



The Implications of Service Offshoring for Metropolitan Economies

**Appendices B, C, and D
and Associated References**

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Appendix B: Offshoring: A National and Global Overview

Much has been written about the nature, causes, magnitude, costs, and benefits of offshoring for the United States as a whole. Most of that literature has appeared in publications aimed at academics or at national- and international-level policymakers and business leaders. This appendix summarizes that literature for state and local leaders who may not be familiar with it.

A. The Scope of the New Global Economy

It has become cliché to say that the United States is operating in a global economy. But it is true and it was not always this way. Between about the Great Depression and the late 1970s, markets in goods and services, capital, and labor were far less internationalized than they are today. In the “old economy” of that era, foreign manufactured products were an anomaly in the United States. They were either something bought by esoteric or rich people who did not like good old ‘Made in the U.S.A.’ or else cheap, low-quality goods for those who could not afford American-made products. Few services could be imported or exported at all. American investors mainly put their money into U.S. stock and bond markets, not foreign markets. Immigration was tightly controlled. Although raw materials might come from around the world, most manufactured goods were made in the United States. The largest U.S. firms had multinational operations, even prior to World War I, but these tended to be stand-alone businesses with few connections and little impact on employment at home (Dassbach 1989). In that old economy, while a city or state might face competition from other cities or states for economic activity, competition was mostly from within the United States. When companies wanted to move production to lower-wage locations, they moved to the southeastern United States, not Southeast Asia.

All this changed during the last two to three decades. The increased ease with which companies can move goods and services across borders has dramatically increased the ability of companies to source production anywhere in the world. Advances in information technology, coupled with reductions in shipping costs, have made it much easier for companies to disaggregate production systems around the globe, all the while maintaining tight management control over them, or to disperse production among numerous supplier firms in far-flung locations (Berger and the MIT Industrial Performance Center 2005, Sturgeon 2002). Entire business processes within a firm, such as corporate headquarters, production, and business services, can now be conducted in different locations and coordinated through information technology (Duranton and Puga 2005, Henderson and Ono 2005). The capability of foreign suppliers, even those in developing countries, has increased dramatically. Of particular importance for the offshoring of services, international telecommunications and data-communications prices have plummeted (Freeman 2005). Huge global suppliers and service providers offer firms a global operational footprint that they can use as needed (Sturgeon and Lee 2005, Gereffi, Humphrey, and Sturgeon 2005). International trade, immigration, and capital flows are all greater now than in the 35 years immediately following World War II.

The opening up of formerly closed regions such as Eastern Europe, Russia, China, and India to global trade has substantially boosted trade and cross-border investment. Exports and imports never exceeded 8.5 percent of U.S. GDP between 1929 and 1970, but in the late 1970s international trade began to take off, growing to 16.9 percent of GDP in 1980 and almost 24 percent in 2000 (Atkinson 2005). As a result, U.S. trade went from \$19 billion in 1950, to \$84 billion in 1970, to \$466 billion in 1980 and to \$2.5 trillion in 2000 (in constant dollars). Almost 18 million U.S. jobs are now directly linked to international trade, investment, or tourism (Fry 2000).

The last few decades are not the first time the United States and the world have ever experienced globalization. Between about 1870 and World War I, improvements in transportation

(railroads and shipping) and communication (the telegraph and telephone) gave rise to international trade, financial, and immigration flows whose magnitudes were not equaled until quite recently. But this “first globalization” differed from the current one in some important ways (O’Rourke 2001; Bordo, Eichengreen, and Irwin 1999). Although estimates are somewhat controversial, it is likely that markets for goods and capital (but probably not labor) were less globally integrated in the late 19th century than today. Because the Internet is more versatile in transmitting information than the telephone or telegraph, global market integration, though rarely complete, occurs more rapidly today. Multinational corporations now play an important role in global trade and foreign direct investment, whereas they did not do so a hundred years ago. It is much easier to disperse production and business processes around the world today than it was during the first globalization. And today, unlike a hundred years ago, a large and growing number of services can be traded.

World War I and the Great Depression put an end to the first globalization. Will today’s globalization, likewise, come to an end? Terrorism, war, and organized political opposition to globalization could slow the pace of international economic integration. However, barring a major worldwide political or economic crisis, the general movement toward more open international trade is likely to continue. More and more nations are becoming linked to the global economy. And as more nations perceive that a key to advancing standards of living is linking their national economies to the global trading system, more nations will press to do so. As a result, the value of trade between nations is expected to exceed total commerce within nations by 2015 (Fry 2000).

B. What Kinds of Jobs Are Being Offshored

Service offshoring began to emerge in the late 1980s and 1990s and spread to a larger range of jobs during the current decade. The jobs that have been offshored during this period have three major features. First, they involve transferring or manipulating standardized information. Second, they deal with information that can be digitized and transported over telecommunications networks. Finally, they require little or no face-to-face interaction with customers or other workers (Bardhan and Kroll 2003, Dossani and Kenney 2003a).

A variety of jobs are being offshored. Software development constitutes a moderate share of offshored work. Offshored work also includes a wide range of information technology-enabled business process services. Among these are accounting, bookkeeping, tax preparation,¹ auditing, and payroll services; telemedicine, particularly x-ray reading; billing; transcription, including medical transcription²; customer relationship management, including call and e-mail centers and telemarketing; claims processing, document management, and digitization of information, including data entry, production of shop drawings for architectural firms, and mapping (Leamer and Storper 2001, Bardhan and Kroll 2003, Dossani and Kenney 2003b). Offshoring has even extended into areas that, because they previously required face-to-face contact, were once thought immune from trade. For example, some U.S. companies offer low-cost math tutoring conducted by tutors in India, relying on inexpensive Internet telephony.

C. Countries Gaining Offshored U.S. Jobs

India is the most popular destination for offshored service work. According to the Indian computer services trade association NASSCOM, offshored business process employment increased from 106,000 in 2002 to 171,500 in 2003 (Dossani and Kenney 2003b). Indian software exports grew from \$747 million in 1996 to \$9.5 billion in 2003 (Sawhney 2003). Large Indian corporations such as Infosys, Tata, and Wipro are doing an increasing share of IT services work.

The number of Fortune 500 U.S. companies doing offshored work in India increased from 125 in 2000 to 285 in 2003 (Kripilani and Hamm 2004). GE Capital employs around 11,000 persons in its Indian operations and plans to increase that number to 20,000.³ American Express has call centers in Gurgaon and Delhi employing more than 2,000 people (Aubert, Patry, and Rivard 1998). Database firm Oracle Corp. announced plans to double its Indian workforce to 6,000. Amazon.com relies on workers near New Delhi to provide some of its e-mail customer service. ADP Wilco, a wholly-owned subsidiary of the payroll company ADP, plans to double the number of its employees in India by adding 400 engineers. A host of other companies, including Aetna, ATT Wireless, Bank of New York, Burlington Northern Railway, Computer Science Corporation, Conesco, Delta Airlines, Deloitte Consulting, and GMAC Commercial Mortgage, have or have announced plans to offshore work to India.

India is not the only destination. Ireland is also a popular location for offshored U.S. services. As a result it now employs nearly 40,000 people in customer-relationship jobs.⁴ However, success brought change. As costs went up lower-skill services work shifted to other English speaking nations, including India and the Philippines. The Irish economy in turn migrated to higher value-added activities and now enjoys a per capita GDP higher than that of Great Britain. Metropolitan Life Insurance outsourced much of its claims processing to Affiliated Computer Services, which scans the documents and sends the data by satellite to processing facilities in Ghana, Mexico, China, the Caribbean, and Guatemala, where the data is key-entered. The World Bank conducts some of its back-office operations in India. Moreover, work has moved to Eastern European countries such as Romania, Hungary, and the Czech Republic, which boast well-educated workers willing to work at very low wages. China is attracting jobs in software development and other occupations that do not require strong English language skills. Such countries as Costa Rica, Malaysia, South Africa, and Sri Lanka are trying to attract service jobs from the United States and other high-wage nations.

D. The Causes of Service Offshoring

A combination of five things has been responsible for recent service offshoring: the increasing importance of cost-based competition in product and service markets, wage differentials between the United States and less developed countries, improvements in information and communication technologies, recruitment of offshored work by less developed countries, and employers' decisions about how to organize work. This section explains how these factors have worked to enable and drive offshoring.

The nature of business competition in the current U.S. economy is one of the key drivers of offshoring. During the last two to three decades a combination of deregulation, increasing exposure to international competition, and changes in corporate governance helped create an economic environment in which costs became an increasingly important basis of competition in product and service markets. In that environment U.S. firms had an incentive to seek out lower-cost methods of production and lower-cost locations.

For labor-intensive services, wages are a large part of total costs. Unsurprisingly, therefore, low wages are a major driver of service offshoring. The cost differential between the United States and developing nations can be large. In 2003, Rafiq Dossani of Stanford University and Martin Kenney of the University of California, Davis, estimated that the total annual cost per call center employee in India was \$10,354, compared to \$55,598 in the United States (Dossani and Kenney 2003b).⁵ The typical salary range for computer programmers is \$5,000 to \$9,000 per year in China and \$6,000 to \$10,000 in India, compared to \$60,000 to \$90,000 in the United States.

Movement of jobs from high wage to low-wage regions is not new. Indeed, the product-cycle theory of regional growth holds that higher-cost regions serve as incubators for the growth of new and more innovative businesses and industries and as these activities mature and become more routine they migrate to lower-cost regions (Vernon 1966, Markusen 1985). For much of the post-World War II period manufacturing establishments born and grown in the higher-cost North and Midwest migrated to low-cost regions in the South and West. Starting in the 1980s and 1990s, that process expanded offshore, as many lower- and moderate-skilled manufacturing jobs moved to developing nations. That process has accelerated in the last decade, particularly with the emergence of China as the world's factory.

Because of the innate difficulty of providing services at a distance, the process of trading services lagged behind the process of trading goods. In the post-World War II period, many companies established decentralized organizations to be close to the customer and to minimize the distances that paper and people had to travel. Moreover, information in most offices was on paper and transferred physically, requiring filing clerks, messengers, and sometimes even operators of pneumatic tubes to shift paper around in large offices. Although back-office work began to become mobile in the 1970s, most of this movement occurred within the United States, first from central cities to lower-cost suburbs and then from higher- to lower-cost metropolitan areas. Now digital electronic technologies permit information in a myriad of forms to be generated, routed, and transmitted cheaply, nearly instantaneously, and at high volumes virtually anywhere. Many of the early applications of information technology improved internal operations (e.g., mainframe and desktop computing) and often created "islands of automation" with little interconnection between components. More recently, however, information technologies have created closer connections between economic activities, enabling them to be physically farther apart yet remain functionally close (Office of Technology Assessment, U.S. Congress 1995). Because companies are transporting bits, not atoms, physical distance provides almost no limits on trade in information-based services (Leamer and Storper 2001).

By the end of the 1990s these technologies, including computers and optical scanners, had gotten cheaper, more powerful, and pervasive enough to transform information-based industries.⁶ The telecommunications system gained new powers as switching and routing technologies allowed information, including telephone calls, to be easily routed around the globe.⁷ With the deployment of global fiber optic networks and reform of the telecom sectors in many nations, the costs of transmitting information plunged while the quality increased.⁸ A three-minute telephone call between London and New York City cost \$70 in today's dollars in 1964, but less than 50 cents today and probably much less in the future as we move to Internet telephony.⁹

A host of other technological developments also transformed the nature of service work. The proliferation of standard software packages such as SAP and Siebel Systems mean that firms offering outsourcing services can work from a limited number of software packages, not hundreds of customized ones. Standardization of data formats and networking protocols makes it easy to transfer large data sets between dispersed information systems. Software help-desk workers rely on computer-enabled decision trees that are relatively easy to learn. Also, in contrast to popular perceptions, information technology (IT) security is getting better (e.g., better encryption, firewalls, etc.), making transport of sensitive data safer. New collaboration tools such as instant messaging and shared text-writing "whiteboards" make it easier for clients to stay in touch with suppliers, even if they are across the globe.¹⁰ Even work that requires frequent face-to-face contact (for example, that of architects in design teams) can sometimes be done electronically through e-mail, video conferencing, and easy-to-use data transfer protocols.

These advances in information and communication technology have facilitated the relocation of service jobs. Transportation and communication costs and geographic proximity to customers, suppliers, workers, and business competitors have become less important for many service jobs. As a result, a whole host of jobs that were once thought to be tied to a local community, or even a nation, are more footloose. People can buy goods online from stores 5,000 miles away. “Local” business functions such as banking, insurance, and securities brokering are now conducted by phone and Internet. A whole array of professional services, including law, accounting, and even education, can be performed online. Companies can more easily buy business services, such as payroll and accounting, from physically distant suppliers. Back-office service work, such as check processing, can also be conducted far from the customer. Beginning in the 1980s some back-office service functions moved from such high-cost metropolitan areas as New York, Chicago, and Los Angeles to lower-cost places such as Tampa and Tulsa (Office of Technology Assessment, U.S. Congress 1995). Now that much of this work can be digitized or conducted by telephone, a place like Bangalore, India, is functionally as close as the neighborhood bank or insurance office.

Moreover, like state and local governments in the United States that compete to attract businesses, countries have been competing to attract IT-enabled industries. For example, the Indian state of Andhra Pradesh and its capital city, Hyderabad, have emerged as leading sites for IT-enabled service work. In the 1990s the state developed a strategy to attract these jobs. A key step was the creation of the APFirst organization (Agency for Promoting and Facilitating Investment in Remote Services and Technology). APFirst’s mission is “to make Andhra Pradesh the world’s preferred Business Process Outsourcing / Information Technology Enabled Services (BPO/ITES) destination.”¹¹ APFirst’s strategies include ensuring the easy availability of trained manpower, supporting the business process outsourcing industry through regulatory changes, and assisting in the development of infrastructure such as telecommunications and office space.

Andhra Pradesh was the first state in India to provide free right-of-way land for laying fiber optic cable, something state and local governments in the United States have not done (Biswas 2003). The city of Hyderabad donated a 55,000-square-foot campus-style office facility to encourage IT firms to locate there. The state also provides direct financial incentives. In 1999 it created a new IT incentive policy that provided 25 percent discounts for electric power used by IT firms, exempted software from sales taxes, and provided a rebate on the cost of land up to 20,000 rupees per job. To train workers for IT-enabled service jobs Andhra Pradesh created the Indian Institute of Information Technology and launched an Information Technology Enabled Services training institute. The institute provides training in both basic English language skills and specialized skills for IT-enabled services.

It would be inaccurate, though, to assume that telecommunications and the Internet, along with wage differentials between locations and industrial recruitment by low-wage countries, dictate which jobs will be offshored, even in an environment of pervasive cost-based competition. Employers can choose to organize work in a variety of ways. For example, banks have chosen to separate check processing, a relatively routine task that can be conducted far from the customer, from the sale of new financial products, a more customized task that is still done face-to-face with customers. Having made that choice, they can and do use information and communication technology to conduct the former job, but not the latter, in low-wage locations far from the customer. However, they could have chosen (as they once did) to have the same workers perform both tasks in close proximity to customers. Had they made that choice, the availability of information and communication technologies and of low-wage workers in offshore locations would not have led to offshoring. Employers’ choices about how to organize work, then, are a crucial but less visible driver of offshoring. Employers facilitate offshoring if they organize more and less routine tasks into separate jobs.

E Employment and Wage Impacts of Service Offshoring on the National Economy

Even if millions of jobs are offshored there is little reason to expect that such a trend would lead to substantially higher national unemployment rates over the moderate- to long-term. The short-term national impacts can be more substantial, but even the highest estimates of the number of jobs likely to be offshored each year in the near future are far lower than the total numbers of U.S. jobs destroyed and created annually. The impact of offshoring on wages is potentially more widespread than its effect on nationwide employment.

1. Employment Impacts to Date

Because there are no comprehensive and accurate federal data on service offshoring it is difficult to assess the scope of offshoring to date. As the Government Accountability Office states, “Federal statistics provide limited information about the effects of offshoring IT and other services on the U.S. labor force and the economy overall” (U.S. Government Accountability Office 2004). Improving federal data that are relevant to the measurement of offshoring, especially data on trade in services and on occupational employment, is essential to understanding the nature and impact of offshoring (Sturgeon 2006). The federal government should pay special attention to the scope and quality of its data on states and metropolitan areas.

Still, there are some sources of federal data that can shed some light on the phenomenon. One source is the Bureau of Labor Statistics’ (BLS) survey of mass layoffs (layoffs of more than 50 persons at one facility). According to BLS, in the first three quarters of 2004, 10,722 jobs were lost due to offshoring, just 2.3 percent of total non-seasonal mass layoffs.

However, the mass layoff survey does not measure all layoffs from offshoring. First, it only counts mass layoffs of more than 50 employees in a five-week period in establishments with more than 50 workers. Offshore relocations could involve smaller numbers of workers and not be counted in the mass layoff survey. Second, companies may attribute their layoffs to reasons other than offshoring. For example, if a company lays off workers because it has lost a contract with a customer that switched to an offshore contractor, it may not attribute that layoff to offshoring. Third, some start-up firms could offshore services from the beginning and established companies could expand operations by creating offshore operations. In neither case would these activities be listed as offshored jobs, although if the firms did not offshore, the jobs might have been created in the United States.

Some analysts use these and other data (including trade data on imports of services) to argue that offshoring impacts have been modest. For example, Groshen, Hobijn, and McConnell, using trade data, claim that “there is no evidence that offshoring has produced rampant job destruction” (Groshen, Hobijn, and McConnell 2005). They assert that an average of about 30,000 jobs (in manufacturing and service industries) were sent offshore per month between 2001 and 2003, a deceleration from the pace in the late 1990s. Likewise, Brookings economist Charles Schultze relies on data on increasing imports of services, especially business, professional, and technical services, to suggest that job losses between 2000 and 2003 were between 155,000 and 215,000 (Schultze 2004). Goldman Sachs estimates that approximately 100,000 to 150,000 jobs service sector jobs were offshored in 2004 (O’Sullivan and Durfee 2004).

