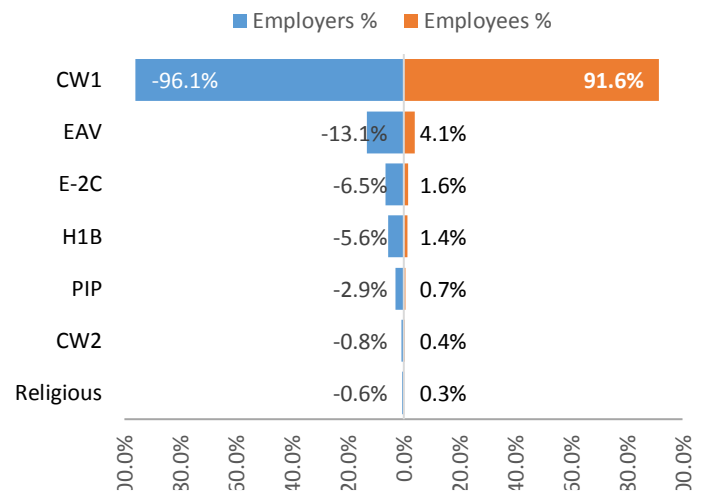
- 37.4% (8,439) of all employees in the Study had employment visas.
- 91.6% (7,731) of these were CW1
- 4.1% (343) were EAV
- 1.6% (135) were E-2C
- 1.4% (120) were H1B
- 52.6% (11,867) employees did not need visas.
- 10.1% (2,270) employees were missing visa information.

**MEAN HOURLY WAGE BY VISA TYPE**

Mean hourly wage rate was highest for

- H1B, \$19.68, followed by
- E-2C, \$19.68,
- CW2, \$12.79, and so on.

See Chart A10.2 and Table A10.1 for detail.

**Chart A10.1 Percentage of Employers vs Employee % Distribution by Visa: CNMI, 2016****Chart A10.2 Mean and Median Hourly Wage Rate by Visa: CNMI, 2016****Table A10.1 Employers, Employees, and Hourly Wage by Visa: CNMI 2016**

Visa Type	Employers N	Employers Percentage by Visa	Employees N	Employees Percentage by Visa	Hourly Wage Rate Mean	Hourly Wage Rate Median
<b>Grand Total</b>	<b>1,649</b>	<b>100.0%</b>	<b>22,576</b>	<b>100.0%</b>	<b>\$12.38</b>	<b>\$8.25</b>
<b>CW1, H1B, PIP, CW2, EAV, E-2C, Religious</b>	<b>1,391</b>	<b>84.4%</b>	<b>8,439</b>	<b>37.4%</b>	<b>\$8.75</b>	<b>\$7.00</b>
(CW1) CNMI-Only Transitional Worker Classification 1	1,317	79.9%	7,731	34.2%	\$8.42	\$6.98
(CW2) CNMI-Only Transitional Worker Classification 2	10	0.6%	31	0.1%	\$12.79	\$9.67
(EAV) Employment Authorization Verification	164	10.0%	343	1.5%	\$8.49	\$7.00
(E-2C) CNMI-Only Nonimmigrant Investor	84	5.1%	135	0.6%	\$19.68	\$14.72
(H1B) Temporary Workers	64	3.9%	120	0.5%	\$19.72	\$18.57
(PIP) Parole in place	37	2.3%	57	0.3%	\$7.30	\$6.55
Religious Workers	7	0.5%	21	0.1%	\$9.72	\$7.66
<b>US Citizen, GRN, PERM, FSM</b>	<b>1,113</b>	<b>67.5%</b>	<b>11,867</b>	<b>52.6%</b>	<b>\$14.15</b>	<b>\$10.18</b>
US Citizen	910	55.2%	10,192	45.1%	\$14.73	\$10.90
(GRN) U.S. Green Card	375	22.7%	702	3.1%	\$10.57	\$7.47
(PR) CNMI Permanent Resident	61	3.7%	283	1.3%	\$11.00	\$8.22
FSM Citizen	192	11.6%	691	3.1%	\$9.81	\$7.35
<b>No response/unknown visa</b>	<b>55</b>	<b>3.3%</b>	<b>2,270</b>	<b>10.1%</b>	<b>\$15.69</b>	<b>\$11.39</b>

Source: 2016 PWWAS



## PART B

This section presents the results of analyzing the two measures—Count of Employees (and Percent Distribution of Employees) and Hourly Wage—via selected crosstabulations among the 10 categorical variables, Island, Sector, Employer Size, Major Occupational Titles, Major Industries, Gender, Age Groups, Citizenship, Ethnic Groups, and Visa Group. First, Island is cross tabulated by the other nine variables. Then the Major Industries and the Major Occupational Titles are crossed with Gender, Citizenship, Ethnic Group, and Visa Group. Under this part, charts and text are presented together under each topic, but the tables appear in Appendix A.

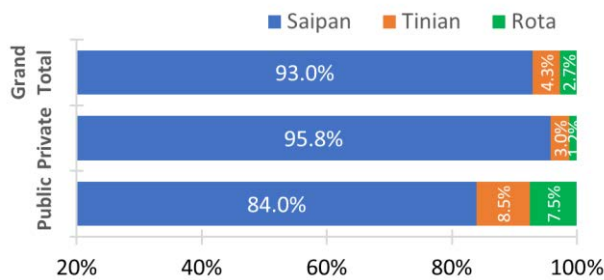


**EMPLOYEES AND HOURLY WAGE BY SECTOR AND BY ISLAND****B1****SECTOR EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- In the CNMI, as shown earlier,
  - Saipan had 93.0% of all employees.
  - Tinian had, 4.3% and
  - Rota had 2.7%.
- In the private Sector,
  - Saipan had 95.8% of all employees
  - Tinian had 3.0%, and
  - Rota had 1.2%.
- In the public Sector,
  - Saipan had 84.0% of all employees,
  - Tinian had 8.5%, and
  - Rota had 7.5%.

See Chart B1.1 and Appendix A Table 1a for detail.

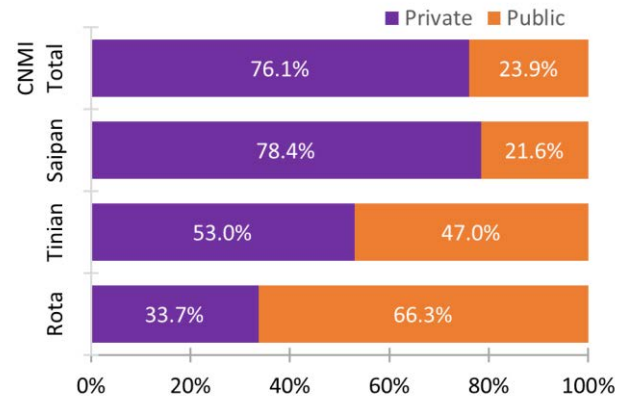
Chart B1.1 Sector Employees Percent Distribution by Island: CNMI, 2016

**SECTOR EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

- In the CNMI,
  - the private sector had 76.1 % of total employees, at the time of the study, while
  - the public sector had 23.9%.
- In Saipan,
  - the private sector had 78.4% while
  - the public sector had 21.6%.
- In Tinian,
  - the private sector had 53.0% while
  - the public sector had 47.0%.
- In Rota,
  - the private had 33.7% while
  - the public sector had 66.3%.

See Chart B1.2 and Appendix A Table 1b for detail.

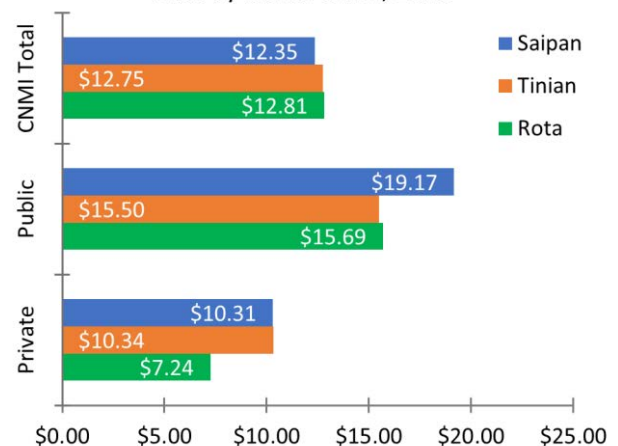
Chart B1.2 Sector Employees Percent Distribution Within Island: CNMI, 2016

**MEAN HOURLY WAGE RATE BY ISLAND**

- The public sector's mean hourly wage rate was higher than in the private sector in all three islands. See Chart B1.3 for detail.
- The public sector hourly wage was highest in Saipan (\$19.17) followed by
- Rota (\$15.69) then
- Tinian (\$15.50).
- The private sector hourly wage was practically the same in
- Tinian (\$10.34) and
- Saipan (\$10.31), and was lower in
- Rota (\$7.24).

See Chart B1.3 and Appendix A Table 1d for detail.

Chart B1.3 Sector Employees Hourly Wage Rate by Island: CNMI, 2016





**EMPLOYEES AND HOURLY WAGE BY EMPLOYER SIZE AND BY ISLAND****B2****EMPLOYERS SIZE EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- 93.0% of total employees was in Saipan, as already shown in Part 1 of this report and in Chart B2.2. Hence, the employer size employee percent distribution in Saipan, dictated the percent distribution for the CNMI.
- In all employer sizes below 50 employees,
  - Saipan had over 90% of employees.
  - In Employer size 50 to 99, Saipan had 79.6% of employees in this group
  - Tinian had 15.7% and
  - Rota had 4.7%.
  - In Employer size 100 to 999
    - Saipan had 87.8% of employees,
    - Tinian had 7.4%, and
    - Rota had 4.8%
  - In Employer size 1000+,
    - Saipan had all and
    - Tinian and Rota had none

See Chart B2.1 and Appendix A Table 1a for detail.

**EMPLOYER SIZE EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

- In Saipan,
  - Employers with less than 5 employees had 12.6% of all employees,
  - 05 to 09 group had 9.5%,
  - 10 to 49 group had 23.1%,
  - 50 to 99 group had 5.6%,
  - 100 to 999 group had 25.8%,
  - 1,000+ had 23.4%.
- Saipan's distribution dictated the distribution for the CNMI.
- In Tinian and Rota,
  - There were no employers with 1,000+ employees.
  - About half of Tinian's and Rota's employees (46.6%, 48.8%, respectively) were in the 100 to 999 group.
  - The rest of employees were in the smaller employer size groups.

See Chart B2.2 Appendix Table 1b for detail.

Chart B2.1 Employer Size Employees Percent Distribution by Island: CNMI, 2016

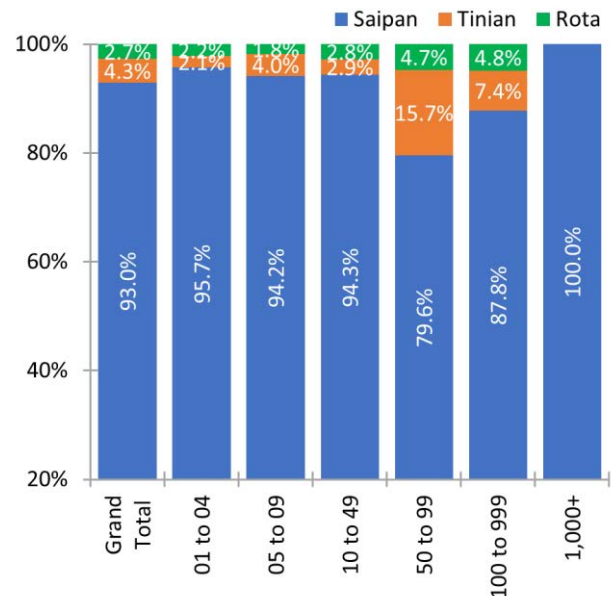
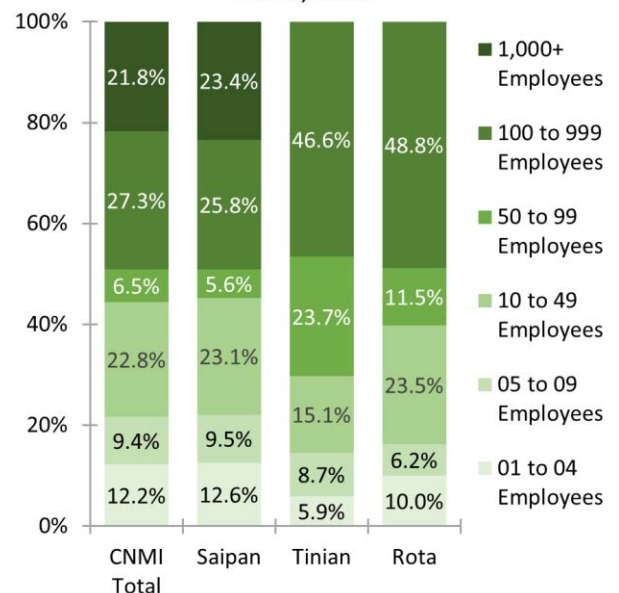


Chart B2.2 Employer Size Employees Percent Distribution Within Island: CNMI, 2016

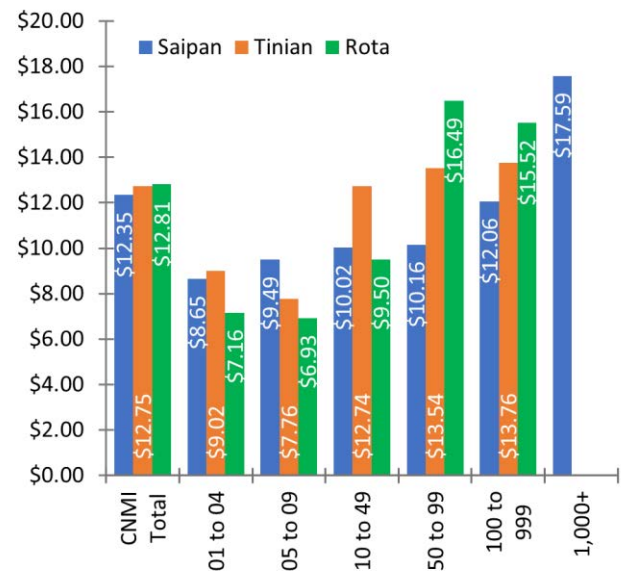


## EMPLOYER SIZE EMPLOYEES MEAN HOURLY WAGE RATE BY ISLAND

- The mean hourly wage rate was positively correlated with employer size in all three islands, see Chart B2.3 for detail.
- In the less than 5 employees' group of employers,
  - Tinian had the highest mean hourly wage (\$9.02), followed by
  - Saipan (\$8.65) then
  - Rota (\$7.16).
  - In the 5 to 9 employees' group,
  - Saipan had the highest mean hourly wage (\$9.49), followed by
  - Tinian (\$7.76) then
  - Rota (\$6.93).
  - In the 10 to 49 employees' group,
  - Tinian had the highest mean hourly wage (\$12.74), followed by
  - Saipan (\$10.02) then
  - Rota (\$9.50).
  - In the 50 to 99 employees' group,
  - Rota had the highest mean hourly wage (\$16.49), followed by
  - Tinian (\$13.54) then
  - Saipan (\$10.16).
- In the 100 to 999 employees' group,
  - Rota had the highest mean hourly wage (\$15.52), followed by
  - Tinian (\$13.76) then
  - Saipan (\$12.06).
- In the 1,000+ employees' group,
  - Saipan only had employees with a mean hourly wage of \$17.59.

See Chart B2.3 and Appendix Table 1d for detail.

Chart B2.3 Employer Size Employees Hourly Wage Rate by Island: CNMI, 2016



**GENDER EMPLOYEES AND HOURLY WAGE BY ISLAND****B3****GENDER EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- For male employees,
  - Saipan had 92.8% of all male employees
  - Tinian had 4.5%, and
  - Rota 2.7%.
- For female employees,
  - Saipan had 93.0% of all female employees
  - Tinian had 4.4%, and
  - Rota had 2.6%.

See Chart B3.1 and Appendix A Table 1a for detail.

**GENDER EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

Gender employees' percent distribution within island was practically the same in all three islands.

In Saipan,

- Male was 55.4% while
- Female was 44.6% of all employees

In Tinian,

- Male was 55.7% while
- Female was 44.3% of all employees

In Rota,

- Male was 57.0% while
- Female was 43.0% of all employees

See Chart B3.2 for detail.

**GENDER MEAN HOURLY WAGE RATE BY ISLAND**

The male's mean hourly wage rate was slightly higher than the female's in all three islands. See Chart B3.3 for detail.

The female's hourly wage was slightly higher in Rota, \$12.49, followed by

- Saipan, \$12.35, then
- Tinian (\$12.20).

The male's hourly wage was higher in Tinian (\$13.16) followed by

- Rota (\$12.79) then
- Saipan (\$12.39).

See Chart B3.3 and Appendix A Table 1d for detail.

Chart B3.1 Gender Employees Percent Distribution by Island: CNMI, 2016

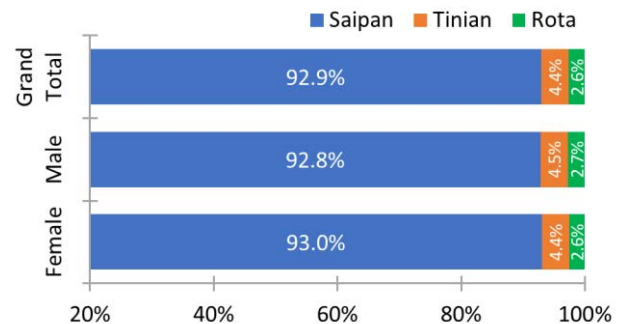


Chart B3.2 Gender Employees Percent Distribution Within Island: CNMI, 2016

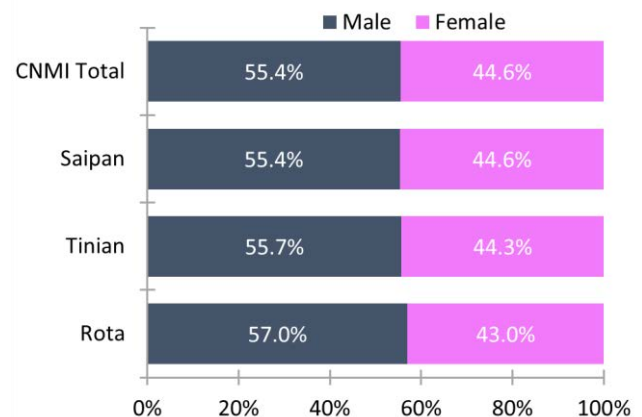
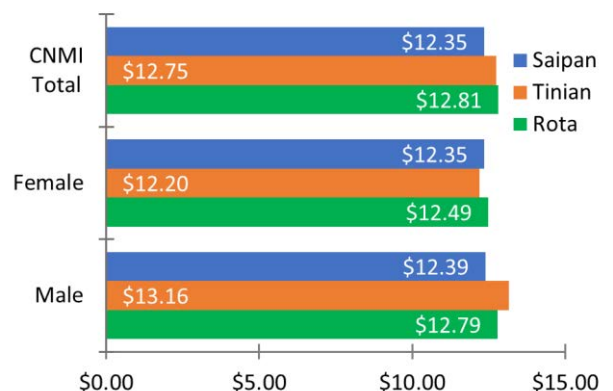


Chart B3.3 Gender Employees Hourly Wage Rate by Island: CNMI, 2016



**EMPLOYEES AND HOURLY WAGE BY AGE GROUP AND BY ISLAND****B4****AGE GROUP EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- In all age groups,
  - Saipan had over 91% of all employees,
  - Tinian had about 5%, and
  - Rota had about 3%.

See Chart B4.1 and Appendix Table 1a for detail.

**AGE GROUP EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

- The age group employees' percent distribution within island varied only slightly for Saipan, Tinian, and Rota. See Chart B4.2 for detail.
- In Tinian,
  - Age group less than 20 and the 40 to 49 had slightly higher percentages while age group 50 to 59 had a lower percentage than in Saipan and Rota
- In Rota,
  - Age group less than 20 and the 20 to 29 group had lower percentage while age group 30 to 39 had a higher percentage compared to Saipan and Tinian.

**AGE GROUP MEAN HOURLY WAGE RATE BY ISLAND**

- The mean hourly wage rate was positively correlated with age group in all three islands. See Chart B4.3 for detail.
- In age groups below 30 and in age groups 40 to 59, Tinian had the highest mean hourly wage, followed by Rota, then Saipan

Chart B4.1 Age Groups Employees Percent Distribution by Island: CNMI, 2016

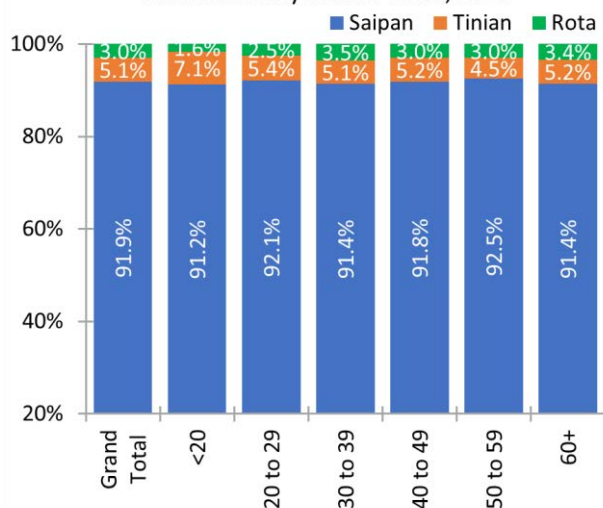


Chart B4.2 Age Group Employees Percentage by Island: CNMI, 2016

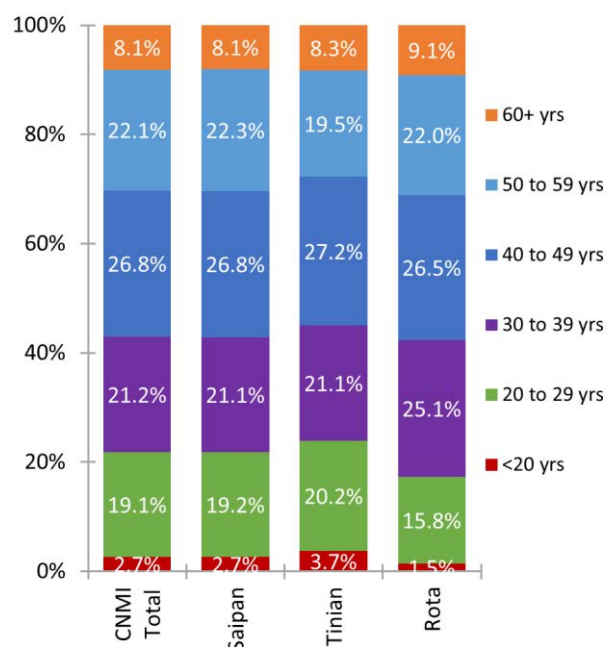
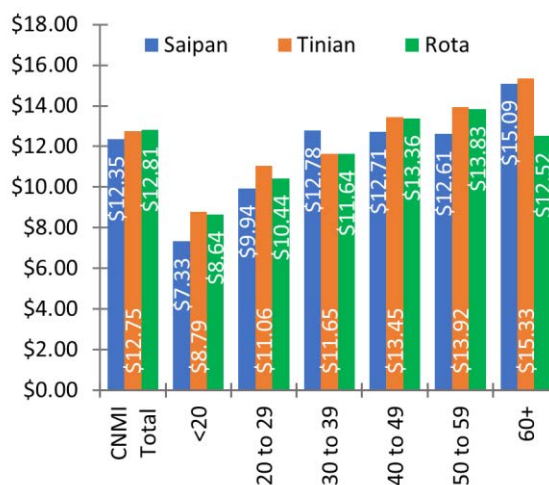


Chart B4.3 Age Group Employees Hourly Wage Rate by Island: CNMI, 2016



**ETHNIC GROUP EMPLOYEES AND HOURLY WAGE BY ISLAND****B5****ETHNIC GROUP EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- Pacific Islanders,
  - Saipan had 88.3% of all Pacific Islander employees
  - Tinian had 7.1% and,
  - Rota had 4.7%.
- Asians,
  - Saipan had 96.4% of all Asian employees,
  - Tinian had 2.2%, and
  - Rota had 1.5%.
- Caucasians,
  - Saipan had 96.4% of all Caucasian employees,
  - Tinian had 2.9%, and
  - Rota had 0.7%.

See Chart B5.1 and Appendix A Table 1a for detail.

**ETHNIC GROUP EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

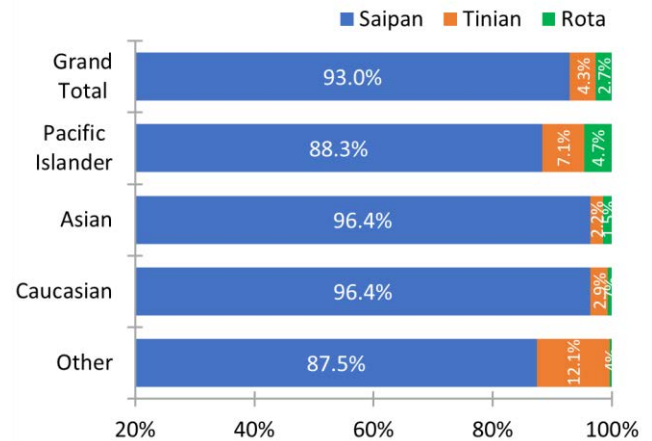
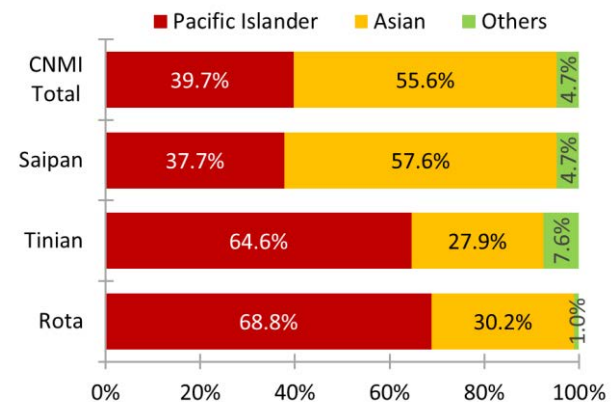
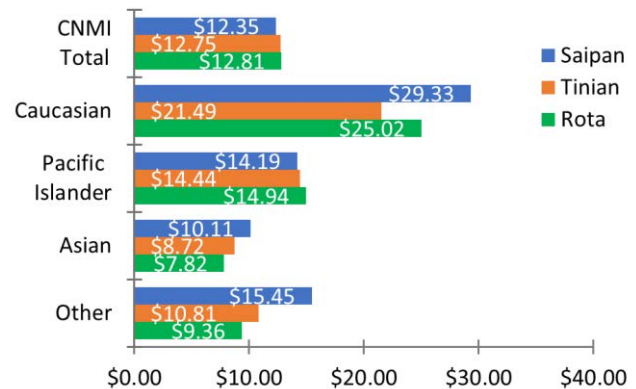
- In Saipan,
  - Pacific Islander was 37.7% while
  - Asian was 57.6% of all employees
- In Tinian,
  - Pacific Islander was 27.9% while
  - Asian was 64.6% of all employees
- In Rota,
  - Pacific Islander was 68.8% while
  - Asian was 30.2% of all employees

See Chart B5.2 Appendix A Table 1b for detail.

**ETHNIC GROUP MEAN HOURLY WAGE RATE BY ISLAND**

- Caucasian's mean hourly wage was higher in all three islands, followed by Pacific Islander's, then Asian's.
- Caucasian's hourly wage was highest in
  - Saipan (\$29.33) followed by
  - Rota (\$25.02), then
  - Tinian (\$21.49)
- Pacific Islander's hourly wage was highest in
  - Rota (\$14.94) followed by
  - Tinian (\$14.44), then
  - Saipan (\$14.19)
- Asian's hourly wage was highest in
  - Saipan (\$10.11) followed by
  - Tinian's (\$8.72), then
  - Rota's (\$7.82)

See Chart B5.3 Appendix A Table 1d for detail.

**Chart B5.1 Major Ethnic Group Employees Percent Distribution by Island: CNMI, 2016****Chart B5.2 Ethnic Groups Employees Percent Distribution Within Island: CNMI, 2016****Chart B5.3 Ethnic Group Employees Hourly Wage Rate by Island: CNMI, 2016**



**CITIZENSHIP EMPLOYEES AND HOURLY WAGE BY ISLAND****B6****CITIZENSHIP EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- U.S. Citizen and Permanent Resident,
  - Saipan had 90.5% of all U.S. Citizen and permanent resident employees,
  - Tinian had 5.7%, and
  - Rota had 3.8%.
- Asian Countries Citizen,
  - Saipan had 95.7% of all Asian countries citizen employees,
  - Tinian had 2.6%, and
  - Rota had 1.7%.
- Other Countries Citizen
  - Saipan had 90.5% of all other countries' citizen employees,
  - Tinian had 8.1%, and
  - Rota had 1.4%.

