

| State Code | State Title          | AEWRs for U.S. Workers<br>Field and Livestock Worker Category * |                                | AEWRs for H-2A Workers<br>Field and Livestock Worker Category * |                                | H-2A Adverse<br>Compensation<br>Adjustment <sup>(3)</sup> |
|------------|----------------------|-----------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------|--------------------------------|-----------------------------------------------------------|
|            |                      | Skill Level I <sup>(1A)</sup>                                   | Skill Level II <sup>(2A)</sup> | Skill Level I <sup>(1B)</sup>                                   | Skill Level II <sup>(2B)</sup> |                                                           |
| 01         | Alabama              | \$11.85                                                         | \$16.04                        | \$10.61                                                         | \$14.80                        | (\$1.24)                                                  |
| 02         | Alaska               | \$14.80                                                         | \$20.83                        | \$12.83                                                         | \$18.86                        | (\$1.97)                                                  |
| 04         | Arizona              | \$15.13                                                         | \$17.75                        | \$13.13                                                         | \$15.75                        | (\$2.00)                                                  |
| 05         | Arkansas             | \$13.95                                                         | \$16.80                        | \$12.71                                                         | \$15.56                        | (\$1.24)                                                  |
| 06         | California           | \$16.59                                                         | \$18.60                        | \$13.52                                                         | \$15.53                        | (\$3.07)                                                  |
| 08         | Colorado             | \$16.68                                                         | \$20.28                        | \$14.51                                                         | \$18.11                        | (\$2.17)                                                  |
| 09         | Connecticut          | \$16.43                                                         | \$18.57                        | \$14.18                                                         | \$16.32                        | (\$2.25)                                                  |
| 10         | Delaware             | \$16.16                                                         | \$19.33                        | \$14.32                                                         | \$17.49                        | (\$1.84)                                                  |
| 11         | District of Columbia | \$17.92                                                         | \$24.49                        | \$15.33                                                         | \$21.90                        | (\$2.59)                                                  |
| 12         | Florida              | \$13.17                                                         | \$15.71                        | \$10.87                                                         | \$13.41                        | (\$2.30)                                                  |
| 13         | Georgia              | \$12.57                                                         | \$16.49                        | \$10.80                                                         | \$14.72                        | (\$1.77)                                                  |
| 15         | Hawaii               | \$14.53                                                         | \$18.75                        | \$11.33                                                         | \$15.55                        | (\$3.20)                                                  |
| 16         | Idaho                | \$13.34                                                         | \$17.42                        | \$11.60                                                         | \$15.68                        | (\$1.74)                                                  |
| 17         | Illinois             | \$15.81                                                         | \$18.75                        | \$14.01                                                         | \$16.95                        | (\$1.80)                                                  |
| 18         | Indiana              | \$14.91                                                         | \$19.13                        | \$13.52                                                         | \$17.74                        | (\$1.39)                                                  |
| 19         | Iowa                 | \$14.96                                                         | \$19.52                        | \$13.72                                                         | \$18.28                        | (\$1.24)                                                  |
| 20         | Kansas               | \$15.18                                                         | \$19.71                        | \$13.86                                                         | \$18.39                        | (\$1.32)                                                  |
| 21         | Kentucky             | \$14.33                                                         | \$18.68                        | \$13.07                                                         | \$17.42                        | (\$1.26)                                                  |
| 22         | Louisiana            | \$10.42                                                         | \$15.81                        | \$9.14                                                          | \$14.53                        | (\$1.28)                                                  |
| 23         | Maine                | \$14.95                                                         | \$18.67                        | \$13.13                                                         | \$16.85                        | (\$1.82)                                                  |
| 24         | Maryland             | \$15.70                                                         | \$18.98                        | \$13.48                                                         | \$16.76                        | (\$2.22)                                                  |
| 25         | Massachusetts        | \$15.26                                                         | \$17.66                        | \$12.70                                                         | \$15.10                        | (\$2.56)                                                  |
| 26         | Michigan             | \$14.45                                                         | \$17.64                        | \$13.06                                                         | \$16.25                        | (\$1.39)                                                  |
| 27         | Minnesota            | \$15.63                                                         | \$20.45                        | \$13.91                                                         | \$18.73                        | (\$1.72)                                                  |
| 28         | Mississippi          | \$9.95                                                          | \$15.04                        | \$8.84                                                          | \$13.93                        | (\$1.11)                                                  |
| 29         | Missouri             | \$14.74                                                         | \$18.71                        | \$13.42                                                         | \$17.39                        | (\$1.32)                                                  |
| 30         | Montana              | \$13.46                                                         | \$18.62                        | \$11.60                                                         | \$16.76                        | (\$1.86)                                                  |
| 31         | Nebraska             | \$16.25                                                         | \$20.56                        | \$14.91                                                         | \$19.22                        | (\$1.34)                                                  |
| 32         | Nevada               | \$14.73                                                         | \$18.25                        | \$12.59                                                         | \$16.11                        | (\$2.14)                                                  |
| 33         | New Hampshire        | \$13.87                                                         | \$16.22                        | \$11.69                                                         | \$14.04                        | (\$2.18)                                                  |
| 34         | New Jersey           | \$16.57                                                         | \$20.05                        | \$14.10                                                         | \$17.58                        | (\$2.47)                                                  |
| 35         | New Mexico           | \$12.35                                                         | \$15.96                        | \$10.78                                                         | \$14.39                        | (\$1.57)                                                  |
| 36         | New York             | \$16.17                                                         | \$19.25                        | \$13.62                                                         | \$16.70                        | (\$2.55)                                                  |
| 37         | North Carolina       | \$12.84                                                         | \$16.82                        | \$11.15                                                         | \$15.13                        | (\$1.69)                                                  |
| 38         | North Dakota         | \$14.29                                                         | \$19.99                        | \$12.94                                                         | \$18.64                        | (\$1.35)                                                  |
| 39         | Ohio                 | \$14.42                                                         | \$18.20                        | \$13.11                                                         | \$16.89                        | (\$1.31)                                                  |
| 40         | Oklahoma             | \$11.88                                                         | \$16.66                        | \$10.59                                                         | \$15.37                        | (\$1.29)                                                  |
| 41         | Oregon               | \$15.13                                                         | \$17.65                        | \$13.00                                                         | \$15.52                        | (\$2.13)                                                  |
| 42         | Pennsylvania         | \$14.40                                                         | \$18.45                        | \$12.83                                                         | \$16.88                        | (\$1.57)                                                  |
| 44         | Rhode Island         | \$15.13                                                         | \$18.77                        | \$13.14                                                         | \$16.78                        | (\$1.99)                                                  |
| 45         | South Carolina       | \$12.56                                                         | \$16.37                        | \$11.02                                                         | \$14.83                        | (\$1.54)                                                  |
| 46         | South Dakota         | \$13.19                                                         | \$17.92                        | \$11.86                                                         | \$16.59                        | (\$1.33)                                                  |
| 47         | Tennessee            | \$13.15                                                         | \$17.34                        | \$11.59                                                         | \$15.78                        | (\$1.56)                                                  |
| 48         | Texas                | \$12.27                                                         | \$16.24                        | \$10.40                                                         | \$14.37                        | (\$1.87)                                                  |
| 49         | Utah                 | \$12.63                                                         | \$17.15                        | \$10.71                                                         | \$15.23                        | (\$1.92)                                                  |
| 50         | Vermont              | \$16.15                                                         | \$19.55                        | \$14.42                                                         | \$17.82                        | (\$1.73)                                                  |
| 51         | Virginia             | \$13.82                                                         | \$17.90                        | \$11.76                                                         | \$15.84                        | (\$2.06)                                                  |
| 53         | Washington           | \$16.93                                                         | \$19.62                        | \$14.49                                                         | \$17.18                        | (\$2.44)                                                  |
| 54         | West Virginia        | \$11.87                                                         | \$15.68                        | \$10.76                                                         | \$14.57                        | (\$1.11)                                                  |
| 55         | Wisconsin            | \$13.57                                                         | \$18.09                        | \$12.21                                                         | \$16.73                        | (\$1.36)                                                  |
| 56         | Wyoming              | \$12.16                                                         | \$17.59                        | \$10.81                                                         | \$16.24                        | (\$1.35)                                                  |
| 66         | Guam                 | \$9.85                                                          | \$10.74                        | \$7.93                                                          | \$8.82                         | (\$1.92)                                                  |
| 72         | Puerto Rico          | \$10.50                                                         | \$11.62                        | \$9.79                                                          | \$10.91                        | (\$0.71)                                                  |
| 78         | Virgin Islands       | \$10.58                                                         | \$12.51                        | \$9.16                                                          | \$11.09                        | (\$1.42)                                                  |