However, one limitation of relying on official trade statistics to measure offshoring is that these statistics do not appear to measure service sector trade, particularly service sector imports, accurately. For example, the Department of Commerce’s Bureau of Economic Analysis (BEA)

reports that Americans paid \$209 million in 2002 to unaffiliated companies in India for business services. But according to *Business Week*, five large Indian companies alone report that their sales to North America that year were \$2.4 billion (Coy 2004). Likewise, BEA reported that the U.S. imported \$76 million in software from India in 2002, while the Indian IT services trade association reported that its members exported \$2.8 billion worth of software to the U.S. that year. Charles Schultze points out that U.S. data show a substantial decline in “other service imports” from India between 2000 and 2002, which is hard to square with the abundance of anecdotes and media attention. Moreover, data from India show that exports to the U.S. of computer software and other information technology services are about 15 times higher than official U.S. numbers, even when adjusting for methodological differences in counting Indian operations in the United States. Schultze calculates that based on these data the number of workers employed in computer and IT-related services in India doing work exported to America could have increased by approximately 185,000 between 2000 and 2004 (Schultze 2004).

2. How Many Service Jobs Could Potentially Go Offshore?

Estimates of the number of U.S. service jobs that could potentially be offshored vary widely. Perhaps the highest estimate comes from Princeton economist Alan Blinder, who suggests that between 28 and 42 million service sector jobs could be offshored, including virtually all jobs not involving personal, direct, face-to-face interaction (Blinder 2006). Yet this estimate is almost certainly greatly overstated. Blinder seems to suggest that virtually all tradable jobs will eventually be offshored. This is impossible, however, for it would imply that the United States would import all of its tradable goods and services and export nothing (Atkinson 2006). Without exports, though, the United States would never be able to import anything.. Moreover, there are a host of jobs that, while tradable in theory, are unlikely ever to be offshored, for the reasons discussed in the text of this report.

Another estimate on the high side comes from the Organisation for Economic Co-operation and Development, which claims that 18 percent of service sector jobs, or approximately 24 million jobs, are potentially offshorable (Organisation for Economic Co-operation and Development 2006). This estimate is likely to overstate the number of jobs that could be offshored because it includes all jobs in occupations that are potentially offshorable. Not all the jobs in any given occupation can be offshored, even in an occupation that is on the whole highly vulnerable to offshoring. For example, some legal services (e.g., preparing contracts) might be offshored, but legal services that involve face-to-face interaction (e.g., trial law) would not be.

Other studies try to assess which occupations are likely to be offshored based on an analysis of the type of work involved and the extent to which they are already being offshored. These studies rely on educated guesses about how occupations compare on characteristics that make them more or less likely to be offshored. Using this kind of methodology several researchers have come up with similar estimates of about 12 to 15 million service jobs that could potentially be offshored. Berkeley regional economists Ashok Bardhan and Cynthia Kroll estimated that up to 11 percent of total employment, or 14 million jobs, could be at risk (Bardhan and Kroll 2003). Kroll subsequently updated that estimate to about 12 percent of total employment, or 15 million jobs (Kroll 2005). The Progressive Policy Institute estimated that as many as 12 million service sector jobs could be potentially located virtually anywhere across the globe.¹²

3. How Many Service Jobs Are Likely to be Offshored?

Although it appears that as many as 15 million service jobs could be offshored, studies suggest that many fewer are actually likely to go offshore. These studies rely largely on expert

opinion. However, because the phenomenon is so new and relevant data so scarce and imprecise, it is unlikely that results derived from more formal models would be any more accurate.

The leading forecast – and one so widely quoted that it has become the conventional wisdom – is by John McCarthy of the consulting firm Forrester Research. McCarthy projects that 3.4 million U.S. service jobs, 473,000 of them in IT occupations (e.g., computer programmers), will be offshored between 2000 and 2015 (McCarthy 2004). Moreover, he expects the pace of offshoring to increase from about 200,000 to 300,000 jobs per year in 2010 to about 340,000 jobs per year in 2015. McCarthy's estimates are based on a judgmental analysis of the extent to which offshoring is likely to cause job loss in each occupation. For example, he estimates that 22 percent of computer programming jobs (94,000 jobs) are likely to be offshored between 2000 and 2015. He then sums the occupation-specific job losses to arrive at the 3.4 million figure. Andrew Tilton of Goldman Sachs uses a similar methodology to estimate that up to 6 million jobs will be offshored between 2003 and 2012 (Tilton 2003).

The total number of service jobs that the United States is likely to lose to offshoring will depend on a number of other factors. Depreciation of the dollar would slow offshoring by making offshored work more expensive. Moreover, by reducing the trade deficit it could cause even more jobs to be created in the United States than to be lost to offshoring. Significant privacy breaches by overseas firms handling sensitive information on Americans could slow offshoring. Further, the movement of work offshore can also lead to the creation of new jobs in the United States. For example, a technological improvement that makes software more user-friendly could cause American help-desk workers to lose their jobs to less expensive workers in India, who may not need all the knowledge that the American workers had. But it could also lead to the creation of more high-level computer science and management jobs in the United States. Workers in the latter jobs would be the ones responsible for conceptualizing and implementing the new technology. Estimates of the employment impact of offshoring, including those presented in this report, do not take into account the U.S. jobs that could be created because of offshoring.

Likewise, estimates of job losses caused by offshoring do not take into account multiplier effects (explained in the text of this report), which could make offshoring-related job losses somewhat greater than the number of jobs actually offshored. As noted in the text, estimates for U.S. metropolitan areas suggest that the loss of a tradable job results in the loss of a total of 1.5 to three jobs. This multiplier effect is likely to be considerably smaller for the entire nation than for any single metropolitan area, however, because losses of nontradable jobs in a metropolitan area often lead to outmigration and consequent job gains elsewhere in the United States.¹³ Even with some loss of nontradable jobs the national employment impact of offshoring is likely to be modest. The regional impact in 28 metropolitan areas, as noted in the text, is likely to be more substantial.

4. The Potential Impact of Offshoring on Wages

Offshoring can affect wages as well as jobs, and the number of workers who would feel the wage impacts is likely to be much larger than the number who would lose their jobs. American workers who perform the same services as workers in low-wage countries could suffer wage losses or reduced wage gains as a result of offshoring even if very few actually lost their jobs. Moreover, other American workers with skills similar to those in jobs likely to be offshored could also face downward wage pressure. These effects would come about as a result of the normal forces of competition in the labor market. For example, the offshoring of computer programming jobs means that overall demand for computer programmers in the United States declines. Even a computer programmer for a university, whose job may not be in danger of being offshored, will be affected if the university pays wages in line with those paid by other employers in its region. Evidence suggests that trade

(primarily in manufactured goods) has had a wage-depressing effect for less educated workers in general, even those outside of manufacturing, but there is no consensus on the size of this effect (Freeman 1995).

But just as offshoring can create as well as destroy jobs in the United States, it can also raise wages for some workers. The same IT improvement that could reduce the U.S. demand for computer programmers and put downward pressure on their wages could increase the demand for high-level computer scientists and managers, raising their wages. The overall impact of offshoring on American wages depends on the combination of this wage-enhancing effect and the wage-depressing effect described above. Because predicting offshoring's potential effect on wages is an even more speculative exercise than predicting its effect on employment, this report does not try to estimate the size of the wage effect.

Trade has been partially responsible for the widening gaps between the wages of low- and middle-wage workers, on the one hand, and high-wage workers, on the other (Mishel, Bernstein, and Alegretto 2005). Will offshoring have a similar impact, making high earners even better off relative to others? Or, because it could reduce the demand for many kinds of college-educated workers who were previously insulated from international competition, will it narrow this wage gap?

Offshoring could affect the distribution of wages in the United States by changing the relative numbers of high-, middle-, and low-wage jobs. Applied to 2004 occupational employment data McCarthy's method suggests that offshoring between 2004 and 2015 is likely to destroy the highest percentages of jobs in the top and middle fifths of the earnings distribution (Table B1). This result occurs because McCarthy's method projects large percentage job losses from offshoring in large occupations both at the top of the earnings distribution (e.g., computer programming and software engineering) and in the middle (e.g., bookkeeping and customer service). Offshoring has little or no effect on very low-wage occupations (e.g., food service and child care) because they are mostly nontradable.

Table B1. Percentage Change in Employment Due to Likely Offshoring of Jobs in Service Occupations, 2004–2015

Annual earnings range, 2004 dollars	Percent of 2004 jobs likely to be offshored, 2004-2015
Top fifth (\$46,120 and above)	4.7%
Fourth fifth (\$33,021–\$46,119)	1.7
Third fifth (\$24,981–\$33,020)	3.8
Second fifth (\$19,501–\$24,980)	1.6
Bottom Fifth (\$19,500 or less)	0.0
Total	2.4

Note: Occupations were grouped into earnings quintiles based on their median earnings. Quintile earnings limits were based on Occupational Employment Statistics employment estimates by occupation. Using 2004 Current Population Survey data to determine quintile earnings limits produces very similar results.

Source: Authors' analysis based on 2004 BLS Occupational Employment Statistics.

These findings suggest that the job destruction caused by offshoring will have an unusual impact on the wage distribution. It will narrow the gap between top and bottom earners. However, by hollowing out the middle, it will leave the earnings distribution more bifurcated than it is today, creating a sharper distinction between the remaining high and low earners and leaving fewer middle-wage earners.

However, this is not a complete analysis of the likely impact of offshoring on the American wage distribution. Offshoring could also add new jobs in the United States and change the wages of jobs that do not relocate. Depending on how large these effects are and where in the wage distribution they occur, offshoring could have a very different distributional impact. For example, if offshoring reduces the wages of low-wage jobs and raises those of high-wage jobs, or if it results in gains of high-wage jobs along with losses of low-wage jobs, then it could widen the gap between low and high earners. Jensen and Kletzer, for example, found that the tradable service occupations with the lowest proportions of college-educated workers lost jobs between 1999 and 2003, while tradable service occupations with more highly educated workers gained jobs (Jensen and Kletzer 2006). If offshoring helped cause these losses and gains, then it could have widened the earnings gap.

F. Is Offshoring Good or Bad for the United States and Its Metropolitan Areas?

International trade can benefit consumers (through lower prices of goods and services) and some workers (through higher wages and the creation of new jobs) and business owners (through increased competitiveness for U.S. firms that offshore work) in the United States and its metropolitan areas. Moreover, the benefits to those who gain from trade generally exceed the losses of those who are harmed. This will be especially true if the United States continues to specialize in higher-productivity industries and occupations, which are likely to generate high wages and incomes and are unlikely to be offshored in the near future.

However, offshoring, like trade in general, does harm some workers by causing job and wage losses. As noted in the text of this report, the extent of these losses is likely to vary not only among metropolitan areas but even more so among occupations, industries, and even firms within metropolitan areas.

The potential benefits of offshoring to American consumers come in the form of lower prices for offshored services and for manufactured goods that use these services as inputs. However, offshoring may harm as well as benefit consumers as well as workers in the United States and its metropolitan areas. Although the United States and every one of its metropolitan areas are better off with offshoring than with no international trade at all, this does not mean that they are all better off with offshoring than with trade that does not include offshoring. There are two possible ways in which offshoring can harm the United States and its metropolitan areas as a whole, including both consumers and workers.

U.S. sales of tradable services, and the incomes that Americans receive from them, can fall when other countries begin to specialize in tradable services in which the United States also specializes (Samuelson 2004). Suppose, for example, that the United States exports high-productivity computer programming services to India but that offshoring by U.S. firms enables Indian firms to become better at providing those services. If Indian firms get better at programming relative to those in the United States, then they expand the worldwide supply of computer programming services, putting downward pressure on the prices of those services and reducing America's comparative advantage in providing those services. The United States and especially metropolitan areas such as San Jose that specialize in computer programming services, can become worse off if they lose the

incomes generated from their exports of those services and do not replace them with the incomes from even higher-productivity goods or services.

A second way in which offshoring could harm Americans is by increasing the prices of imported goods and services other than those that are offshored from the United States. When American firms offshore call center services to India, American consumers benefit from lower prices for those services. However, offshoring simultaneously increases the demand for workers in India, raising wages throughout the Indian economy. These wage increases raise the prices of other goods and services exported to the United States (e.g., the prices of Indian hotels in which American tourists stay). These price increases make American consumers worse off (but make American workers better off by reducing India's labor cost advantage over the United States). The overall impact of offshoring on U.S. consumers, then, depends on whether the gains from lower-priced call center services outweigh the losses from other higher-priced Indian exports to the United States. The higher India's wages become relative to those in the United States, the more likely it is that the losses will outweigh the gains largely because at this point the goods and services offshored will be higher-productivity ones (Gomory and Baumol 2000). Likewise, U.S. metropolitan areas that do not maintain their productivity advantage over Indian locations are the ones most likely to lose because of offshoring. However, if the United States and its metropolitan areas are able to maintain their productivity advantage over India, both by increasing productivity in their existing industries and by developing new specializations in even higher-productivity industries, then it is less likely that offshoring will harm Americans..

Overall, it is difficult to say whether the United States or any particular metropolitan area will gain or lose from offshoring. Much of the overall impact of offshoring on economic well-being depends on the specific occupations, industries, and firms affected, on the places in which those occupations, industries, and firms are located in the United States, and the extent to which workers and capital are redeployed in higher-productivity occupations and industries. Some instances of offshoring, particularly lower-productivity work like call centers, may benefit the nation and almost all of its metropolitan areas. Others may benefit the nation but harm some metropolitan areas or harm the nation as a whole but help some metropolitan areas. Still others may hurt the nation and all of its metropolitan areas.

Appendix C: Methodological Appendix

Occupational Employment Statistics (OES) data. The 2004 OES has several advantages for assessing the likelihood of offshoring in metropolitan areas. First, it provides a high level of occupational detail. Although it would be ideal to have detailed data on occupations and industries, metropolitan-level employment data are available for occupations or industries but not both. In view of this limitation, we chose to use occupational data because, as noted in the text, occupations are more likely than industries to represent business processes that could be offshored. Second, the OES provides occupational data by the location of jobs rather than by the location of workers' residences. Because workforce and economic development planners are typically concerned with the jobs that exist in their jurisdictions rather than with the workers who live there, an assessment of the impact of offshoring will be most useful to these practitioners if it is based on place of work rather than on place of residence. Finally, the 2004 OES provides the most recent occupational data that were available when we conducted our analysis. The only alternative to the OES, the 2000 Census, provides data that are older and less occupationally detailed. Moreover, the Census data do not measure metropolitan occupational employment by place of work in a way that is geographically precise enough to be useful for our purposes.

Three limitations are inherent in the use of OES data. First, occupational data do not make it possible to examine issues of inter-occupational coordination within or between particular industries. If engineers who develop new cars have to work closely with assembly line workers, then the location of the former is tied to that of the latter within the auto industry, even though the locations of engineers and assembly line workers may not be so closely linked in all industries. Similarly, software engineers working for private firms may be located in a particular place because a university computer science department is also located there. Metropolitan-level data on employment in occupation-industry combinations, which are not available from any source, would be needed to take these linkages into account. Second, some of the analysis of offshoring requires considering wage differentials across locations. Because some of the things that determine wages are characteristics of individual workers (such as educational attainment) or of industries, occupational wage data will produce less precise estimates of geographic wage differentials than would data on individual workers. The third limitation of the OES is that it excludes the self-employed. Although self-employed workers do not have managers who can decide to transfer their jobs abroad, they may be unable to remain in business in the United States if they cannot compete with businesses in other countries. The only source of individual-level data, including data on the self-employed, that can be used for metropolitan analysis is the 2000 Census, which has other drawbacks (noted above) that make it unsuitable for this report.

Application of occupational offshoring estimates to OES data. We applied McCarthy's projected offshoring percentages, modified as described in the text, to each detailed OES occupation. For occupational categories designated as "all other" we used an employment-weighted average of the offshoring percentages of the enumerated occupations in the same occupational category. For example, the offshoring percentage assigned to "engineers, all other" was the weighted average of the percentages assigned to each of the categories of engineer for which the OES provides detailed information.

The OES provides estimates of the numbers of jobs in major occupational categories in every metropolitan area in our sample. However, the number of detailed occupations for which the OES provides data varies by metropolitan area. There is usually more occupational detail available for large metropolitan areas than for smaller ones. I We assigned the difference between the major occupational category employment estimate and the sum of the included detailed occupations an offshoring percentage equal to the weighted average of those of the included detailed occupations.

Our exclusion of the metropolitan areas for which the OES does not provide occupational detail for at least 80 percent of all jobs made it unlikely that these weighted averages would have a large impact on our estimates.