See Chart B6.1 and Appendix A Table 1a for detail.

**CITIZENSHIP EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

- In Saipan,
  - U.S. Citizen and permanent resident was 46.9% of all employees and
  - Asian countries citizen was 48.5%
- In Tinian,
  - U.S. Citizen and permanent resident was 62.9% of all employees and
  - Asian countries citizen was 28.3 %
- In Rota,
  - U.S. Citizen and permanent resident was 68.1% of all employees and
  - Asian countries citizen was 29.4 %

See Chart B6.2 and Appendix A Table 1b for detail.

**CITIZENSHIP MEAN HOURLY WAGE RATE BY ISLAND**

- U.S. Citizen and permanent resident's mean hourly wage was higher than Asian countries citizen all three islands.
- U.S. Citizen and permanent resident's mean hourly wage was higher in Rota (\$14.87) and was practically the same in Saipan (\$14.39) and Tinian (\$14.40).
- Asian countries citizen's mean hourly wage was higher in Saipan (\$10.13), followed by Tinian (\$9.46) then Rota (\$8.17).

See Chart B6.3 and Appendix A Table for detail.

Chart B6.1 Citizenship Groups Employees Percent Distribution by Island: CNMI, 2016

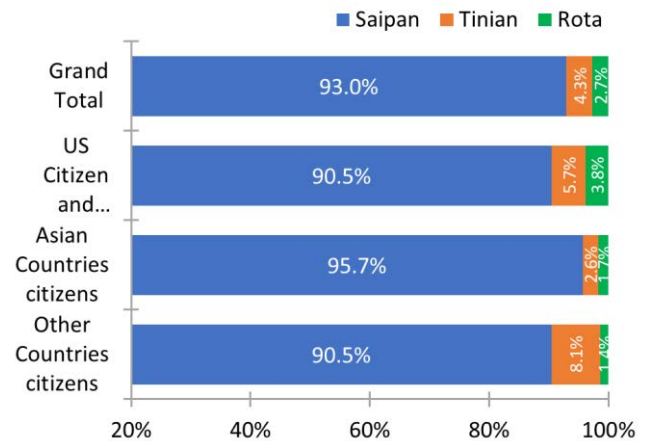


Chart B6.2 Citizenship Employees Percent Distribution Within Island: CNMI, 2016

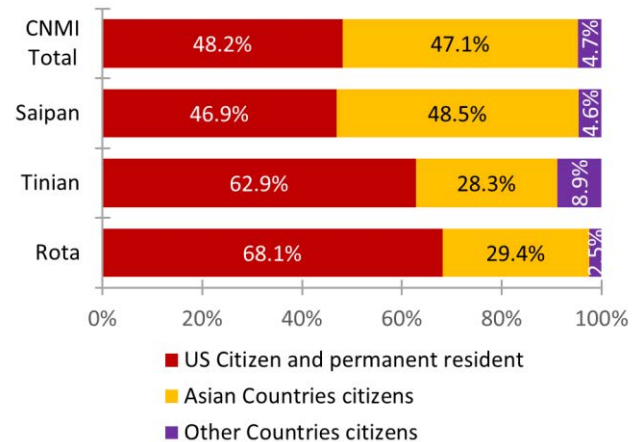


Chart B6.3 Citizenship Employees Hourly Wage Rate by Island: CNMI, 2016



**VISA HOLDER EMPLOYEES AND HOURLY WAGE BY ISLAND****B7****VISA EMPLOYEES PERCENT DISTRIBUTION BY ISLAND**

- Non-visa holders (U.S. Citizen, GRN, PERM, FAS Citizen)
  - Saipan had 91.0% of all non-visa employees,
  - Tinian had 5.4%, and
  - Rota had 3.5%.
- Visa holders (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)
  - Saipan had 95.1% of all visa holders' employees,
  - Tinian had 3.1%, and
  - Rota had 1.8%.

See Chart B7.1 and Appendix A Table 1a for detail.

**VISA EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND**

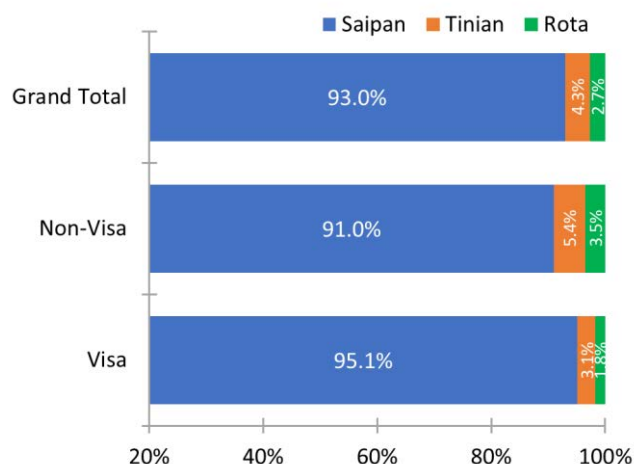
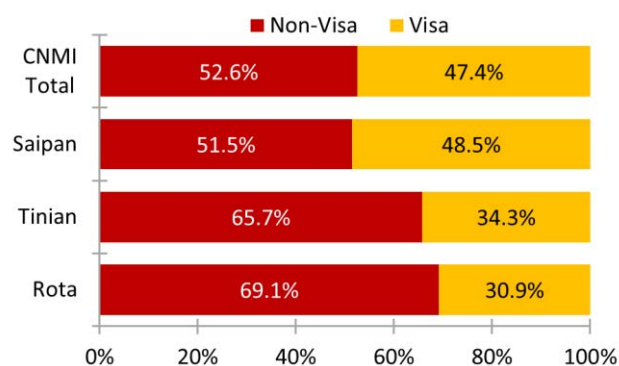
- In Saipan,
  - Non-visa holder was 51.5% while
  - Visa holder was 48.5% of all employees.
- In Tinian,
  - Non-visa holder was 65.7% while
  - Visa holders was 34.3% of all employees.
- In Rota,
  - Non-visa holder was 69.1% while
  - Visa holders was 30.9% of all employees.

See Chart B7.2 and Appendix A Table 1b for detail.

**VISA MEAN HOURLY WAGE RATE BY ISLAND**

- Non-visa holders' mean hourly wage was higher than visa holders all three islands.
- Non-visa holders' mean hourly wage was higher in
  - Rota (\$14.75) followed by
  - Tinian's (\$14.27) then
  - Saipan's (\$14.11).
- Visa holders' mean hourly wage was higher in
  - Tinian (\$9.05) followed by
  - Saipan's (\$8.78) then
  - Rota's (\$7.00).

See Chart B7.3 and Appendix A Table 1d for detail.

**Chart B7.1 Visa Employees Percent Distribution by Island: CNMI, 2016****Chart B7.2 Visa Employees Percent Distribution Within Island: CNMI, 2016****Chart B7.3 Visa Employees Hourly Wage Rate by Island: CNMI, 2016**

## MAJOR INDUSTRIES EMPLOYEES AND HOURLY WAGE BY ISLAND

B8

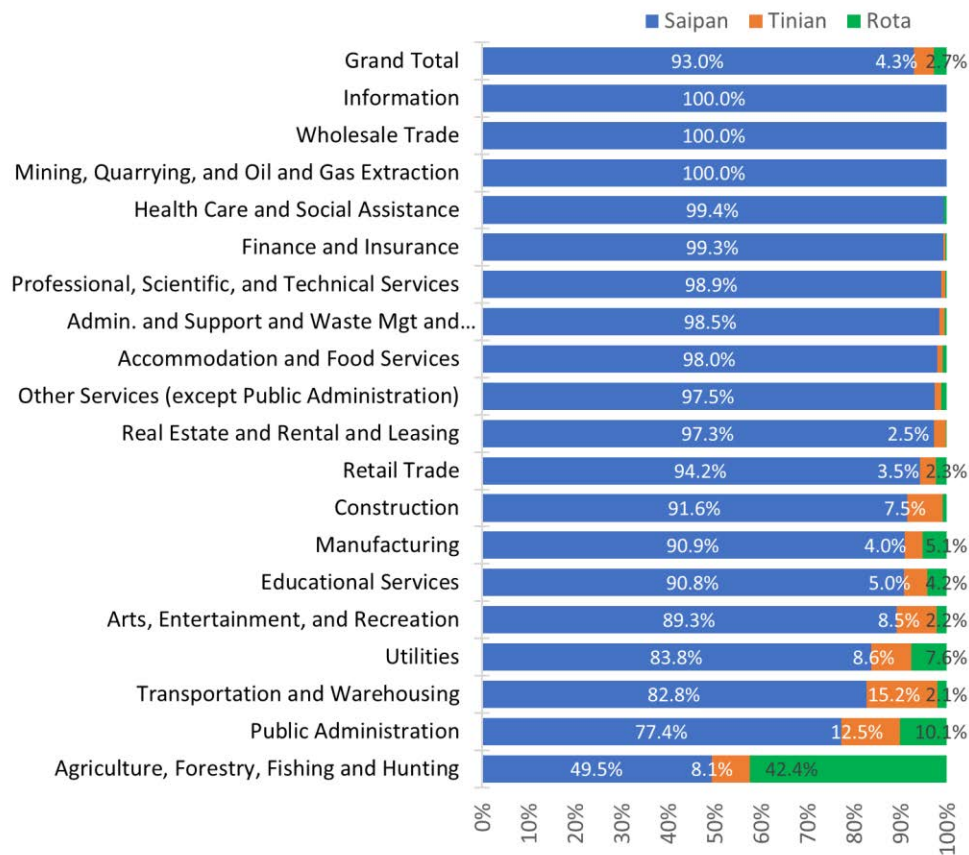
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION BY ISLAND

- As shown in Chart B8.1 and elsewhere in this report,
- Saipan had 93.0% of all CNMI employees.
- Saipan had the majority of employees in all industries, except in Agriculture, Forestry, Fishing, and Hunting.
- In the Agriculture, Forestry, Fishing, and Hunting,
  - Saipan had 49.5%
  - Rota had 42.4%, and

- Tinian had 8.1%.
- In the Public Administration
  - Saipan had 77.4%,
  - Tinian had 12.5%, and
  - Rota had 10.1%.
- In the Transportation and Warehousing
  - Saipan had 82.8%,
  - Tinian had 15.2%, and
  - Rota had 2.1%.

See Chart B8.1 and Appendix A Table 2a for detail.

**Chart B8.1 Major Industry Employees Percent Distribution by Island: CNMI, 2016**





## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND

- Within Saipan
  - Accommodation and Food Services had 24.3% of all employees, followed by
  - Public Administration (10.9%),
  - Admin. and Support (10.4%)
  - Retail Trade (10.2%)
  - Education Services (7.2%) and so on.
  - Agriculture, Forestry, had the lowest share of employees (0.1%).

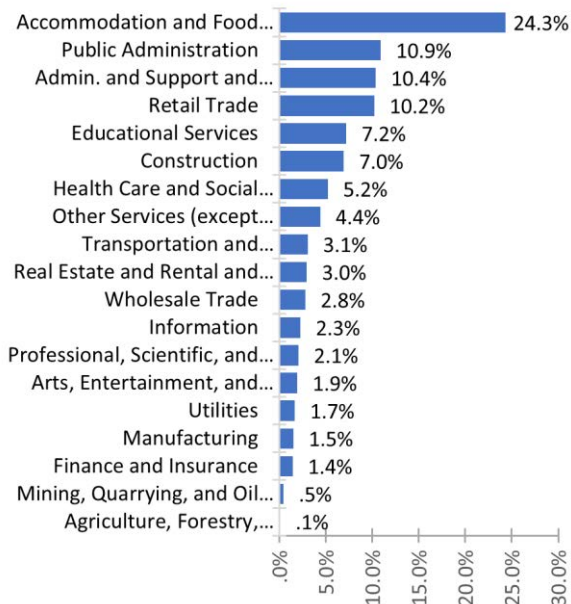
See Chart B8.2 and Appendix A Table B8.1 for detail.

- Within Tinian,
  - Public Administration was the largest industry with 37.9% of all employees, followed by
  - Construction (12.2%),
  - Transportation and (12.2%),
  - Education Services (8.5%)
  - Retail Trade (8.1%) and so on.
  - There were no employees in the Information, Wholesale Trade, and Mining, Quarrying, and Oil and Gas Extraction industries.

See Chart B8.3 for detail.

- Within Rota,
  - Public Administration was the largest industry with 48.9% of all employees, followed by
  - Education Services (11.5%)
  - Retail Trade (8.7%)

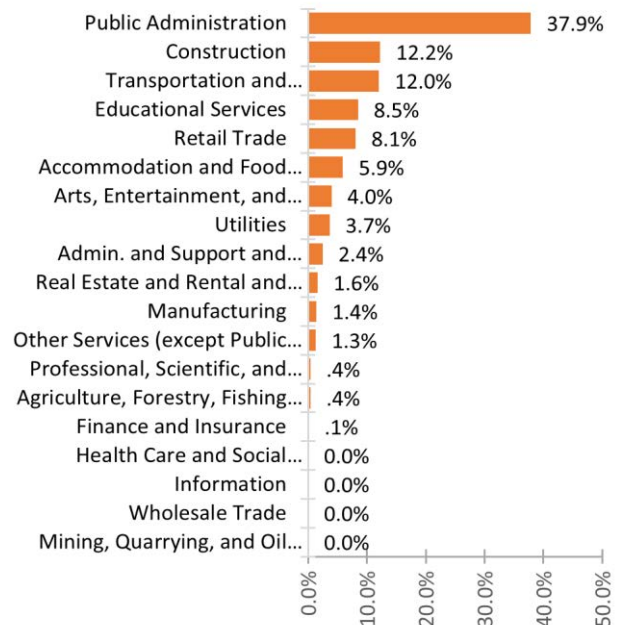
**Chart B8.2 Saipan Employees Percent Distribution by Major Industries: CNMI, 2016**



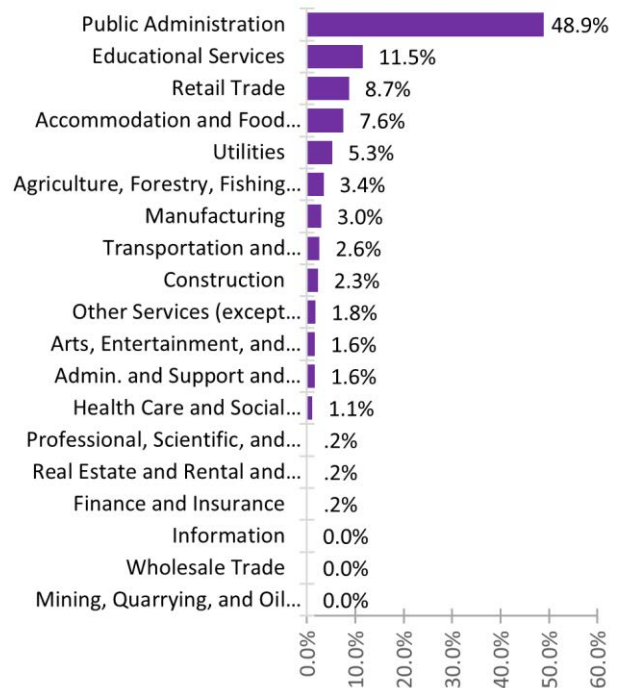
- Accommodation and Food Services (7.6%) and so on.
- There were no employees in the Information, Wholesale Trade, and Mining, Quarrying, and Oil and Gas Extraction industries.

See Chart B8.4 for detail.

**Chart B8.3 Tinian Employees Percent Distribution by Major Industries: CNMI, 2016**



**Chart B8.4 Rota Employees Percent Distribution by Major Industries: CNMI, 2016**



## MAJOR INDUSTRIES MEAN HOURLY WAGE RATE BY ISLAND

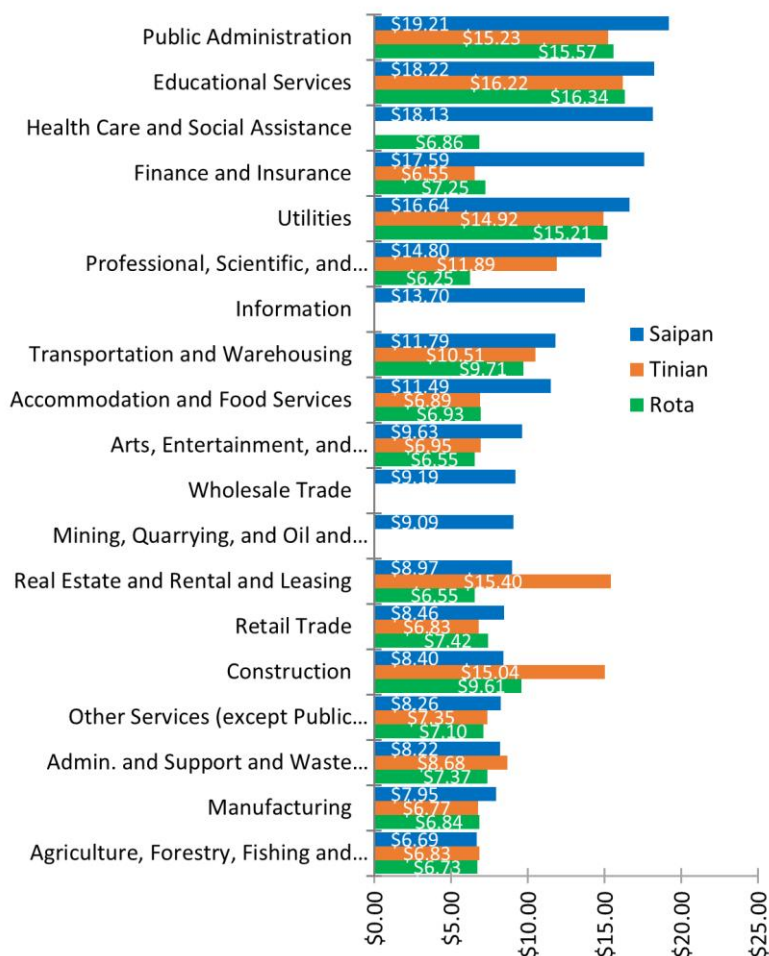
Chart B8.5 shows industries mean hourly wage by island. Note that 1) the mean hourly wage is sorted by Saipan's hourly wage rate from high to low; 2) two industries—Information, Wholesale, and Mining, Quarrying, and Oil and Gas Extraction—did not show up in Tinian and Rota; and 3) the Health Care and Social Services did not show in Rota. There were three possible reasons for the no shows: i) there were no employers in these industries in the two islands, ii) the employers were doing business in multiple industries and reported employees such that no employers fell into these industries, or iii) the employer did not separate employees by island. In any case, the presence of these industries on the two islands, if they did exist, were small.

As evident in Chart B8.1 and shown earlier,

- The public sector's mean hourly wage was higher than in the private sector. Hence,

- The industries that had a public-sector component had higher mean hourly wage, which include Public Administration, Education Services, Health Care, and Utilities. For example, In the Public Administration
  - Saipan had the highest mean hourly wage (\$19.21) followed by
  - Rota (\$15.57) then
  - Tinian (\$15.23)
- In most of the industries, Saipan had a mean hourly wage higher than in Tinian and Rota, except in
- Real Estate and Rental and Leasing, Construction, and Admin., and Support and Waste Mgt. and Remedial Services where
  - Tinian had a highest mean hourly wage among the three islands.
  - Within Saipan, the mean hourly wage rate was
  - Highest in Public Administration (\$19.21) and
  - Lowest in Agriculture, Forestry, Fishing, and Hunting (\$6.69).

**Chart B8.5 Major Industries Employees Hourly Wage by Island: CNMI, 2016**



## MAJOR OCCUPATIONAL TITLES EMPLOYEES AND HOURLY WAGE BY ISLAND

B9

## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION BY ISLAND

Within Major Occupational Titles,

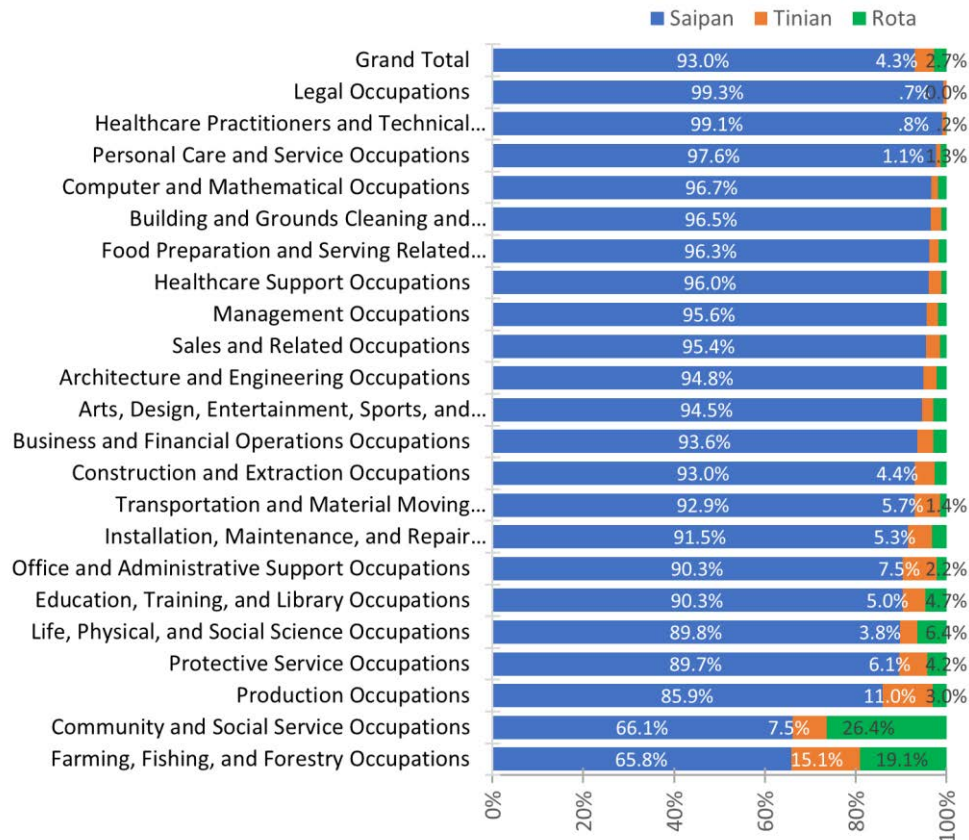
- Saipan had over 85.0% of employees in each of the major occupational titles, except in
  - Farming, Fishing, and Forestry Occupations and
  - Community and Social Service Occupations.
- In Farming, Fishing, and Forestry Occupations,

- Saipan had 65.8%
- Rota had 19.1%, and
- Tinian had 15.1%.

- In Community and Social Service Occupations,
  - Saipan had 66.1%
  - Rota had 26.4%, and
  - Tinian had 7.5%.

See Chart B9.1 below for detail.

Chart B9.1 Major Occupational Titles Employees Percent Distribution by Island: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION WITHIN ISLAND

- Within Saipan
  - Office and Administrative Support Occupations had the highest employee percentage (14.8%), followed by
  - Management Occupations (12.7%),
  - Food Preparation and Serving Related Occupations (9.9%)
  - Sales and Related Occupations (7.6%), and so on.
- See Chart B9.2 for detail.
- Within Tinian,
  - Office and Administrative Support Occupations had the highest employee percentage (26.2%), followed by
  - Production Occupations (8.2%)
  - Protective Services Occupations (7.4%)
  - Management Occupations (7.1%), and so on.
- See Chart B9.3 for detail.
- Within Rota,
  - The Community and Social Service Occupations had the highest employee percentage (14.0%), followed by
  - Office and Administrative Support Occupations (12.2%)
  - Education, Training, and Library Occupations (9.5%)
  - Management Occupations (8.7%), and so on.
- See Chart B9.4 for detail.

Chart B9.2 Saipan Employees Percent  
Distribution by Major Occupational Titles:  
CNMI, 2016

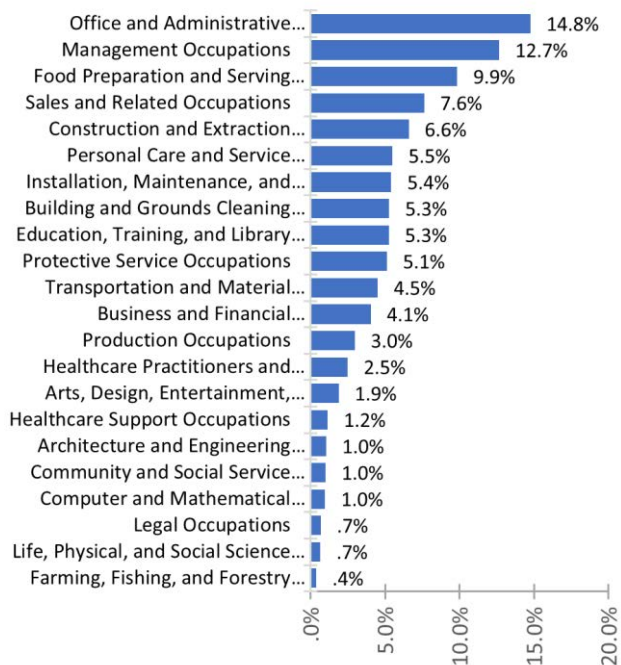
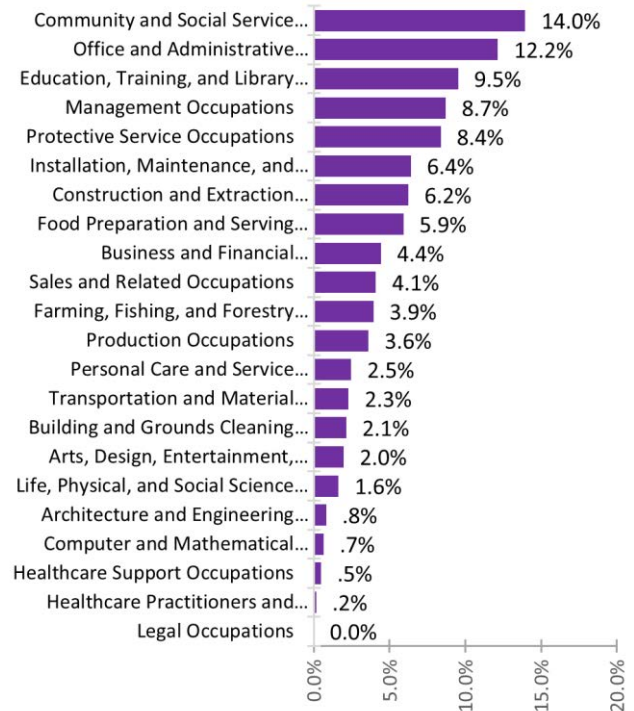


Chart B9.3 Tinian Employees Percent  
Distribution by Major Occupational Titles:  
CNMI, 2016



Chart B9.4 Rota Employees Percent  
Distribution by Major Occupational Titles:  
CNMI, 2016





## MAJOR OCCUPATIONAL TITLES MEAN HOURLY WAGE RATE BY ISLAND

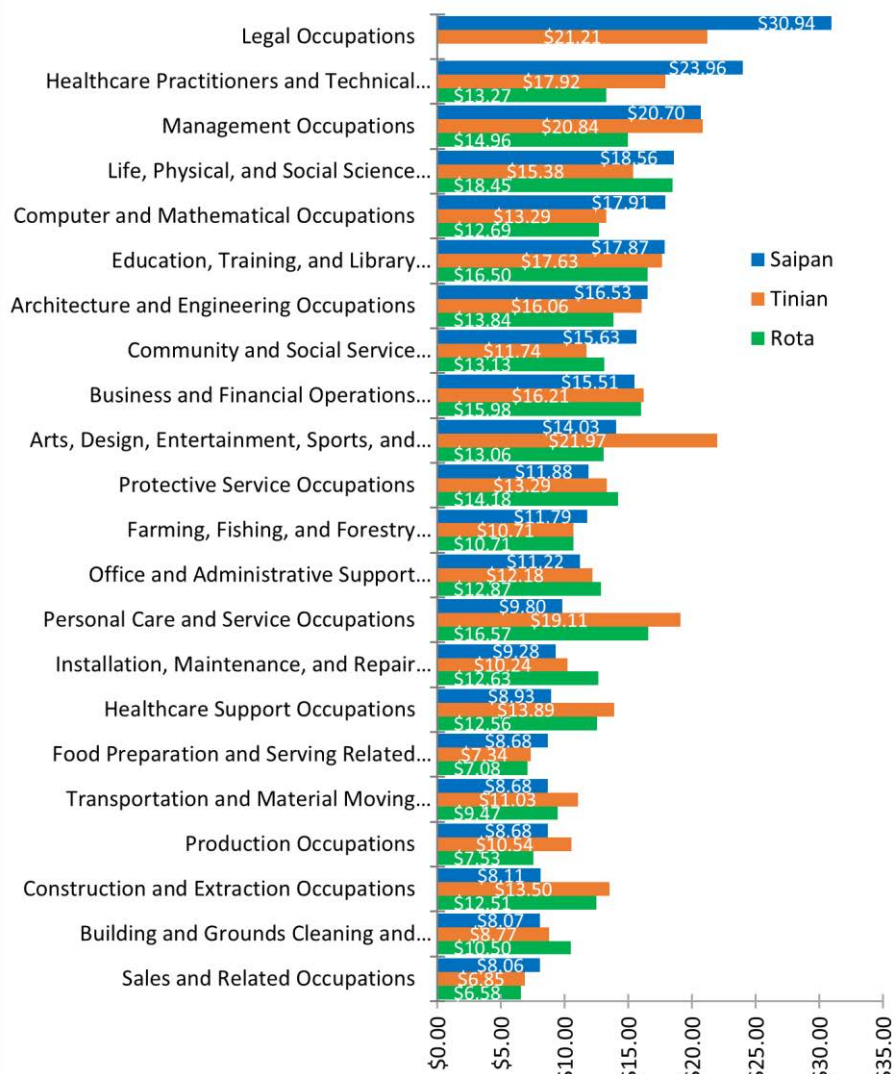
Chart B9.3 shows major occupational titles mean hourly wage rate by island. Note that 1) the mean hourly wages in the chart are sorted by Saipan's hourly wage rate from high to low; 2) no Legal Occupations mean hourly wage rate in Rota.