**IMPORTANT NOTES:**

\*Agricultural occupations aggregate estimates include: 45-2041 Graders and Sorters, Agricultural Products; 45-2091 Agricultural Equipment Operators; 45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 45-2093 Farmworkers, Farm, Ranch, and Aquacultural Animals ; 53-7064 Packers and Packagers, Hand

**(1) Skill Level I**

(A) AEWRs for U.S. Workers: Represents the arithmetic mean of the first one-third of the wage distribution for the occupation(s) for the State.

(B) AEWRs for H-2A Workers: Represents the arithmetic mean of the first one-third of the wage distribution for the occupation(s) **less** the equivalent hourly H-2A Adverse Compensation Adjustment for the State.

(2) **Skill Level II**

(A) AEWRs for U.S. Workers: Represents the arithmetic mean of the entire wage distribution for the occupation(s) for the State.

(B) AEWRs for H-2A Workers: Represents the arithmetic mean of the entire wage distribution for the occupation(s) **less** the equivalent hourly H-2A Adverse Compensation Adjustment for the State.

(3) **H-2A Adverse Compensation Adjustment**: Represents the equivalent hourly downward adjustment factor applied only to H-2A workers for each skill-based AEWR and based on the weighted statewide average of fair market rents for a four-bedroom housing unit obtained by DOL from the Department of Housing and Urban Development for 2025.

## **May 2025 OEWS Estimates**

### **Occupational Employment and Wage Statistics (OEWS) Survey**

Bureau of Labor Statistics, Department of Labor

website: [www.bls.gov/oes](http://www.bls.gov/oes)

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