Wage-productivity comparisons. The most important geographically varying determinants of productivity that can readily be measured with occupational data are agglomeration economies that result from occupational specialization and overall metropolitan area size.¹⁴ These agglomeration economies capture qualitative as well as quantitative dimensions of productivity. Large metropolitan areas (such as New York, NY) and metropolitan areas that specialize in particular service occupations or industries (such as San Jose, CA), are able to offer high wages in part because they are centers for the provision of high-quality services. Using 2004 OES data we applied a regression model to estimate a productivity-based wage for each occupation in each metropolitan area. The observations in the model were occupation-metropolitan area cells. The model used an occupation's location quotient in a metropolitan area¹⁵ (a measure of the extent to which the metropolitan area specializes in that occupation) and the total number of jobs in the metropolitan area (a measure of the size and, approximately, of the economic diversity of the metropolitan area) to predict the occupation's average wage in the metropolitan area.¹⁶ The wage that the model predicted for each occupation in each metropolitan area was that occupation's productivity-based wage for that metropolitan area.¹⁷

Within-occupation routinization. The within-occupation routinization index is based on the assumption that the low-wage jobs within an occupation are the ones that rely most on routine skills and, hence, are the ones most likely to be offshored. The within-occupation routinization ratio is the occupational average wage in the nation relative to the overall average wage in the nation divided by the occupational average wage in a metropolitan area relative to the overall average wage in the metropolitan area, or $(W_{on}/W_n)/(W_{om}/W_m)$, where W_{on} is the average wage of occupation o in the nation, and W_n is the overall average wage in the nation, W_{om} is the average wage of occupation o in metropolitan area m , and W_m is the overall average wage in metropolitan area m . The ratio compares the position of an occupation in the national wage distribution to its position in a metropolitan area's wage distribution. The higher an occupation's position in the national wage distribution relative to its position in a metropolitan area's wage distribution the more likely it is to be offshored from that metropolitan area.¹⁸

Government employment. The ideal way to implement our assumption that no government jobs would be offshored would have been to determine the number of public sector jobs in each occupation in each metropolitan area and subtract those jobs from the number of jobs estimated to be offshored. Because there are no reliable metropolitan data on the number of public sector jobs in each occupation, we used the Department of Housing and Urban Development's State of the Cities database to obtain estimates of the public sector share of total place-of-work-based employment in each metropolitan area.¹⁹ We then applied this share to each occupation in the metropolitan area. This procedure assumes that government jobs make up the same proportion of jobs in every occupation, while in fact government jobs are disproportionately found in occupations that are least vulnerable to offshoring, such as police officers and teachers. Therefore, the procedure is likely to understate the share of jobs in each metropolitan area that are likely to be offshored. However, it has the advantage of preserving intermetropolitan variation in public sector job shares, so that Washington, D.C., and state capitals are not incorrectly classified as highly vulnerable to offshoring simply because they have many government jobs in occupations that are otherwise at high risk of offshoring.²⁰

Projection of metropolitan offshoring risks. To project the percentage of jobs in an occupation that are likely to be offshored from a metropolitan area between 2004 and 2015 we multiplied the modified McCarthy offshoring percentage for the occupation by the geometric mean of the wage-

productivity ratio and the within-occupation routinization ratio for the occupation in the metropolitan area²¹ and then multiplied the result by one minus the public sector employment percentage for the metropolitan area.²² We estimated the percentage of jobs likely to be offshored from the metropolitan area as a whole as the employment-weighted average of the area's occupation-specific offshoring percentages.

Sensitivity analysis. Our projections of offshoring risk are somewhat sensitive to the inclusion or exclusion of each of the factors used to make the projections. The assumption that government jobs would not be offshored is especially important. Table C1 shows the metropolitan areas with the highest and lowest projected offshoring percentages under various assumptions. The first column of the table shows the results obtained with the method used in the report. Columns 2-4 show the results if the wage-productivity, within-occupation routinization, and government employment adjustments are omitted.

Table C1. Percent of 2004 Jobs Likely to Be Offshored 2004–2015 for Metropolitan Areas Most and Least Vulnerable to Offshoring, Using Alternative Assumptions

	All factors included	Wage-productivity ratio omitted	Within-occupation routinization ratio omitted	Government employment exclusion omitted
4.4 to 4.8 percent	(none)	(none)	San Jose, CA	Boulder, CO San Jose, CA Stamford, CT
3.1 to 4.3 percent	Boulder, CO Lowell, MA San Francisco, CA San Jose, CA Stamford, CT	Boulder, CO Lowell, MA San Francisco, CA San Jose, CA Stamford, CT	Boulder, CO Lowell, MA Middlesex-Somerset-Hunterdon, NJ San Francisco, CA Stamford, CT	Austin, TX Boston, MA Colorado Springs, CO Denver, CO Des Moines, IA Hartford, CT Huntsville, AL Jersey City, NJ Lowell, MA Madison, WI Middlesex-Somerset-Hunterdon, NJ Nashua, NH New York, NY Oakland, CA Omaha, NE Sacramento, CA San Francisco, CA Seattle, WA Tallahassee, FL Trenton, NJ Washington, DC Wilmington, DE
2.6 to 3.0 percent	Austin, TX Bergen-Passaic, NJ Boston, MA Cedar Rapids, IA Colorado Springs, CO Dallas, TX Danbury, CT Denver, CO Des Moines, IA Hartford, CT	Atlanta, GA Austin, TX Boston, MA Cedar Rapids, IA Colorado Springs, CO Dallas, TX Denver, CO Des Moines, IA Hartford, CT Huntsville, AL	Bergen-Passaic, NJ Boston, MA Bridgeport, CT Cedar Rapids, IA Colorado Springs, CO Dallas, TX Danbury, CT Denver, CO Des Moines, IA Hartford, CT	Albany, NY Anchorage, AK Ann Arbor, MI Atlanta, GA Baltimore, MD Bergen-Passaic, NJ Bismarck, ND Boise City, ID Bridgeport, CT Burlington, VT

	Huntsville, AL Jersey City, NJ Middlesex-Somerset- Hunterdon, NJ Minneapolis, MN Nashua, NH Newark, NJ Omaha, NE Orange Co., CA Rochester, MN Seattle, WA Trenton, NJ Washington, DC Wilmington, DE	Melbourne, FL Middlesex-Somerset- Hunterdon, NJ Minneapolis, MN Nashua, NH New York, NY Omaha, NE Orange Co, CA Rochester, MN Seattle, WA Sioux Falls, SD Trenton, NJ Washington, DC Wilmington, DE	Huntsville, AL Jersey City, NJ Minneapolis, MN Nashua, NH Newark, NJ Oakland, CA Omaha, NE Orange Co., CA Seattle, WA Trenton, NJ Ventura, CA Wilmington, DE	Cedar Rapids, IA Charlotte, NC Cincinnati, OH Columbus, OH Dallas, TX Danbury, CT Detroit, MI Ft. Lauderdale, FL Green Bay, WI Harrisburg, PA Houston, TX Jacksonville, FL Kansas City, MO Lansing, MI Lawrence, MA Lincoln, NE Manchester, NH Melbourne, FL Miami, FL Milwaukee, WI Minneapolis, MN Nassau-Suffolk, NY New Haven, CT Newark, NJ Orange Co., CA Philadelphia, PA Phoenix, AZ Portland, ME Portland, OR Portsmouth, NH Provo, UT Raleigh, NC Richland, WA Richmond, VA Rochester, MN Salt Lake City, UT San Diego, CA Santa Barbara, CA Santa Rosa, CA Sioux Falls, SD Springfield, IL Tampa, FL Tulsa, OK Ventura, CA Worcester, MA
0.8 to 1.0 percent	Brownsville, TX Fayetteville, NC Houma, LA Killeen, TX McAllen, TX	Fayetteville, NC Killeen, TX	Brownsville, TX Fayetteville, NC Grand Forks, ND Houma, LA Killeen, TX McAllen, TX	(none)

Source: Authors' analysis based on 2004 BLS Occupational Employment Statistics

The first three columns of the table are fairly similar to one another. The within-occupation routinization ratio makes relatively little difference to the list of metropolitan areas projected to have 2.6 percent or more of their jobs offshored and to the list of metropolitan areas in the lowest

offshoring category. The wage-productivity ratio makes slightly more difference at both the top and bottom, although it does not affect the classification of metropolitan areas in the very highest category used in the report (3.1 to 4.3 percent). The within-occupation routinization ratio compresses the distribution of offshoring percentages somewhat; omitting it increases the number of metropolitan areas in the lowest category and moves one metropolitan area up to a projection of 4.4 to 4.8 percent of jobs offshored.

The exclusion of government jobs makes a large difference to the results. As expected, it lowers projected offshoring in Washington, DC, in metropolitan areas that include state capitals, and in very large metropolitan areas in which government jobs are important in the local economy. It shifts the entire distribution of projected offshoring percentages downward and lowers the offshoring percentages of most of the top metropolitan areas by one category. Omitting the government exclusion eliminates the bottom category entirely and moves three metropolitan areas up to a projection of 4.4 to 4.8 percent of jobs offshored.

Identification of metropolitan areas that specialize in information technology (IT) services, back-office services, and production. We classified metropolitan areas into four groups based on their occupational specializations: IT services, back-office services, production, and all other metropolitan areas (i.e., those that do not specialize in IT services, back-office services, or production). We considered a metropolitan area to specialize in a particular occupational group if the percentage of its jobs that were in that occupational group, as measured in the 2004 OES, was at least 10 percent above the percentage of all U.S. jobs that were in that occupational group (i.e., if the location quotient for that occupational group was 1.1 or higher). It was possible for a particular metropolitan area to specialize in none, one, or more than one of the three occupational groups. Table C2 shows the occupations included in each of the three identified occupational groups.

Information Technology Services	Back-Office Services	Production
Computer and information scientists, research	Claims adjusters, examiners, and investigators	First-line supervisors/managers of production and operating workers
Computer programmers	Cost estimators	Aircraft structure, surfaces, rigging, and systems assemblers
Computer software engineers, applications	Credit analysts	Coil winders, tapers, and finishers
Computer software engineers, systems software	Insurance underwriters	Electrical and electronic equipment assemblers
Computer support specialists	Loan counselors	Electromechanical equipment assemblers
Computer systems analysts	Tax examiners, collectors, and revenue agents	assemblers
Database administrators	Tax preparers	Engine and other machine assemblers
Network and computer systems administrators	Telemarketers	Structural metal fabricators and fitters
Network systems and data communications analysts	Switchboard operators, including answering service	Fiberglass laminators and fabricators
Computer specialists, all other	Telephone operators	Team assemblers
	Communications equipment operators, all other	Timing device assemblers, adjusters, and calibrators
	Bill and account collectors	Assemblers and fabricators, all other
	Billing and posting clerks and machine operators	Bakers
	Bookkeeping, accounting, and auditing clerks	Butchers and meat cutters
	Payroll and timekeeping clerks	Meat, poultry, and fish cutters
	Procurement clerks	
	Brokerage clerks	

	<p>Correspondence clerks Credit authorizers, checkers, and clerks Customer service representatives File clerks Loan interviewers and clerks New accounts clerks Order clerks Human resources assistants, except payroll and timekeeping Reservation and transportation ticket agents and travel clerks Cargo and freight agents Dispatchers, except police, fire, and ambulance Production, planning, and expediting clerks Shipping, receiving, and traffic clerks Stock clerks and order fillers Weighers, measurers, checkers, and samplers, recordkeeping Secretaries, except legal, medical, and executive Computer operators Data entry keyers Word processors and typists Insurance claims and policy processing clerks Mail clerks and mail machine operators, except postal service Office clerks, general Office machine operators, except computer Statistical assistants</p>	<p>and trimmers Slaughterers and meat packers Food and tobacco roasting, baking, and drying machine operators and tenders Food batchmakers Food cooking machine operators and tenders Computer-controlled machine tool operators, metal and plastic Numerical tool and process control programmers Extruding and drawing machine setters, operators, and tenders, metal and plastic Forging machine setters, operators, and tenders, metal and plastic Rolling machine setters, operators, and tenders, metal and plastic Cutting, punching, and press machine setters, operators, and tenders, metal and plastic Drilling and boring machine tool setters, operators, and tenders, metal and plastic Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic Lathe and turning machine tool setters, operators, and tenders, metal and plastic Milling and planing machine setters, operators, and tenders, metal and plastic Machinists Metal-refining furnace operators and tenders Pourers and casters, metal Model makers, metal and plastic Patternmakers, metal and plastic Foundry mold and coremakers Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic Multiple machine tool setters, operators, and tenders, metal and plastic Tool and die makers Welders, cutters, solderers, and brazers Welding, soldering, and brazing machine setters, operators, and</p>
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		<p>tenders Heat treating equipment setters, operators, and tenders, metal and plastic Lay-out workers, metal and plastic Plating and coating machine setters, operators, and tenders, metal and plastic Tool grinders, filers, and sharpeners Metal workers and plastic workers, all other Bindery workers Bookbinders Job printers Prepress technicians and workers Printing machine operators Laundry and dry-cleaning workers Pressers, textile, garment, and related materials Sewing machine operators Shoe and leather workers and repairers Shoe machine operators and tenders Sewers, hand Tailors, dressmakers, and custom sewers Textile bleaching and dyeing machine operators and tenders Textile cutting machine setters, operators, and tenders Textile knitting and weaving machine setters, operators, and tenders Textile winding, twisting, and drawing out machine setters, operators, and tenders Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers Fabric and apparel patternmakers Upholsterers Textile, apparel, and furnishings workers, all other Cabinetmakers and bench carpenters Furniture finishers Model makers, wood Patternmakers, wood Sawing machine setters, operators, and tenders, wood Woodworking machine setters, operators, and tenders, except</p>
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		<p>sawing Woodworkers, all other Nuclear power reactor operators Power distributors and dispatchers Power plant operators Stationary engineers and boiler operators Water and liquid waste treatment plant and system operators Chemical plant and system operators Gas plant operators Petroleum pump system operators, refinery operators, and gaugers Plant and system operators, all other Chemical equipment operators and tenders Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders Crushing, grinding, and polishing machine setters, operators, and tenders Grinding and polishing workers, hand Mixing and blending machine setters, operators, and tenders Cutters and trimmers, hand Cutting and slicing machine setters, operators, and tenders Extruding, forming, pressing, and compacting machine setters, operators, and tenders Furnace, kiln, oven, drier, and kettle operators and tenders Inspectors, testers, sorters, samplers, and weighers Jewelers and precious stone and metal workers Dental laboratory technicians Medical appliance technicians Ophthalmic laboratory technicians Packaging and filling machine operators and tenders Coating, painting, and spraying machine setters, operators, and tenders Painters, transportation equipment Painting, coating, and decorating workers Photographic process workers</p>
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		Photographic processing machine operators Semiconductor processors Cementing and gluing machine operators and tenders Cleaning, washing, and metal pickling equipment operators and tenders Cooling and freezing equipment operators and tenders Etchers and engravers Molders, shapers, and casters, except metal and plastic Paper goods machine setters, operators, and tenders Tire builders Helpers--production workers Production workers, all other
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Source: Authors' analysis based on 2004 BLS Occupational Employment Statistics

Table C3 shows the metropolitan areas that specialize in each of the three broad occupational groups.

Information Technology Services	Back-Office Services	Production
Albany, NY	Albany, NY	Akron, OH
Atlanta, GA	Bergen-Passaic, NJ	Appleton, WI
Austin, TX	Cedar Rapids, IA	Benton Harbor, MI
Baltimore, MD	Charleston, WV	Canton, OH
Bergen-Passaic, NJ	Columbia, SC	Chattanooga, TN
Boston, MA	Columbus, OH	Cleveland, OH
Boulder, CO	Des Moines, IA	Dayton, OH
Burlington, VT	Fort Lauderdale, FL	Decatur, AL
Charlotte, NC	Harrisburg, PA	Detroit, MI
Chicago, IL	Hartford, CT	Elkhart, IN
Cincinnati, OH	Jacksonville, FL	Erie, PA
Colorado Springs, CO	Jersey City, NJ	Evansville, IN
Columbus, OH	Kansas City, MO	Fort Smith, AR
Dallas, TX	Lakeland, FL	Fort Wayne, IN
Denver, CO	Miami, FL	Glens Falls, NY
Des Moines, IA	Middlesex-Somerset-Hunterdon, NJ	Grand Rapids, MI
Detroit, MI	Montgomery, AL	Green Bay, WI
Fort Collins, CO	Nashville, TN	Greensboro, NC
Hartford, CT	Nassau-Suffolk, NY	Greenville, SC
Huntsville, AL	Newark, NJ	Hickory, NC
Jersey City, NJ	Omaha, NE	Jackson, MI
Kansas City, MO	Orange Co., CA	Jackson, TN
Lawrence, MA	Orlando, FL	Jamestown, NY
Lincoln, NE	Philadelphia, PA	Janesville, WI
Lowell, MA	Phoenix, AZ	Joplin, MO
Madison, WI	Sacramento, CA	Kalamazoo, MI
Melbourne, FL	Sioux Falls, SD	Lancaster, PA
Middlesex-Somerset-Hunterdon, NJ	Springfield, MO	Lexington, KY
Minneapolis, MN	Tampa, FL	Lima, OH
Nashua, NH	Tulsa, OK	Mansfield, OH

Newark, NJ Oakland, CA Omaha, NE Orange Co., CA Philadelphia, PA Portland, OR Provo, UT Raleigh, NC Richmond, VA Rochester, MN Rochester, NY Sacramento, CA Salt Lake City, UT San Diego, CA San Francisco, CA San Jose, CA Seattle, WA St. Louis, MO Stamford, CT Tallahassee, FL Trenton, NJ Ventura, CA Washington, DC Wilmington, DE	Wilmington, DE	Milwaukee, WI Racine, WI Reading, PA Rockford, IL Scranton, PA Toledo, OH Wausau, WI York, PA
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Note: Metropolitan areas not listed in this table are those that do not specialize in information technology services, back-office services, or production.

Source: Authors' analysis of 2004 BLS Occupational Employment Statistics.

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¹ For example, U.S. accountants Wayne Harding and K.C. Truby formed a company Accountants in India. "Through AII, CPA (certified public accountants) firms can hire a qualified, college graduate accountant, successfully trained in QuickBooks Pro and other business management applications, for about \$8 an hour," said Harding, according to a statement. <http://economictimes.indiatimes.com/articleshow/518724.cms>

² As much as 10 to 15 percent of U.S. medical transcription is done overseas. Some companies rely almost exclusively on offshored workers. For example, see http://mxsecure.com/about/corp_profile.htm.

³ GE Capital also has "Global Processing Centers" in China and Mexico. These facilities provide around-the-clock inbound and outbound call centers, accounting services, IT help desks, document storage, and software implementation. The Mexican facility alone processes more than 3.5 million documents a day, with turnaround times of as little as eight minutes. http://knowledge.wharton.upenn.edu/100902_ss1.html

⁴ For example, several U.S. insurance companies followed New York Life's lead in establishing life insurance processing operations in Ireland. They benefit from a lower employee turnover rate and relatively low wage rates for well-educated workers with mathematical and computer skills..

⁵ Call center manager InTelegy can offer clients use of a 400-seat call center in New Delhi at a billable rate of \$18 an hour per Indian worker, compared to \$30 to \$35 an hour for their U.S. counterparts. (http://knowledge.wharton.upenn.edu/092403_ss3.html).

⁶ The latest scanners can digitize documents at the rate of 200 pages per minute and then transfer that information over digital telecommunications networks to virtually any place on the globe further processing. Moreover, imaging technology has come so far that smudges on documents and signs of forgery can now be detected.

⁷ For example, widely dispersed call centers could not really emerge until digital intelligent telecommunication networks that could easily route calls were constructed.