- Saipan's mean hourly wage was much higher than Tinian's and Rota's in
  - Legal Occupations (\$30.94) and
  - Healthcare Practitioners and Technical Occupations (\$23.96).
- Tinian had higher mean hourly wage rate was higher than Saipan's and Rota's in

- Art, Design, Entertainment, Sports and Recreational Occupations (\$21.97) and
- Personal Care and Service Occupations (\$19.11).
- Within Saipan mean hourly wage rate was,
  - highest in Legal Occupations (\$30.94) and
  - lowest in Sales and Related Occupations (\$8.06).
- Within Tinian, mean hourly wage rate was,
  - Highest in Art, Design, Entertainment, Sports and Recreational Occupations (\$21.97) and
  - Lowest in Sales and Related Occupations (\$6.85)
- Within Rota, mean hourly wage rate was,
  - Highest in Life, Physical, and Social Science Occupations (\$18.45) and
  - Lowest in Sales and Related Occupations (\$6.58)

See Chart B9.3 for detail.

Chart B9.5 Major Occupational Titles Employees Hourly Wage by Island: CNMI, 2016



## MAJOR INDUSTRIES EMPLOYEES AND HOURLY WAGE BY GENDER

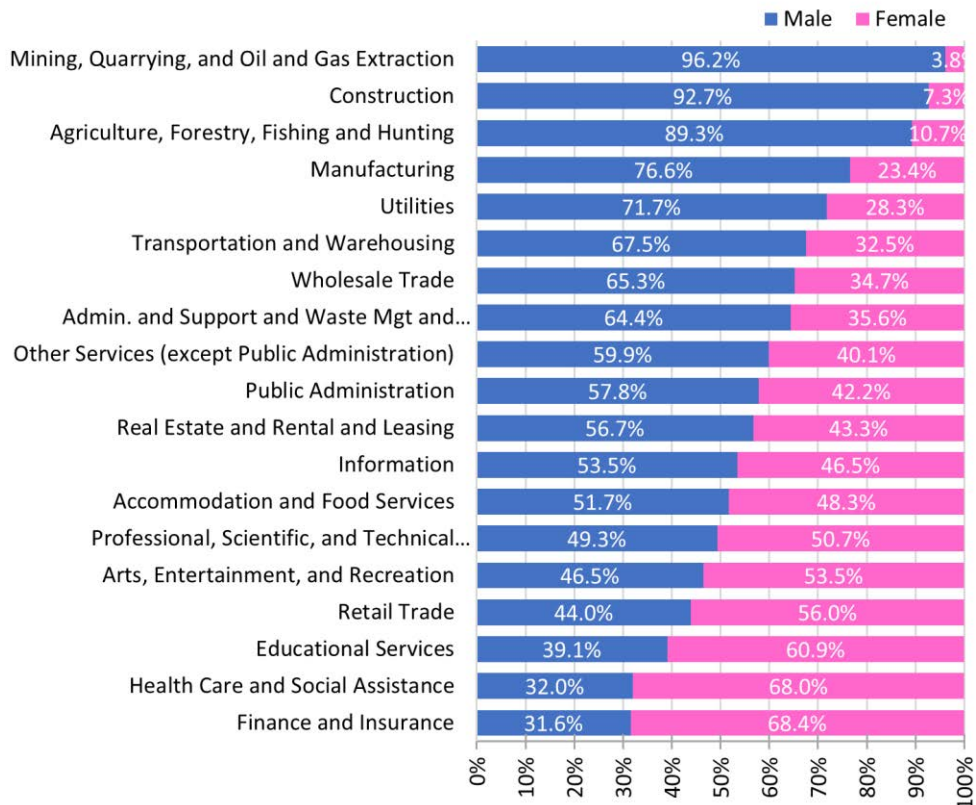
B10

## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION BY GENDER

- Males were the majority in
  - Mining, Quarrying, Oil and Gas Extraction,
  - Construction,
  - Agriculture, Forestry, Fishing and Hunting
  - Manufacturing
  - Utilities,
  - Transportation and Warehousing,
  - Wholesale Trade,
  - Admin. and Support and Waste Mgt. and Remediation Services,
  - Other Services (except Public Administration),
  - Public Administration,

- Real Estate and Rental and Leasing, and
  - Information
  - Females were the majority in
    - Finance and Insurance
    - Healthcare and Social Assistance
    - Education Services
    - Retail Trade
    - Arts, Entertainment, and Recreation
  - Both gender percentages were about the same in
    - Accommodation and Food Services and
    - Professional, Scientific, and Technical Services
- See Chart B9.1 for detail.

Chart B10.1 Major Industries Employees Percent Distribution by Gender: CNMI, 2016



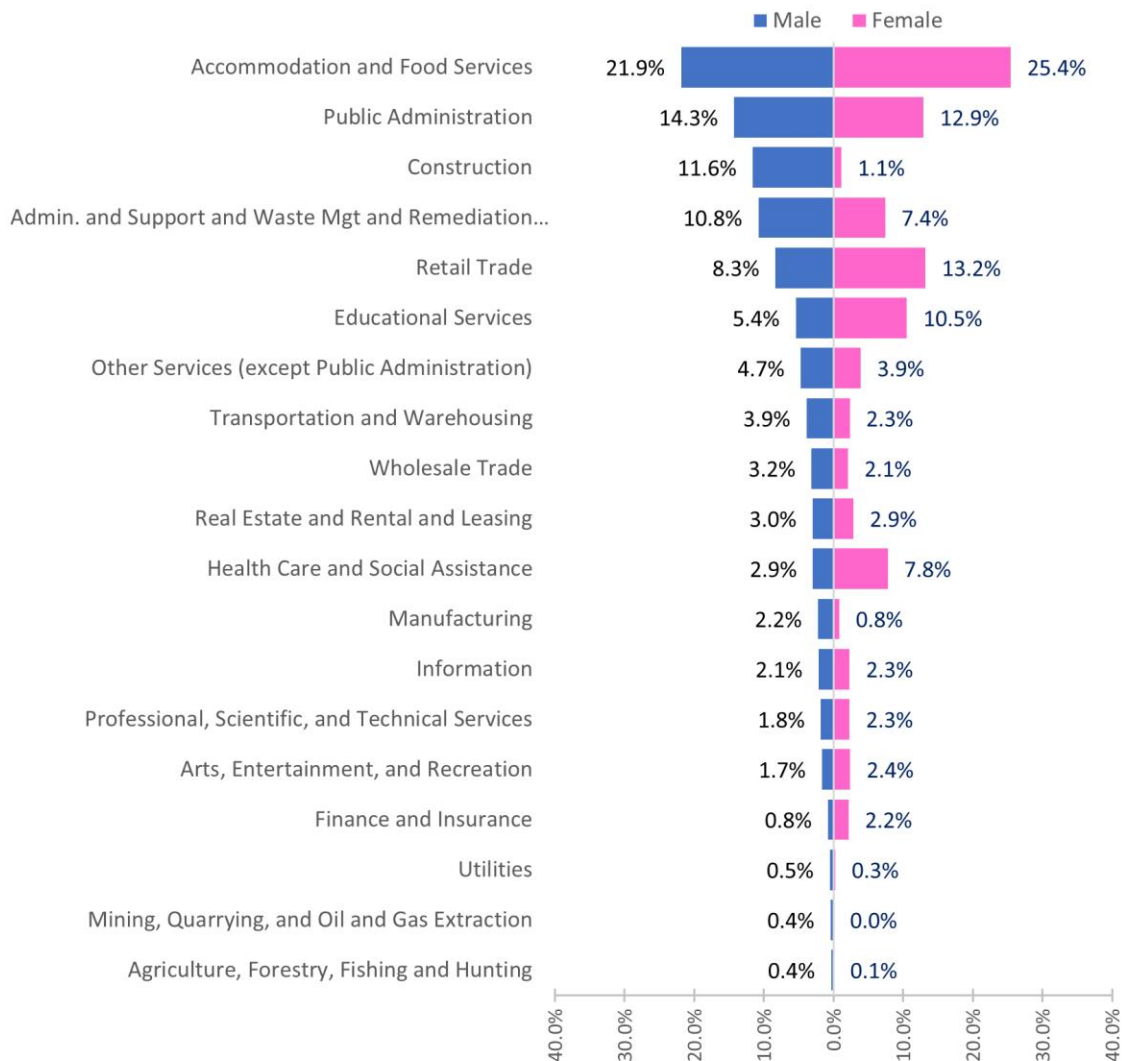
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION WITHIN GENDER

- Male percent distribution was highest in
  - Accommodation and Food Services (21.9%), followed by
  - Public Administration (14.3%),
  - Construction (11.6%),
  - Admin. and Support and Waste Mgt. and Remediation Service (10.8%), and so on.

- Female percent distribution was highest in
  - Accommodation and Food Services (25.4%), followed by
  - Retail Trade (13.2%),
  - Public Administration (12.9%)
  - Education Services (10.5%)
  - Health Care and Social Assistance (10.8%), and so on.

See Chart B10.2 for detail.

Chart B10.2 Major Industries Employees Percent Distribution : Within Gender: CNMI, 2016



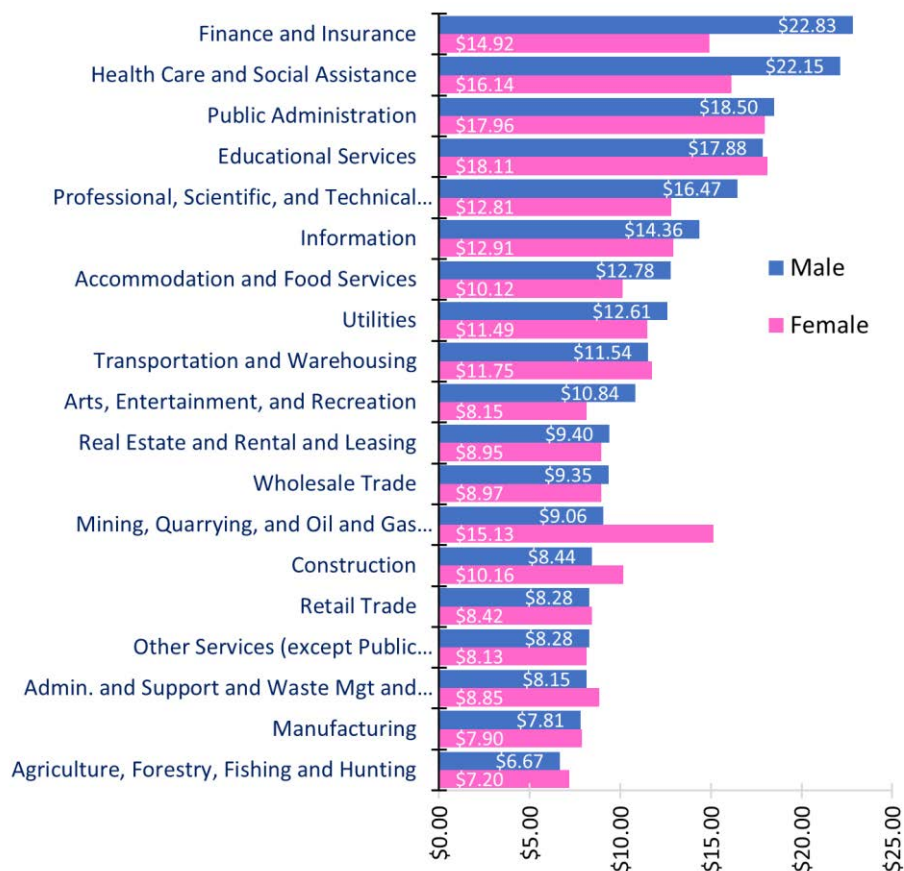
## MAJOR INDUSTRIES HOURLY WAGE RATE BY GENDER

- Males' mean hourly wage rate was significantly higher than females' in
  - Finance and Insurance and
  - Health Care and Social Services, while
  - Females' mean hourly wage rate was noticeably higher than males' in
  - Mining, Quarrying, Oil and Gas Extraction and
  - Construction.

- In most industries, Males' and Females' hourly wage rates were not too different from one another.
- Males' mean hourly wage was
  - highest in Finance and Insurance (\$22.83) and
  - lowest in Agriculture, Forestry, Fishing and Hunting (\$6.67).
- Females' mean hourly wage was
  - highest in Educational Services (\$18.11) and
  - lowest in Agriculture, Forestry, Fishing and Hunting (\$7.20).

See Chart B10.3 for detail.

Chart B10.3 Major Industries Employees Hourly Wage by Gender: CNMI, 2016





## MAJOR INDUSTRIES EMPLOYEES AND HOURLY WAGE BY CITIZENSHIP

B11

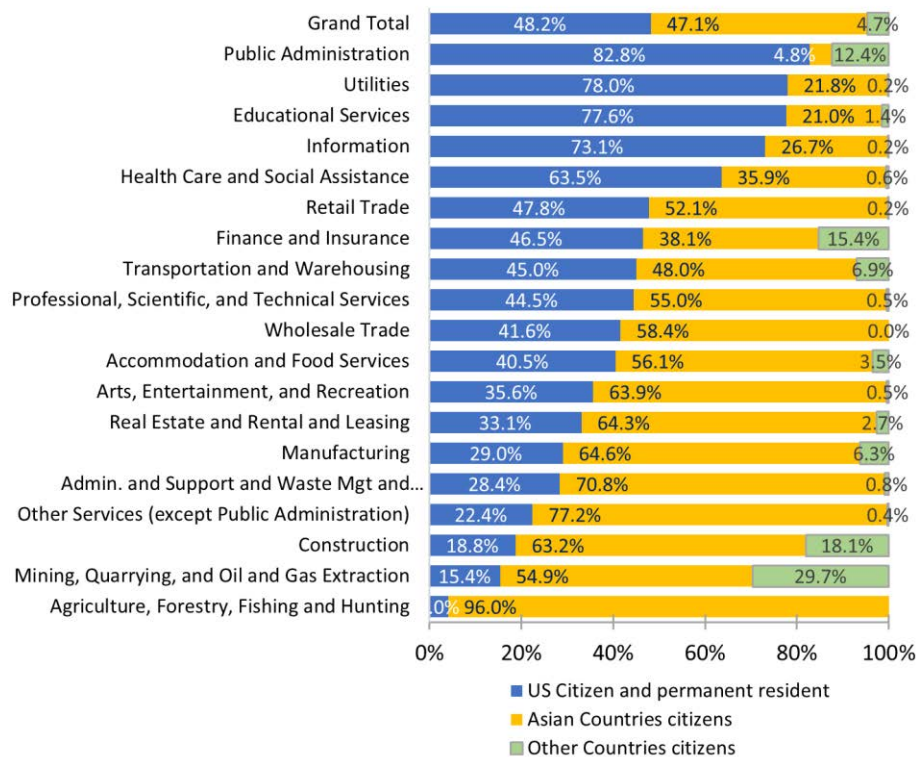
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION BY CITIZENSHIP

Within Major Industries,

- U.S Citizens and Permanent Resident were the majority in
  - Public Administration (82.8%),
  - Utilities (78.0%),
  - Education Services (77.6%),

- Information (73.1%),
  - Health Care and Social Assistance (63.5%)
  - Asian Countries Citizens were the majority in the rest of the industries, except in
    - Finance and Insurance and
    - Transportation and Warehousing.
- See Chart B11.1 for detail.

Chart B11.1 Major Industries Employees Percent Distribution by Citizenship: CNMI, 2016

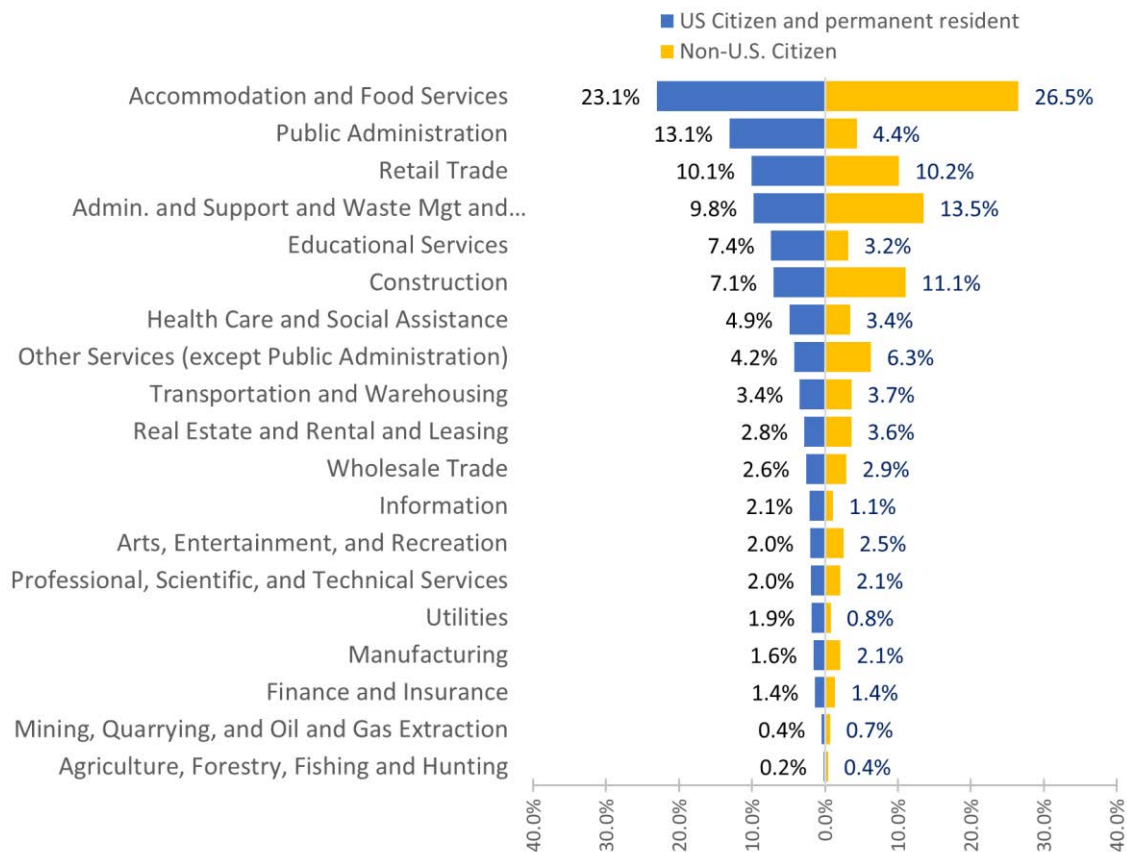


## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION WITHIN MAJOR CITIZENSHIP GROUP

- Within U.S. Citizen and Permanent Resident, percent distribution was highest in
  - Accommodation and Food Services (23.1%), followed by
  - Public Administration (13.1%),
  - Retail Trade (10.1%)
  - Admin. and Support and Waste Mgt. and Remediation Services (9.8%), and so on.

- Within Non-U.S. Citizen, percent distribution was highest in
    - Accommodation and Food Services (26.5%), followed by
    - Admin. and Support and Waste Mgt. and Remediation Services (13.5%),
    - Construction (11.1%),
    - Retail Trade (10.2%), and so on.
- See Chart B11.2 for detail.

Chart B11.2 Major Industries Employees Percent Distribution Within Citizenship Group: CNMI, 2016

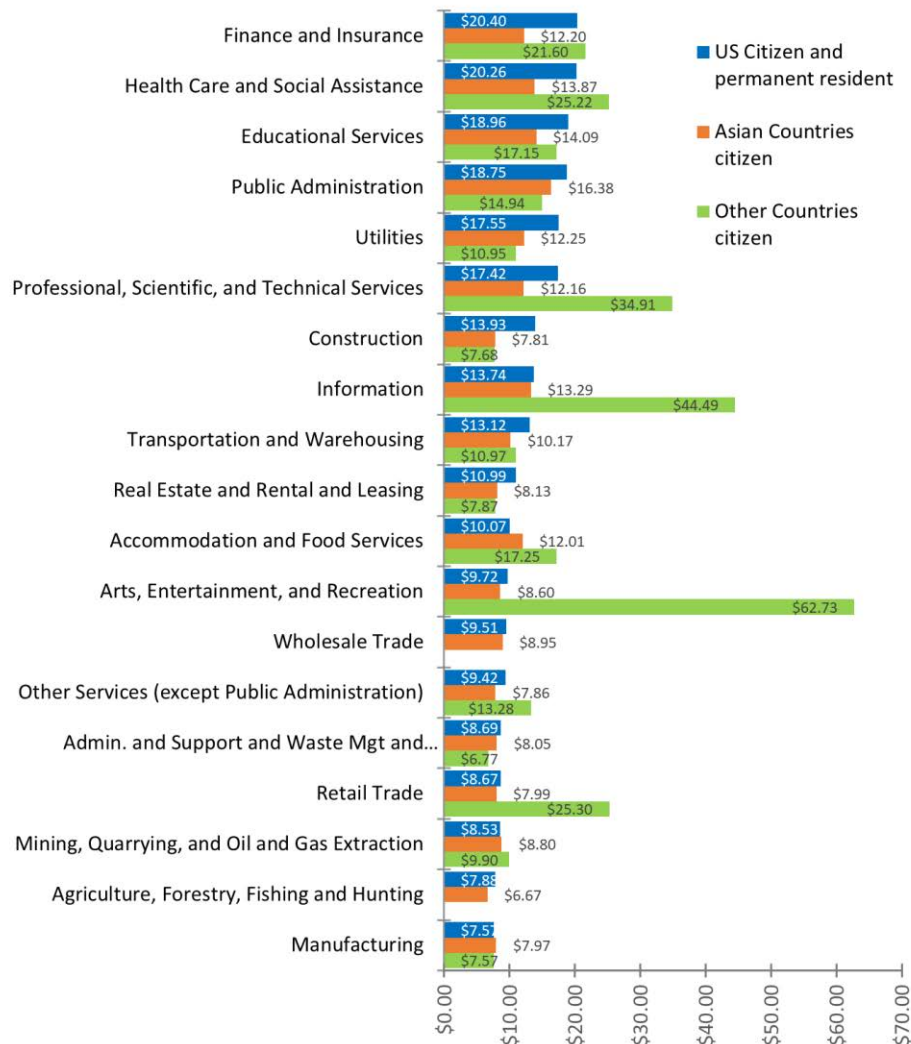


### MAJOR INDUSTRIES EMPLOYEES PERCENT HOURLY WAGE RATE BY CITIZENSHIP

- Other Countries citizens' mean hourly wage rate was higher than the U.S Citizen and Asian Countries Citizens' wage in many industries, especially in
  - Arts, Entertainment, and Recreation,
  - Information,
  - Professional, Scientific, and Technical Services, and
  - Retail Trade.
- In almost all industries,
- U.S. Citizen and Permanent Resident mean hourly wage was higher than the Asian Countries citizens.

- Within U.S Citizen and Permanent Residents, the mean hourly wage rate was
    - Highest in Finance and Insurance (\$20.40) and
    - Lowest in Manufacturing (\$7.57)
  - Within Asian Countries Citizens, the mean hourly wage rate was
    - Highest in Public Administration (\$16.38) and
    - Lowest in Agriculture, Forestry, Fishing and Hunting (\$6.67).
  - Within Other Countries Citizens, the mean hourly wage rate was
    - Arts, Entertainment, and Recreation (\$62.73) and
    - Lowest in Manufacturing (\$7.57).
- See Chart B11.3 for detail.

Chart B11.3 Major Industries Employees Hourly Wage by Citizenship: CNMI, 2016



## MAJOR INDUSTRIES EMPLOYEES AND HOURLY WAGE BY ETHNIC GROUP

B12

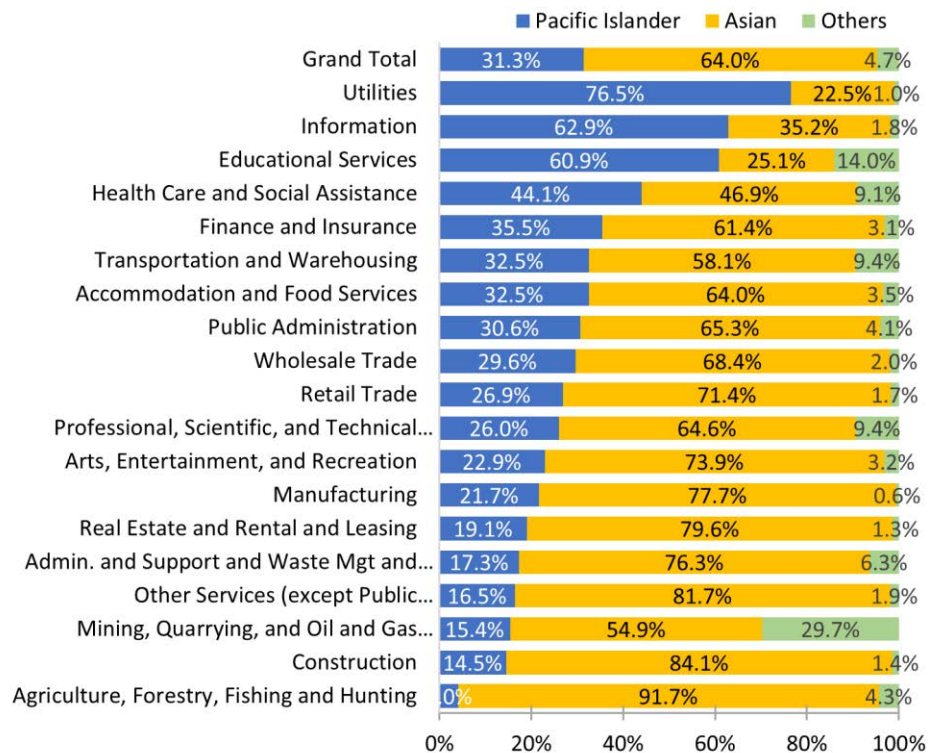
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION BY MAJOR ETHNIC GROUP

- Within Major Industries,
  - Pacific Islanders were the majority in
  - Utilities (76.5%),
  - Information (62.9%), and
  - Education Services (60.9%).
  - Asians were the majority in the rest of the industries including,
  - Agriculture, Forestry, Fishing, and Hunting (91.7%),

- Construction (84.1%),
- Other Services (except Public Administration), 81.7%,
- Real Estate and Rental Leasing (79.6%),
- Manufacturing (77.7%),
- Admin. and Support and Waste Mgt. and Remediation Services (76.3%), and so on.

See Chart B12.1 for detail.

Chart B12.1 Major Industries Employees Percent Distribution by Ethnic Group: CNMI, 2016



## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION WITHIN MAJOR ETHNIC GROUP

- Within Pacific Islanders,
  - Accommodation and Food Services had the highest employee percentage (23.9%), followed by
  - Education Services (14.3%),
  - Public Administration (12.8%)
  - Retail Trade (8.7%), and so on.
  - See Chart B12.2 for detail.
- Within Asians
  - The Accommodation and Food Services had the highest employee percentage (23.1%), followed by
  - Public Administration (13.4%)
  - Admin. and Support and Waste Mgt. and Remediation Services (11.7%),
  - Retail Trade (11.2%), and so on.
  - See Chart B12.3 for detail.
- Within Caucasians
  - Education Services had the highest employee percentage (36.2%), followed by
  - Public Administration (14.3%)
  - Health Care and Social Assistance (12.7%), and so on.

See Chart B12.4 for detail.

Chart B12.2 Pacific Islander Employees Percent  
Distribution by Major Industries: CNMI, 2016

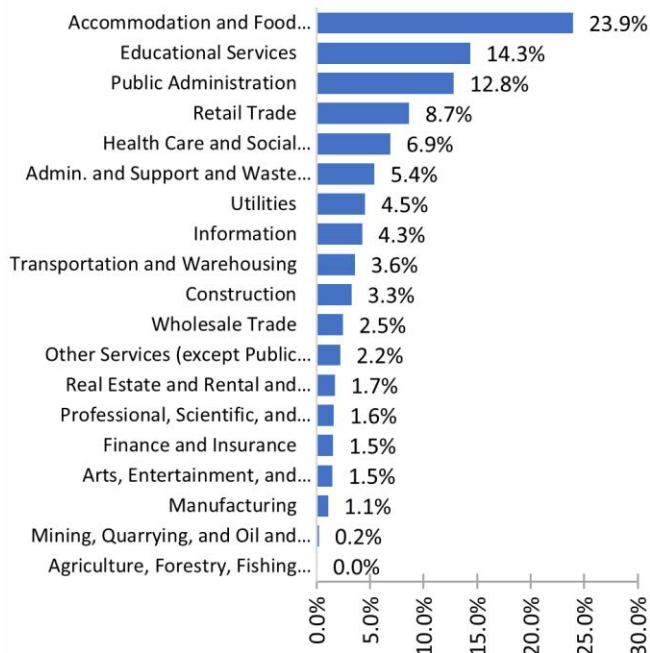


Chart B12.3 Asian Employees Percent  
Distribution by Major Industries: CNMI, 2016

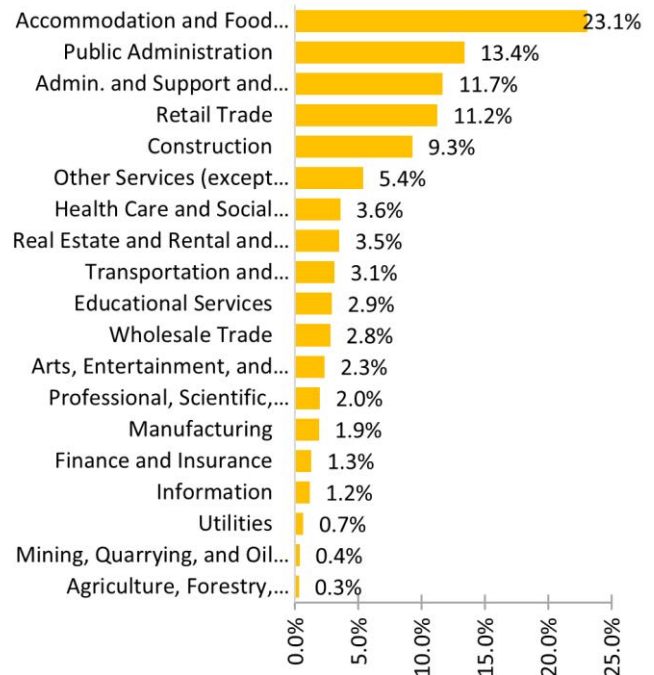
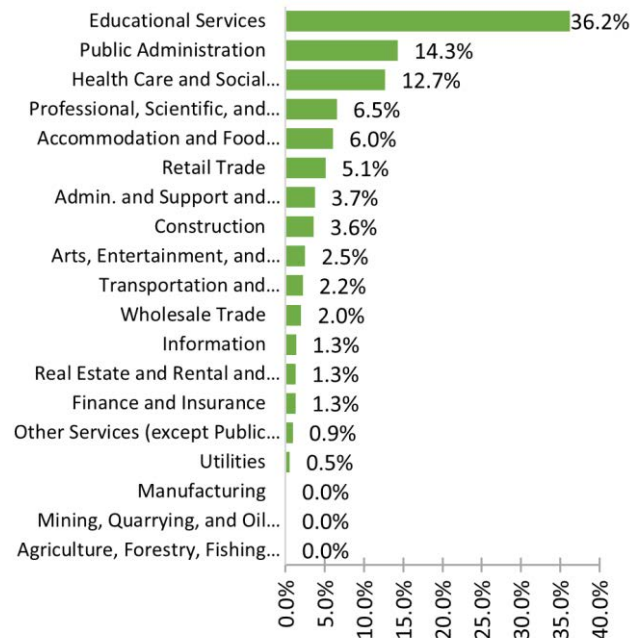


Chart B12.4 Caucasian Employees Percent  
Distribution by Major Industries: CNMI, 2016





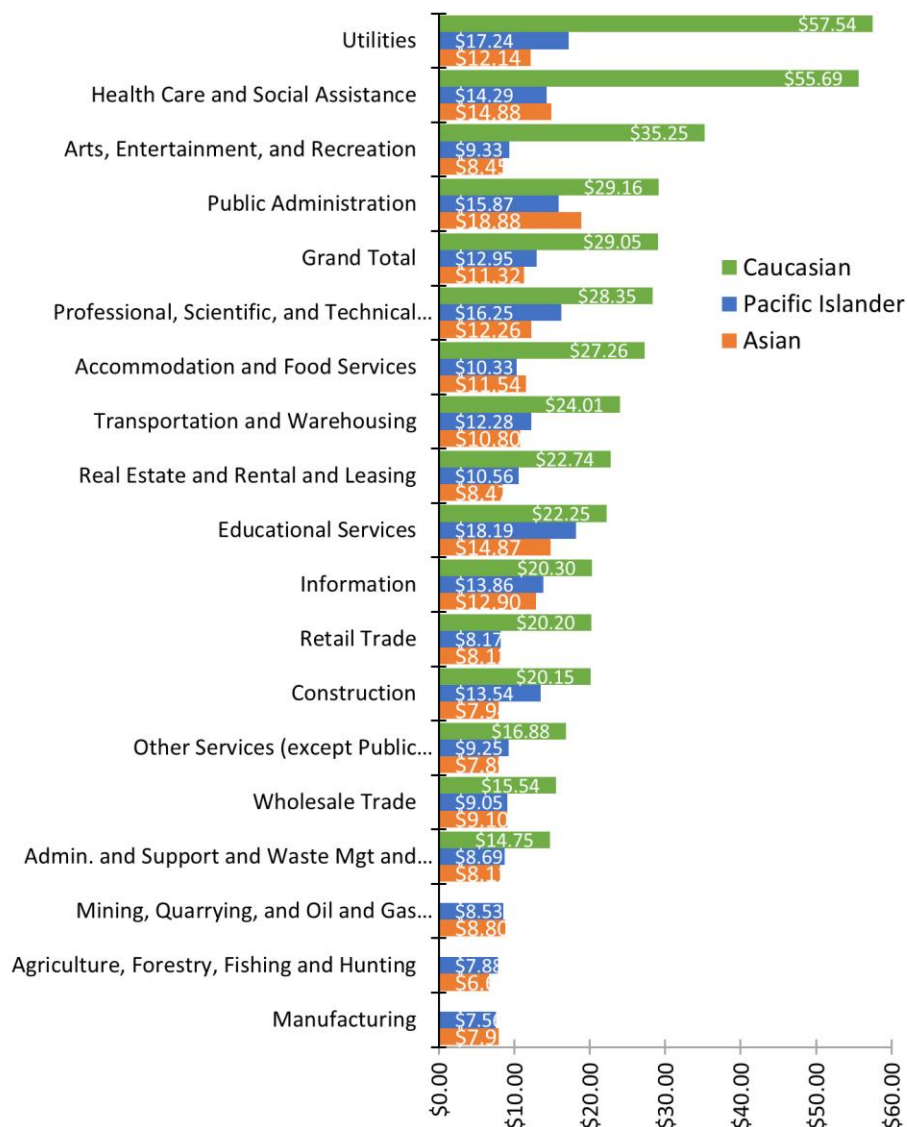
## MAJOR INDUSTRIES EMPLOYEES HOURLY WAGE RATE BY ETHNIC GROUP

- In all industries,
  - Caucasian's mean hourly wage rate was higher than the Pacific Islander's and Asian's.
  - In almost all industries,
  - Pacific Islander's mean hourly wage rate was higher than Asian's.
  - Within Caucasians, mean hourly wage rate was,
  - Highest in Utilities (\$57.54) and

- Lowest in Admin. Support and Waste Mgt. and Remediation Services (\$14.75).
- Within Pacific Islanders, mean hourly wage rate was,
- Highest in Educational Services (\$18.19) and
- Lowest in Manufacturing (\$7.50).
- Within Asians, mean hourly wage rate was,
- Public Administration (\$18.88) and
- Lowest in Agriculture, Forestry, Fishing, and Hunting (\$6.67).

See Chart B12.5 for detail.

Chart B12.5 Major Industries Employees Hourly Wage by Ethnic Group: CNMI, 2016



## MAJOR INDUSTRIES EMPLOYEES AND HOURLY WAGE BY VISA

B13

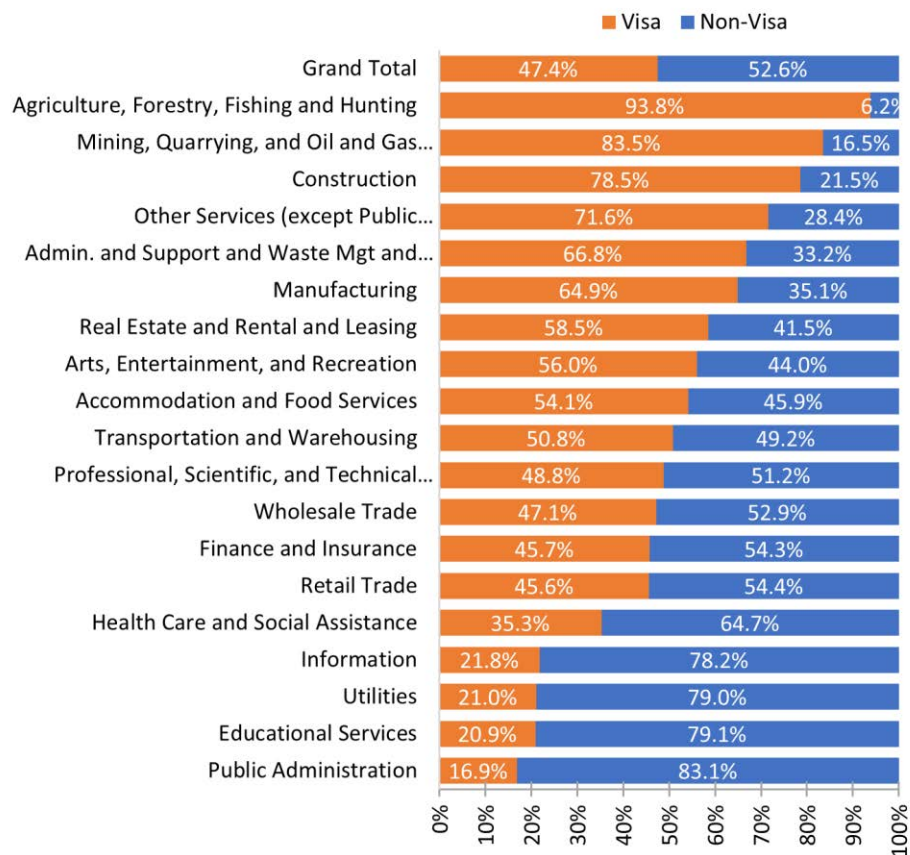
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION BY VISA

Within Major Industries,

- Visa holders were the majority in
  - Agriculture, Forestry, Fishing, and Hunting (93.8%),
  - Mining, Quarrying, and Oil and Gas Extraction (83.5%),
  - Construction (78.5%),
  - Other Services (except Public Administration), 71.6%,
  - Admin. and Support and Waste Mgt. and Remediation Services (66.8%),
  - Manufacturing (64.9%),
  - Real Estate and Rental Leasing (58.5%),
  - Arts, Entertainment, and Recreation (56.0%), and
- Accommodation and Food Services (54.1%).
- Non-visa holders were the majority in
  - Public Administration (83.1%),
  - Educational Services (79.1%),
  - Utilities (79.0%),
  - Information (78.2%)
  - Health Care and Social Assistance (64.7%),
  - Retail Trade (54.4%),
  - Finance and Insurance (54.3%), and
  - Wholesale Trade (52.9%).
- The two group were about the same proportions in,
- Transportation and Warehousing and
- Professional, Scientific, and Technical Services.

See Chart B13.1 for detail.

Chart B13.1 Major Industries Employees Percent Distribution by Visa: CNMI, 2016





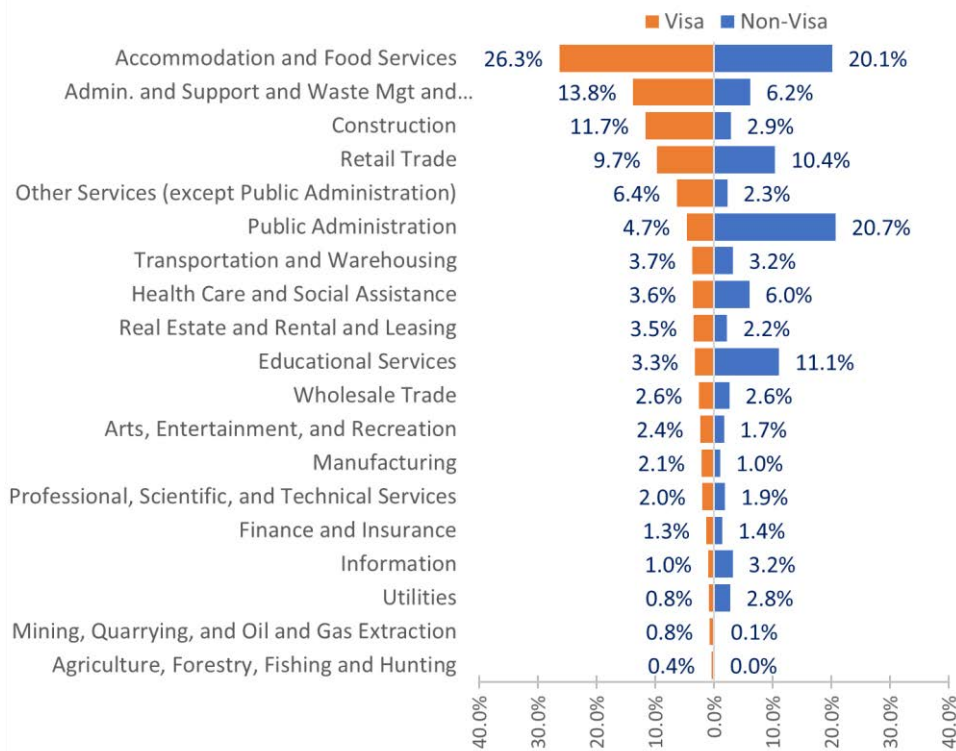
## MAJOR INDUSTRIES EMPLOYEES PERCENT DISTRIBUTION WITHIN VISA GROUP

- Within Visa holders,
  - Accommodation and Food Services had the highest employee percentage (26.3%), followed by
  - Admin. and Support and Waste Mgt. and Remediation Services (13.8%),
  - Construction (11.7%)
  - Retail Trade (9.7%), and so on.

- Within Non-Visa holders,
  - Public Administration had the highest employee percentage (20.7%), followed closely by
  - Accommodation and Food Services (20.1%),
  - Educational Services (11.1%),
  - Retail Trade (10.4%), and so on.
  - Admin. and Support and Waste Mgt. and Remediation Services (6.2%),

See Chart B13.2 for detail.

Chart B13.2 Major Industries Employees Percent Distribution  
Within Visa Group: CNMI, 2016



## MAJOR INDUSTRIES EMPLOYEES HOURLY WAGE RATE BY VISA GROUP

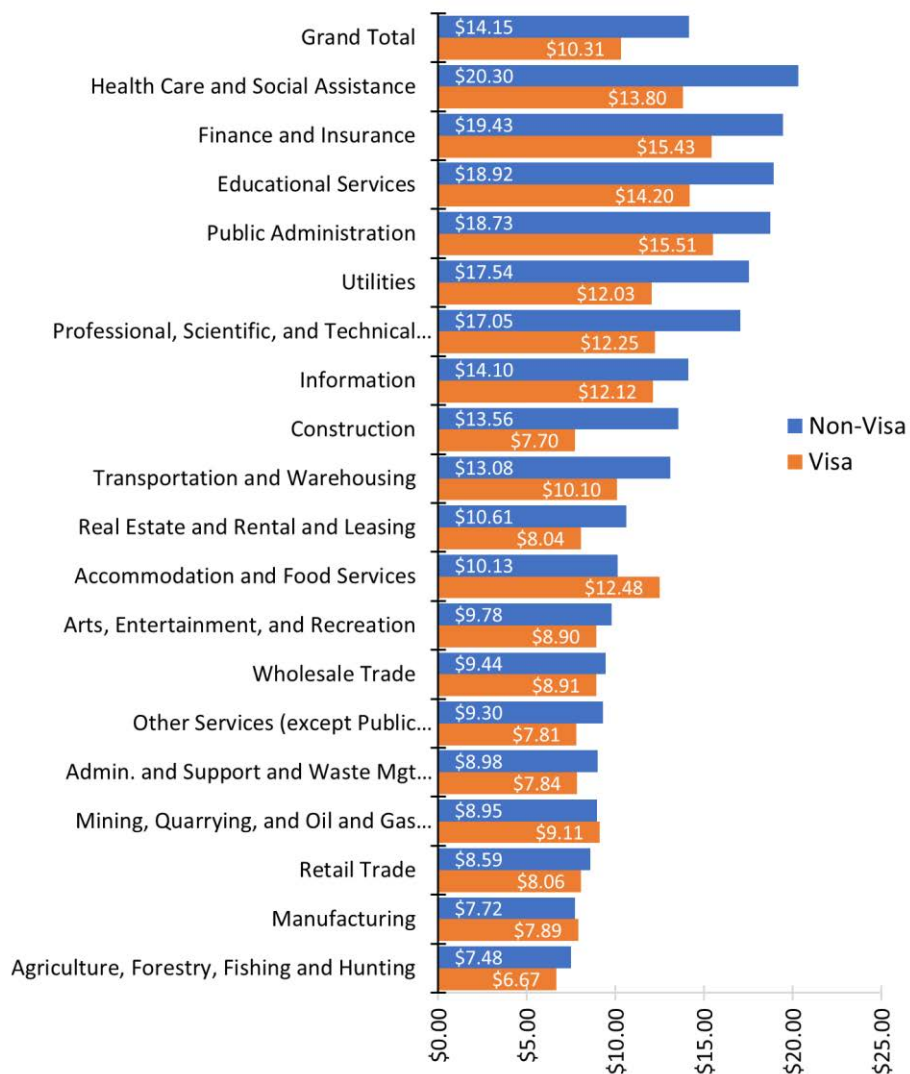
In almost all industries,

- Non-Visa holders' mean hourly wage rate was higher than Visa holders'
  - Visa holders mean hourly wage rate was higher than the Non-Visa holders' only in
  - Accommodation and Food Services,
  - Mining, Quarrying, and Oil and Gas Extraction, and

- Manufacturing.
- Visa holders mean hourly wage rate was
  - highest in Public Administration (\$15.51) and was
  - lowest in Agriculture, Forestry, Fishing, and Hunting (\$6.67).
- Non-Visa holders mean hourly wage rate was
  - highest in Health Care and Social Assistance (\$20.30) and was
  - lowest in Agriculture, Forestry, Fishing, and Hunting (\$7.48).

See Chart B13.3 for detail.

Chart B13.3 Major Industries Employees Hourly Wage by Visa Group: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES AND HOURLY WAGE BY GENDER

B14

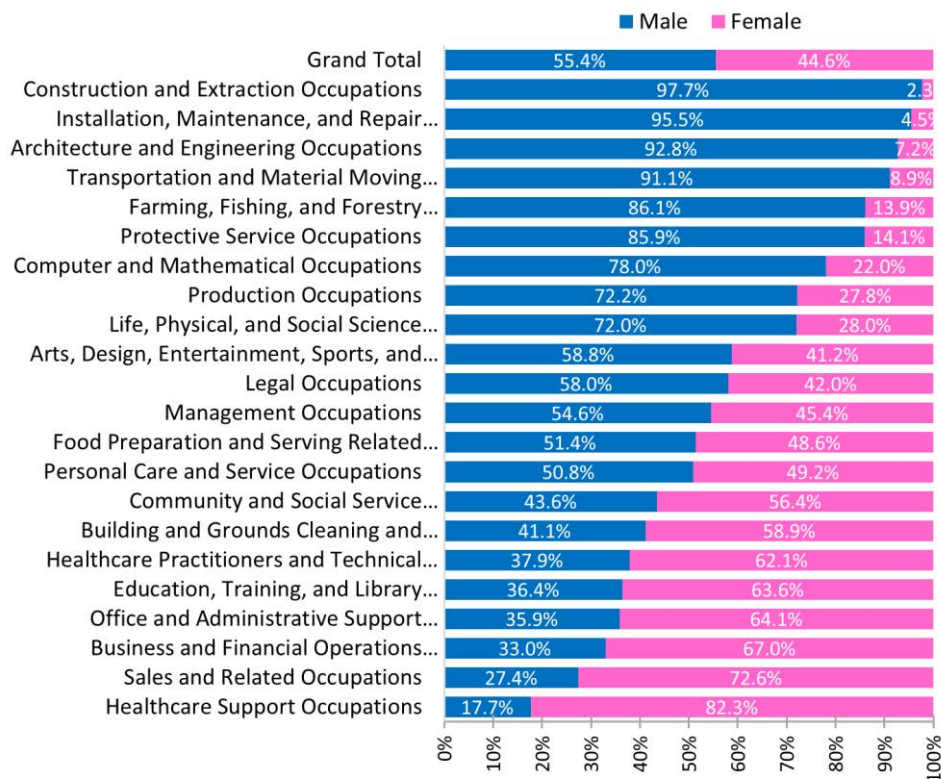
## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION BY GENDER

Within each Major Occupational Title,

- Males were the majority in
  - Construction and Extraction Occupations (97.7%),
  - Installation, Maintenance, and Repair Occupations (95.5%),
  - Architecture and Engineering Occupations (92.8%)
  - Transportation and Material Moving Occupations (91.1%),
  - Farming, Fishing, and Forestry Occupations (%),
  - Transportation and Warehousing,
  - Wholesale Trade,
- Females were the majority in
  - Healthcare Support Occupations (82.3%),
  - Sales and Related Occupations (72.6%),
  - Business and Financial Occupations (67.0%)
  - Office and Administrative Support Occupations (64.1%),
  - Education, Training, and Library Occupations (63.6%),
  - Healthcare Practitioners and Technical Occupations (62.1%)
  - Building and Grounds Cleaning and (58.9%), and
  - Community and Social Services Occupations (56.4%).
- Male and Female proportions were about the same in
  - Food Preparation and Serving Related Occupations and
  - Personal Care and Service Occupations

See Chart B14.1 for detail.

Chart B14.1 Major Occupational Titles Employees Percent Distribution by Gender: CNMI, 2016



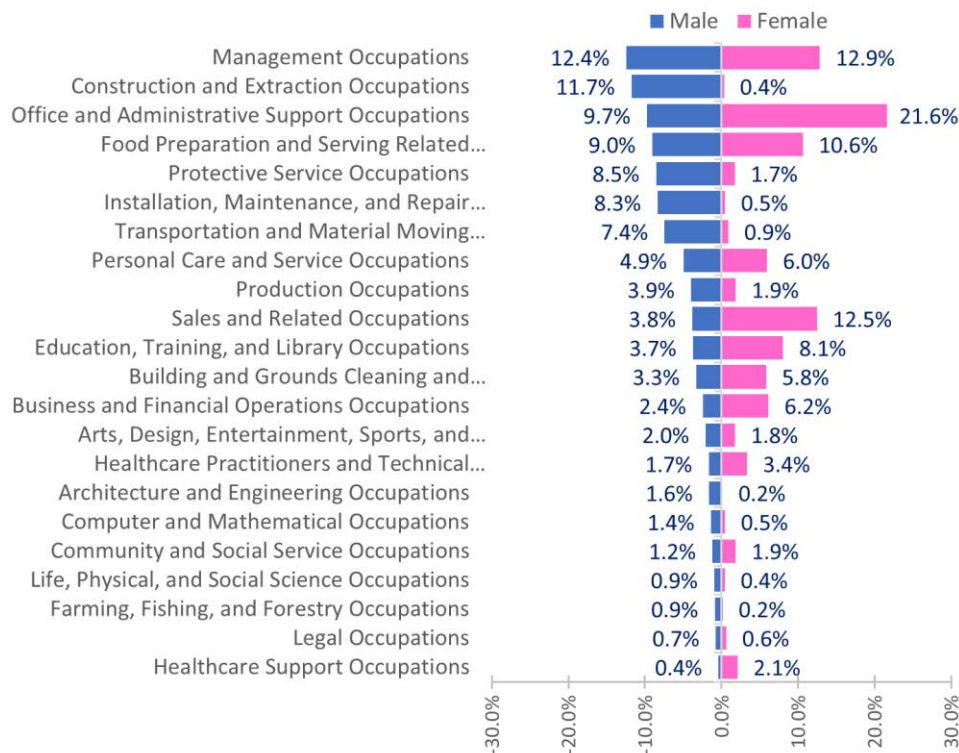
## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION WITHIN GENDER

- Within Male Employees,
  - Management Occupations had the highest percentage (12.4%), followed by
  - Construction and Extraction Occupations (11.7%),
  - Office and Administrative Support Occupations (9.7%),
  - Food Preparation and Serving Related Occupations (9.0%), and so on.

- Within Female Employees,
  - Office and Administrative Support Occupations had the highest percentage (21.6%), followed by
  - Management Occupations (12.9%),
  - Sales and Related Occupations (12.5%),
  - Food Preparation and Serving Related Occupations (10.6%),
  - Education, Training and Library Occupations (8.1%), and so on.

See Chart B14.2 for detail.

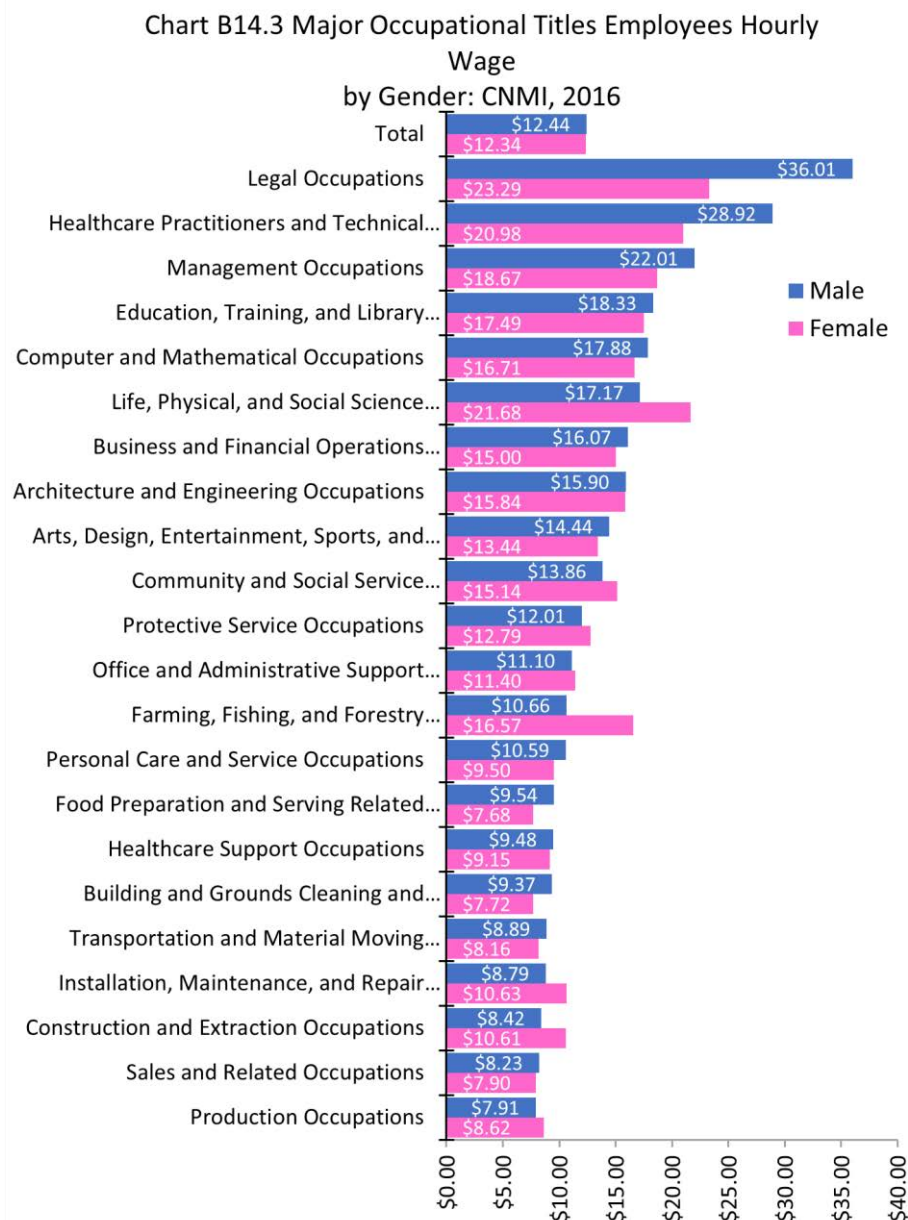
Chart B14.2 Major Occupational Titles Employees Percent Distribution Within Gender: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES HOURLY WAGE RATE BY GENDER

- In many industries,
  - Male's and female's mean hourly wage rate were not too different from one another.
  - Males' mean hourly wage rate was noticeably higher than females' in
  - Legal Occupations and
  - Healthcare Practitioners and Technical Occupations.
  - Females' mean hourly wage rate was noticeably higher than males' in

- Life, Physical, and Social Sciences Occupations and
  - Farming, Fishing, and Forestry Occupations.
  - Males' mean hourly wage rate was
    - Highest in Legal Occupations (\$23.29) and
    - Lowest in Production Occupations (\$7.91).
  - Females' mean hourly wage rate was
    - Highest in Legal Occupations (\$36.01) and
    - Lowest in Food Preparation and Serving Related Occupations (\$7.68).
- See Chart B14.3 for detail.