⁸ The cost of a T-1 dedicated phone line between the United States and Manila has dropped from \$30,000 a month to less than \$10,000 in the past few years. Moreover, technological advances have allowed the number of voice channels that can be put on a T-1 line to increase by about five-fold. Moreover, the rapid growth in toll-free 800 service has meant that an increasing number of companies can inexpensively serve customers throughout the country or even the world (http://knowledge.wharton.upenn.edu/100902_ss5.html).

⁹ Between 1987 and 1997 the cost of a telephone call from the United States to London declined by 90 percent (Burnham 1997).

¹⁰ Because of advances in IT, setting up an offshored facility is technically relatively easy. Instead of having to build complicated factories (which cannot be readily moved in case of domestic turmoil) companies need only develop software, buy office cubicles and computers and train workers.

¹¹ See <http://knowledge.wharton.upenn.edu/createdpdf.cfm?articleid=852>

¹² This estimate is based on a judgmental assessment of the likelihood that each occupation can be performed remotely through IT. Some of the occupations that the Progressive Policy Institute considered very likely to be performed remotely are bill and account collectors, customer service representatives, medical transcriptionists, survey researchers, architectural and civil drafters, paralegals, and insurance underwriters.

¹³ It is easier to change the supply of labor and other productive inputs at the metropolitan level than at the national level. When tradable computer programming jobs are offshored from a metropolitan area such as San Jose, CA, the demand for dentists in San Jose declines, and some dentists move from San Jose to other places in the United States. At the national level there may be little or no change in the number of dentists employed, but only a change in where they are employed.

¹⁴ Regional economists refer to these two kinds of agglomeration economies as "localization economies" and "urbanization economies," respectively (Cortright 2006). We also considered the possibility that the educational attainment and age levels of workers in an occupation would be useful for predicting geographic variations in occupational wage-productivity ratios. Labor economists commonly use education and age as predictors of individual wages and, by implication, individual productivity. Using a 2000 Census tabulation of education and age within occupations for counties of 100,000 or more residents, we found that there was very little geographic variation in educational attainment or age within occupations. For this reason, and also

because limiting the analysis to counties with 100,000 or more residents would give a seriously misleading picture of many metropolitan areas, we did not use education or age in our occupational wage regression model.

¹⁵ The occupation's location quotient for a particular metropolitan area is the ratio of its share of total employment in the metropolitan area to its share of total employment nationwide.

¹⁶ Because some detailed occupations were represented in only a few metropolitan areas we aggregated related occupations into broader occupational groups that were represented in a large number of metropolitan areas. We then applied the wage-productivity comparison resulting from the regression analysis for each broad group to all the detailed occupations in the group.

¹⁷ For example, the average annual wage of travel agents in the Billings, MT, metropolitan area in 2004 was \$18,790, while the productivity-based wage was \$28,102. Therefore, the wage-productivity ratio was 0.669. Adjusting the initial offshoring risk for this wage-productivity differential would reduce the amount of offshoring projected for sales travel agents in Billings.

¹⁸ For example, the average annual wage of financial managers was \$63,800 in the Jackson, MI, metropolitan area, \$114,480 in the Odessa, TX, metropolitan area, and \$94,180 nationwide. The overall average annual wage was \$35,740 in Jackson, \$33,860 in Odessa, and \$37,440 nationwide. The routinization index for financial managers was 1.41 in Jackson and 0.74 in Odessa, which suggests that financial managers' jobs are more routine and, hence, more likely to be offshored in Jackson than in Odessa.

¹⁹ The place-of-work-based employment data in the State of the Cities database came from the 2000 Census. Because the public sector share of employment does not change much over relatively short periods of time, the application of 2000 Census-based government employment shares to a calculation that is otherwise based on 2004 data is not likely to have much impact on the results.

²⁰ The only alternative approach that would have used occupation-specific estimates of government employment would have been based on BLS' national occupation-industry matrix. This approach would have assumed that the public sector made up the same share of employment in a given occupation in every metropolitan area. This assumption would have taken into account the fact that Washington, D.C. and the state capitals have different occupational structures from other metropolitan areas, but our occupation-based approach already does that. The alternative assumption would not have taken into account the fact that Washington, D.C., and the state capitals have larger public sector shares of otherwise offshorable occupations than other metropolitan areas have. For this reason the alternative approach would have been unsuitable for this report.

²¹ The geometric mean of the wage-productivity ratio and the within-occupation routinization ratio is the square root of the product of these two ratios.

²² For example, computer programmers in the Bremerton, WA, metropolitan area have a modified McCarthy offshoring percentage of 21.6 percent, a wage-productivity ratio of 1.032 (indicating that their average wage is slightly above their productivity-based wage) and a within-occupation routinization index of 1.156 (indicating that their jobs are somewhat more routine than that of the average programmer nationwide), and 43.31 percent of the metropolitan area's jobs are in the public sector. The share of these jobs that are likely to be offshored between 2004 and 2015 is $0.216 \times (1.032 \times 1.156)^{1/2} \times (1-0.433) = 0.134$, or 13.4 percent.

Austin-San Marcos, TX MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	16-18 Percent	4330
Computer software engineers, applications	16-18 Percent	3660
Data entry keyers	16-18 Percent	1640
Accountants and auditors	12-15 Percent	7500
Actuaries	12-15 Percent	130
Bookkeeping, accounting, and auditing clerks	12-15 Percent	7830
Budget analysts	12-15 Percent	400
Computer hardware engineers	12-15 Percent	2490
Computer operators	12-15 Percent	580
Computer software engineers, systems software	12-15 Percent	5820
Computer specialists, all other	12-15 Percent	630
Computer support specialists	12-15 Percent	3910
Credit analysts	12-15 Percent	180
Customer service representatives	12-15 Percent	13200
Electrical engineers	12-15 Percent	2290
Electronics engineers, except computer	12-15 Percent	2100
Financial examiners	12-15 Percent	180
Insurance claims and policy processing clerks	12-15 Percent	700
Insurance underwriters	12-15 Percent	520
Multi-media artists and animators	12-15 Percent	160
Network systems and data communications analysts	12-15 Percent	1890
Reservation and transportation ticket agents and travel clerks	12-15 Percent	810
Statistical assistants	12-15 Percent	120
Technical writers	12-15 Percent	400
Telemarketers	12-15 Percent	2950
Travel agents	12-15 Percent	450
Financial specialists, all other	8-11 Percent	410
All other information and record clerks	4-7 Percent	1480
Billing and posting clerks and machine operators	4-7 Percent	2210
Brokerage clerks	4-7 Percent	100
Business operations specialists, all other	4-7 Percent	4780
Civil engineering technicians	4-7 Percent	1840
Civil engineers	4-7 Percent	1750
Clinical, counseling, and school psychologists	4-7 Percent	520
Commercial and industrial designers	4-7 Percent	250
Computer and information systems managers	4-7 Percent	1520
Computer systems analysts	4-7 Percent	6460
Correspondence clerks	4-7 Percent	150
Cost estimators	4-7 Percent	860
Credit authorizers, checkers, and clerks	4-7 Percent	160
Database administrators	4-7 Percent	820
Desktop publishers	4-7 Percent	260
Economists	4-7 Percent	70
Electrical and electronic engineering technicians	4-7 Percent	2390
Electrical and electronics drafters	4-7 Percent	440
Engineering managers	4-7 Percent	1490
Engineers, all other	4-7 Percent	380
Financial analysts	4-7 Percent	1240
Financial managers	4-7 Percent	1990
First-line supervisors/managers of office and administrative support v	4-7 Percent	10190
Forensic science technicians	4-7 Percent	170
Geoscientists, except hydrologists and geographers	4-7 Percent	250
Graphic designers	4-7 Percent	1060
Human resources assistants, except payroll and timekeeping	4-7 Percent	690
Industrial engineers	4-7 Percent	1230
Interviewers, except eligibility and loan	4-7 Percent	1920
Lawyers	4-7 Percent	3550
Loan interviewers and clerks	4-7 Percent	1050
Loan officers	4-7 Percent	1680
Logisticians	4-7 Percent	920
Management analysts	4-7 Percent	5840
Market research analysts	4-7 Percent	2130
Materials engineers	4-7 Percent	260
Mechanical drafters	4-7 Percent	340
Mechanical engineering technicians	4-7 Percent	290
Mechanical engineers	4-7 Percent	750
Network and computer systems administrators	4-7 Percent	2040
New accounts clerks	4-7 Percent	360
Office and administrative support workers, all other	4-7 Percent	700

Bergen-Passaic, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	3440
Computer software engineers, applications	18-21 Percent	1950
Data entry keyers	18-21 Percent	2140
Accountants and auditors	14-17 Percent	5520
Actuaries	14-17 Percent	90
Bookkeeping, accounting, and auditing clerks	14-17 Percent	9940
Budget analysts	14-17 Percent	140
Computer hardware engineers	14-17 Percent	460
Computer operators	14-17 Percent	1110
Computer software engineers, systems software	14-17 Percent	1030
Computer specialists, all other	14-17 Percent	450
Computer support specialists	14-17 Percent	2740
Customer service representatives	14-17 Percent	12320
Electrical engineers	14-17 Percent	660
Electronics engineers, except computer	14-17 Percent	830
Financial examiners	14-17 Percent	90
Insurance claims and policy processing clerks	14-17 Percent	860
Insurance underwriters	14-17 Percent	660
Multi-media artists and animators	14-17 Percent	100
Network systems and data communications analysts	14-17 Percent	1690
Reservation and transportation ticket agents and travel clerks	14-17 Percent	690
Statistical assistants	14-17 Percent	120
Technical writers	14-17 Percent	180
Telemarketers	14-17 Percent	2220
Travel agents	14-17 Percent	1000
Financial specialists, all other	10-13 Percent	550
All other information and record clerks	5-9 Percent	1060
Billing and posting clerks and machine operators	5-9 Percent	3860
Biomedical engineers	5-9 Percent	80
Brokerage clerks	5-9 Percent	610
Business operations specialists, all other	5-9 Percent	4650
Chemical engineers	5-9 Percent	110
Civil engineering technicians	5-9 Percent	170
Civil engineers	5-9 Percent	690
Commercial and industrial designers	5-9 Percent	190
Computer and information scientists, research	5-9 Percent	40
Computer and information systems managers	5-9 Percent	2060
Computer systems analysts	5-9 Percent	2660
Correspondence clerks	5-9 Percent	50
Cost estimators	5-9 Percent	810
Credit authorizers, checkers, and clerks	5-9 Percent	390
Database administrators	5-9 Percent	490
Desktop publishers	5-9 Percent	230
Drafters, all other	5-9 Percent	120
Electrical and electronic engineering technicians	5-9 Percent	1140
Electrical and electronics drafters	5-9 Percent	170
Engineering managers	5-9 Percent	910
Financial analysts	5-9 Percent	1490
Financial managers	5-9 Percent	3660
First-line supervisors/managers of office and administrative support workers	5-9 Percent	8240
Graphic designers	5-9 Percent	1040
Human resources assistants, except payroll and timekeeping	5-9 Percent	640
Industrial engineers	5-9 Percent	740
Interviewers, except eligibility and loan	5-9 Percent	2040
Lawyers	5-9 Percent	2800
Loan counselors	5-9 Percent	100
Loan interviewers and clerks	5-9 Percent	1090
Loan officers	5-9 Percent	1410
Logisticians	5-9 Percent	800
Management analysts	5-9 Percent	1710
Market research analysts	5-9 Percent	1390
Materials engineers	5-9 Percent	50
Mechanical drafters	5-9 Percent	220
Mechanical engineering technicians	5-9 Percent	100
Mechanical engineers	5-9 Percent	730
Network and computer systems administrators	5-9 Percent	1470
New accounts clerks	5-9 Percent	380
Office and administrative support workers, all other	5-9 Percent	870
Office clerks, general	5-9 Percent	15890

Bergen-Passaic, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Operations research analysts	5-9 Percent	370
Order clerks	5-9 Percent	2660
Paralegals and legal assistants	5-9 Percent	1330
Payroll and timekeeping clerks	5-9 Percent	820
Procurement clerks	5-9 Percent	420
Purchasing managers	5-9 Percent	600
Sales managers	5-9 Percent	2230
Sales representatives, services, all other	5-9 Percent	3040
Securities, commodities, and financial services sales agents	5-9 Percent	950
Statisticians	5-9 Percent	70
Survey researchers	5-9 Percent	100
Tax examiners, collectors, and revenue agents	5-9 Percent	310
Word processors and typists	5-9 Percent	1430
Administrative services managers	0-4 Percent	1520
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	270
Advertising and promotions managers	0-4 Percent	140
Advertising sales agents	0-4 Percent	500
Agricultural and food science technicians	0-4 Percent	50
Amusement and recreation attendants	0-4 Percent	520
Animal control workers	0-4 Percent	40
Appraisers and assessors of real estate	0-4 Percent	220
Architects, except landscape and naval	0-4 Percent	320
Architectural and civil drafters	0-4 Percent	620
Art directors	0-4 Percent	240
Art, drama, and music teachers, postsecondary	0-4 Percent	60
Audio and video equipment technicians	0-4 Percent	150
Baggage porters and bellhops	0-4 Percent	40
Bartenders	0-4 Percent	1870
Bill and account collectors	0-4 Percent	1530
Biochemists and biophysicists	0-4 Percent	80
Business teachers, postsecondary	0-4 Percent	80
Camera operators, television, video, and motion picture	0-4 Percent	30
Cardiovascular technologists and technicians	0-4 Percent	210
Cargo and freight agents	0-4 Percent	180
Cashiers	0-4 Percent	17180
Chefs and head cooks	0-4 Percent	500
Chemical technicians	0-4 Percent	610
Chemists	0-4 Percent	940
Chief executives	0-4 Percent	550
Child care workers	0-4 Percent	3970
Child, family, and school social workers	0-4 Percent	1460
Chiropractors	0-4 Percent	70
Claims adjusters, examiners, and investigators	0-4 Percent	900
Clergy	0-4 Percent	310
Clinical, counseling, and school psychologists	0-4 Percent	440
Coaches and scouts	0-4 Percent	770
Combined food preparation and serving workers, including fast food	0-4 Percent	9860
Community and social service specialists, all other	0-4 Percent	220
Compensation and benefits managers	0-4 Percent	210
Compensation, benefits, and job analysis specialists	0-4 Percent	570
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	650
Computer science teachers, postsecondary	0-4 Percent	50
Concierges	0-4 Percent	80
Construction managers	0-4 Percent	890
Cooks, fast food	0-4 Percent	1860
Cooks, institution and cafeteria	0-4 Percent	940
Cooks, restaurant	0-4 Percent	2780
Cooks, short order	0-4 Percent	250
Counselors, all other	0-4 Percent	60
Counter and rental clerks	0-4 Percent	1970
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	2200
Couriers and messengers	0-4 Percent	560
Court, municipal, and license clerks	0-4 Percent	490
Crossing guards	0-4 Percent	1390
Dancers	0-4 Percent	70
Demonstrators and product promoters	0-4 Percent	190
Dental hygienists	0-4 Percent	1300
Dentists, general	0-4 Percent	90
Designers, all other	0-4 Percent	90

Bergen-Passaic, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Detectives and criminal investigators	0-4 Percent	430
Diagnostic medical sonographers	0-4 Percent	300
Dietetic technicians	0-4 Percent	60
Dietitians and nutritionists	0-4 Percent	190
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	1110
Dishwashers	0-4 Percent	1190
Dispatchers, except police, fire, and ambulance	0-4 Percent	870
Editors	0-4 Percent	730
Education administrators, all other	0-4 Percent	170
Education administrators, elementary and secondary school	0-4 Percent	1270
Education administrators, postsecondary	0-4 Percent	530
Education administrators, preschool and child care center/program	0-4 Percent	330
Education, training, and library workers, all other	0-4 Percent	90
Educational, vocational, and school counselors	0-4 Percent	1030
Electro-mechanical technicians	0-4 Percent	80
Elementary school teachers, except special education	0-4 Percent	6900
Eligibility interviewers, government programs	0-4 Percent	310
Emergency management specialists	0-4 Percent	50
Emergency medical technicians and paramedics	0-4 Percent	790
Employment, recruitment, and placement specialists	0-4 Percent	870
English language and literature teachers, postsecondary	0-4 Percent	80
Environmental engineering technicians	0-4 Percent	100
Environmental engineers	0-4 Percent	240
Environmental scientists and specialists, including health	0-4 Percent	250
Executive secretaries and administrative assistants	0-4 Percent	4690
File clerks	0-4 Percent	1610
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	40
Fire fighters	0-4 Percent	650
Fire inspectors and investigators	0-4 Percent	180
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	130
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	3190
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1000
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	550
First-line supervisors/managers of non-retail sales workers	0-4 Percent	2180
First-line supervisors/managers of personal service workers	0-4 Percent	980
First-line supervisors/managers of police and detectives	0-4 Percent	730
First-line supervisors/managers of retail sales workers	0-4 Percent	4820
First-line supervisors/managers, protective service workers, all other	0-4 Percent	410
Fitness trainers and aerobics instructors	0-4 Percent	1790
Flight attendants	0-4 Percent	90
Floral designers	0-4 Percent	330
Food preparation and serving related workers, all other	0-4 Percent	320
Food preparation workers	0-4 Percent	4360
Food scientists and technologists	0-4 Percent	100
Food servers, nonrestaurant	0-4 Percent	1130
Food service managers	0-4 Percent	780
Funeral attendants	0-4 Percent	40
Funeral directors	0-4 Percent	150
General and operations managers	0-4 Percent	7600
Grounds maintenance workers, all other	0-4 Percent	50
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	2610
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	90
Health diagnosing and treating practitioners, all other	0-4 Percent	80
Health educators	0-4 Percent	120
Health specialties teachers, postsecondary	0-4 Percent	40
Health technologists and technicians, all other	0-4 Percent	220
Healthcare practitioners and technical workers, all other	0-4 Percent	60
Healthcare support workers, all other	0-4 Percent	1710
Home health aides	0-4 Percent	6630
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	1440
Hotel, motel, and resort desk clerks	0-4 Percent	300
Human resources managers, all other	0-4 Percent	360
Human resources, training, and labor relations specialists, all other	0-4 Percent	570
Industrial engineering technicians	0-4 Percent	120
Industrial production managers	0-4 Percent	1240
Instructional coordinators	0-4 Percent	520
Insurance sales agents	0-4 Percent	1190
Interior designers	0-4 Percent	230
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	11410
Judges, magistrate judges, and magistrates	0-4 Percent	160
Kindergarten teachers, except special education	0-4 Percent	690