## MAJOR OCCUPATIONAL TITLES EMPLOYEES AND HOURLY WAGE BY CITIZENSHIP

B15

## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION BY CITIZENSHIP

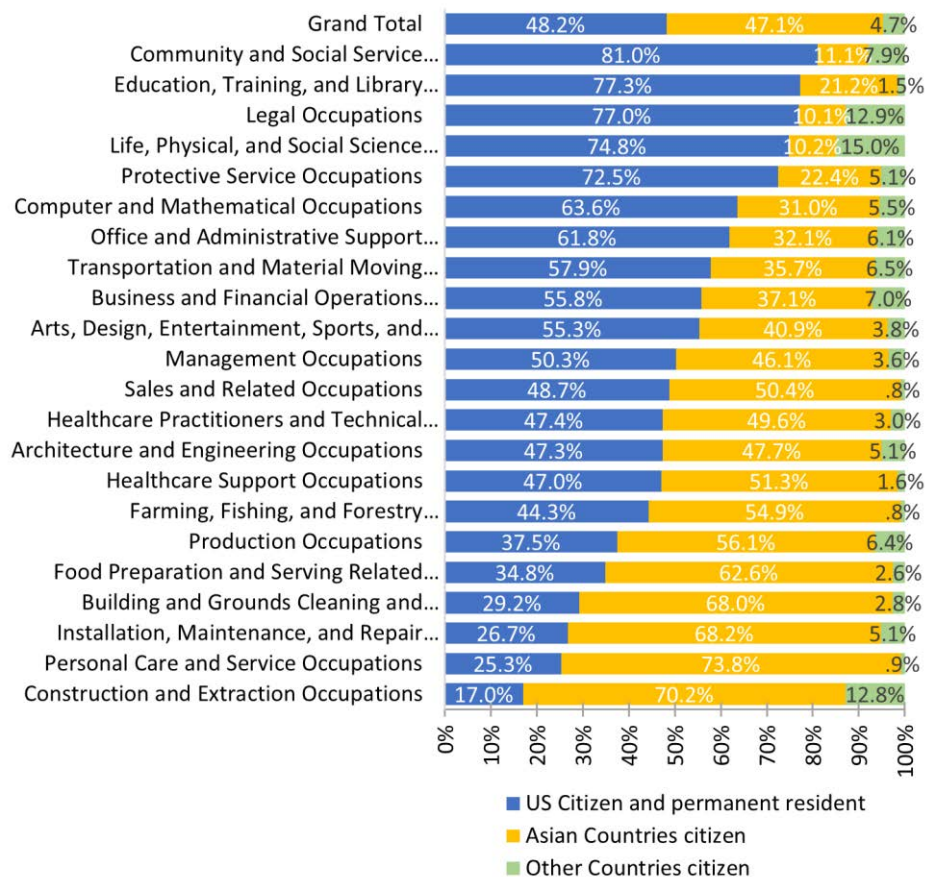
Within each Major Occupational Titles,

- U.S Citizen and Permanent Resident was the majority in 10 industries, including
  - Community and Social Services Occupations (81.0%),
  - Education, Training, and Library Occupations (77.3%),
  - Legal Occupations (77.0%),
  - Life, Physical, and Social Sciences Occupations (74.8%), and
  - Protective Service Occupations (72.5%) and others.

See Chart B15.1 for detail.

- Asian Countries Citizen was the majority in
  - Personal Care and Service Occupations (73.8%),
  - Construction and Extraction Occupations (70.2%),
  - Installation, Repair, and Maintenance Occupations (68.2%),
  - Building and Grounds Cleaning Occupations (68.0%).
  - Food Preparation and Serving Related Occupations (62.6%),
  - Production Occupations (56.1%), and
  - Farming, Fishing, and Forestry Occupations (54.9%).

Chart B15.1 Major Occupational Titles Employees Percent Distribution by Citizenship: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION WITHIN CITIZENSHIP

- Within U.S. Citizen and Permanent Resident,
  - Office and Administrative Support Occupations had the highest employee percentage (19.5%), followed by
  - Management Occupations (12.8%),
  - Education, Training, and Library Occupations (8.7%)
  - Protective Service Occupations (8.0%), and so on.

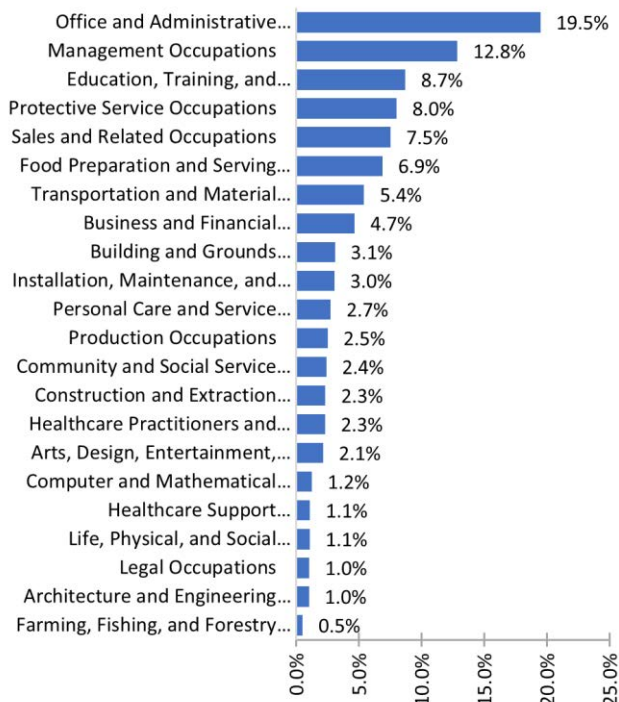
See Chart B15.2 for detail.

- Within Asian Countries Citizen,
  - Food Preparation and Serving Related Occupations had the highest employee percentage (12.6%), followed by
  - Management Occupations (12.1%)
  - Office and Administrative Support Occupations (10.4%),
  - Construction and Extraction Occupations (9.8%), and so on.

See Chart B15.3 for detail.

- Within Other Countries Citizen,
  - Office and Administrative Support Occupations had the highest employee percentage (19.6%), followed by
  - Construction and Extraction Occupations (18.0%)

Chart B15.2 U.S. Citizens and Permanent Resident Employees Percent Distribution by Major Occupational Titles: CNMI, 2016



- Management Occupations (9.5%)
- Transportation and Material Moving Occupations (6.2%), and so on.

See Chart B15.4 for detail.

Chart B15.3 U.S. Asian Countries Citizens Employees Percent Distribution by Major Occupational Titles: CNMI, 2016

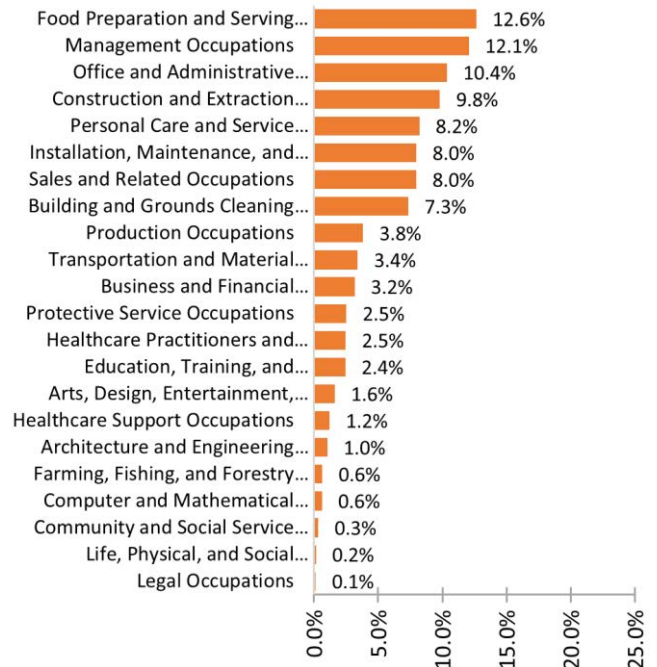
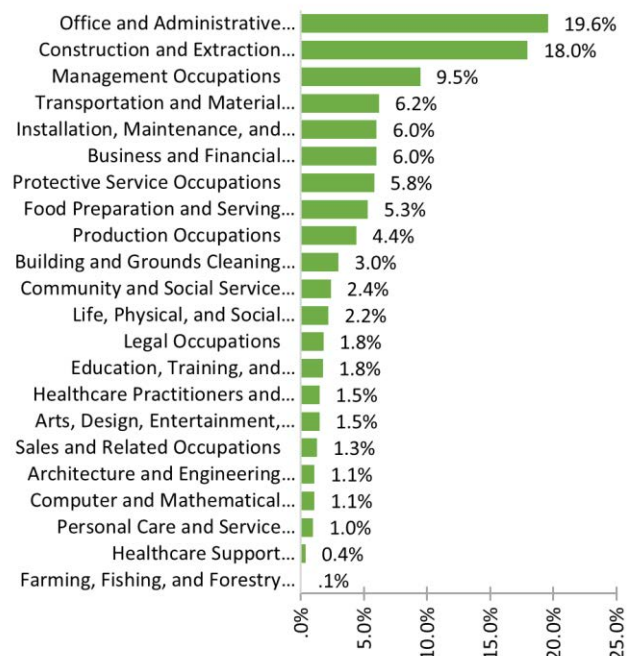


Chart B15.4 Other Countries Citizens Employees Percent Distribution by Major Occupational Titles: CNMI, 2016





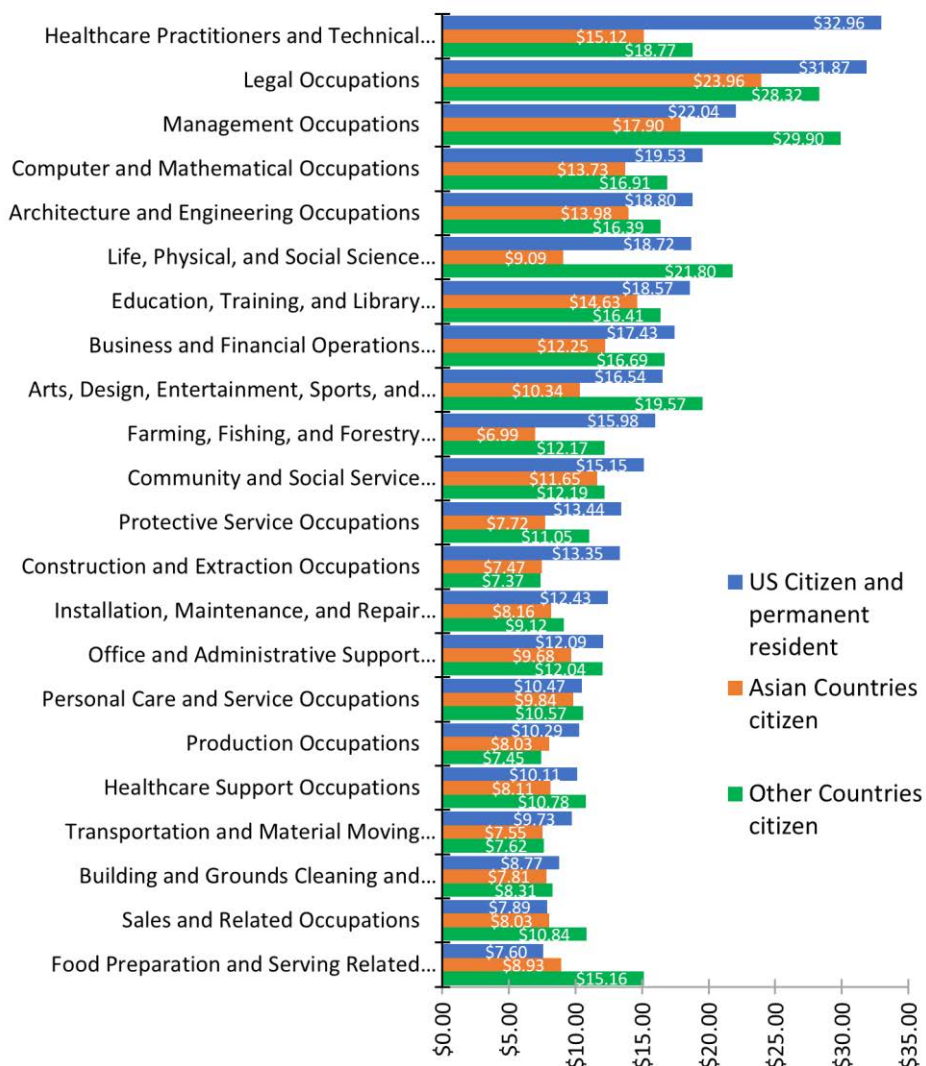
## MAJOR OCCUPATIONAL TITLES EMPLOYEES HOURLY WAGE RATE BY CITIZENSHIP

- Other Countries' mean hourly wage rate was highest in occupations, including,
- Management Occupations,
  - Life, Physical, and Social Science Occupations,
  - Arts, Design, Entertainment, Sports, and Media Occupations,
  - Food Preparation and Serving Related Occupations, and
  - Sales and Related Occupations.

- U.S. Citizen and Permanent Residents' mean hourly wage was higher than Asian Countries Citizens' in all Major Occupational Titles, except in
  - Food Preparation and Serving Related Occupations and
  - Sales and Related Occupations.
- U.S. Citizen and Permanent Residents' mean hourly wage was higher than Asian Countries Citizens' and Other Countries Citizens' in most Major Occupational Titles.

See Chart B15.5 for detail.

Chart B15.5 Major Occupational Titles Employees Hourly Wage by Citizenship Group: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES AND HOURLY WAGE BY ETHNIC GROUP

B16

## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION BY ETHNIC GROUP

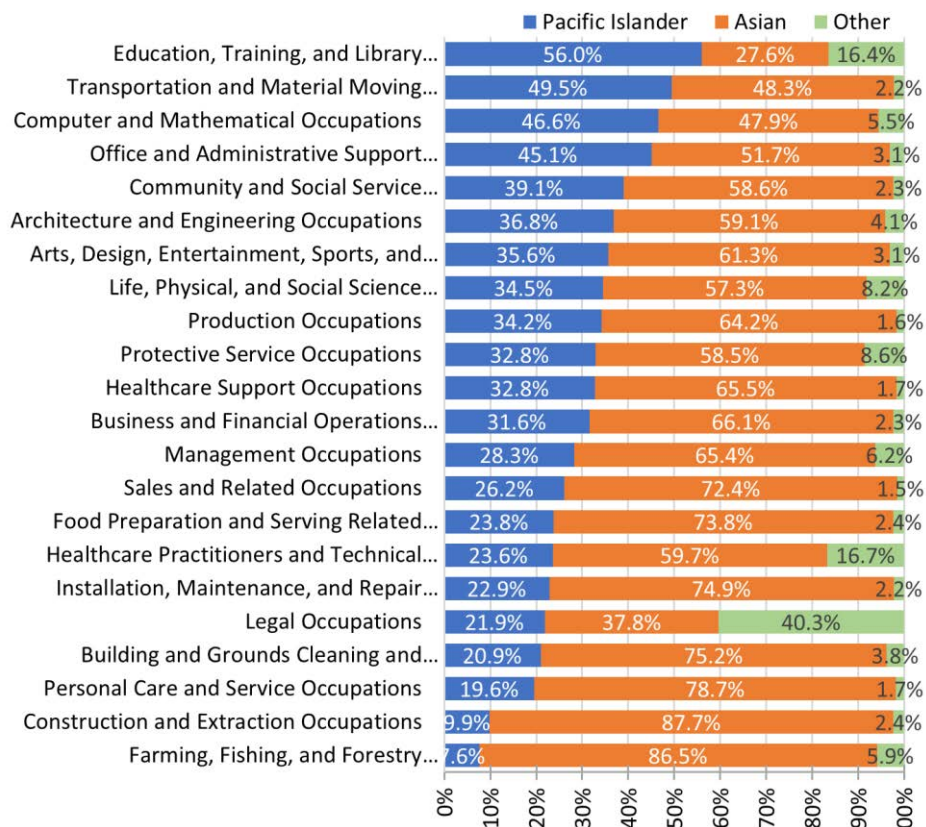
Within each Major Occupational Title,

- Asian was the majority in almost all the Occupational Titles, except in
  - Education, Training, and Library Occupations,
  - Legal Occupations, and
  - Transportation and Material Moving Occupations.

- Pacific Islander was the majority in
  - Education, Training, and Library Occupations.
- Pacific Islander and Asian proportions were about the same in
  - Transportation and Material Moving Occupations and
  - Computer and Mathematical Occupations.

See Chart B16.1 for detail.

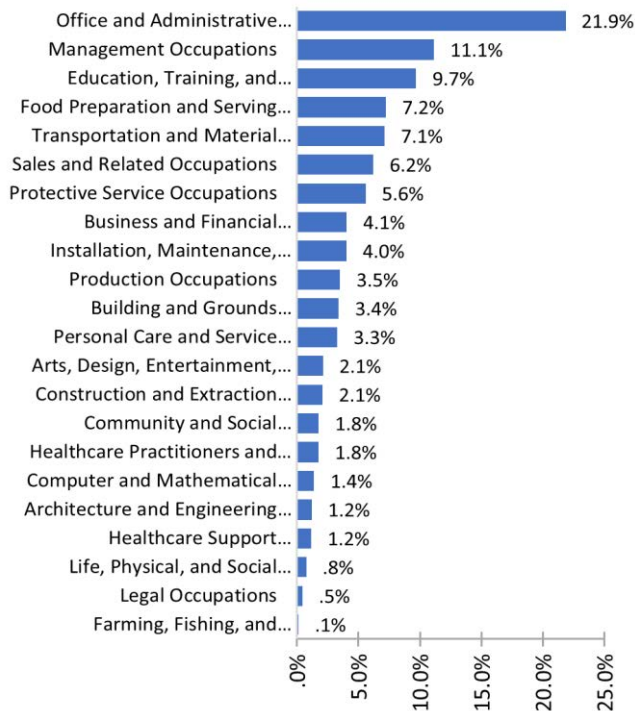
Chart B16.1 Major Industries Employees Percent Distribution  
by Ethnic Group: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION WITHIN ETHNIC GROUP

- Within Pacific Islanders,
  - Office and Administrative Support Occupations had the highest employee percentage (21.9%), followed by
  - Management Occupations (11.1%),
  - Education, Training, and Library Occupations (9.7%)
  - Food Preparation and Serving Related Occupations (7.2%), and so on.
- Within Asians,
  - Management Occupations had the highest employee percentage (12.6%), followed by
  - Office and Administrative Support Occupations (12.3%),
  - Food Preparation and Serving Related Occupations (11.0%), and so on.
  - Construction and Extraction Occupations (9.0%), and so on.
- Within Caucasians,
  - Education, Training, and Library Occupations had the highest employee percentage (31.5%), followed by
  - Management Occupations (18.9%)

Chart B16.2 Pacific Islander Employees  
Percent Distribution by Major Occupational  
Titles: CNMI, 2016



- Healthcare Practitioner and Technical Occupations (11.0%),
- Legal Occupations (9.8%)
- Office and Administrative Support Occupations (8.0%), and so on.

See Chart B16.4 for detail.

Chart B16.3 Asian Employees Percent  
Distribution by Major Occupational Titles:  
CNMI, 2016

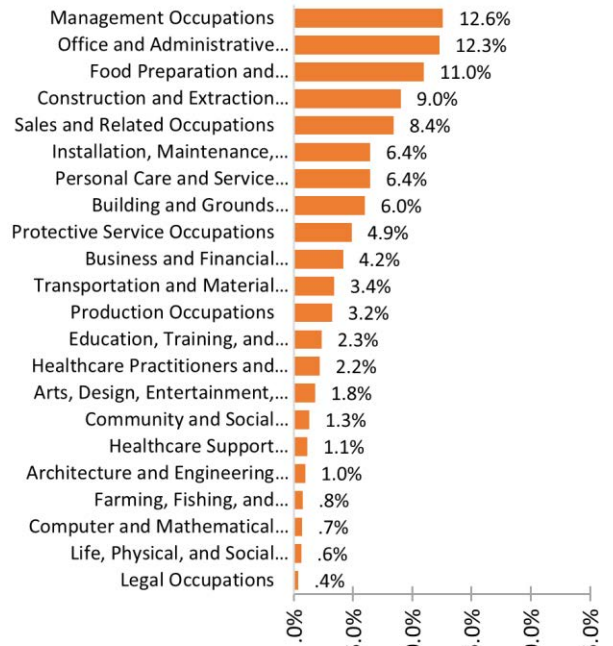
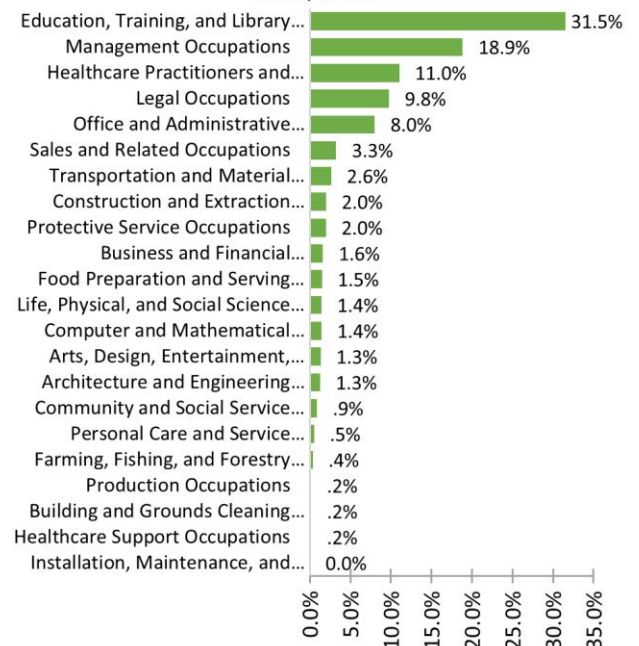


Chart B16.4 Caucasian Employees Percent  
Distribution by Major Occupational Titles:  
CNMI, 2016



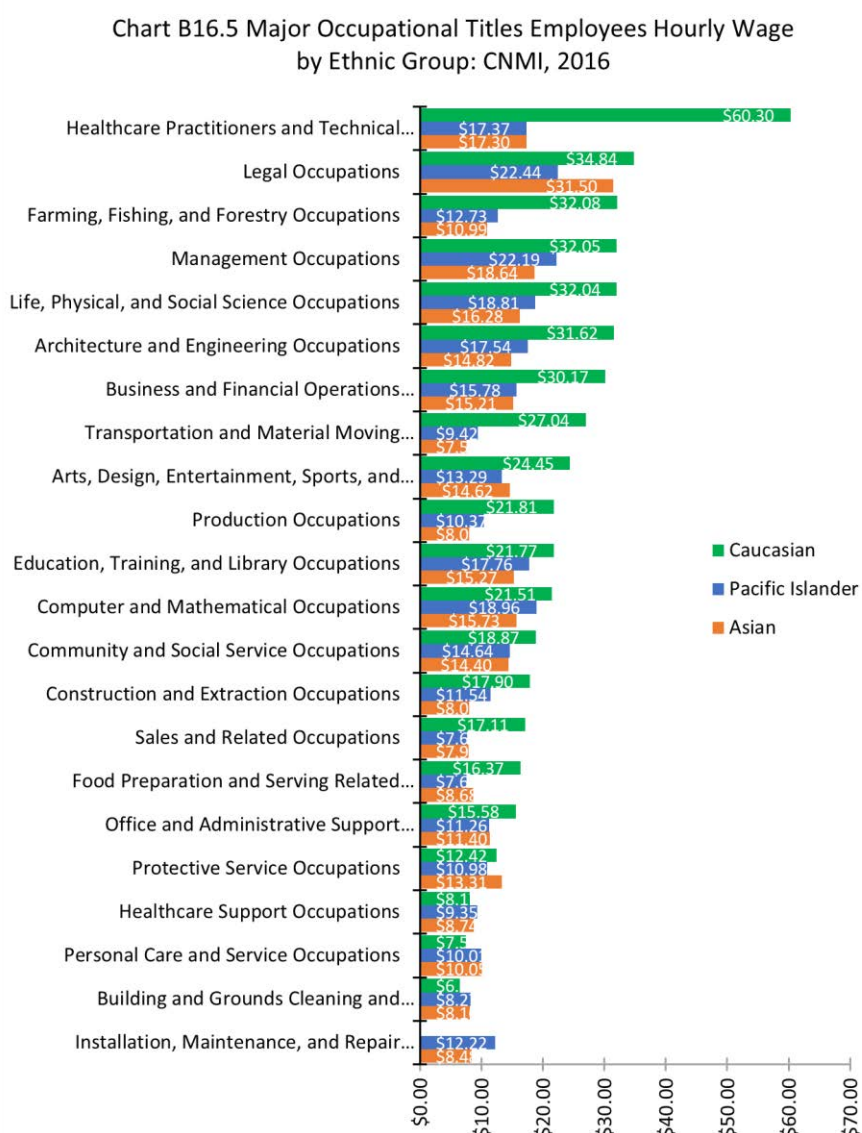
## MAJOR OCCUPATIONAL TITLES EMPLOYEES HOURLY WAGE RATE BY ETHNIC GROUP

In all Major Occupational Titles,

- Caucasians' mean hourly wage was higher than Pacific Islanders' and Asians', except in
  - Protective Service Occupations,
  - Healthcare Support Occupations,
  - Personal Care Service Occupations, and
  - Building and Grounds Cleaning and Maintenance Occupations.
- Pacific Islanders' mean hourly wage was higher than Asians', except in
  - Legal Occupations and
  - Healthcare Practitioners and Technical Occupations.

- Caucasians' hourly wage rate was
  - highest in Healthcare Practitioners and Technical Occupations (\$60.30) and
  - lowest in Building and Grounds Cleaning and Maintenance Occupations (\$6.55).
- Pacific Islanders' hourly wage rate was
  - highest in Legal Occupations (\$22.44) and
  - lowest in Food Preparation and Serving Related Occupations (\$7.62).
- Asians' hourly wage rate was
  - highest in Legal Occupations (\$31.50) and
  - lowest in Transportation and Material Moving Occupations (\$7.59).

See Chart B16.5 for detail.