Bergen-Passaic, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Landscape architects	0-4 Percent	50
Landscaping and groundskeeping workers	0-4 Percent	4090
Law clerks	0-4 Percent	120
Legal secretaries	0-4 Percent	1860
Legal support workers, all other	0-4 Percent	140
Legislators	0-4 Percent	520
Librarians	0-4 Percent	730
Library assistants, clerical	0-4 Percent	610
Library technicians	0-4 Percent	610
Licensed practical and licensed vocational nurses	0-4 Percent	2240
Life, physical, and social science technicians, all other	0-4 Percent	230
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	980
Locker room, coatroom, and dressing room attendants	0-4 Percent	70
Lodging managers	0-4 Percent	50
Maids and housekeeping cleaners	0-4 Percent	2690
Mail clerks and mail machine operators, except postal service	0-4 Percent	940
Managers, all other	0-4 Percent	1430
Manicurists and pedicurists	0-4 Percent	370
Marketing managers	0-4 Percent	1390
Marriage and family therapists	0-4 Percent	370
Massage therapists	0-4 Percent	70
Mathematical science teachers, postsecondary	0-4 Percent	60
Media and communication equipment workers, all other	0-4 Percent	30
Media and communication workers, all other	0-4 Percent	160
Medical and health services managers	0-4 Percent	850
Medical and public health social workers	0-4 Percent	640
Medical assistants	0-4 Percent	2440
Medical equipment preparers	0-4 Percent	250
Medical records and health information technicians	0-4 Percent	410
Medical scientists, except epidemiologists	0-4 Percent	110
Medical transcriptionists	0-4 Percent	290
Meeting and convention planners	0-4 Percent	240
Mental health and substance abuse social workers	0-4 Percent	330
Mental health counselors	0-4 Percent	430
Merchandise displayers and window trimmers	0-4 Percent	670
Meter readers, utilities	0-4 Percent	360
Microbiologists	0-4 Percent	120
Middle school teachers, except special and vocational education	0-4 Percent	4460
Motion picture projectionists	0-4 Percent	40
Natural sciences managers	0-4 Percent	320
Nonfarm animal caretakers	0-4 Percent	310
Nuclear medicine technologists	0-4 Percent	130
Nursing aides, orderlies, and attendants	0-4 Percent	6070
Nursing instructors and teachers, postsecondary	0-4 Percent	60
Occupational health and safety specialists	0-4 Percent	160
Occupational therapist assistants	0-4 Percent	70
Occupational therapists	0-4 Percent	270
Office machine operators, except computer	0-4 Percent	590
Opticians, dispensing	0-4 Percent	110
Parts salespersons	0-4 Percent	620
Personal and home care aides	0-4 Percent	1420
Personal care and service workers, all other	0-4 Percent	470
Personal financial advisors	0-4 Percent	760
Pest control workers	0-4 Percent	190
Pharmacists	0-4 Percent	1090
Pharmacy technicians	0-4 Percent	1190
Photographers	0-4 Percent	200
Physical scientists, all other	0-4 Percent	210
Physical therapist aides	0-4 Percent	350
Physical therapist assistants	0-4 Percent	170
Physical therapists	0-4 Percent	620
Physicians and surgeons, all other	0-4 Percent	1410
Police and sheriff's patrol officers	0-4 Percent	3800
Police, fire, and ambulance dispatchers	0-4 Percent	450
Postal service clerks	0-4 Percent	580
Postal service mail carriers	0-4 Percent	1950
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	890

Bergen-Passaic, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Postmasters and mail superintendents	0-4 Percent	60
Postsecondary teachers, all other	0-4 Percent	1660
Preschool teachers, except special education	0-4 Percent	2180
Private detectives and investigators	0-4 Percent	190
Probation officers and correctional treatment specialists	0-4 Percent	290
Producers and directors	0-4 Percent	210
Production, planning, and expediting clerks	0-4 Percent	1970
Property, real estate, and community association managers	0-4 Percent	450
Protective service workers, all other	0-4 Percent	140
Psychiatric aides	0-4 Percent	330
Psychiatric technicians	0-4 Percent	50
Psychiatrists	0-4 Percent	90
Public address system and other announcers	0-4 Percent	60
Public relations managers	0-4 Percent	250
Public relations specialists	0-4 Percent	580
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	1300
Radiation therapists	0-4 Percent	70
Radio and television announcers	0-4 Percent	100
Radiologic technologists and technicians	0-4 Percent	920
Real estate sales agents	0-4 Percent	360
Receptionists and information clerks	0-4 Percent	3840
Recreation workers	0-4 Percent	1430
Recreational therapists	0-4 Percent	160
Registered nurses	0-4 Percent	12710
Rehabilitation counselors	0-4 Percent	900
Respiratory therapists	0-4 Percent	400
Respiratory therapy technicians	0-4 Percent	230
Retail salespersons	0-4 Percent	21260
Sales and related workers, all other	0-4 Percent	1400
Sales engineers	0-4 Percent	440
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	10140
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	2420
Secondary school teachers, except special and vocational education	0-4 Percent	6050
Secretaries, except legal, medical, and executive	0-4 Percent	12130
Security guards	0-4 Percent	6020
Self-enrichment education teachers	0-4 Percent	800
Set and exhibit designers	0-4 Percent	50
Shampooers	0-4 Percent	280
Shipping, receiving, and traffic clerks	0-4 Percent	4600
Skin care specialists	0-4 Percent	60
Social and community service managers	0-4 Percent	360
Social and human service assistants	0-4 Percent	920
Special education teachers, middle school	0-4 Percent	550
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	1310
Special education teachers, secondary school	0-4 Percent	950
Speech-language pathologists	0-4 Percent	300
Stock clerks and order fillers	0-4 Percent	10790
Substance abuse and behavioral disorder counselors	0-4 Percent	470
Surgical technologists	0-4 Percent	310
Surveyors	0-4 Percent	130
Switchboard operators, including answering service	0-4 Percent	840
Teacher assistants	0-4 Percent	5960
Teachers and instructors, all other	0-4 Percent	2210
Tellers	0-4 Percent	3600
Title examiners, abstractors, and searchers	0-4 Percent	260
Training and development managers	0-4 Percent	230
Training and development specialists	0-4 Percent	760
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	330
Transportation, storage, and distribution managers	0-4 Percent	740
Tree trimmers and pruners	0-4 Percent	160
Urban and regional planners	0-4 Percent	30
Ushers, lobby attendants, and ticket takers	0-4 Percent	510
Veterinary assistants and laboratory animal caretakers	0-4 Percent	130
Veterinary technologists and technicians	0-4 Percent	250
Vocational education teachers, postsecondary	0-4 Percent	180
Vocational education teachers, secondary school	0-4 Percent	210
Waiters and waitresses	0-4 Percent	8980
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	550
Wholesale and retail buyers, except farm products	0-4 Percent	1770
Writers and authors	0-4 Percent	160

Austin-San Marcos, TX MSA

Occupation	Offshoring Range	2004 Employment
Office clerks, general	4-7 Percent	11050
Operations research analysts	4-7 Percent	1200
Order clerks	4-7 Percent	1040
Paralegals and legal assistants	4-7 Percent	1570
Payroll and timekeeping clerks	4-7 Percent	760
Procurement clerks	4-7 Percent	430
Proofreaders and copy markers	4-7 Percent	50
Purchasing managers	4-7 Percent	310
Sales managers	4-7 Percent	1510
Sales representatives, services, all other	4-7 Percent	1700
Securities, commodities, and financial services sales agents	4-7 Percent	1020
Statisticians	4-7 Percent	140
Survey researchers	4-7 Percent	100
Tax examiners, collectors, and revenue agents	4-7 Percent	960
Word processors and typists	4-7 Percent	310
Administrative law judges, adjudicators, and hearing officers	0-3 Percent	80
Administrative services managers	0-3 Percent	2890
Adult literacy, remedial education, and GED teachers and instructors	0-3 Percent	550
Advertising and promotions managers	0-3 Percent	320
Advertising sales agents	0-3 Percent	600
Amusement and recreation attendants	0-3 Percent	790
Anthropologists and archeologists	0-3 Percent	60
Architects, except landscape and naval	0-3 Percent	670
Architectural and civil drafters	0-3 Percent	530
Art directors	0-3 Percent	250
Athletic trainers	0-3 Percent	50
Audio and video equipment technicians	0-3 Percent	60
Audio-visual collections specialists	0-3 Percent	70
Baggage porters and bellhops	0-3 Percent	380
Bartenders	0-3 Percent	1850
Bill and account collectors	0-3 Percent	2250
Biological scientists, all other	0-3 Percent	60
Broadcast news analysts	0-3 Percent	100
Broadcast technicians	0-3 Percent	190
Camera operators, television, video, and motion picture	0-3 Percent	70
Cardiovascular technologists and technicians	0-3 Percent	130
Cargo and freight agents	0-3 Percent	260
Cashiers	0-3 Percent	15760
Chefs and head cooks	0-3 Percent	560
Chemical technicians	0-3 Percent	490
Chemists	0-3 Percent	600
Chief executives	0-3 Percent	1240
Child care workers	0-3 Percent	3980
Child, family, and school social workers	0-3 Percent	740
Chiropractors	0-3 Percent	100
Claims adjusters, examiners, and investigators	0-3 Percent	1350
Clergy	0-3 Percent	70
Coaches and scouts	0-3 Percent	880
Combined food preparation and serving workers, including fast food	0-3 Percent	14650
Community and social service specialists, all other	0-3 Percent	230
Compensation and benefits managers	0-3 Percent	300
Compensation, benefits, and job analysis specialists	0-3 Percent	560
Compliance officers, except agriculture, construction, health and safety	0-3 Percent	690
Concierges	0-3 Percent	40
Cooks, fast food	0-3 Percent	1750
Cooks, institution and cafeteria	0-3 Percent	1270
Cooks, restaurant	0-3 Percent	4310
Cooks, short order	0-3 Percent	1480
Correctional officers and jailers	0-3 Percent	1700
Counselors, all other	0-3 Percent	150
Counter and rental clerks	0-3 Percent	2480
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	2580
Couriers and messengers	0-3 Percent	600
Court, municipal, and license clerks	0-3 Percent	490
Demonstrators and product promoters	0-3 Percent	600
Dental assistants	0-3 Percent	1470
Detectives and criminal investigators	0-3 Percent	590
Diagnostic medical sonographers	0-3 Percent	110
Dietitians and nutritionists	0-3 Percent	120

Austin-San Marcos, TX MSA

Occupation	Offshoring Range	2004 Employment
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	2110
Dishwashers	0-3 Percent	2740
Dispatchers, except police, fire, and ambulance	0-3 Percent	670
Editors	0-3 Percent	1290
Education administrators, all other	0-3 Percent	100
Education administrators, elementary and secondary school	0-3 Percent	910
Education administrators, preschool and child care center/program	0-3 Percent	200
Educational, vocational, and school counselors	0-3 Percent	1010
Electro-mechanical technicians	0-3 Percent	170
Elementary school teachers, except special education	0-3 Percent	7210
Eligibility interviewers, government programs	0-3 Percent	620
Emergency medical technicians and paramedics	0-3 Percent	660
Employment, recruitment, and placement specialists	0-3 Percent	1250
Entertainment attendants and related workers, all other	0-3 Percent	320
Environmental engineering technicians	0-3 Percent	50
Environmental engineers	0-3 Percent	640
Environmental science and protection technicians, including health	0-3 Percent	550
Environmental scientists and specialists, including health	0-3 Percent	450
Executive secretaries and administrative assistants	0-3 Percent	14070
Family and general practitioners	0-3 Percent	1060
File clerks	0-3 Percent	1150
First-line supervisors/managers of correctional officers	0-3 Percent	90
First-line supervisors/managers of food preparation and serving work	0-3 Percent	5220
First-line supervisors/managers of housekeeping and janitorial work	0-3 Percent	620
First-line supervisors/managers of landscaping, lawn service, and gr	0-3 Percent	540
First-line supervisors/managers of non-retail sales workers	0-3 Percent	2430
First-line supervisors/managers of personal service workers	0-3 Percent	790
First-line supervisors/managers of police and detectives	0-3 Percent	200
First-line supervisors/managers of retail sales workers	0-3 Percent	5780
First-line supervisors/managers, protective service workers, all other	0-3 Percent	180
Fitness trainers and aerobics instructors	0-3 Percent	1790
Floral designers	0-3 Percent	230
Food preparation workers	0-3 Percent	3480
Food servers, nonrestaurant	0-3 Percent	710
Food service managers	0-3 Percent	1700
Foresters	0-3 Percent	30
Funeral attendants	0-3 Percent	90
Funeral directors	0-3 Percent	100
Gaming and sports book writers and runners	0-3 Percent	50
General and operations managers	0-3 Percent	11070
Geological and petroleum technicians	0-3 Percent	40
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	2010
Health and safety engineers, except mining safety engineers and ins	0-3 Percent	90
Health educators	0-3 Percent	350
Health technologists and technicians, all other	0-3 Percent	120
Healthcare practitioners and technical workers, all other	0-3 Percent	200
Healthcare support workers, all other	0-3 Percent	390
Home health aides	0-3 Percent	1950
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	1380
Hotel, motel, and resort desk clerks	0-3 Percent	770
Human resources managers, all other	0-3 Percent	230
Human resources, training, and labor relations specialists, all other	0-3 Percent	310
Hydrologists	0-3 Percent	90
Industrial engineering technicians	0-3 Percent	1530
Industrial production managers	0-3 Percent	780
Instructional coordinators	0-3 Percent	650
Insurance sales agents	0-3 Percent	870
Interior designers	0-3 Percent	440
Interpreters and translators	0-3 Percent	490
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	9570
Judges, magistrate judges, and magistrates	0-3 Percent	210
Kindergarten teachers, except special education	0-3 Percent	1010
Landscape architects	0-3 Percent	120
Landscaping and groundskeeping workers	0-3 Percent	4880
Legal secretaries	0-3 Percent	1310
Legal support workers, all other	0-3 Percent	670
Legislators	0-3 Percent	40
Librarians	0-3 Percent	900
Library assistants, clerical	0-3 Percent	570

Austin-San Marcos, TX MSA

Occupation	Offshoring Range	2004 Employment
Licensed practical and licensed vocational nurses	0-3 Percent	3090
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	1220
Locker room, coatroom, and dressing room attendants	0-3 Percent	60
Lodging managers	0-3 Percent	140
Maids and housekeeping cleaners	0-3 Percent	4350
Mail clerks and mail machine operators, except postal service	0-3 Percent	690
Managers, all other	0-3 Percent	880
Marketing managers	0-3 Percent	1070
Massage therapists	0-3 Percent	140
Materials scientists	0-3 Percent	50
Medical and clinical laboratory technicians	0-3 Percent	760
Medical and clinical laboratory technologists	0-3 Percent	720
Medical and health services managers	0-3 Percent	780
Medical and public health social workers	0-3 Percent	450
Medical assistants	0-3 Percent	2090
Medical equipment preparers	0-3 Percent	170
Medical records and health information technicians	0-3 Percent	500
Medical scientists, except epidemiologists	0-3 Percent	780
Medical secretaries	0-3 Percent	700
Medical transcriptionists	0-3 Percent	260
Meeting and convention planners	0-3 Percent	340
Mental health and substance abuse social workers	0-3 Percent	370
Mental health counselors	0-3 Percent	150
Merchandise displayers and window trimmers	0-3 Percent	480
Meter readers, utilities	0-3 Percent	220
Microbiologists	0-3 Percent	110
Middle school teachers, except special and vocational education	0-3 Percent	3700
Museum technicians and conservators	0-3 Percent	40
Natural sciences managers	0-3 Percent	250
Nuclear medicine technologists	0-3 Percent	40
Nursing aides, orderlies, and attendants	0-3 Percent	4680
Nursing instructors and teachers, postsecondary	0-3 Percent	200
Occupational health and safety specialists	0-3 Percent	200
Occupational therapist assistants	0-3 Percent	70
Occupational therapists	0-3 Percent	280
Office machine operators, except computer	0-3 Percent	300
Opticians, dispensing	0-3 Percent	260
Optometrists	0-3 Percent	110
Parts salespersons	0-3 Percent	1410
Personal and home care aides	0-3 Percent	4280
Personal financial advisors	0-3 Percent	470
Pest control workers	0-3 Percent	340
Pesticide handlers, sprayers, and applicators, vegetation	0-3 Percent	110
Pharmacists	0-3 Percent	950
Pharmacy aides	0-3 Percent	90
Pharmacy technicians	0-3 Percent	1380
Philosophy and religion teachers, postsecondary	0-3 Percent	70
Photographers	0-3 Percent	290
Physical therapist aides	0-3 Percent	140
Physical therapist assistants	0-3 Percent	210
Physical therapists	0-3 Percent	500
Physicians and surgeons, all other	0-3 Percent	270
Police and sheriff's patrol officers	0-3 Percent	3270
Police, fire, and ambulance dispatchers	0-3 Percent	390
Postal service clerks	0-3 Percent	290
Postal service mail carriers	0-3 Percent	1390
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	850
Postmasters and mail superintendents	0-3 Percent	40
Preschool teachers, except special education	0-3 Percent	1580
Private detectives and investigators	0-3 Percent	560
Producers and directors	0-3 Percent	300
Production, planning, and expediting clerks	0-3 Percent	1170
Property, real estate, and community association managers	0-3 Percent	1210
Protective service workers, all other	0-3 Percent	310
Psychiatrists	0-3 Percent	60
Public address system and other announcers	0-3 Percent	40
Public relations managers	0-3 Percent	310
Public relations specialists	0-3 Percent	1170
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	1720

Austin-San Marcos, TX MSA

Occupation	Offshoring Range	2004 Employment
Radio and television announcers	0-3 Percent	270
Radiologic technologists and technicians	0-3 Percent	780
Real estate brokers	0-3 Percent	160
Real estate sales agents	0-3 Percent	1290
Receptionists and information clerks	0-3 Percent	6440
Recreation workers	0-3 Percent	1770
Recreational therapists	0-3 Percent	40
Registered nurses	0-3 Percent	7620
Rehabilitation counselors	0-3 Percent	280
Reporters and correspondents	0-3 Percent	150
Residential advisors	0-3 Percent	860
Respiratory therapists	0-3 Percent	180
Respiratory therapy technicians	0-3 Percent	200
Retail salespersons	0-3 Percent	24140
Sales and related workers, all other	0-3 Percent	330
Sales engineers	0-3 Percent	840
Sales representatives, wholesale and manufacturing, except technical and sales	0-3 Percent	5680
Sales representatives, wholesale and manufacturing, technical and sales	0-3 Percent	3720
Secondary school teachers, except special and vocational education	0-3 Percent	4370
Secretaries, except legal, medical, and executive	0-3 Percent	9730
Security guards	0-3 Percent	4570
Self-enrichment education teachers	0-3 Percent	720
Shipping, receiving, and traffic clerks	0-3 Percent	3710
Skin care specialists	0-3 Percent	80
Social and community service managers	0-3 Percent	620
Social and human service assistants	0-3 Percent	1360
Sound engineering technicians	0-3 Percent	80
Special education teachers, middle school	0-3 Percent	560
Special education teachers, preschool, kindergarten, and elementary	0-3 Percent	920
Special education teachers, secondary school	0-3 Percent	660
Speech-language pathologists	0-3 Percent	390
Stock clerks and order fillers	0-3 Percent	5340
Substance abuse and behavioral disorder counselors	0-3 Percent	170
Surgical technologists	0-3 Percent	410
Surveying and mapping technicians	0-3 Percent	580
Surveyors	0-3 Percent	520
Switchboard operators, including answering service	0-3 Percent	820
Teacher assistants	0-3 Percent	7750
Tellers	0-3 Percent	2770
Title examiners, abstractors, and searchers	0-3 Percent	440
Tour guides and escorts	0-3 Percent	60
Training and development managers	0-3 Percent	110
Training and development specialists	0-3 Percent	1540
Transportation, storage, and distribution managers	0-3 Percent	350
Ushers, lobby attendants, and ticket takers	0-3 Percent	340
Veterinarians	0-3 Percent	300
Veterinary assistants and laboratory animal caretakers	0-3 Percent	360
Veterinary technologists and technicians	0-3 Percent	320
Vocational education teachers, postsecondary	0-3 Percent	410
Vocational education teachers, secondary school	0-3 Percent	360
Waiters and waitresses	0-3 Percent	10250
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	430
Wholesale and retail buyers, except farm products	0-3 Percent	610
Writers and authors	0-3 Percent	300

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	7960
Computer software engineers, applications	18-21 Percent	17180
Data entry keyers	18-21 Percent	5160
Accountants and auditors	14-17 Percent	19200
Actuaries	14-17 Percent	670
Bookkeeping, accounting, and auditing clerks	14-17 Percent	26920
Budget analysts	14-17 Percent	1290
Computer hardware engineers	14-17 Percent	3300
Computer operators	14-17 Percent	2230
Computer software engineers, systems software	14-17 Percent	14060
Computer specialists, all other	14-17 Percent	2030
Computer support specialists	14-17 Percent	10850
Credit analysts	14-17 Percent	1280
Customer service representatives	14-17 Percent	32210
Electrical engineers	14-17 Percent	4550
Electronics engineers, except computer	14-17 Percent	3040
Financial examiners	14-17 Percent	780
Insurance claims and policy processing clerks	14-17 Percent	2920
Insurance underwriters	14-17 Percent	2470
Multi-media artists and animators	14-17 Percent	940
Network systems and data communications analysts	14-17 Percent	4880
Reservation and transportation ticket agents and travel clerks	14-17 Percent	2220
Statistical assistants	14-17 Percent	400
Tax preparers	14-17 Percent	690
Technical writers	14-17 Percent	1660
Telemarketers	14-17 Percent	3710
Telephone operators	14-17 Percent	610
Travel agents	14-17 Percent	2170
Aerospace engineers	5-9 Percent	960
All other information and record clerks	5-9 Percent	2740
Billing and posting clerks and machine operators	5-9 Percent	8250
Biomedical engineers	5-9 Percent	1040
Brokerage clerks	5-9 Percent	2460
Business operations specialists, all other	5-9 Percent	13390
Chemical engineers	5-9 Percent	950
Civil engineering technicians	5-9 Percent	660
Civil engineers	5-9 Percent	4760
Commercial and industrial designers	5-9 Percent	790
Computer and information scientists, research	5-9 Percent	1310
Computer and information systems managers	5-9 Percent	8800
Computer systems analysts	5-9 Percent	13850
Correspondence clerks	5-9 Percent	430
Cost estimators	5-9 Percent	2960
Credit authorizers, checkers, and clerks	5-9 Percent	620
Database administrators	5-9 Percent	3010
Desktop publishers	5-9 Percent	950
Drafters, all other	5-9 Percent	110
Economists	5-9 Percent	590
Electrical and electronic engineering technicians	5-9 Percent	4230
Electrical and electronics drafters	5-9 Percent	590
Engineering managers	5-9 Percent	4170
Engineering technicians, except drafters, all other	5-9 Percent	1270

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Engineers, all other	5-9 Percent	3390
Fashion designers	5-9 Percent	470
Financial analysts	5-9 Percent	6860
Financial managers	5-9 Percent	14500
First-line supervisors/managers of office and administrative support workers	5-9 Percent	17410
Graphic designers	5-9 Percent	3310
Human resources assistants, except payroll and timekeeping	5-9 Percent	2420
Industrial engineers	5-9 Percent	3780
Interviewers, except eligibility and loan	5-9 Percent	2840
Lawyers	5-9 Percent	11070
Loan counselors	5-9 Percent	550
Loan interviewers and clerks	5-9 Percent	1480
Loan officers	5-9 Percent	5410
Logisticians	5-9 Percent	1370
Management analysts	5-9 Percent	12560
Market research analysts	5-9 Percent	6690
Materials engineers	5-9 Percent	470
Mathematical scientists, all other	5-9 Percent	50
Mathematicians	5-9 Percent	30
Mechanical drafters	5-9 Percent	1660
Mechanical engineering technicians	5-9 Percent	1300
Mechanical engineers	5-9 Percent	4980
Network and computer systems administrators	5-9 Percent	6220
New accounts clerks	5-9 Percent	200
Office clerks, general	5-9 Percent	35970
Operations research analysts	5-9 Percent	1610
Order clerks	5-9 Percent	3190
Paralegals and legal assistants	5-9 Percent	5950
Payroll and timekeeping clerks	5-9 Percent	3530
Procurement clerks	5-9 Percent	1040
Proofreaders and copy markers	5-9 Percent	730
Purchasing managers	5-9 Percent	1580
Sales managers	5-9 Percent	7740
Sales representatives, services, all other	5-9 Percent	5630
Securities, commodities, and financial services sales agents	5-9 Percent	4980
Social science research assistants	5-9 Percent	500
Social scientists and related workers, all other	5-9 Percent	940
Statisticians	5-9 Percent	340
Survey researchers	5-9 Percent	470
Tax examiners, collectors, and revenue agents	5-9 Percent	1010
Word processors and typists	5-9 Percent	1330
Actors	0-4 Percent	520
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	150
Administrative services managers	0-4 Percent	5810
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	1110
Advertising and promotions managers	0-4 Percent	1180
Advertising sales agents	0-4 Percent	2300
Agents and business managers of artists, performers, and athletes	0-4 Percent	230
Agricultural and food science technicians	0-4 Percent	50
Amusement and recreation attendants	0-4 Percent	1800
Anesthesiologists	0-4 Percent	210
Animal control workers	0-4 Percent	200

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Animal trainers	0-4 Percent	40
Anthropology and archeology teachers, postsecondary	0-4 Percent	110
Appraisers and assessors of real estate	0-4 Percent	1090
Arbitrators, mediators, and conciliators	0-4 Percent	60
Architects, except landscape and naval	0-4 Percent	2800
Architectural and civil drafters	0-4 Percent	2200
Architecture teachers, postsecondary	0-4 Percent	190
Archivists	0-4 Percent	200
Area, ethnic, and cultural studies teachers, postsecondary	0-4 Percent	310
Art directors	0-4 Percent	710
Art, drama, and music teachers, postsecondary	0-4 Percent	2120
Artists and related workers, all other	0-4 Percent	100
Astronomers	0-4 Percent	70
Atmospheric and space scientists	0-4 Percent	570
Atmospheric, earth, marine, and space sciences teachers, postsecondary	0-4 Percent	180
Audio and video equipment technicians	0-4 Percent	660
Audiologists	0-4 Percent	160
Audio-visual collections specialists	0-4 Percent	140
Baggage porters and bellhops	0-4 Percent	570
Bartenders	0-4 Percent	9030
Bill and account collectors	0-4 Percent	5210
Biochemists and biophysicists	0-4 Percent	860
Biological science teachers, postsecondary	0-4 Percent	1310
Biological scientists, all other	0-4 Percent	280
Biological technicians	0-4 Percent	2140
Broadcast technicians	0-4 Percent	620
Business teachers, postsecondary	0-4 Percent	1400
Camera operators, television, video, and motion picture	0-4 Percent	410
Cardiovascular technologists and technicians	0-4 Percent	740
Cargo and freight agents	0-4 Percent	1050
Cashiers	0-4 Percent	38270
Chefs and head cooks	0-4 Percent	2780
Chemical technicians	0-4 Percent	1330
Chemistry teachers, postsecondary	0-4 Percent	370
Chemists	0-4 Percent	1630
Chief executives	0-4 Percent	13330
Child care workers	0-4 Percent	6810
Child, family, and school social workers	0-4 Percent	4360
Chiropractors	0-4 Percent	140
Choreographers	0-4 Percent	60
Claims adjusters, examiners, and investigators	0-4 Percent	4280
Clergy	0-4 Percent	240
Clinical, counseling, and school psychologists	0-4 Percent	1840
Coaches and scouts	0-4 Percent	2740
Combined food preparation and serving workers, including fast food	0-4 Percent	29460
Communications teachers, postsecondary	0-4 Percent	250
Community and social service specialists, all other	0-4 Percent	950
Compensation and benefits managers	0-4 Percent	1520
Compensation, benefits, and job analysis specialists	0-4 Percent	2300
Compliance officers, except agriculture, construction, health and safety, and transportatio	0-4 Percent	3670
Computer science teachers, postsecondary	0-4 Percent	560
Concierges	0-4 Percent	1380

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Conservation scientists	0-4 Percent	80
Construction managers	0-4 Percent	3230
Cooks, all other	0-4 Percent	320
Cooks, fast food	0-4 Percent	3260
Cooks, institution and cafeteria	0-4 Percent	3660
Cooks, restaurant	0-4 Percent	9910
Cooks, short order	0-4 Percent	1620
Correctional officers and jailers	0-4 Percent	4880
Costume attendants	0-4 Percent	50
Counselors, all other	0-4 Percent	90
Counter and rental clerks	0-4 Percent	4440
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	10500
Couriers and messengers	0-4 Percent	1570
Court, municipal, and license clerks	0-4 Percent	430
Criminal justice and law enforcement teachers, postsecondary	0-4 Percent	130
Crossing guards	0-4 Percent	1180
Curators	0-4 Percent	320
Demonstrators and product promoters	0-4 Percent	1430
Dental assistants	0-4 Percent	3420
Dental hygienists	0-4 Percent	3120
Dentists, general	0-4 Percent	1330
Designers, all other	0-4 Percent	140
Detectives and criminal investigators	0-4 Percent	830
Diagnostic medical sonographers	0-4 Percent	620
Dietetic technicians	0-4 Percent	690
Dietitians and nutritionists	0-4 Percent	1200
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	4930
Dishwashers	0-4 Percent	7800
Dispatchers, except police, fire, and ambulance	0-4 Percent	1920
Economics teachers, postsecondary	0-4 Percent	320
Editors	0-4 Percent	3120
Education administrators, all other	0-4 Percent	810
Education administrators, elementary and secondary school	0-4 Percent	2700
Education administrators, postsecondary	0-4 Percent	4080
Education administrators, preschool and child care center/program	0-4 Percent	1670
Education teachers, postsecondary	0-4 Percent	530
Education, training, and library workers, all other	0-4 Percent	340
Educational, vocational, and school counselors	0-4 Percent	3320
Electro-mechanical technicians	0-4 Percent	920
Elementary school teachers, except special education	0-4 Percent	17230
Eligibility interviewers, government programs	0-4 Percent	1120
Emergency management specialists	0-4 Percent	100
Emergency medical technicians and paramedics	0-4 Percent	2730
Employment, recruitment, and placement specialists	0-4 Percent	4120
Engineering teachers, postsecondary	0-4 Percent	1030
English language and literature teachers, postsecondary	0-4 Percent	930
Environmental engineering technicians	0-4 Percent	200
Environmental engineers	0-4 Percent	1300
Environmental science and protection technicians, including health	0-4 Percent	290
Environmental science teachers, postsecondary	0-4 Percent	90
Environmental scientists and specialists, including health	0-4 Percent	1470
Epidemiologists	0-4 Percent	240

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Executive secretaries and administrative assistants	0-4 Percent	30440
Family and general practitioners	0-4 Percent	540
File clerks	0-4 Percent	3320
Film and video editors	0-4 Percent	350
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	320
Fire fighters	0-4 Percent	6300
Fire inspectors and investigators	0-4 Percent	140
First-line supervisors/managers of correctional officers	0-4 Percent	50
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	930
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	7170
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	3380
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	1530
First-line supervisors/managers of non-retail sales workers	0-4 Percent	4610
First-line supervisors/managers of personal service workers	0-4 Percent	2120
First-line supervisors/managers of police and detectives	0-4 Percent	1630
First-line supervisors/managers of retail sales workers	0-4 Percent	13830
First-line supervisors/managers, protective service workers, all other	0-4 Percent	810
Fish and game wardens	0-4 Percent	40
Fitness trainers and aerobics instructors	0-4 Percent	4210
Flight attendants	0-4 Percent	2440
Floral designers	0-4 Percent	640
Food preparation and serving related workers, all other	0-4 Percent	290
Food preparation workers	0-4 Percent	13520
Food scientists and technologists	0-4 Percent	160
Food servers, nonrestaurant	0-4 Percent	3550
Food service managers	0-4 Percent	4250
Foreign language and literature teachers, postsecondary	0-4 Percent	420
Foresters	0-4 Percent	40
Gaming supervisors	0-4 Percent	50
General and operations managers	0-4 Percent	32380
Geoscientists, except hydrologists and geographers	0-4 Percent	150
Graduate teaching assistants	0-4 Percent	3170
Grounds maintenance workers, all other	0-4 Percent	190
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	4720
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	570
Health diagnosing and treating practitioners, all other	0-4 Percent	2040
Health educators	0-4 Percent	730
Health specialties teachers, postsecondary	0-4 Percent	3290
Health technologists and technicians, all other	0-4 Percent	460
Healthcare practitioners and technical workers, all other	0-4 Percent	550
Healthcare support workers, all other	0-4 Percent	2210
History teachers, postsecondary	0-4 Percent	380
Home health aides	0-4 Percent	7050
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	4920
Hotel, motel, and resort desk clerks	0-4 Percent	1790
Human resources managers, all other	0-4 Percent	1260
Human resources, training, and labor relations specialists, all other	0-4 Percent	1910
Hydrologists	0-4 Percent	40
Industrial engineering technicians	0-4 Percent	1080
Industrial production managers	0-4 Percent	2170
Instructional coordinators	0-4 Percent	1780
Insurance appraisers, auto damage	0-4 Percent	350

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Insurance sales agents	0-4 Percent	3350
Interior designers	0-4 Percent	810
Internists, general	0-4 Percent	660
Interpreters and translators	0-4 Percent	540
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	38150
Judges, magistrate judges, and magistrates	0-4 Percent	510
Kindergarten teachers, except special education	0-4 Percent	2380
Landscape architects	0-4 Percent	750
Landscaping and groundskeeping workers	0-4 Percent	9280
Law clerks	0-4 Percent	310
Law teachers, postsecondary	0-4 Percent	600
Legal secretaries	0-4 Percent	5310
Legal support workers, all other	0-4 Percent	900
Legislators	0-4 Percent	360
Librarians	0-4 Percent	3390
Library assistants, clerical	0-4 Percent	1690
Library technicians	0-4 Percent	2280
Licensed practical and licensed vocational nurses	0-4 Percent	8690
Life scientists, all other	0-4 Percent	110
Life, physical, and social science technicians, all other	0-4 Percent	1760
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1410
Locker room, coatroom, and dressing room attendants	0-4 Percent	280
Lodging managers	0-4 Percent	260
Maids and housekeeping cleaners	0-4 Percent	12200
Mail clerks and mail machine operators, except postal service	0-4 Percent	2810
Managers, all other	0-4 Percent	7460
Marketing managers	0-4 Percent	5940
Marriage and family therapists	0-4 Percent	80
Massage therapists	0-4 Percent	700
Materials scientists	0-4 Percent	310
Mathematical science teachers, postsecondary	0-4 Percent	780
Media and communication equipment workers, all other	0-4 Percent	120
Media and communication workers, all other	0-4 Percent	520
Medical and clinical laboratory technicians	0-4 Percent	4800
Medical and clinical laboratory technologists	0-4 Percent	3660
Medical and health services managers	0-4 Percent	4520
Medical and public health social workers	0-4 Percent	2700
Medical assistants	0-4 Percent	4410
Medical equipment preparers	0-4 Percent	900
Medical records and health information technicians	0-4 Percent	3180
Medical scientists, except epidemiologists	0-4 Percent	4100
Medical secretaries	0-4 Percent	14190
Medical transcriptionists	0-4 Percent	1760
Meeting and convention planners	0-4 Percent	910
Mental health and substance abuse social workers	0-4 Percent	2560
Mental health counselors	0-4 Percent	3230
Merchandise displays and window trimmers	0-4 Percent	1140
Meter readers, utilities	0-4 Percent	390
Microbiologists	0-4 Percent	490
Middle school teachers, except special and vocational education	0-4 Percent	9000
Motion picture projectionists	0-4 Percent	80
Museum technicians and conservators	0-4 Percent	200