## MAJOR OCCUPATIONAL TITLES EMPLOYEES AND HOURLY WAGE BY VISA GROUP

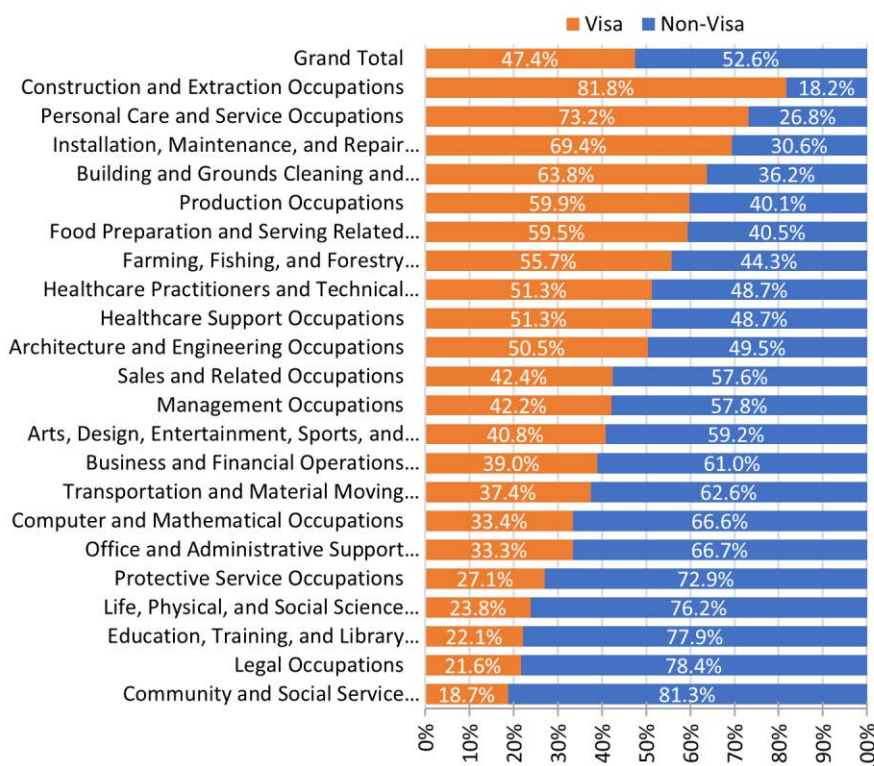
B17

## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION BY VISA GROUP

Within Major Occupational Titles,

- Visa holders were the majority in 9 titles,
  - Construction and Extraction Occupations (81.8%),
  - Personal Care and Service Occupations, (73.2%),
  - Installation, Maintenance, and Repair Occupations (69.4%),
  - Building and Grounds Cleaning and Maintenance Occupations (63.8%),
  - Production Occupations (59.9%),
  - Food Preparation and Related Serving Occupations (59.5%),
  - Farming, Fishing, and Forestry Occupations (55.7%),
  - Architecture and Engineering Occupations 50.5%
  - Healthcare Support Occupations 51.3%
  - Healthcare Practitioners and Technical Occupations 51.3%
- Non-Visa holders were the majority in 12 titles,
  - Community and Social Service Occupations (81.3%),
  - Legal Occupations, (78.4%),
  - Education, Training, and Library Occupations (77.9%),
  - Life, Physical, and Social Science Occupations (76.2%),
  - Protective Service Occupations (72.9%)
  - Office and Administrative Support Occupation (66.7%),
  - Computer and Mathematical Occupations (66.6%),
  - Transportation and Material Moving Occupations (62.6%),
  - Business and Financial Operations Occupations (61.0%),
  - Arts, Design, Entertainment, Sports, and Media Occupations (59.2%),
  - Management Occupations (57.8%), and
  - Sales and Related Occupations (57.6%).
- Visa and Non-Visa had about the same percentages in
  - Healthcare and
  - Architecture and Engineering Occupations.

Chart B17.1 Major Occupational Titles Employees Percent Distribution by Visa Group: CNMI, 2016



## MAJOR OCCUPATIONAL TITLES EMPLOYEES PERCENT DISTRIBUTION WITHIN VISA GROUP

- Within Visa Employees,
  - Food Preparation and Serving Related Occupations had the highest percentage (11.9%), followed by
  - Construction and Extraction Occupations (11.4%),
  - Management Occupations (10.9%),
  - Office and Administrative Support Occupations (10.7%),
  - Personal Care and Service Occupations (8.1%),
- Within Non-Visa Employees,
  - Office and Administrative Support Occupations had the highest percentage (19.3%), followed by
  - Management Occupations (13.6%),
  - Sales and Related Occupations (8.1%),
  - Education, Training, and Library Occupations (8.0%),
  - Food Preparation and Serving Related Occupations (7.3%), and so on.

See Chart B17.2 for detail.

Chart B17.2 Major Occupational Titles Employees Percent Distribution Within Visa Group: CNMI, 2016



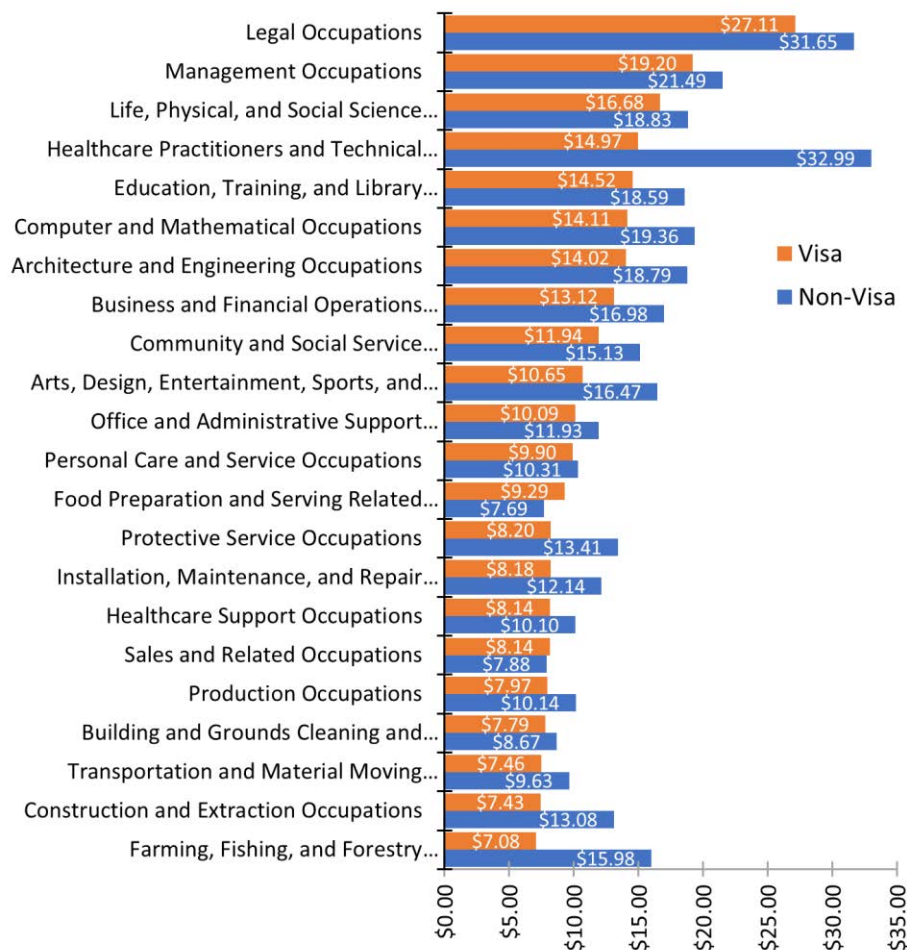
## MAJOR OCCUPATIONAL TITLES EMPLOYEES HOURLY WAGE RATE BY VISA GROUP

- In almost all Major Occupational Titles,
  - Visa holders' mean hourly wage rate was lower than Non-Visa holders',
  - Visa holders mean hourly wage rate was higher than the Non-Visa holders' only in
  - Food Preparation and Serving Related Occupations.
- Within Visa holders,

- Mean hourly wage rate was highest in Legal Occupations (\$27.11) and
- Lowest in Farming, Fishing, and Forestry Occupations (\$7.08).
- Within Non-Visa holders,
  - Mean hourly wage rate was highest in Healthcare Practitioners and Technical Occupations (\$32.99) and
  - Lowest in Food Preparation and Serving Related Occupations (\$7.69).

See Chart B17.3 for detail.

Chart B17.3 Major Occupational Titles Employees Hourly Wage by Visa Group: CNMI, 2016









## APPENDIX A

Tables for Part B



**Table B1.1. Employees Count and Mean Hourly Wage Rate by Sector and by Island: CNMI, 2016**

Sector	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
Private	100.0%	95.8%	3.0%	1.2%
Public	100.0%	84.0%	8.5%	7.5%
<u>Percentage by Sector</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Private	76.1%	78.4%	53.0%	33.7%
Public	23.9%	21.6%	47.0%	66.3%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Private	17,178	16,454	519	205
Public	5,398	4,533	461	404
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
Private	\$10.27	\$10.31	\$10.34	\$7.24
Public	\$18.56	\$19.17	\$15.50	\$15.69

Source: 2016 PWWAS

**Table B2.1 Employees Count and Mean Hourly Wage Rate by Employer Size and by Island: CNMI, 2016**

Employer Size	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
01 to 04 Employees	100.0%	95.7%	2.1%	2.2%
05 to 09 Employees	100.0%	94.2%	4.0%	1.8%
10 to 49 Employees	100.0%	94.3%	2.9%	2.8%
50 to 99 Employees	100.0%	79.6%	15.7%	4.7%
100 to 999 Employees	100.0%	87.8%	7.4%	4.8%
1,000+ Employees	100.0%	100.0%	0.0%	0.0%
<u>Percentage by Employer Size</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
01 to 04 Employees	12.2%	12.6%	5.9%	10.0%
05 to 09 Employees	9.4%	9.5%	8.7%	6.2%
10 to 49 Employees	22.8%	23.1%	15.1%	23.5%
50 to 99 Employees	6.5%	5.6%	23.7%	11.5%
100 to 999 Employees	27.3%	25.8%	46.6%	48.8%
1,000+ Employees	21.8%	23.4%	0.0%	0.0%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
01 to 04 Employees	2,761	2,642	58	61
05 to 09 Employees	2,124	2,001	85	38
10 to 49 Employees	5,142	4,851	148	143
50 to 99 Employees	1,478	1,176	232	70
100 to 999 Employees	6,159	5,405	457	297
1,000+ Employees	4,911	4,911	-	-
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
01 to 04 Employees	\$8.60	\$8.65	\$9.02	\$7.16
05 to 09 Employees	\$9.36	\$9.49	\$7.76	\$6.93
10 to 49 Employees	\$10.09	\$10.02	\$12.74	\$9.50
50 to 99 Employees	\$11.01	\$10.16	\$13.54	\$16.49
100 to 999 Employees	\$12.38	\$12.06	\$13.76	\$15.52
1,000+ Employees	\$17.59	\$17.59	--	--

Source: 2016 PWWAS



**Table B3.1. Employees Count and Mean Hourly Wage Rate by Gender and by Island: CNMI, 2016**

Sector	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>92.9%</b>	<b>4.4%</b>	<b>2.6%</b>
Male	100.0%	92.8%	4.5%	2.7%
Female	100.0%	93.0%	4.4%	2.6%
<u>Percentage by Gender</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Male	55.4%	55.4%	55.7%	57.0%
Female	44.6%	44.6%	44.3%	43.0%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Male	12,515	11,622	545	347
Female	10,061	9,365	435	262
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
Male	\$12.44	\$12.39	\$13.16	\$12.79
Female	\$12.35	\$12.35	\$12.20	\$12.49

Source: 2016 PWWAS

**Table B4.1 Employees Count and Mean Hourly Wage Rate by Age Group and by Island: CNMI, 2016**

Age Group	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>91.9%</b>	<b>5.1%</b>	<b>3.0%</b>
<20 yrs	100.0%	91.2%	7.1%	1.6%
20 to 29 yrs	100.0%	92.1%	5.4%	2.5%
30 to 39 yrs	100.0%	91.4%	5.1%	3.5%
40 to 49 yrs	100.0%	91.8%	5.2%	3.0%
50 to 59 yrs	100.0%	92.5%	4.5%	3.0%
60+ yrs	100.0%	91.4%	5.2%	3.4%
<u>Percentage by Employer Size</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<20 yrs	2.7%	2.7%	3.7%	1.5%
20 to 29 yrs	19.1%	19.2%	20.2%	15.8%
30 to 39 yrs	21.2%	21.1%	21.1%	25.1%
40 to 49 yrs	26.8%	26.8%	27.2%	26.5%
50 to 59 yrs	22.1%	22.3%	19.5%	22.0%
60+ yrs	8.1%	8.1%	8.3%	9.1%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
<20 yrs	603	557	36	9
20 to 29 yrs	4,316	4,022	198	96
30 to 39 yrs	4,784	4,422	206	153
40 to 49 yrs	6,046	5,617	267	162
50 to 59 yrs	4,995	4,675	191	134
60+ yrs	1,833	1,695	81	55
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
<20 yrs	\$7.47	\$7.33	\$8.79	\$8.64
20 to 29 yrs	\$10.02	\$9.94	\$11.06	\$10.44
30 to 39 yrs	\$12.67	\$12.78	\$11.65	\$11.64
40 to 49 yrs	\$12.78	\$12.71	\$13.45	\$13.36
50 to 59 yrs	\$12.72	\$12.61	\$13.92	\$13.83
60+ yrs	\$15.01	\$15.09	\$15.33	\$12.52

Source: 2016 PWWAS

**Table B5.1 Employees Count and Mean Hourly Wage Rate by Ethnic Group and by Island: CNMI, 2016**

Age Group	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
Pacific Islander	100.0%	88.3%	7.1%	4.7%
Asian	100.0%	96.4%	2.2%	1.5%
Caucasian	100.0%	96.4%	2.9%	.7%
Other	100.0%	87.5%	12.1%	.4%
<u>Percentage by Employer Size</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Pacific Islander	39.7%	37.7%	64.6%	68.8%
Asian	55.6%	57.6%	27.9%	30.2%
Caucasian	2.6%	2.7%	1.7%	.7%
Other	2.1%	2.0%	5.8%	.3%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Pacific Islander	8,967	7,915	633	419
Asian	12,550	12,093	273	184
Caucasian	589	568	17	4
Other	470	411	57	2
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
Pacific Islander	\$14.24	\$14.19	\$14.44	\$14.94
Asian	\$10.04	\$10.11	\$8.72	\$7.82
Caucasian	\$29.05	\$29.33	\$21.49	\$25.02
Other	\$14.81	\$15.45	\$10.81	\$9.36

Source: 2016 PWWAS

**Table B6.1 Employees Count and Mean Hourly Wage Rate by Citizenship Group and by Island: CNMI, 2016**

Age Group	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
US Citizen and permanent resident	100.0%	90.5%	5.7%	3.8%
Asian Countries citizens	100.0%	95.7%	2.6%	1.7%
Other Countries citizens	100.0%	90.5%	8.1%	1.4%
<u>Percentage by Employer Size</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
US Citizen and permanent resident	48.2%	46.9%	62.9%	68.1%
Asian Countries citizens	47.1%	48.5%	28.3%	29.4%
Other Countries citizens	4.7%	4.6%	8.9%	2.5%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
US Citizen and permanent resident	10,882	9,851	616	415
Asian Countries citizens	10,625	10,169	277	179
Other Countries citizens	1,068	966	87	15
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
US Citizen and permanent resident	\$14.42	\$14.39	\$14.40	\$14.87
Asian Countries citizens	\$10.07	\$10.13	\$9.46	\$8.17
Other Countries citizens	\$13.04	\$13.23	\$11.46	\$11.26

Source: 2016 PWWAS

**Table B7.1 Employees Count and Mean Hourly Wage Rate by Visa Group and by Island:  
CNMI, 2016**

Age Group	Island			
	CNMI Total	Saipan	Tinian	Rota
<u>Percentage by Island</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	100.0%	95.1%	3.1%	1.8%
Non-Visa (US Citizen, GRN, PERM, FAS)	100.0%	91.0%	5.4%	3.5%
<u>Percentage by Employer Size</u>				
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	47.4%	48.5%	34.3%	30.9%
Non-Visa (US Citizen, GRN, PERM, FAS)	52.6%	51.5%	65.7%	69.1%
<u>Employees Count</u>				
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	10,709	10,185	336	188
Non-Visa (US Citizen, GRN, PERM, FAS)	11,867	10,802	644	421
<u>Mean Hourly Wage Rate</u>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	\$8.75	\$8.78	\$9.05	\$7.00
Non-Visa (US Citizen, GRN, PERM, FAS)	\$14.15	\$14.11	\$14.27	\$14.75

Source: 2016 PWWAS

**Table B8.1 Major Industry Employees N Percentage by Island: CNMI, 2016**

Major Industries	Island			
	Total	Saipan	Tinian	Rota
	Row N %	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
Agriculture, Forestry, Fishing and Hunting	100.0%	49.5%	8.1%	42.4%
Mining, Quarrying, and Oil and Gas Extraction	100.0%	100.0%	0.0%	0.0%
Utilities	100.0%	83.8%	8.6%	7.6%
Construction	100.0%	91.6%	7.5%	0.9%
Manufacturing	100.0%	90.9%	4.0%	5.1%
Wholesale Trade	100.0%	100.0%	0.0%	0.0%
Retail Trade	100.0%	94.2%	3.5%	2.3%
Transportation and Warehousing	100.0%	82.8%	15.2%	2.1%
Information	100.0%	100.0%	0.0%	0.0%
Finance and Insurance	100.0%	99.3%	.3%	.3%
Real Estate and Rental and Leasing	100.0%	97.3%	2.5%	.2%
Professional, Scientific, and Technical Services	100.0%	98.9%	.9%	.2%
Admin. and Support and Waste Mgt and Remediation Services	100.0%	98.5%	1.1%	0.5%
Educational Services	100.0%	90.8%	5.0%	4.2%
Health Care and Social Assistance	100.0%	99.4%	0.0%	0.6%
Arts, Entertainment, and Recreation	100.0%	89.3%	8.5%	2.2%
Accommodation and Food Services	100.0%	98.0%	1.1%	0.9%
Other Services (except Public Administration)	100.0%	97.5%	1.4%	1.2%
Public Administration	100.0%	77.4%	12.5%	10.1%

Source: 2016 PWWAS



**Table B8.2 Island Employees N Percentage by Major Industry: CNMI, 2016**

Major Industries	Island			
	Total	Saipan	Tinian	Rota
	Column N %	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	.2%	.1%	.4%	3.4%
Mining, Quarrying, and Oil and Gas Extraction	.4%	.5%	0.0%	0.0%
Utilities	1.9%	1.7%	3.7%	5.3%
Construction	7.1%	7.0%	12.2%	2.3%
Manufacturing	1.6%	1.5%	1.4%	3.0%
Wholesale Trade	2.6%	2.8%	0.0%	0.0%
Retail Trade	10.1%	10.2%	8.1%	8.7%
Transportation and Warehousing	3.4%	3.1%	12.0%	2.6%
Information	2.1%	2.3%	0.0%	0.0%
Finance and Insurance	1.4%	1.4%	.1%	.2%
Real Estate and Rental and Leasing	2.8%	3.0%	1.6%	.2%
Professional, Scientific, and Technical Services	2.0%	2.1%	.4%	.2%
Admin. and Support and Waste Mgt and Remediation Services	9.8%	10.4%	2.4%	1.6%
Educational Services	7.4%	7.2%	8.5%	11.5%
Health Care and Social Assistance	4.9%	5.2%	0.0%	1.1%
Arts, Entertainment, and Recreation	2.0%	1.9%	4.0%	1.6%
Accommodation and Food Services	23.1%	24.3%	5.9%	7.6%
Other Services (except Public Administration)	4.2%	4.4%	1.3%	1.8%
Public Administration	13.1%	10.9%	37.9%	48.9%

Source: 2016 PWWAS

**Table B8.3 Major Industry Estimated Employees Count by Island: CNMI, 2016**

Major Industries	Island			
	Total	Saipan	Tinian	Rota
	Count	Count	Count	Count
<b>Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Agriculture, Forestry, Fishing and Hunting	50	25	4	21
Mining, Quarrying, and Oil and Gas Extraction	97	97	-	-
Utilities	420	352	36	32
Construction	1,593	1,459	120	14
Manufacturing	353	321	14	18
Wholesale Trade	588	588	-	-
Retail Trade	2,275	2,143	79	53
Transportation and Warehousing	778	644	118	16
Information	479	479	-	-
Finance and Insurance	306	304	1	1
Real Estate and Rental and Leasing	637	620	16	1
Professional, Scientific, and Technical Services	440	435	4	1
Administrative and Support and Waste Management and Remediation Services	2,210	2,176	24	10
Educational Services	1,666	1,513	83	70
Health Care and Social Assistance	1,106	1,099	-	7
Arts, Entertainment, and Recreation	457	408	39	10
Accommodation and Food Services	5,211	5,107	58	46
Other Services (except Public Administration)	952	928	13	11
Public Administration	2,959	2,290	371	298

Source: 2016 PWWAS

**Table B8.4 Major Industry Hourly Wage Rates by Island: CNMI, 2016**

	Island			
	CNMI Total	Saipan	Tinian	Rota
	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate
	Mean	Mean	Mean	Mean
<b>Major Industries</b>				
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.35</b>	<b>\$12.75</b>	<b>\$12.81</b>
Agriculture, Forestry, Fishing and Hunting	\$6.72	\$6.69	\$6.83	\$6.73
Mining, Quarrying, and Oil and Gas Extraction	\$9.09	\$9.09	--	--
Utilities	\$16.37	\$16.64	\$14.92	\$15.21
Construction	\$8.98	\$8.40	\$15.04	\$9.61
Manufacturing	\$7.83	\$7.95	\$6.77	\$6.84
Wholesale Trade	\$9.19	\$9.19	--	--
Retail Trade	\$8.36	\$8.46	\$6.83	\$7.42
Transportation and Warehousing	\$11.51	\$11.79	\$10.51	\$9.71
Information	\$13.70	\$13.70	--	--
Finance and Insurance	\$17.50	\$17.59	\$6.55	\$7.25
Real Estate and Rental and Leasing	\$9.21	\$8.97	\$15.40	\$6.55
Professional, Scientific, and Technical Services	\$14.74	\$14.80	\$11.89	\$6.25
Admin. and Support and Waste Mgt and Remediation Services	\$8.22	\$8.22	\$8.68	\$7.37
Educational Services	\$18.03	\$18.22	\$16.22	\$16.34
Health Care and Social Assistance	\$18.05	\$18.13	--	\$6.86
Arts, Entertainment, and Recreation	\$9.29	\$9.63	\$6.95	\$6.55
Accommodation and Food Services	\$11.39	\$11.49	\$6.89	\$6.93
Other Services (except Public Administration)	\$8.23	\$8.26	\$7.35	\$7.10
Public Administration	\$18.27	\$19.21	\$15.23	\$15.57

Source: 2016 PWWAS

**Table B9.1 Major Occupational Titles Employees N Percentage by Island: CNMI, 2016**

	Island			
	CNMI Total	Saipan	Tinian	Rota
	Row N %	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>93.0%</b>	<b>4.3%</b>	<b>2.7%</b>
Management Occupations	100.0%	95.6%	2.5%	1.9%
Business and Financial Operations Occupations	100.0%	93.6%	3.4%	3.0%
Computer and Mathematical Occupations	100.0%	96.7%	1.4%	1.9%
Architecture and Engineering Occupations	100.0%	94.8%	3.0%	2.2%
Life, Physical, and Social Science Occupations	100.0%	89.8%	3.8%	6.4%
Community and Social Service Occupations	100.0%	66.1%	7.5%	26.4%
Legal Occupations	100.0%	99.3%	.7%	0.0%
Education, Training, and Library Occupations	100.0%	90.3%	5.0%	4.7%
Arts, Design, Entertainment, Sports, and Media Occupations	100.0%	94.5%	2.6%	2.9%
Healthcare Practitioners and Technical Occupations	100.0%	99.1%	.8%	.2%
Healthcare Support Occupations	100.0%	96.0%	2.8%	1.2%
Protective Service Occupations	100.0%	89.7%	6.1%	4.2%
Food Preparation and Serving Related Occupations	100.0%	96.3%	2.0%	1.7%
Building and Grounds Cleaning and Maintenance Occupations	100.0%	96.5%	2.4%	1.1%
Personal Care and Service Occupations	100.0%	97.6%	1.1%	1.3%
Sales and Related Occupations	100.0%	95.4%	3.1%	1.5%
Office and Administrative Support Occupations	100.0%	90.3%	7.5%	2.2%
Farming, Fishing, and Forestry Occupations	100.0%	65.8%	15.1%	19.1%
Construction and Extraction Occupations	100.0%	93.0%	4.4%	2.6%
Installation, Maintenance, and Repair Occupations	100.0%	91.5%	5.3%	3.1%
Production Occupations	100.0%	85.9%	11.0%	3.0%
Transportation and Material Moving Occupations	100.0%	92.9%	5.7%	1.4%

Source: 2016 PWWAS

**Table B9.2 Island Employees N Percentage by Major Occupational Titles: CNMI, 2016**

SOC Major Titles	Island			
	CNMI Total	Saipan	Tinian	Rota
	Column N %	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management Occupations	12.3%	12.7%	7.1%	8.7%
Business and Financial Operations Occupations	4.0%	4.1%	3.2%	4.4%
Computer and Mathematical Occupations	.9%	1.0%	.3%	.7%
Architecture and Engineering Occupations	1.0%	1.0%	.7%	.8%
Life, Physical, and Social Science Occupations	.7%	.7%	.6%	1.6%
Community and Social Service Occupations	1.4%	1.0%	2.4%	14.0%
Legal Occupations	.7%	.7%	.1%	0.0%
Education, Training, and Library Occupations	5.4%	5.3%	6.2%	9.5%
Arts, Design, Entertainment, Sports, and Media Occupations	1.9%	1.9%	1.1%	2.0%
Healthcare Practitioners and Technical Occupations	2.3%	2.5%	.4%	.2%
Healthcare Support Occupations	1.1%	1.2%	.7%	.5%
Protective Service Occupations	5.3%	5.1%	7.4%	8.4%
Food Preparation and Serving Related Occupations	9.5%	9.9%	4.5%	5.9%
Building and Grounds Cleaning and Maintenance Occupations	5.1%	5.3%	2.8%	2.1%
Personal Care and Service Occupations	5.2%	5.5%	1.3%	2.5%
Sales and Related Occupations	7.4%	7.6%	5.3%	4.1%
Office and Administrative Support Occupations	15.2%	14.8%	26.2%	12.2%
Farming, Fishing, and Forestry Occupations	.6%	.4%	1.9%	3.9%
Construction and Extraction Occupations	6.6%	6.6%	6.7%	6.2%
Installation, Maintenance, and Repair Occupations	5.5%	5.4%	6.7%	6.4%
Production Occupations	3.2%	3.0%	8.2%	3.6%
Transportation and Material Moving Occupations	4.5%	4.5%	5.9%	2.3%

Source: 2016 PWWAS

**Table B9.3 Estimated Employees N by Major Industry and by Island: CNMI, 2016**

	Island			
	CNMI Total	Saipan	Tinian	Rota
	Count	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>20,987</b>	<b>980</b>	<b>609</b>
Management Occupations	2,781	2,658	70	53
Business and Financial Operations Occupations	908	850	31	27
Computer and Mathematical Occupations	213	206	3	4
Architecture and Engineering Occupations	232	220	7	5
Life, Physical, and Social Science Occupations	157	141	6	10
Community and Social Service Occupations	322	213	24	85
Legal Occupations	148	147	1	-
Education, Training, and Library Occupations	1,224	1,105	61	58
Arts, Design, Entertainment, Sports, and Media Occupations	421	398	11	12
Healthcare Practitioners and Technical Occupations	529	524	4	1
Healthcare Support Occupations	253	243	7	3
Protective Service Occupations	1,202	1,078	73	51
Food Preparation and Serving Related Occupations	2,148	2,068	44	36
Building and Grounds Cleaning and Maintenance Occupations	1,149	1,109	27	13
Personal Care and Service Occupations	1,183	1,155	13	15
Sales and Related Occupations	1,679	1,602	52	25
Office and Administrative Support Occupations	3,427	3,096	257	74
Farming, Fishing, and Forestry Occupations	126	83	19	24
Construction and Extraction Occupations	1,487	1,383	66	38
Installation, Maintenance, and Repair Occupations	1,243	1,138	66	39
Production Occupations	726	624	80	22
Transportation and Material Moving Occupations	1,019	947	58	14