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Music directors and composers	0-4 Percent	40
Musicians and singers	0-4 Percent	560
Natural sciences managers	0-4 Percent	730
Nonfarm animal caretakers	0-4 Percent	920
Nuclear engineers	0-4 Percent	120
Nuclear medicine technologists	0-4 Percent	230
Nuclear technicians	0-4 Percent	250
Nursing aides, orderlies, and attendants	0-4 Percent	23160
Nursing instructors and teachers, postsecondary	0-4 Percent	500
Obstetricians and gynecologists	0-4 Percent	270
Occupational health and safety specialists	0-4 Percent	850
Occupational health and safety technicians	0-4 Percent	70
Occupational therapist aides	0-4 Percent	40
Occupational therapist assistants	0-4 Percent	450
Occupational therapists	0-4 Percent	2120
Office machine operators, except computer	0-4 Percent	1550
Opticians, dispensing	0-4 Percent	780
Optometrists	0-4 Percent	330
Orthotists and prosthetists	0-4 Percent	30
Parking enforcement workers	0-4 Percent	570
Parts salespersons	0-4 Percent	1900
Pediatricians, general	0-4 Percent	690
Personal and home care aides	0-4 Percent	5240
Personal care and service workers, all other	0-4 Percent	700
Personal financial advisors	0-4 Percent	3170
Pest control workers	0-4 Percent	570
Pesticide handlers, sprayers, and applicators, vegetation	0-4 Percent	70
Pharmacists	0-4 Percent	2890
Pharmacy aides	0-4 Percent	1100
Pharmacy technicians	0-4 Percent	3410
Philosophy and religion teachers, postsecondary	0-4 Percent	330
Photographers	0-4 Percent	790
Physical scientists, all other	0-4 Percent	440
Physical therapist aides	0-4 Percent	600
Physical therapist assistants	0-4 Percent	870
Physical therapists	0-4 Percent	3450
Physician assistants	0-4 Percent	730
Physicians and surgeons, all other	0-4 Percent	3870
Physicists	0-4 Percent	530
Physics teachers, postsecondary	0-4 Percent	480
Podiatrists	0-4 Percent	60
Police and sheriff's patrol officers	0-4 Percent	8040
Police, fire, and ambulance dispatchers	0-4 Percent	1460
Political science teachers, postsecondary	0-4 Percent	340
Postal service clerks	0-4 Percent	1550
Postal service mail carriers	0-4 Percent	5520
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	2650
Postmasters and mail superintendents	0-4 Percent	110
Postsecondary teachers, all other	0-4 Percent	3920
Preschool teachers, except special education	0-4 Percent	7670
Private detectives and investigators	0-4 Percent	190
Probation officers and correctional treatment specialists	0-4 Percent	1260

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Producers and directors	0-4 Percent	1370
Production, planning, and expediting clerks	0-4 Percent	4190
Property, real estate, and community association managers	0-4 Percent	3410
Protective service workers, all other	0-4 Percent	1380
Psychiatric aides	0-4 Percent	4440
Psychiatric technicians	0-4 Percent	350
Psychiatrists	0-4 Percent	660
Psychologists, all other	0-4 Percent	210
Psychology teachers, postsecondary	0-4 Percent	520
Public address system and other announcers	0-4 Percent	40
Public relations managers	0-4 Percent	1420
Public relations specialists	0-4 Percent	5220
Purchasing agents and buyers, farm products	0-4 Percent	140
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	4950
Radiation therapists	0-4 Percent	590
Radio and television announcers	0-4 Percent	490
Radiologic technologists and technicians	0-4 Percent	2970
Real estate brokers	0-4 Percent	240
Real estate sales agents	0-4 Percent	550
Receptionists and information clerks	0-4 Percent	13280
Recreation and fitness studies teachers, postsecondary	0-4 Percent	100
Recreation workers	0-4 Percent	3720
Recreational therapists	0-4 Percent	520
Registered nurses	0-4 Percent	48790
Rehabilitation counselors	0-4 Percent	3040
Reporters and correspondents	0-4 Percent	720
Residential advisors	0-4 Percent	1740
Respiratory therapists	0-4 Percent	1300
Respiratory therapy technicians	0-4 Percent	180
Retail salespersons	0-4 Percent	62850
Sales and related workers, all other	0-4 Percent	2540
Sales engineers	0-4 Percent	2270
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	22380
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	12190
Secondary school teachers, except special and vocational education	0-4 Percent	12890
Secretaries, except legal, medical, and executive	0-4 Percent	26180
Security guards	0-4 Percent	16240
Self-enrichment education teachers	0-4 Percent	2590
Set and exhibit designers	0-4 Percent	110
Shampooers	0-4 Percent	310
Shipping, receiving, and traffic clerks	0-4 Percent	10300
Skin care specialists	0-4 Percent	790
Social and community service managers	0-4 Percent	2400
Social and human service assistants	0-4 Percent	6750
Social sciences teachers, postsecondary, all other	0-4 Percent	180
Social work teachers, postsecondary	0-4 Percent	90
Sociology teachers, postsecondary	0-4 Percent	360
Special education teachers, middle school	0-4 Percent	1690
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	3480
Special education teachers, secondary school	0-4 Percent	1890
Speech-language pathologists	0-4 Percent	1860
Stock clerks and order fillers	0-4 Percent	23070

Boston, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Substance abuse and behavioral disorder counselors	0-4 Percent	1330
Surgeons	0-4 Percent	1080
Surgical technologists	0-4 Percent	920
Surveying and mapping technicians	0-4 Percent	480
Surveyors	0-4 Percent	380
Switchboard operators, including answering service	0-4 Percent	3030
Teacher assistants	0-4 Percent	15080
Teachers and instructors, all other	0-4 Percent	2520
Tellers	0-4 Percent	7660
Title examiners, abstractors, and searchers	0-4 Percent	150
Tour guides and escorts	0-4 Percent	380
Training and development managers	0-4 Percent	890
Training and development specialists	0-4 Percent	3320
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	830
Transportation, storage, and distribution managers	0-4 Percent	1230
Umpires, referees, and other sports officials	0-4 Percent	150
Urban and regional planners	0-4 Percent	810
Ushers, lobby attendants, and ticket takers	0-4 Percent	1320
Veterinarians	0-4 Percent	360
Veterinary assistants and laboratory animal caretakers	0-4 Percent	1700
Veterinary technologists and technicians	0-4 Percent	760
Vocational education teachers, postsecondary	0-4 Percent	1210
Vocational education teachers, secondary school	0-4 Percent	1380
Waiters and waitresses	0-4 Percent	32070
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	910
Wholesale and retail buyers, except farm products	0-4 Percent	2970
Writers and authors	0-4 Percent	920

Boulder-Longmont, CO PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	1170
Computer software engineers, applications	18-21 Percent	1990
Data entry keyers	18-21 Percent	300
Accountants and auditors	14-17 Percent	1530
Bookkeeping, accounting, and auditing clerks	14-17 Percent	1810
Budget analysts	14-17 Percent	40
Computer hardware engineers	14-17 Percent	1130
Computer operators	14-17 Percent	310
Computer software engineers, systems software	14-17 Percent	1490
Computer specialists, all other	14-17 Percent	670
Computer support specialists	14-17 Percent	1740
Credit analysts	14-17 Percent	60
Customer service representatives	14-17 Percent	2010
Electrical engineers	14-17 Percent	310
Electronics engineers, except computer	14-17 Percent	780
Insurance claims and policy processing clerks	14-17 Percent	90
Network systems and data communications analysts	14-17 Percent	580
Tax preparers	14-17 Percent	30
Technical writers	14-17 Percent	230
Telemarketers	14-17 Percent	290
Financial specialists, all other	10-13 Percent	160
Aerospace engineers	5-9 Percent	200
All other information and record clerks	5-9 Percent	210
Billing and posting clerks and machine operators	5-9 Percent	380
Brokerage clerks	5-9 Percent	90
Business operations specialists, all other	5-9 Percent	2370
Chemical engineers	5-9 Percent	80
Civil engineering technicians	5-9 Percent	110
Civil engineers	5-9 Percent	500
Commercial and industrial designers	5-9 Percent	120
Computer and information scientists, research	5-9 Percent	130
Computer and information systems managers	5-9 Percent	630
Cost estimators	5-9 Percent	300
Credit authorizers, checkers, and clerks	5-9 Percent	60
Database administrators	5-9 Percent	270
Desktop publishers	5-9 Percent	30
Electrical and electronic engineering technicians	5-9 Percent	620
Electrical and electronics drafters	5-9 Percent	80
Engineering managers	5-9 Percent	720
Engineering technicians, except drafters, all other	5-9 Percent	120
Engineers, all other	5-9 Percent	170
Financial analysts	5-9 Percent	250
Financial managers	5-9 Percent	520
First-line supervisors/managers of office and administrative support workers	5-9 Percent	1240
Graphic designers	5-9 Percent	390
Human resources assistants, except payroll and timekeeping	5-9 Percent	200
Industrial engineers	5-9 Percent	730
Lawyers	5-9 Percent	500
Loan counselors	5-9 Percent	30
Loan officers	5-9 Percent	520
Logisticians	5-9 Percent	170

Boulder-Longmont, CO PMSA

Occupation	Offshoring Range	2004 Employment
Management analysts	5-9 Percent	840
Market research analysts	5-9 Percent	330
Materials engineers	5-9 Percent	60
Mechanical drafters	5-9 Percent	130
Mechanical engineering technicians	5-9 Percent	200
Mechanical engineers	5-9 Percent	650
Network and computer systems administrators	5-9 Percent	800
New accounts clerks	5-9 Percent	280
Office and administrative support workers, all other	5-9 Percent	1250
Office clerks, general	5-9 Percent	3540
Operations research analysts	5-9 Percent	80
Order clerks	5-9 Percent	410
Paralegals and legal assistants	5-9 Percent	300
Payroll and timekeeping clerks	5-9 Percent	190
Procurement clerks	5-9 Percent	70
Purchasing managers	5-9 Percent	120
Sales managers	5-9 Percent	340
Sales representatives, services, all other	5-9 Percent	540
Securities, commodities, and financial services sales agents	5-9 Percent	230
Statisticians	5-9 Percent	40
Administrative services managers	0-4 Percent	270
Advertising and promotions managers	0-4 Percent	100
Advertising sales agents	0-4 Percent	90
Amusement and recreation attendants	0-4 Percent	250
Appraisers and assessors of real estate	0-4 Percent	70
Architects, except landscape and naval	0-4 Percent	260
Architectural and civil drafters	0-4 Percent	180
Art directors	0-4 Percent	40
Audio and video equipment technicians	0-4 Percent	40
Bartenders	0-4 Percent	390
Bill and account collectors	0-4 Percent	350
Broadcast technicians	0-4 Percent	30
Cartographers and photogrammetrists	0-4 Percent	70
Cashiers	0-4 Percent	3700
Chefs and head cooks	0-4 Percent	150
Chemical technicians	0-4 Percent	380
Chemists	0-4 Percent	400
Chief executives	0-4 Percent	150
Child care workers	0-4 Percent	440
Clinical, counseling, and school psychologists	0-4 Percent	170
Coaches and scouts	0-4 Percent	230
Combined food preparation and serving workers, including fast food	0-4 Percent	2860
Community and social service specialists, all other	0-4 Percent	250
Compensation and benefits managers	0-4 Percent	60
Compensation, benefits, and job analysis specialists	0-4 Percent	130
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	110
Construction managers	0-4 Percent	380
Cooks, fast food	0-4 Percent	190
Cooks, institution and cafeteria	0-4 Percent	310
Cooks, restaurant	0-4 Percent	1080
Cooks, short order	0-4 Percent	410

Boulder-Longmont, CO PMSA

Occupation	Offshoring Range	2004 Employment
Counter and rental clerks	0-4 Percent	480
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	600
Couriers and messengers	0-4 Percent	130
Court, municipal, and license clerks	0-4 Percent	110
Dental assistants	0-4 Percent	500
Dental hygienists	0-4 Percent	410
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	370
Dishwashers	0-4 Percent	620
Dispatchers, except police, fire, and ambulance	0-4 Percent	80
Editors	0-4 Percent	160
Education administrators, preschool and child care center/program	0-4 Percent	60
Educational, vocational, and school counselors	0-4 Percent	280
Emergency medical technicians and paramedics	0-4 Percent	70
Employment, recruitment, and placement specialists	0-4 Percent	150
Environmental engineers	0-4 Percent	40
Executive secretaries and administrative assistants	0-4 Percent	1800
File clerks	0-4 Percent	270
Fire fighters	0-4 Percent	180
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	890
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	160
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	220
First-line supervisors/managers of non-retail sales workers	0-4 Percent	390
First-line supervisors/managers of personal service workers	0-4 Percent	170
First-line supervisors/managers of retail sales workers	0-4 Percent	1190
First-line supervisors/managers, protective service workers, all other	0-4 Percent	40
Fitness trainers and aerobics instructors	0-4 Percent	460
Floral designers	0-4 Percent	80
Food preparation workers	0-4 Percent	1020
Food servers, nonrestaurant	0-4 Percent	210
Food service managers	0-4 Percent	290
General and operations managers	0-4 Percent	2520
Geoscientists, except hydrologists and geographers	0-4 Percent	60
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	420
Health educators	0-4 Percent	50
Health technologists and technicians, all other	0-4 Percent	50
Healthcare support workers, all other	0-4 Percent	190
Home health aides	0-4 Percent	340
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	520
Hotel, motel, and resort desk clerks	0-4 Percent	280
Human resources managers, all other	0-4 Percent	80
Human resources, training, and labor relations specialists, all other	0-4 Percent	200
Industrial engineering technicians	0-4 Percent	310
Industrial production managers	0-4 Percent	200
Instructional coordinators	0-4 Percent	50
Insurance sales agents	0-4 Percent	250
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	2360
Landscaping and groundskeeping workers	0-4 Percent	1240
Legal secretaries	0-4 Percent	270
Librarians	0-4 Percent	190
Library assistants, clerical	0-4 Percent	130
Library technicians	0-4 Percent	150

Boulder-Longmont, CO PMSA

Occupation	Offshoring Range	2004 Employment
Licensed practical and licensed vocational nurses	0-4 Percent	380
Life, physical, and social science technicians, all other	0-4 Percent	180
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	330
Lodging managers	0-4 Percent	50
Maids and housekeeping cleaners	0-4 Percent	610
Mail clerks and mail machine operators, except postal service	0-4 Percent	80
Managers, all other	0-4 Percent	510
Manicurists and pedicurists	0-4 Percent	70
Marketing managers	0-4 Percent	550
Massage therapists	0-4 Percent	170
Medical and clinical laboratory technologists	0-4 Percent	60
Medical and health services managers	0-4 Percent	280
Medical and public health social workers	0-4 Percent	80
Medical assistants	0-4 Percent	410
Medical records and health information technicians	0-4 Percent	150
Medical transcriptionists	0-4 Percent	100
Meeting and convention planners	0-4 Percent	140
Mental health and substance abuse social workers	0-4 Percent	30
Microbiologists	0-4 Percent	110
Natural sciences managers	0-4 Percent	110
Nonfarm animal caretakers	0-4 Percent	150
Nursing aides, orderlies, and attendants	0-4 Percent	860
Occupational health and safety specialists	0-4 Percent	50
Occupational therapists	0-4 Percent	150
Opticians, dispensing	0-4 Percent	180
Parts salespersons	0-4 Percent	190
Personal and home care aides	0-4 Percent	560
Personal financial advisors	0-4 Percent	110
Pharmacists	0-4 Percent	280
Pharmacy technicians	0-4 Percent	260
Photographers	0-4 Percent	60
Physical therapist aides	0-4 Percent	70
Physical therapists	0-4 Percent	280
Physicists	0-4 Percent	540
Police and sheriff's patrol officers	0-4 Percent	600
Postal service clerks	0-4 Percent	80
Postal service mail carriers	0-4 Percent	490
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	200
Preschool teachers, except special education	0-4 Percent	500
Probation officers and correctional treatment specialists	0-4 Percent	70
Production, planning, and expediting clerks	0-4 Percent	430
Property, real estate, and community association managers	0-4 Percent	220
Public relations managers	0-4 Percent	70
Public relations specialists	0-4 Percent	380
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	580
Real estate brokers	0-4 Percent	100
Receptionists and information clerks	0-4 Percent	1500
Recreation workers	0-4 Percent	290
Registered nurses	0-4 Percent	2230
Reporters and correspondents	0-4 Percent	40
Residential advisors	0-4 Percent	70

Boulder-Longmont, CO PMSA

Occupation	Offshoring Range	2004 Employment
Retail salespersons	0-4 Percent	5470
Sales and related workers, all other	0-4 Percent	170
Sales engineers	0-4 Percent	230
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	1700
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	600
Secretaries, except legal, medical, and executive	0-4 Percent	1490
Security guards	0-4 Percent	290
Self-enrichment education teachers	0-4 Percent	370
Shipping, receiving, and traffic clerks	0-4 Percent	710
Skin care specialists	0-4 Percent	90
Social and community service managers	0-4 Percent	130
Social and human service assistants	0-4 Percent	270
Speech-language pathologists	0-4 Percent	150
Stock clerks and order fillers	0-4 Percent	1450
Substance abuse and behavioral disorder counselors	0-4 Percent	100
Surgical technologists	0-4 Percent	60
Surveying and mapping technicians	0-4 Percent	100
Surveyors	0-4 Percent	60
Switchboard operators, including answering service	0-4 Percent	110
Teachers and instructors, all other	0-4 Percent	970
Tellers	0-4 Percent	570
Training and development specialists	0-4 Percent	370
Transportation, storage, and distribution managers	0-4 Percent	80
Urban and regional planners	0-4 Percent	110
Ushers, lobby attendants, and ticket takers	0-4 Percent	60
Veterinarians	0-4 Percent	150
Veterinary assistants and laboratory animal caretakers	0-4 Percent	40
Vocational education teachers, postsecondary	0-4 Percent	80
Waiters and waitresses	0-4 Percent	2830
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	40
Wholesale and retail buyers, except farm products	0-4 Percent	220
Writers and authors	0-4 Percent	120