Source: 2016 PWWAS



**Table B9.4 Major Occupational Titles Hourly Wage Rates by Island: CNMI, 2016**

Major Occupational Titles	Island			
	CNMI Total	Saipan	Tinian	Rota
	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate
	Mean	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.34</b>	<b>\$12.75</b>	<b>\$12.81</b>
Management Occupations	\$20.57	\$20.70	\$20.84	\$14.96
Business and Financial Operations Occupations	\$15.55	\$15.51	\$16.21	\$15.98
Computer and Mathematical Occupations	\$17.73	\$17.91	\$13.29	\$12.69
Architecture and Engineering Occupations	\$16.45	\$16.53	\$16.06	\$13.84
Life, Physical, and Social Science Occupations	\$18.42	\$18.56	\$15.38	\$18.45
Community and Social Service Occupations	\$14.60	\$15.63	\$11.74	\$13.13
Legal Occupations	\$30.86	\$30.94	\$21.21	--
Education, Training, and Library Occupations	\$17.79	\$17.87	\$17.63	\$16.50
Arts, Design, Entertainment, Sports, and Media Occupations	\$14.24	\$14.03	\$21.97	\$13.06
Healthcare Practitioners and Technical Occupations	\$23.89	\$23.96	\$17.92	\$13.27
Healthcare Support Occupations	\$9.13	\$8.93	\$13.89	\$12.56
Protective Service Occupations	\$12.08	\$11.88	\$13.29	\$14.18
Food Preparation and Serving Related Occupations	\$8.62	\$8.68	\$7.34	\$7.08
Building and Grounds Cleaning and Maintenance Occupations	\$8.12	\$8.07	\$8.77	\$10.50
Personal Care and Service Occupations	\$10.01	\$9.80	\$19.11	\$16.57
Sales and Related Occupations	\$7.99	\$8.06	\$6.85	\$6.58
Office and Administrative Support Occupations	\$11.35	\$11.22	\$12.18	\$12.87
Farming, Fishing, and Forestry Occupations	\$11.37	\$11.79	\$10.71	\$10.71
Construction and Extraction Occupations	\$8.50	\$8.11	\$13.50	\$12.51
Installation, Maintenance, and Repair Occupations	\$9.47	\$9.28	\$10.24	\$12.63
Production Occupations	\$8.87	\$8.68	\$10.54	\$7.53
Transportation and Material Moving Occupations	\$8.84	\$8.68	\$11.03	\$9.47

Source: 2016 PWWAS

**Table B10.1 Major Industries Percent Distribution by Gender : CNMI, 2016**

Major Industries	Gender		
	CNMI Total	Male	Female
	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>55.4%</b>	<b>44.6%</b>
Agriculture, Forestry, Fishing and Hunting	100.0%	89.3%	10.7%
Mining, Quarrying, and Oil and Gas Extraction	100.0%	96.2%	3.8%
Utilities	100.0%	71.7%	28.3%
Construction	100.0%	92.7%	7.3%
Manufacturing	100.0%	76.6%	23.4%
Wholesale Trade	100.0%	65.3%	34.7%
Retail Trade	100.0%	44.0%	56.0%
Transportation and Warehousing	100.0%	67.5%	32.5%
Information	100.0%	53.5%	46.5%
Finance and Insurance	100.0%	31.6%	68.4%
Real Estate and Rental and Leasing	100.0%	56.7%	43.3%
Professional, Scientific, and Technical Services	100.0%	49.3%	50.7%
Admin. and Support and Waste Mgt and Remediation Services	100.0%	64.4%	35.6%
Educational Services	100.0%	39.1%	60.9%
Health Care and Social Assistance	100.0%	32.0%	68.0%
Arts, Entertainment, and Recreation	100.0%	46.5%	53.5%
Accommodation and Food Services	100.0%	51.7%	48.3%
Other Services (except Public Administration)	100.0%	59.9%	40.1%
Public Administration	100.0%	57.8%	42.2%

Source: 2016 PWWAS

**Table B10.2 Gender Percent Distribution by Major Industries: CNMI, 2016**

Major Industries	Gender		
	CNMI Total	Male	Female
	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	0.2%	0.4%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.3%	0.4%	0.0%
Utilities	0.4%	0.5%	0.3%
Construction	6.9%	11.6%	1.1%
Manufacturing	1.6%	2.2%	0.8%
Wholesale Trade	2.7%	3.2%	2.1%
Retail Trade	10.5%	8.3%	13.2%
Transportation and Warehousing	3.2%	3.9%	2.3%
Information	2.2%	2.1%	2.3%
Finance and Insurance	1.4%	0.8%	2.2%
Real Estate and Rental and Leasing	2.9%	3.0%	2.9%
Professional, Scientific, and Technical Services	2.0%	1.8%	2.3%
Admin. and Support and Waste Mgt and Remediation Services	9.3%	10.8%	7.4%
Educational Services	7.7%	5.4%	10.5%
Health Care and Social Assistance	5.1%	2.9%	7.8%
Arts, Entertainment, and Recreation	2.0%	1.7%	2.4%
Accommodation and Food Services	23.5%	21.9%	25.4%
Other Services (except Public Administration)	4.4%	4.7%	3.9%
Public Administration	13.7%	14.3%	12.9%

Source: 2016 PWWAS

**Table B10.3 Employees Count by Major Industries and by Gender: CNMI, 2016**

Major Industries	Gender		
	CNMI Total	Male	Female
	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>12,515</b>	<b>10,061</b>
Agriculture, Forestry, Fishing and Hunting	49	44	5
Mining, Quarrying, and Oil and Gas Extraction	58	56	2
Utilities	94	67	27
Construction	1,564	1,450	114
Manufacturing	366	280	85
Wholesale Trade	604	395	210
Retail Trade	2,370	1,042	1,328
Transportation and Warehousing	722	487	235
Information	500	267	233
Finance and Insurance	319	101	218
Real Estate and Rental and Leasing	663	376	287
Professional, Scientific, and Technical Services	458	226	232
Admin. and Support and Waste Mgt and Remediation Services	2,095	1,350	745
Educational Services	1,738	679	1,059
Health Care and Social Assistance	1,152	369	783
Arts, Entertainment, and Recreation	452	210	242
Accommodation and Food Services	5,300	2,740	2,560
Other Services (except Public Administration)	986	591	395
Public Administration	3,086	1,785	1,301

Source: 2016 PWWAS

**Table B10.4 Mean Hourly Wage Rate by Major Industries and by Gender: CNMI, 2016**

Major Industries	Gender		
	CNMI Total	Male	Female
	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.44</b>	<b>\$12.35</b>
Agriculture, Forestry, Fishing and Hunting	\$6.73	\$6.67	\$7.20
Mining, Quarrying, and Oil and Gas Extraction	\$9.30	\$9.06	\$15.13
Utilities	\$12.33	\$12.61	\$11.49
Construction	\$8.57	\$8.44	\$10.16
Manufacturing	\$7.83	\$7.81	\$7.90
Wholesale Trade	\$9.22	\$9.35	\$8.97
Retail Trade	\$8.36	\$8.28	\$8.42
Transportation and Warehousing	\$11.61	\$11.54	\$11.75
Information	\$13.70	\$14.36	\$12.91
Finance and Insurance	\$17.50	\$22.83	\$14.92
Real Estate and Rental and Leasing	\$9.22	\$9.40	\$8.95
Professional, Scientific, and Technical Services	\$14.68	\$16.47	\$12.81
Admin. and Support and Waste Mgt and Remediation Services	\$8.39	\$8.15	\$8.85
Educational Services	\$18.03	\$17.88	\$18.11
Health Care and Social Assistance	\$18.06	\$22.15	\$16.14
Arts, Entertainment, and Recreation	\$9.42	\$10.84	\$8.15
Accommodation and Food Services	\$11.50	\$12.78	\$10.12
Other Services (except Public Administration)	\$8.22	\$8.28	\$8.13
Public Administration	\$18.27	\$18.50	\$17.96

Source: 2016 PWWAS

**Table B11.1 Major Industries Percent Distribution by Citizenship: CNMI, 2016**

	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizens	Other Countries citizens
	Row N %	Row N %	Row N %	Row N %
<b>Major Industries</b>				
<b>Grand Total</b>	<b>100.0%</b>	<b>48.2%</b>	<b>47.1%</b>	<b>4.7%</b>
Agriculture, Forestry, Fishing and Hunting	100.0%	4.0%	96.0%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	100.0%	15.4%	54.9%	29.7%
Utilities	100.0%	78.0%	21.8%	0.2%
Construction	100.0%	18.8%	63.2%	18.1%
Manufacturing	100.0%	29.0%	64.6%	6.3%
Wholesale Trade	100.0%	41.6%	58.4%	0.0%
Retail Trade	100.0%	47.8%	52.1%	0.2%
Transportation and Warehousing	100.0%	45.0%	48.0%	6.9%
Information	100.0%	73.1%	26.7%	0.2%
Finance and Insurance	100.0%	46.5%	38.1%	15.4%
Real Estate and Rental and Leasing	100.0%	33.1%	64.3%	2.7%
Professional, Scientific, and Technical Services	100.0%	44.5%	55.0%	0.5%
Admin. and Support and Waste Mgt and Remediation Services	100.0%	28.4%	70.8%	0.8%
Educational Services	100.0%	77.6%	21.0%	1.4%
Health Care and Social Assistance	100.0%	63.5%	35.9%	0.6%
Arts, Entertainment, and Recreation	100.0%	35.6%	63.9%	0.5%
Accommodation and Food Services	100.0%	40.5%	56.1%	3.5%
Other Services (except Public Administration)	100.0%	22.4%	77.2%	0.4%
Public Administration	100.0%	82.8%	4.8%	12.4%

Source: 2016 PWWAS



**Table B11.2 Citizenship Percent Distribution by Major Industries : CNMI, 2016**

Major Industries	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizens	Other Countries citizens
	Column N %	Column N %	Column N %	Column N %
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	0.2%	0.0%	0.4%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	0.4%	0.1%	0.5%	2.7%
Utilities	1.9%	3.0%	0.9%	0.1%
Construction	7.1%	2.7%	9.5%	26.9%
Manufacturing	1.6%	0.9%	2.1%	2.1%
Wholesale Trade	2.6%	2.2%	3.2%	0.0%
Retail Trade	10.1%	10.0%	11.1%	0.4%
Transportation and Warehousing	3.4%	3.2%	3.5%	5.1%
Information	2.1%	3.2%	1.2%	0.1%
Finance and Insurance	1.4%	1.3%	1.1%	4.4%
Real Estate and Rental and Leasing	2.8%	1.9%	3.9%	1.6%
Professional, Scientific, and Technical Services	2.0%	1.8%	2.3%	0.2%
Admin. and Support and Waste Mgt and Remediation Services	9.8%	5.8%	14.7%	1.8%
Educational Services	7.4%	11.9%	3.3%	2.2%
Health Care and Social Assistance	4.9%	6.5%	3.7%	0.6%
Arts, Entertainment, and Recreation	2.0%	1.5%	2.7%	0.2%
Accommodation and Food Services	23.1%	19.4%	27.5%	16.9%
Other Services (except Public Administration)	4.2%	2.0%	6.9%	0.3%
Public Administration	13.1%	22.5%	1.3%	34.5%

Source: 2016 PWWAS

**Table B11.3 Employees Count by Major Industries and by Citizenship: CNMI, 2016**

Major Industries	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Count	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>10,882</b>	<b>10,625</b>	<b>1,068</b>
Agriculture, Forestry, Fishing and Hunting	50	2	48	-
Mining, Quarrying, and Oil and Gas Extraction	97	15	53	29
Utilities	420	327	92	1
Construction	1,593	299	1,006	288
Manufacturing	353	102	228	22
Wholesale Trade	588	245	343	-
Retail Trade	2,275	1,087	1,184	4
Transportation and Warehousing	778	350	374	54
Information	479	350	128	1
Finance and Insurance	306	142	117	47
Real Estate and Rental and Leasing	637	211	409	17
Professional, Scientific, and Technical Services	440	196	242	2
Admin. and Support and Waste Mgt and Remediation Services	2,210	627	1,564	19
Educational Services	1,666	1,293	349	24
Health Care and Social Assistance	1,106	703	397	6
Arts, Entertainment, and Recreation	457	163	292	2
Accommodation and Food Services	5,211	2,109	2,921	180
Other Services (except Public Administration)	952	213	735	4
Public Administration	2,959	2,448	142	368

Source: 2016 PWWAS

**Table B11.4 Mean Hourly Wage Rate by Major Industries and by Citizenship: CNMI, 2016**

Major Industries	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Mean	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$14.42</b>	<b>\$10.07</b>	<b>\$13.04</b>
Agriculture, Forestry, Fishing and Hunting	\$6.72	\$7.88	\$6.67	--
Mining, Quarrying, and Oil and Gas Extraction	\$9.09	\$8.53	\$8.80	\$9.90
Utilities	\$16.37	\$17.55	\$12.25	\$10.95
Construction	\$8.98	\$13.93	\$7.81	\$7.68
Manufacturing	\$7.83	\$7.57	\$7.97	\$7.57
Wholesale Trade	\$9.19	\$9.51	\$8.95	--
Retail Trade	\$8.36	\$8.67	\$7.99	\$25.30
Transportation and Warehousing	\$11.51	\$13.12	\$10.17	\$10.97
Information	\$13.70	\$13.74	\$13.29	\$44.49
Finance and Insurance	\$17.50	\$20.40	\$12.20	\$21.60
Real Estate and Rental and Leasing	\$9.21	\$10.99	\$8.13	\$7.87
Professional, Scientific, and Technical Services	\$14.74	\$17.42	\$12.16	\$34.91
Admin. and Support and Waste Mgt and Remediation Services	\$8.22	\$8.69	\$8.05	\$6.77
Educational Services	\$18.03	\$18.96	\$14.09	\$17.15
Health Care and Social Assistance	\$18.05	\$20.26	\$13.87	\$25.22
Arts, Entertainment, and Recreation	\$9.29	\$9.72	\$8.60	\$62.73
Accommodation and Food Services	\$11.39	\$10.07	\$12.01	\$17.25
Other Services (except Public Administration)	\$8.23	\$9.42	\$7.86	\$13.28
Public Administration	\$18.27	\$18.75	\$16.38	\$14.94

Source: 2016 PWWAS

**Table B12.1 Major Industries Percent Distribution by Ethnic Group: CNMI, 2016**

Major Industries	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Row N %	Row N %	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>31.3%</b>	<b>64.0%</b>	<b>2.6%</b>	<b>2.1%</b>
Agriculture, Forestry, Fishing and Hunting	100.0%	4.0%	91.7%	0.0%	4.3%
Mining, Quarrying, and Oil and Gas Extraction	100.0%	15.4%	54.9%	0.0%	29.7%
Utilities	100.0%	76.5%	22.5%	0.7%	0.2%
Construction	100.0%	14.5%	84.1%	1.3%	0.1%
Manufacturing	100.0%	21.7%	77.7%	0.0%	0.6%
Wholesale Trade	100.0%	29.6%	68.4%	2.0%	0.0%
Retail Trade	100.0%	26.9%	71.4%	1.3%	0.4%
Transportation and Warehousing	100.0%	32.5%	58.1%	1.6%	7.8%
Information	100.0%	62.9%	35.2%	1.6%	0.2%
Finance and Insurance	100.0%	35.5%	61.4%	2.4%	0.7%
Real Estate and Rental and Leasing	100.0%	19.1%	79.6%	1.2%	0.2%
Professional, Scientific, and Technical Services	100.0%	26.0%	64.6%	8.7%	0.7%
Admin. and Support and Waste Mgt and Remediation Services	100.0%	17.3%	76.3%	1.0%	5.4%
Educational Services	100.0%	60.9%	25.1%	12.8%	1.2%
Health Care and Social Assistance	100.0%	44.1%	46.9%	6.8%	2.3%
Arts, Entertainment, and Recreation	100.0%	22.9%	73.9%	3.2%	0.0%
Accommodation and Food Services	100.0%	32.5%	64.0%	0.7%	2.8%
Other Services (except Public Administration)	100.0%	16.5%	81.7%	0.6%	1.3%
Public Administration	100.0%	30.6%	65.3%	2.8%	1.2%

Source: 2016 PWWAS

**Table B12.2 Ethnic Group Percent Distribution by Major Industries : CNMI, 2016**

Major Industries	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Column N %	Column N %	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	0.2%	0.0%	0.3%	0.0%	0.5%
Mining, Quarrying, and Oil and Gas Extraction	0.4%	0.2%	0.4%	0.0%	6.1%
Utilities	1.9%	4.5%	0.7%	0.5%	0.2%
Construction	7.1%	3.3%	9.3%	3.6%	0.2%
Manufacturing	1.6%	1.1%	1.9%	0.0%	0.5%
Wholesale Trade	2.6%	2.5%	2.8%	2.0%	0.0%
Retail Trade	10.1%	8.7%	11.2%	5.1%	1.8%
Transportation and Warehousing	3.4%	3.6%	3.1%	2.2%	12.8%
Information	2.1%	4.3%	1.2%	1.3%	0.2%
Finance and Insurance	1.4%	1.5%	1.3%	1.3%	0.5%
Real Estate and Rental and Leasing	2.8%	1.7%	3.5%	1.3%	0.2%
Professional, Scientific, and Technical Services	2.0%	1.6%	2.0%	6.5%	0.7%
Admin. and Support and Waste Mgt and Remediation Services	9.8%	5.4%	11.7%	3.7%	25.2%
Educational Services	7.4%	14.3%	2.9%	36.2%	4.3%
Health Care and Social Assistance	4.9%	6.9%	3.6%	12.7%	5.4%
Arts, Entertainment, and Recreation	2.0%	1.5%	2.3%	2.5%	0.0%
Accommodation and Food Services	23.1%	23.9%	23.1%	6.0%	31.1%
Other Services (except Public Administration)	4.2%	2.2%	5.4%	0.9%	2.6%
Public Administration	13.1%	12.8%	13.4%	14.3%	7.7%

Source: 2016 PWWAS

**Table B12.3 Employee Count by Major Industries and by Ethnic Group: CNMI, 2016**

Major Industries	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Count	Count	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>7,075</b>	<b>14,442</b>	<b>589</b>	<b>470</b>
Agriculture, Forestry, Fishing and Hunting	50	2	45	-	2
Mining, Quarrying, and Oil and Gas Extraction	97	15	53	-	29
Utilities	420	321	95	3	1
Construction	1,593	231	1,339	21	1
Manufacturing	353	76	274	-	2
Wholesale Trade	588	174	402	12	-
Retail Trade	2,275	612	1,625	30	9
Transportation and Warehousing	778	253	452	13	60
Information	479	302	169	8	1
Finance and Insurance	306	108	188	7	2
Real Estate and Rental and Leasing	637	121	507	7	1
Professional, Scientific, and Technical Services	440	114	285	38	3
Admin. and Support and Waste Mgt and Remediation Services	2,210	383	1,687	22	118
Educational Services	1,666	1,014	419	213	20
Health Care and Social Assistance	1,106	487	518	75	26
Arts, Entertainment, and Recreation	457	105	338	15	-
Accommodation and Food Services	5,211	1,692	3,337	36	146
Other Services (except Public Administration)	952	157	777	5	12
Public Administration	2,959	906	1,932	84	36

Source: 2016 PWWAS



**Table B12.4 Mean Hourly Wage Rate by Major Industries and by Ethnic Groups: CNMI, 2016**

Major Industries	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Mean	Mean	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.95</b>	<b>\$11.32</b>	<b>\$29.05</b>	<b>\$14.81</b>
Agriculture, Forestry, Fishing and Hunting	\$6.72	\$7.88	\$6.67		\$6.55
Mining, Quarrying, and Oil and Gas Extraction	\$9.09	\$8.53	\$8.80		\$9.90
Utilities	\$16.37	\$17.24	\$12.14	\$57.54	\$10.95
Construction	\$8.98	\$13.54	\$7.94	\$20.15	\$6.55
Manufacturing	\$7.83	\$7.56	\$7.91		\$6.55
Wholesale Trade	\$9.19	\$9.05	\$9.10	\$15.54	
Retail Trade	\$8.36	\$8.17	\$8.12	\$20.20	\$20.57
Transportation and Warehousing	\$11.51	\$12.28	\$10.80	\$24.01	\$11.13
Information	\$13.70	\$13.86	\$12.90	\$20.30	\$44.49
Finance and Insurance	\$17.50	\$19.63	\$13.75	\$68.74	\$28.33
Real Estate and Rental and Leasing	\$9.21	\$10.56	\$8.47	\$22.74	\$6.55
Professional, Scientific, and Technical Services	\$14.74	\$16.25	\$12.26	\$28.35	\$15.65
Admin. and Support and Waste Mgt and Remediation Services	\$8.22	\$8.69	\$8.11	\$14.75	\$7.18
Educational Services	\$18.03	\$18.19	\$14.87	\$22.25	\$22.40
Health Care and Social Assistance	\$18.05	\$14.29	\$14.88	\$55.69	\$41.72
Arts, Entertainment, and Recreation	\$9.29	\$9.33	\$8.45	\$35.25	
Accommodation and Food Services	\$11.39	\$10.33	\$11.54	\$27.26	\$16.72
Other Services (except Public Administration)	\$8.23	\$9.25	\$7.89	\$16.88	\$11.32
Public Administration	\$18.27	\$15.87	\$18.88	\$29.16	\$17.72

Source: 2016 PWWAS

**Table B13.1 Major Industries Percent Distribution by Visa Group: CNMI, 2016**

Major Industries	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>47.4%</b>	<b>52.6%</b>
Agriculture, Forestry, Fishing and Hunting	100.0%	93.8%	6.2%
Mining, Quarrying, and Oil and Gas Extraction	100.0%	83.5%	16.5%
Utilities	100.0%	21.0%	79.0%
Construction	100.0%	78.5%	21.5%
Manufacturing	100.0%	64.9%	35.1%
Wholesale Trade	100.0%	47.1%	52.9%
Retail Trade	100.0%	45.6%	54.4%
Transportation and Warehousing	100.0%	50.8%	49.2%
Information	100.0%	21.8%	78.2%
Finance and Insurance	100.0%	45.7%	54.3%
Real Estate and Rental and Leasing	100.0%	58.5%	41.5%
Professional, Scientific, and Technical Services	100.0%	48.8%	51.2%
Admin. and Support and Waste Mgt and Remediation Services	100.0%	66.8%	33.2%
Educational Services	100.0%	20.9%	79.1%
Health Care and Social Assistance	100.0%	35.3%	64.7%
Arts, Entertainment, and Recreation	100.0%	56.0%	44.0%
Accommodation and Food Services	100.0%	54.1%	45.9%
Other Services (except Public Administration)	100.0%	71.6%	28.4%
Public Administration	100.0%	16.9%	83.1%

Source: 2016 PWWAS

**Table B13.2 Visa Group Percent Distribution by Major Industries: CNMI, 2016**

Major Industries	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Agriculture, Forestry, Fishing and Hunting	0.2%	0.4%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	0.4%	0.8%	0.1%
Utilities	1.9%	0.8%	2.8%
Construction	7.1%	11.7%	2.9%
Manufacturing	1.6%	2.1%	1.0%
Wholesale Trade	2.6%	2.6%	2.6%
Retail Trade	10.1%	9.7%	10.4%
Transportation and Warehousing	3.4%	3.7%	3.2%
Information	2.1%	1.0%	3.2%
Finance and Insurance	1.4%	1.3%	1.4%
Real Estate and Rental and Leasing	2.8%	3.5%	2.2%
Professional, Scientific, and Technical Services	2.0%	2.0%	1.9%
Admin. and Support and Waste Mgt and Remediation Services	9.8%	13.8%	6.2%
Educational Services	7.4%	3.3%	11.1%
Health Care and Social Assistance	4.9%	3.6%	6.0%
Arts, Entertainment, and Recreation	2.0%	2.4%	1.7%
Accommodation and Food Services	23.1%	26.3%	20.1%
Other Services (except Public Administration)	4.2%	6.4%	2.3%
Public Administration	13.1%	4.7%	20.7%

Source: 2016 PWWAS

**Table B13.3 Employees Count by Major Industries and by Visa Group: CNMI, 2016**

Major Industries	Visa and Citizenship		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>10,709</b>	<b>11,867</b>
Agriculture, Forestry, Fishing and Hunting	50	46	3
Mining, Quarrying, and Oil and Gas Extraction	97	81	16
Utilities	420	88	331
Construction	1,593	1,251	342
Manufacturing	353	229	124
Wholesale Trade	588	277	311
Retail Trade	2,275	1,038	1,237
Transportation and Warehousing	778	395	383
Information	479	104	375
Finance and Insurance	306	140	166
Real Estate and Rental and Leasing	637	372	265
Professional, Scientific, and Technical Services	440	215	226
Admin. and Support and Waste Mgt and Remediation Services	2,210	1,476	735
Educational Services	1,666	348	1,318
Health Care and Social Assistance	1,106	390	716
Arts, Entertainment, and Recreation	457	256	201
Accommodation and Food Services	5,211	2,820	2,391
Other Services (except Public Administration)	952	682	270
Public Administration	2,959	501	2,458

Source: 2016 PWWAS

Table B13.4 Mean Hourly Wage Rate by Major Industries and by Visa Groups: CNMI, 2016

Major Industries	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$10.31</b>	<b>\$14.15</b>
Agriculture, Forestry, Fishing and Hunting	\$6.72	\$6.67	\$7.48
Mining, Quarrying, and Oil and Gas Extraction	\$9.09	\$9.11	\$8.95
Utilities	\$16.37	\$12.03	\$17.54
Construction	\$8.98	\$7.70	\$13.56
Manufacturing	\$7.83	\$7.89	\$7.72
Wholesale Trade	\$9.19	\$8.91	\$9.44
Retail Trade	\$8.36	\$8.06	\$8.59
Transportation and Warehousing	\$11.51	\$10.10	\$13.08
Information	\$13.70	\$12.12	\$14.10
Finance and Insurance	\$17.50	\$15.43	\$19.43
Real Estate and Rental and Leasing	\$9.21	\$8.04	\$10.61
Professional, Scientific, and Technical Services	\$14.74	\$12.25	\$17.05
Admin. and Support and Waste Mgt and Remediation Services	\$8.22	\$7.84	\$8.98
Educational Services	\$18.03	\$14.20	\$18.92
Health Care and Social Assistance	\$18.05	\$13.80	\$20.30
Arts, Entertainment, and Recreation	\$9.29	\$8.90	\$9.78
Accommodation and Food Services	\$11.39	\$12.48	\$10.13
Other Services (except Public Administration)	\$8.23	\$7.81	\$9.30
Public Administration	\$18.27	\$15.51	\$18.73

Source: 2016 PWWAS

**Table B14.1 Major Occupational Titles Percent Distribution by Gender: CNMI, 2016**

SOC Major Titles	Gender		
	CNMI Total	Male	Female
	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>55.4%</b>	<b>44.6%</b>
Management Occupations	100.0%	54.6%	45.4%
Business and Financial Operations Occupations	100.0%	33.0%	67.0%
Computer and Mathematical Occupations	100.0%	78.0%	22.0%
Architecture and Engineering Occupations	100.0%	92.8%	7.2%
Life, Physical, and Social Science Occupations	100.0%	72.0%	28.0%
Community and Social Service Occupations	100.0%	43.6%	56.4%
Legal Occupations	100.0%	58.0%	42.0%
Education, Training, and Library Occupations	100.0%	36.4%	63.6%
Arts, Design, Entertainment, Sports, and Media Occupations	100.0%	58.8%	41.2%
Healthcare Practitioners and Technical Occupations	100.0%	37.9%	62.1%
Healthcare Support Occupations	100.0%	17.7%	82.3%
Protective Service Occupations	100.0%	85.9%	14.1%
Food Preparation and Serving Related Occupations	100.0%	51.4%	48.6%
Building and Grounds Cleaning and Maintenance Occupations	100.0%	41.1%	58.9%
Personal Care and Service Occupations	100.0%	50.8%	49.2%
Sales and Related Occupations	100.0%	27.4%	72.6%
Office and Administrative Support Occupations	100.0%	35.9%	64.1%
Farming, Fishing, and Forestry Occupations	100.0%	86.1%	13.9%
Construction and Extraction Occupations	100.0%	97.7%	2.3%
Installation, Maintenance, and Repair Occupations	100.0%	95.5%	4.5%
Production Occupations	100.0%	72.2%	27.8%
Transportation and Material Moving Occupations	100.0%	91.1%	8.9%

Source: 2016 PWWAS

**Table B14.2 Gender Percent Distribution by Major Industries: CNMI, 2016**

SOC Major Titles	Gender		
	CNMI Total	Male	Female
	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management Occupations	12.6%	12.4%	12.9%
Business and Financial Operations Occupations	4.1%	2.4%	6.2%
Computer and Mathematical Occupations	1.0%	1.4%	0.5%
Architecture and Engineering Occupations	0.9%	1.6%	0.2%
Life, Physical, and Social Science Occupations	0.7%	0.9%	0.4%
Community and Social Service Occupations	1.5%	1.2%	1.9%
Legal Occupations	0.7%	0.7%	0.6%
Education, Training, and Library Occupations	5.7%	3.7%	8.1%
Arts, Design, Entertainment, Sports, and Media Occupations	1.9%	2.0%	1.8%
Healthcare Practitioners and Technical Occupations	2.4%	1.7%	3.4%
Healthcare Support Occupations	1.1%	0.4%	2.1%
Protective Service Occupations	5.5%	8.5%	1.7%
Food Preparation and Serving Related Occupations	9.8%	9.0%	10.6%
Building and Grounds Cleaning and Maintenance Occupations	4.4%	3.3%	5.8%
Personal Care and Service Occupations	5.4%	4.9%	6.0%
Sales and Related Occupations	7.7%	3.8%	12.5%
Office and Administrative Support Occupations	15.0%	9.7%	21.6%
Farming, Fishing, and Forestry Occupations	0.6%	0.9%	0.2%
Construction and Extraction Occupations	6.7%	11.7%	0.4%
Installation, Maintenance, and Repair Occupations	4.8%	8.3%	0.5%
Production Occupations	3.0%	3.9%	1.9%
Transportation and Material Moving Occupations	4.5%	7.4%	0.9%

Source: 2016 PWWAS



**Table B14.3 Employees Count by Major Industries and by Gender: CNMI, 2016**

SOC Major Titles	Gender		
	CNMI Total	Male	Female
	Count	Count	Count
Grand Total	22,576	12,515	10,061
Management Occupations	2,850	1,556	1,294
Business and Financial Operations Occupations	925	305	619
Computer and Mathematical Occupations	217	169	48
Architecture and Engineering Occupations	213	198	15
Life, Physical, and Social Science Occupations	160	115	45
Community and Social Service Occupations	336	146	189
Legal Occupations	152	88	64
Education, Training, and Library Occupations	1,277	464	812
Arts, Design, Entertainment, Sports, and Media Occupations	435	256	179
Healthcare Practitioners and Technical Occupations	545	207	338
Healthcare Support Occupations	257	45	212
Protective Service Occupations	1,245	1,069	175
Food Preparation and Serving Related Occupations	2,201	1,132	1,069
Building and Grounds Cleaning and Maintenance Occupations	998	410	588
Personal Care and Service Occupations	1,218	619	599
Sales and Related Occupations	1,729	474	1,255
Office and Administrative Support Occupations	3,389	1,216	2,174
Farming, Fishing, and Forestry Occupations	127	109	18
Construction and Extraction Occupations	1,504	1,469	35
Installation, Maintenance, and Repair Occupations	1,093	1,043	49
Production Occupations	685	494	190
Transportation and Material Moving Occupations	1,019	928	91

Source: 2016 PWWAS

**Table B14.4 Mean Hourly Wage Rate by Major Occupational Titles and by Gender:  
CNMI, 2016**

SOC Major Titles	Gender		
	Total	Male	Female
	Mean	Mean	Mean
Total	\$12.39	\$12.44	\$12.34
Management Occupations	\$20.48	\$22.01	\$18.67
Business and Financial Operations Occupations	\$15.35	\$16.07	\$15.00
Computer and Mathematical Occupations	\$17.62	\$17.88	\$16.71
Architecture and Engineering Occupations	\$15.89	\$15.90	\$15.84
Life, Physical, and Social Science Occupations	\$18.46	\$17.17	\$21.68
Community and Social Service Occupations	\$14.60	\$13.86	\$15.14
Legal Occupations	\$30.45	\$36.01	\$23.29
Education, Training, and Library Occupations	\$17.79	\$18.33	\$17.49
Arts, Design, Entertainment, Sports, and Media Occupations	\$14.02	\$14.44	\$13.44
Healthcare Practitioners and Technical Occupations	\$23.99	\$28.92	\$20.98
Healthcare Support Occupations	\$9.20	\$9.48	\$9.15
Protective Service Occupations	\$12.12	\$12.01	\$12.79
Food Preparation and Serving Related Occupations	\$8.65	\$9.54	\$7.68
Building and Grounds Cleaning and Maintenance Occupations	\$8.40	\$9.37	\$7.72
Personal Care and Service Occupations	\$10.06	\$10.59	\$9.50
Sales and Related Occupations	\$7.99	\$8.23	\$7.90
Office and Administrative Support Occupations	\$11.29	\$11.10	\$11.40
Farming, Fishing, and Forestry Occupations	\$11.55	\$10.66	\$16.57
Construction and Extraction Occupations	\$8.47	\$8.42	\$10.61
Installation, Maintenance, and Repair Occupations	\$8.87	\$8.79	\$10.63
Production Occupations	\$8.11	\$7.91	\$8.62
Transportation and Material Moving Occupations	\$8.82	\$8.89	\$8.16

Source: 2016 PWWAS

**Table B15.1 Major Occupational Titles Percent Distribution by Citizenship: CNMI, 2016**

SOC Major Titles	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Row N %	Row N %	Row N %	Row N %
<b>Grand Total</b>	<b>100.0%</b>	<b>48.2%</b>	<b>47.1%</b>	<b>4.7%</b>
Management Occupations	100.0%	50.3%	46.1%	3.6%
Business and Financial Operations Occupations	100.0%	55.8%	37.1%	7.0%
Computer and Mathematical Occupations	100.0%	63.6%	31.0%	5.5%
Architecture and Engineering Occupations	100.0%	47.3%	47.7%	5.1%
Life, Physical, and Social Science Occupations	100.0%	74.8%	10.2%	15.0%
Community and Social Service Occupations	100.0%	81.0%	11.1%	7.9%
Legal Occupations	100.0%	77.0%	10.1%	12.9%
Education, Training, and Library Occupations	100.0%	77.3%	21.2%	1.5%
Arts, Design, Entertainment, Sports, and Media Occupations	100.0%	55.3%	40.9%	3.8%
Healthcare Practitioners and Technical Occupations	100.0%	47.4%	49.6%	3.0%
Healthcare Support Occupations	100.0%	47.0%	51.3%	1.6%
Protective Service Occupations	100.0%	72.5%	22.4%	5.1%
Food Preparation and Serving Related Occupations	100.0%	34.8%	62.6%	2.6%
Building and Grounds Cleaning and Maintenance Occupations	100.0%	29.2%	68.0%	2.8%
Personal Care and Service Occupations	100.0%	25.3%	73.8%	.9%
Sales and Related Occupations	100.0%	48.7%	50.4%	.8%
Office and Administrative Support Occupations	100.0%	61.8%	32.1%	6.1%
Farming, Fishing, and Forestry Occupations	100.0%	44.3%	54.9%	.8%
Construction and Extraction Occupations	100.0%	17.0%	70.2%	12.8%
Installation, Maintenance, and Repair Occupations	100.0%	26.7%	68.2%	5.1%
Production Occupations	100.0%	37.5%	56.1%	6.4%
Transportation and Material Moving Occupations	100.0%	57.9%	35.7%	6.5%

Source: 2016 PWWAS

**Table B15.2 Citizenship Percent Distribution by Major Industries: CNMI, 2016**

SOC Major Titles	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Column N %	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management Occupations	12.3%	12.8%	12.1%	9.5%
Business and Financial Operations Occupations	4.0%	4.7%	3.2%	6.0%
Computer and Mathematical Occupations	0.9%	1.2%	0.6%	1.1%
Architecture and Engineering Occupations	1.0%	1.0%	1.0%	1.1%
Life, Physical, and Social Science Occupations	0.7%	1.1%	0.2%	2.2%
Community and Social Service Occupations	1.4%	2.4%	0.3%	2.4%
Legal Occupations	0.7%	1.0%	0.1%	1.8%
Education, Training, and Library Occupations	5.4%	8.7%	2.4%	1.8%
Arts, Design, Entertainment, Sports, and Media Occupations	1.9%	2.1%	1.6%	1.5%
Healthcare Practitioners and Technical Occupations	2.3%	2.3%	2.5%	1.5%
Healthcare Support Occupations	1.1%	1.1%	1.2%	0.4%
Protective Service Occupations	5.3%	8.0%	2.5%	5.8%
Food Preparation and Serving Related Occupations	9.5%	6.9%	12.6%	5.3%
Building and Grounds Cleaning and Maintenance Occupations	5.1%	3.1%	7.3%	3.0%
Personal Care and Service Occupations	5.2%	2.7%	8.2%	1.0%
Sales and Related Occupations	7.4%	7.5%	8.0%	1.3%
Office and Administrative Support Occupations	15.2%	19.5%	10.4%	19.6%
Farming, Fishing, and Forestry Occupations	0.6%	0.5%	0.6%	.1%
Construction and Extraction Occupations	6.6%	2.3%	9.8%	18.0%
Installation, Maintenance, and Repair Occupations	5.5%	3.0%	8.0%	6.0%
Production Occupations	3.2%	2.5%	3.8%	4.4%
Transportation and Material Moving Occupations	4.5%	5.4%	3.4%	6.2%

Source: 2016 PWWAS

**Table B15.3 Employees Count by Major Occupational Titles and by Citizenship: CNMI, 2016**

SOC Major Titles	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Count	Count	Count	Count
Grand Total	22,576	10,882	10,625	1,068
Management Occupations	2,781	1,398	1,281	101
Business and Financial Operations Occupations	908	507	337	64
Computer and Mathematical Occupations	213	135	66	12
Architecture and Engineering Occupations	232	110	111	12
Life, Physical, and Social Science Occupations	157	117	16	24
Community and Social Service Occupations	322	261	36	26
Legal Occupations	148	114	15	19
Education, Training, and Library Occupations	1,224	946	259	19
Arts, Design, Entertainment, Sports, and Media Occupations	421	233	172	16
Healthcare Practitioners and Technical Occupations	529	251	262	16
Healthcare Support Occupations	253	119	130	4
Protective Service Occupations	1,202	871	269	62
Food Preparation and Serving Related Occupations	2,148	748	1,343	57
Building and Grounds Cleaning and Maintenance Occupations	1,149	336	781	32
Personal Care and Service Occupations	1,183	299	873	11
Sales and Related Occupations	1,679	818	846	14
Office and Administrative Support Occupations	3,427	2,119	1,100	209
Farming, Fishing, and Forestry Occupations	126	56	69	1
Construction and Extraction Occupations	1,487	252	1,043	192
Installation, Maintenance, and Repair Occupations	1,243	332	847	64
Production Occupations	726	272	407	47
Transportation and Material Moving Occupations	1,019	589	363	66

Source: 2016 PWWAS

**Table B15.4 Mean Hourly Wage Rate by Major Occupational Titles and by Citizenship: CNMI, 2016**

SOC Major Titles	Citizenship			
	CNMI Total	US Citizen and permanent resident	Asian Countries citizen	Other Countries citizen
	Mean	Mean	Mean	Mean
Grand Total	\$12.38	\$14.41	\$10.07	\$13.02
Management Occupations	\$20.57	\$22.04	\$17.90	\$29.90
Business and Financial Operations Occupations	\$15.55	\$17.43	\$12.25	\$16.69
Computer and Mathematical Occupations	\$17.73	\$19.53	\$13.73	\$16.91
Architecture and Engineering Occupations	\$16.45	\$18.80	\$13.98	\$16.39
Life, Physical, and Social Science Occupations	\$18.42	\$18.72	\$9.09	\$21.80
Community and Social Service Occupations	\$14.60	\$15.15	\$11.65	\$12.19
Legal Occupations	\$30.86	\$31.87	\$23.96	\$28.32
Education, Training, and Library Occupations	\$17.79	\$18.57	\$14.63	\$16.41
Arts, Design, Entertainment, Sports, and Media Occupations	\$14.24	\$16.54	\$10.34	\$19.57
Healthcare Practitioners and Technical Occupations	\$23.89	\$32.96	\$15.12	\$18.77
Healthcare Support Occupations	\$9.13	\$10.11	\$8.11	\$10.78
Protective Service Occupations	\$12.08	\$13.44	\$7.72	\$11.05
Food Preparation and Serving Related Occupations	\$8.62	\$7.60	\$8.93	\$15.16
Building and Grounds Cleaning and Maintenance Occupations	\$8.12	\$8.77	\$7.81	\$8.31
Personal Care and Service Occupations	\$10.01	\$10.47	\$9.84	\$10.57
Sales and Related Occupations	\$7.99	\$7.89	\$8.03	\$10.84
Office and Administrative Support Occupations	\$11.35	\$12.09	\$9.68	\$12.04
Farming, Fishing, and Forestry Occupations	\$11.37	\$15.98	\$6.99	\$12.17
Construction and Extraction Occupations	\$8.50	\$13.35	\$7.47	\$7.37
Installation, Maintenance, and Repair Occupations	\$9.47	\$12.43	\$8.16	\$9.12
Production Occupations	\$8.87	\$10.29	\$8.03	\$7.45
Transportation and Material Moving Occupations	\$8.84	\$9.73	\$7.55	\$7.62

Source: 2016 PWWAS

**Table B16.1 Major Occupational Titles Percent Distribution by Ethnic Group: CNMI, 2016**

SOC Major Titles	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Row N %	Row N %	Row N %	Row N %	Row N %
Grand Total	100.0%	31.3%	64.0%	2.6%	2.1%
Management Occupations	100.0%	28.3%	65.4%	4.0%	2.2%
Business and Financial Operations Occupations	100.0%	31.6%	66.1%	1.1%	1.3%
Computer and Mathematical Occupations	100.0%	46.6%	47.9%	4.0%	1.5%
Architecture and Engineering Occupations	100.0%	36.8%	59.1%	3.2%	.9%
Life, Physical, and Social Science Occupations	100.0%	34.5%	57.3%	5.4%	2.7%
Community and Social Service Occupations	100.0%	39.1%	58.6%	1.7%	.7%
Legal Occupations	100.0%	21.9%	37.8%	38.9%	1.4%
Education, Training, and Library Occupations	100.0%	56.0%	27.6%	15.2%	1.2%
Arts, Design, Entertainment, Sports, and Media Occupations	100.0%	35.6%	61.3%	1.9%	1.3%
Healthcare Practitioners and Technical Occupations	100.0%	23.6%	59.7%	12.3%	4.4%
Healthcare Support Occupations	100.0%	32.8%	65.5%	.4%	1.3%
Protective Service Occupations	100.0%	32.8%	58.5%	1.0%	7.6%
Food Preparation and Serving Related Occupations	100.0%	23.8%	73.8%	.4%	2.0%
Building and Grounds Cleaning and Maintenance Occupations	100.0%	20.9%	75.2%	.1%	3.7%
Personal Care and Service Occupations	100.0%	19.6%	78.7%	.3%	1.4%
Sales and Related Occupations	100.0%	26.2%	72.4%	1.1%	.3%
Office and Administrative Support Occupations	100.0%	45.1%	51.7%	1.4%	1.8%
Farming, Fishing, and Forestry Occupations	100.0%	7.6%	86.5%	1.7%	4.2%
Construction and Extraction Occupations	100.0%	9.9%	87.7%	.8%	1.6%
Installation, Maintenance, and Repair Occupations	100.0%	22.9%	74.9%	0.0%	2.2%
Production Occupations	100.0%	34.2%	64.2%	.1%	1.5%
Transportation and Material Moving Occupations	100.0%	49.5%	48.3%	1.5%	.7%

Source: 2016 PWWAS



**Table B16.2 Ethnic Group Percent Distribution by Major Occupational Titles: CNMI, 2016**

SOC Major Titles	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Column N %	Column N %	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management Occupations	12.3%	11.1%	12.6%	18.9%	13.3%
Business and Financial Operations Occupations	4.0%	4.1%	4.2%	1.6%	2.4%
Computer and Mathematical Occupations	.9%	1.4%	.7%	1.4%	.7%
Architecture and Engineering Occupations	1.0%	1.2%	1.0%	1.3%	.5%
Life, Physical, and Social Science Occupations	.7%	.8%	.6%	1.4%	.9%
Community and Social Service Occupations	1.4%	1.8%	1.3%	.9%	.5%
Legal Occupations	.7%	.5%	.4%	9.8%	.5%
Education, Training, and Library Occupations	5.4%	9.7%	2.3%	31.5%	3.2%
Arts, Design, Entertainment, Sports, and Media Occupations	1.9%	2.1%	1.8%	1.3%	1.1%
Healthcare Practitioners and Technical Occupations	2.3%	1.8%	2.2%	11.0%	5.0%
Healthcare Support Occupations	1.1%	1.2%	1.1%	.2%	.7%
Protective Service Occupations	5.3%	5.6%	4.9%	2.0%	19.6%
Food Preparation and Serving Related Occupations	9.5%	7.2%	11.0%	1.5%	9.1%
Building and Grounds Cleaning and Maintenance Occupations	5.1%	3.4%	6.0%	.2%	9.1%
Personal Care and Service Occupations	5.2%	3.3%	6.4%	.5%	3.6%
Sales and Related Occupations	7.4%	6.2%	8.4%	3.3%	1.1%
Office and Administrative Support Occupations	15.2%	21.9%	12.3%	8.0%	12.9%
Farming, Fishing, and Forestry Occupations	.6%	.1%	.8%	.4%	1.1%
Construction and Extraction Occupations	6.6%	2.1%	9.0%	2.0%	5.0%
Installation, Maintenance, and Repair Occupations	5.5%	4.0%	6.4%	0.0%	5.9%
Production Occupations	3.2%	3.5%	3.2%	.2%	2.2%
Transportation and Material Moving Occupations	4.5%	7.1%	3.4%	2.6%	1.5%

Source: 2016 PWWAS

**Table B16.3 Employees Count by Major Occupational Titles and by Ethnic Group: CNMI, 2016**

SOC Major Titles	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Count	Count	Count	Count	Count
<b>Grand Total</b>	<b>22,576</b>	<b>7,075</b>	<b>14,442</b>	<b>589</b>	<b>470</b>
Management Occupations	2,781	788	1,819	111	63
Business and Financial Operations Occupations	908	287	600	10	12
Computer and Mathematical Occupations	213	99	102	9	3
Architecture and Engineering Occupations	232	85	137	7	2
Life, Physical, and Social Science Occupations	157	54	90	9	4
Community and Social Service Occupations	322	126	189	5	2
Legal Occupations	148	32	56	58	2
Education, Training, and Library Occupations	1,224	686	338	185	15
Arts, Design, Entertainment, Sports, and Media Occupations	421	150	258	8	5
Healthcare Practitioners and Technical Occupations	529	125	316	65	23
Healthcare Support Occupations	253	83	166	1	3
Protective Service Occupations	1,202	395	703	12	92
Food Preparation and Serving Related Occupations	2,148	511	1,585	9	43
Building and Grounds Cleaning and Maintenance Occupations	1,149	241	864	1	43
Personal Care and Service Occupations	1,183	232	930	3	17
Sales and Related Occupations	1,679	439	1,215	19	5
Office and Administrative Support Occupations	3,427	1,547	1,773	47	60
Farming, Fishing, and Forestry Occupations	126	10	109	2	5
Construction and Extraction Occupations	1,487	147	1,304	12	23
Installation, Maintenance, and Repair Occupations	1,243	284	931	-	28
Production Occupations	726	249	466	1	11
Transportation and Material Moving Occupations	1,019	504	491	15	7

Source: 2016 PWWAS

**Table B16.4 Mean Hourly Wage Rate by Major Occupational Titles and by Ethnic Group: CNMI, 2016**

SOC Major Titles	Ethnic Groups				
	CNMI Total	Pacific Islander	Asian	Caucasian	Other
	Mean	Mean	Mean	Mean	Mean
<b>Grand Total</b>	<b>\$12.38</b>	<b>\$12.94</b>	<b>\$11.31</b>	<b>\$29.05</b>	<b>\$14.82</b>
Management Occupations	\$20.57	\$22.19	\$18.64	\$32.05	\$29.53
Business and Financial Operations Occupations	\$15.55	\$15.78	\$15.21	\$30.17	\$14.22
Computer and Mathematical Occupations	\$17.73	\$18.96	\$15.73	\$21.51	\$28.45
Architecture and Engineering Occupations	\$16.45	\$17.54	\$14.82	\$31.62	\$19.35
Life, Physical, and Social Science Occupations	\$18.42	\$18.81	\$16.28	\$32.04	\$29.43
Community and Social Service Occupations	\$14.60	\$14.64	\$14.40	\$18.87	\$19.35
Legal Occupations	\$30.86	\$22.44	\$31.50	\$34.84	\$40.07
Education, Training, and Library Occupations	\$17.79	\$17.76	\$15.27	\$21.77	\$19.49
Arts, Design, Entertainment, Sports, and Media Occupations	\$14.24	\$13.29	\$14.62	\$24.45	\$12.17
Healthcare Practitioners and Technical Occupations	\$23.89	\$17.37	\$17.30	\$60.30	\$42.88
Healthcare Support Occupations	\$9.13	\$9.35	\$8.74	\$8.17	\$22.77
Protective Service Occupations	\$12.08	\$10.98	\$13.31	\$12.42	\$7.22
Food Preparation and Serving Related Occupations	\$8.62	\$7.62	\$8.68	\$16.37	\$16.98
Building and Grounds Cleaning and Maintenance Occupations	\$8.12	\$8.27	\$8.10	\$6.55	\$7.59
Personal Care and Service Occupations	\$10.01	\$10.01	\$10.05	\$7.50	\$8.51
Sales and Related Occupations	\$7.99	\$7.69	\$7.97	\$17.11	\$8.55
Office and Administrative Support Occupations	\$11.35	\$11.26	\$11.40	\$15.58	\$9.05
Farming, Fishing, and Forestry Occupations	\$11.37	\$12.73	\$10.99	\$32.08	\$7.67
Construction and Extraction Occupations	\$8.50	\$11.54	\$8.06	\$17.90	\$8.31
Installation, Maintenance, and Repair Occupations	\$9.47	\$12.22	\$8.48		\$10.23
Production Occupations	\$8.87	\$10.37	\$8.00	\$21.81	\$8.35
Transportation and Material Moving Occupations	\$8.84	\$9.42	\$7.59	\$27.04	\$15.87

Source: 2016 PWWAS

**Table B17.1 Major Occupational Titles Percent Distribution by Visa Group: CNMI, 2016**

	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
		Row N %	Row N %
<b>SOC Major Titles</b>	<b>Row N %</b>	<b>Row N %</b>	<b>Row N %</b>
<b>Grand Total</b>	<b>100.0%</b>	<b>47.4%</b>	<b>52.6%</b>
Management Occupations	100.0%	42.2%	57.8%
Business and Financial Operations Occupations	100.0%	39.0%	61.0%
Computer and Mathematical Occupations	100.0%	33.4%	66.6%
Architecture and Engineering Occupations	100.0%	50.5%	49.5%
Life, Physical, and Social Science Occupations	100.0%	23.8%	76.2%
Community and Social Service Occupations	100.0%	18.7%	81.3%
Legal Occupations	100.0%	21.6%	78.4%
Education, Training, and Library Occupations	100.0%	22.1%	77.9%
Arts, Design, Entertainment, Sports, and Media Occupations	100.0%	40.8%	59.2%
Healthcare Practitioners and Technical Occupations	100.0%	51.3%	48.7%
Healthcare Support Occupations	100.0%	51.3%	48.7%
Protective Service Occupations	100.0%	27.1%	72.9%
Food Preparation and Serving Related Occupations	100.0%	59.5%	40.5%
Building and Grounds Cleaning and Maintenance Occupations	100.0%	63.8%	36.2%
Personal Care and Service Occupations	100.0%	73.2%	26.8%
Sales and Related Occupations	100.0%	42.4%	57.6%
Office and Administrative Support Occupations	100.0%	33.3%	66.7%
Farming, Fishing, and Forestry Occupations	100.0%	55.7%	44.3%
Construction and Extraction Occupations	100.0%	81.8%	18.2%
Installation, Maintenance, and Repair Occupations	100.0%	69.4%	30.6%
Production Occupations	100.0%	59.9%	40.1%
Transportation and Material Moving Occupations	100.0%	37.4%	62.6%

Source: 2016 PWWAS

**Table B17.2 Visa Group Percent Distribution by Major Occupational Titles: CNMI, 2016**

SOC Major Titles	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
	Column N %	Column N %	Column N %
<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
Management Occupations	12.3%	10.9%	13.6%
Business and Financial Operations Occupations	4.0%	3.3%	4.7%
Computer and Mathematical Occupations	0.9%	0.7%	1.2%
Architecture and Engineering Occupations	1.0%	1.1%	1.0%
Life, Physical, and Social Science Occupations	0.7%	0.3%	1.0%
Community and Social Service Occupations	1.4%	0.6%	2.2%
Legal Occupations	0.7%	0.3%	1.0%
Education, Training, and Library Occupations	5.4%	2.5%	8.0%
Arts, Design, Entertainment, Sports, and Media Occupations	1.9%	1.6%	2.1%
Healthcare Practitioners and Technical Occupations	2.3%	2.5%	2.2%
Healthcare Support Occupations	1.1%	1.2%	1.0%
Protective Service Occupations	5.3%	3.0%	7.4%
Food Preparation and Serving Related Occupations	9.5%	11.9%	7.3%
Building and Grounds Cleaning and Maintenance Occupations	5.1%	6.8%	3.5%
Personal Care and Service Occupations	5.2%	8.1%	2.7%
Sales and Related Occupations	7.4%	6.7%	8.1%
Office and Administrative Support Occupations	15.2%	10.7%	19.3%
Farming, Fishing, and Forestry Occupations	0.6%	0.7%	0.5%
Construction and Extraction Occupations	6.6%	11.4%	2.3%
Installation, Maintenance, and Repair Occupations	5.5%	8.1%	3.2%
Production Occupations	3.2%	4.1%	2.5%
Transportation and Material Moving Occupations	4.5%	3.6%	5.4%

Source: 2016 PWWAS

**Table B17.3 Employees Count by Major Occupational Titles and by Visa Group: CNMI, 2016**

SOC Major Titles	Visa Group		
	CNMI Total Count	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
		Count	Count
Grand Total	22,576	10,709	11,867
Management Occupations	2,781	1,172	1,608
Business and Financial Operations Occupations	908	354	554
Computer and Mathematical Occupations	213	71	142
Architecture and Engineering Occupations	232	117	115
Life, Physical, and Social Science Occupations	157	37	119
Community and Social Service Occupations	322	60	262
Legal Occupations	148	32	116
Education, Training, and Library Occupations	1,224	271	954
Arts, Design, Entertainment, Sports, and Media Occupations	421	172	249
Healthcare Practitioners and Technical Occupations	529	272	257
Healthcare Support Occupations	253	130	123
Protective Service Occupations	1,202	325	876
Food Preparation and Serving Related Occupations	2,148	1,277	871
Building and Grounds Cleaning and Maintenance Occupations	1,149	733	416
Personal Care and Service Occupations	1,183	866	317
Sales and Related Occupations	1,679	712	967
Office and Administrative Support Occupations	3,427	1,143	2,284
Farming, Fishing, and Forestry Occupations	126	70	56
Construction and Extraction Occupations	1,487	1,216	270
Installation, Maintenance, and Repair Occupations	1,243	862	381
Production Occupations	726	435	291
Transportation and Material Moving Occupations	1,019	381	637

Source: 2016 PWWAS

**Table B17.4 Mean Hourly Wage Rate by Major Occupational Titles and by Visa Group: CNMI, 2016**

SOC Major Titles	Visa Group		
	CNMI Total	Visa (CW1, H1B, PIP, CW2, EAV, E-2C, Religious)	Non-Visa (US Citizen, GRN, PERM, FAS)
		Mean	Mean
Grand Total	\$12.38	\$10.31	\$14.14
Management Occupations	\$20.57	\$19.20	\$21.49
Business and Financial Operations Occupations	\$15.55	\$13.12	\$16.98
Computer and Mathematical Occupations	\$17.73	\$14.11	\$19.36
Architecture and Engineering Occupations	\$16.45	\$14.02	\$18.79
Life, Physical, and Social Science Occupations	\$18.42	\$16.68	\$18.83
Community and Social Service Occupations	\$14.60	\$11.94	\$15.13
Legal Occupations	\$30.86	\$27.11	\$31.65
Education, Training, and Library Occupations	\$17.79	\$14.52	\$18.59
Arts, Design, Entertainment, Sports, and Media Occupations	\$14.24	\$10.65	\$16.47
Healthcare Practitioners and Technical Occupations	\$23.89	\$14.97	\$32.99
Healthcare Support Occupations	\$9.13	\$8.14	\$10.10
Protective Service Occupations	\$12.08	\$8.20	\$13.41
Food Preparation and Serving Related Occupations	\$8.62	\$9.29	\$7.69
Building and Grounds Cleaning and Maintenance Occupations	\$8.12	\$7.79	\$8.67
Personal Care and Service Occupations	\$10.01	\$9.90	\$10.31
Sales and Related Occupations	\$7.99	\$8.14	\$7.88
Office and Administrative Support Occupations	\$11.35	\$10.09	\$11.93
Farming, Fishing, and Forestry Occupations	\$11.37	\$7.08	\$15.98
Construction and Extraction Occupations	\$8.50	\$7.43	\$13.08
Installation, Maintenance, and Repair Occupations	\$9.47	\$8.18	\$12.14
Production Occupations	\$8.87	\$7.97	\$10.14
Transportation and Material Moving Occupations	\$8.84	\$7.46	\$9.63

Source: 2016 PWWAS