Cedar Rapids, IA MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	340
Computer software engineers, applications	17-20 Percent	930
Data entry keyers	17-20 Percent	270
Accountants and auditors	13-16 Percent	900
Bookkeeping, accounting, and auditing clerks	13-16 Percent	1820
Computer operators	13-16 Percent	180
Computer support specialists	13-16 Percent	410
Credit analysts	13-16 Percent	100
Customer service representatives	13-16 Percent	3900
Electronics engineers, except computer	13-16 Percent	70
Financial examiners	13-16 Percent	40
Insurance claims and policy processing clerks	13-16 Percent	140
Network systems and data communications analysts	13-16 Percent	190
Reservation and transportation ticket agents and travel clerks	13-16 Percent	90
Telemarketers	13-16 Percent	1320
Travel agents	13-16 Percent	50
All other information and record clerks	5-8 Percent	230
Billing and posting clerks and machine operators	5-8 Percent	540
Brokerage clerks	5-8 Percent	40
Business operations specialists, all other	5-8 Percent	1460
Civil engineering technicians	5-8 Percent	40
Civil engineers	5-8 Percent	100
Commercial and industrial designers	5-8 Percent	40
Computer and information systems managers	5-8 Percent	310
Computer systems analysts	5-8 Percent	400
Cost estimators	5-8 Percent	210
Database administrators	5-8 Percent	100
Electrical and electronics drafters	5-8 Percent	100
Engineers, all other	5-8 Percent	180
First-line supervisors/managers of office and administrative support workers	5-8 Percent	1090
Graphic designers	5-8 Percent	140
Human resources assistants, except payroll and timekeeping	5-8 Percent	70
Industrial engineers	5-8 Percent	270
Interviewers, except eligibility and loan	5-8 Percent	160
Lawyers	5-8 Percent	290
Loan interviewers and clerks	5-8 Percent	70
Loan officers	5-8 Percent	320
Management analysts	5-8 Percent	230
Market research analysts	5-8 Percent	230
Mechanical drafters	5-8 Percent	60
Network and computer systems administrators	5-8 Percent	330
New accounts clerks	5-8 Percent	40
Office and administrative support workers, all other	5-8 Percent	70
Office clerks, general	5-8 Percent	2600
Operations research analysts	5-8 Percent	30
Order clerks	5-8 Percent	330
Paralegals and legal assistants	5-8 Percent	190
Payroll and timekeeping clerks	5-8 Percent	130
Procurement clerks	5-8 Percent	60
Purchasing managers	5-8 Percent	60
Sales representatives, services, all other	5-8 Percent	330
Securities, commodities, and financial services sales agents	5-8 Percent	180
Tax examiners, collectors, and revenue agents	5-8 Percent	40
Word processors and typists	5-8 Percent	110
Administrative services managers	0-4 Percent	290
Advertising and promotions managers	0-4 Percent	50
Advertising sales agents	0-4 Percent	110
Agricultural and food science technicians	0-4 Percent	30
Amusement and recreation attendants	0-4 Percent	200
Architectural and civil drafters	0-4 Percent	120
Bartenders	0-4 Percent	640
Bill and account collectors	0-4 Percent	290
Broadcast technicians	0-4 Percent	30

Cedar Rapids, IA MSA

Occupation	Offshoring Range	2004 Employment
Business teachers, postsecondary	0-4 Percent	50
Camera operators, television, video, and motion picture	0-4 Percent	40
Cargo and freight agents	0-4 Percent	40
Cashiers	0-4 Percent	2660
Chefs and head cooks	0-4 Percent	120
Chemical technicians	0-4 Percent	70
Chief executives	0-4 Percent	260
Child care workers	0-4 Percent	640
Child, family, and school social workers	0-4 Percent	330
Claims adjusters, examiners, and investigators	0-4 Percent	490
Coaches and scouts	0-4 Percent	220
Combined food preparation and serving workers, including fast food	0-4 Percent	1340
Community and social service specialists, all other	0-4 Percent	200
Compensation and benefits managers	0-4 Percent	30
Compensation, benefits, and job analysis specialists	0-4 Percent	70
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	230
Construction managers	0-4 Percent	110
Cooks, fast food	0-4 Percent	480
Cooks, institution and cafeteria	0-4 Percent	300
Cooks, restaurant	0-4 Percent	590
Counter and rental clerks	0-4 Percent	260
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	280
Couriers and messengers	0-4 Percent	100
Court reporters	0-4 Percent	40
Court, municipal, and license clerks	0-4 Percent	50
Crossing guards	0-4 Percent	40
Dental assistants	0-4 Percent	190
Dental hygienists	0-4 Percent	200
Detectives and criminal investigators	0-4 Percent	50
Dietitians and nutritionists	0-4 Percent	60
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	240
Dishwashers	0-4 Percent	360
Dispatchers, except police, fire, and ambulance	0-4 Percent	130
Editors	0-4 Percent	100
Education administrators, elementary and secondary school	0-4 Percent	120
Education administrators, postsecondary	0-4 Percent	170
Education administrators, preschool and child care center/program	0-4 Percent	70
Education, training, and library workers, all other	0-4 Percent	100
Educational, vocational, and school counselors	0-4 Percent	220
Elementary school teachers, except special education	0-4 Percent	1350
Eligibility interviewers, government programs	0-4 Percent	80
Employment, recruitment, and placement specialists	0-4 Percent	150
Entertainment attendants and related workers, all other	0-4 Percent	30
Executive secretaries and administrative assistants	0-4 Percent	1110
File clerks	0-4 Percent	160
Fire fighters	0-4 Percent	190
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	520
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	160
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	70
First-line supervisors/managers of non-retail sales workers	0-4 Percent	250
First-line supervisors/managers of personal service workers	0-4 Percent	70
First-line supervisors/managers of retail sales workers	0-4 Percent	1030
First-line supervisors/managers, protective service workers, all other	0-4 Percent	40
Fitness trainers and aerobics instructors	0-4 Percent	190
Food preparation and serving related workers, all other	0-4 Percent	70
Food preparation workers	0-4 Percent	930
Food servers, nonrestaurant	0-4 Percent	130
Food service managers	0-4 Percent	110
Funeral attendants	0-4 Percent	40
General and operations managers	0-4 Percent	1290
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	450
Healthcare practitioners and technical workers, all other	0-4 Percent	40
Healthcare support workers, all other	0-4 Percent	120

Cedar Rapids, IA MSA

Occupation	Offshoring Range	2004 Employment
Home health aides	0-4 Percent	360
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	320
Hotel, motel, and resort desk clerks	0-4 Percent	200
Human resources managers, all other	0-4 Percent	70
Human resources, training, and labor relations specialists, all other	0-4 Percent	250
Instructional coordinators	0-4 Percent	50
Insurance sales agents	0-4 Percent	260
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	1880
Kindergarten teachers, except special education	0-4 Percent	200
Landscaping and groundskeeping workers	0-4 Percent	560
Legal secretaries	0-4 Percent	220
Legal support workers, all other	0-4 Percent	110
Librarians	0-4 Percent	120
Library assistants, clerical	0-4 Percent	80
Library technicians	0-4 Percent	150
Licensed practical and licensed vocational nurses	0-4 Percent	300
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	150
Maids and housekeeping cleaners	0-4 Percent	840
Mail clerks and mail machine operators, except postal service	0-4 Percent	220
Marriage and family therapists	0-4 Percent	50
Medical and clinical laboratory technicians	0-4 Percent	90
Medical and clinical laboratory technologists	0-4 Percent	200
Medical and health services managers	0-4 Percent	280
Medical and public health social workers	0-4 Percent	120
Medical assistants	0-4 Percent	160
Medical records and health information technicians	0-4 Percent	90
Medical secretaries	0-4 Percent	480
Medical transcriptionists	0-4 Percent	200
Meeting and convention planners	0-4 Percent	40
Mental health and substance abuse social workers	0-4 Percent	70
Merchandise displayers and window trimmers	0-4 Percent	130
Middle school teachers, except special and vocational education	0-4 Percent	730
Nonfarm animal caretakers	0-4 Percent	110
Nursing aides, orderlies, and attendants	0-4 Percent	1150
Occupational health and safety specialists	0-4 Percent	40
Occupational therapist assistants	0-4 Percent	30
Occupational therapists	0-4 Percent	60
Office machine operators, except computer	0-4 Percent	80
Opticians, dispensing	0-4 Percent	70
Parts salespersons	0-4 Percent	150
Pharmacists	0-4 Percent	180
Pharmacy technicians	0-4 Percent	170
Physical therapist assistants	0-4 Percent	40
Physical therapists	0-4 Percent	140
Police and sheriff's patrol officers	0-4 Percent	390
Postal service clerks	0-4 Percent	60
Postal service mail carriers	0-4 Percent	250
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	230
Postsecondary teachers, all other	0-4 Percent	50
Preschool teachers, except special education	0-4 Percent	310
Producers and directors	0-4 Percent	60
Production, planning, and expediting clerks	0-4 Percent	240
Property, real estate, and community association managers	0-4 Percent	60
Protective service workers, all other	0-4 Percent	90
Public relations managers	0-4 Percent	40
Public relations specialists	0-4 Percent	120
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	290
Radio and television announcers	0-4 Percent	40
Real estate sales agents	0-4 Percent	90
Receptionists and information clerks	0-4 Percent	780
Recreation workers	0-4 Percent	190
Registered nurses	0-4 Percent	2420
Reporters and correspondents	0-4 Percent	70

Cedar Rapids, IA MSA

Occupation	Offshoring Range	2004 Employment
Retail salespersons	0-4 Percent	4070
Sales and related workers, all other	0-4 Percent	230
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	1420
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	330
Secondary school teachers, except special and vocational education	0-4 Percent	680
Secretaries, except legal, medical, and executive	0-4 Percent	1310
Security guards	0-4 Percent	760
Shipping, receiving, and traffic clerks	0-4 Percent	720
Social and community service managers	0-4 Percent	110
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	210
Stock clerks and order fillers	0-4 Percent	1470
Substance abuse and behavioral disorder counselors	0-4 Percent	100
Switchboard operators, including answering service	0-4 Percent	120
Teacher assistants	0-4 Percent	960
Tellers	0-4 Percent	590
Tour guides and escorts	0-4 Percent	80
Training and development managers	0-4 Percent	30
Training and development specialists	0-4 Percent	220
Veterinary technologists and technicians	0-4 Percent	40
Vocational education teachers, secondary school	0-4 Percent	40
Waiters and waitresses	0-4 Percent	2060
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	80
Wholesale and retail buyers, except farm products	0-4 Percent	100

Colorado Springs, CO MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	15-17 Percent	1010
Computer software engineers, applications	15-17 Percent	3090
Data entry keyers	15-17 Percent	440
Multi-media artists and animators	15-17 Percent	60
Accountants and auditors	12-14 Percent	1860
Bookkeeping, accounting, and auditing clerks	12-14 Percent	3000
Budget analysts	12-14 Percent	220
Computer hardware engineers	12-14 Percent	660
Computer operators	12-14 Percent	290
Computer specialists, all other	12-14 Percent	340
Computer support specialists	12-14 Percent	1440
Customer service representatives	12-14 Percent	5420
Electrical engineers	12-14 Percent	600
Electronics engineers, except computer	12-14 Percent	1320
Insurance claims and policy processing clerks	12-14 Percent	510
Insurance underwriters	12-14 Percent	150
Network systems and data communications analysts	12-14 Percent	680
Reservation and transportation ticket agents and travel clerks	12-14 Percent	450
Tax preparers	12-14 Percent	90
Technical writers	12-14 Percent	280
Telemarketers	12-14 Percent	1690
Computer software engineers, systems software	8-11 Percent	3360
Engineers, all other	8-11 Percent	320
Financial specialists, all other	8-11 Percent	260
Aerospace engineers	4-7 Percent	250
All other information and record clerks	4-7 Percent	860
Billing and posting clerks and machine operators	4-7 Percent	970
Business operations specialists, all other	4-7 Percent	3020
Civil engineers	4-7 Percent	400
Commercial and industrial designers	4-7 Percent	70
Computer and information scientists, research	4-7 Percent	130
Computer and information systems managers	4-7 Percent	670
Computer systems analysts	4-7 Percent	1920
Correspondence clerks	4-7 Percent	50
Cost estimators	4-7 Percent	540
Credit authorizers, checkers, and clerks	4-7 Percent	250
Database administrators	4-7 Percent	360
Desktop publishers	4-7 Percent	30
Electrical and electronic engineering technicians	4-7 Percent	780
Electrical and electronics drafters	4-7 Percent	120
Engineering managers	4-7 Percent	700
Engineering technicians, except drafters, all other	4-7 Percent	290
Financial analysts	4-7 Percent	220
Financial managers	4-7 Percent	730
First-line supervisors/managers of office and administrative support workers	4-7 Percent	2450
Graphic designers	4-7 Percent	280
Human resources assistants, except payroll and timekeeping	4-7 Percent	300
Industrial engineers	4-7 Percent	700
Interviewers, except eligibility and loan	4-7 Percent	410
Lawyers	4-7 Percent	800
Loan interviewers and clerks	4-7 Percent	690
Loan officers	4-7 Percent	690
Logisticians	4-7 Percent	370
Management analysts	4-7 Percent	800
Market research analysts	4-7 Percent	350
Materials engineers	4-7 Percent	60
Mechanical drafters	4-7 Percent	70
Mechanical engineers	4-7 Percent	470
Natural sciences managers	4-7 Percent	60
Network and computer systems administrators	4-7 Percent	680
Office and administrative support workers, all other	4-7 Percent	900
Office clerks, general	4-7 Percent	5940
Operations research analysts	4-7 Percent	140
Order clerks	4-7 Percent	540
Paralegals and legal assistants	4-7 Percent	420
Payroll and timekeeping clerks	4-7 Percent	300
Procurement clerks	4-7 Percent	150
Purchasing managers	4-7 Percent	130
Sales managers	4-7 Percent	380

Colorado Springs, CO MSA

Occupation	Offshoring Range	2004 Employment
Sales representatives, services, all other	4-7 Percent	790
Securities, commodities, and financial services sales agents	4-7 Percent	370
Social scientists and related workers, all other	4-7 Percent	160
Tax examiners, collectors, and revenue agents	4-7 Percent	50
Word processors and typists	4-7 Percent	130
Administrative services managers	0-3 Percent	340
Advertising and promotions managers	0-3 Percent	130
Advertising sales agents	0-3 Percent	200
Amusement and recreation attendants	0-3 Percent	420
Architects, except landscape and naval	0-3 Percent	230
Architectural and civil drafters	0-3 Percent	160
Art directors	0-3 Percent	160
Art, drama, and music teachers, postsecondary	0-3 Percent	230
Baggage porters and bellhops	0-3 Percent	90
Bartenders	0-3 Percent	950
Bill and account collectors	0-3 Percent	1140
Broadcast technicians	0-3 Percent	50
Camera operators, television, video, and motion picture	0-3 Percent	50
Cardiovascular technologists and technicians	0-3 Percent	40
Cashiers	0-3 Percent	5960
Chefs and head cooks	0-3 Percent	330
Chemical technicians	0-3 Percent	30
Chief executives	0-3 Percent	210
Child care workers	0-3 Percent	1110
Child, family, and school social workers	0-3 Percent	380
Claims adjusters, examiners, and investigators	0-3 Percent	920
Clinical, counseling, and school psychologists	0-3 Percent	180
Coaches and scouts	0-3 Percent	330
Combined food preparation and serving workers, including fast food	0-3 Percent	5830
Community and social service specialists, all other	0-3 Percent	110
Compensation and benefits managers	0-3 Percent	70
Compensation, benefits, and job analysis specialists	0-3 Percent	160
Compliance officers, except agriculture, construction, health and safety, and transportation	0-3 Percent	350
Computer science teachers, postsecondary	0-3 Percent	50
Concierges	0-3 Percent	50
Construction managers	0-3 Percent	510
Cooks, fast food	0-3 Percent	390
Cooks, institution and cafeteria	0-3 Percent	530
Cooks, restaurant	0-3 Percent	2100
Cooks, short order	0-3 Percent	200
Counter and rental clerks	0-3 Percent	1070
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	360
Couriers and messengers	0-3 Percent	60
Court, municipal, and license clerks	0-3 Percent	180
Demonstrators and product promoters	0-3 Percent	120
Dental assistants	0-3 Percent	860
Dental hygienists	0-3 Percent	350
Designers, all other	0-3 Percent	40
Detectives and criminal investigators	0-3 Percent	130
Diagnostic medical sonographers	0-3 Percent	50
Dietitians and nutritionists	0-3 Percent	50
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	930
Dishwashers	0-3 Percent	1560
Dispatchers, except police, fire, and ambulance	0-3 Percent	310
Editors	0-3 Percent	500
Education administrators, all other	0-3 Percent	90
Education administrators, elementary and secondary school	0-3 Percent	460
Education administrators, postsecondary	0-3 Percent	160
Education administrators, preschool and child care center/program	0-3 Percent	100
Educational, vocational, and school counselors	0-3 Percent	370
Elementary school teachers, except special education	0-3 Percent	3190
Eligibility interviewers, government programs	0-3 Percent	200
Emergency medical technicians and paramedics	0-3 Percent	330
Employment, recruitment, and placement specialists	0-3 Percent	280
Environmental scientists and specialists, including health	0-3 Percent	50
Executive secretaries and administrative assistants	0-3 Percent	2270
File clerks	0-3 Percent	400
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	1650
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	320

Colorado Springs, CO MSA

Occupation	Offshoring Range	2004 Employment
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	130
First-line supervisors/managers of non-retail sales workers	0-3 Percent	480
First-line supervisors/managers of personal service workers	0-3 Percent	360
First-line supervisors/managers of retail sales workers	0-3 Percent	1720
First-line supervisors/managers, protective service workers, all other	0-3 Percent	80
Fitness trainers and aerobics instructors	0-3 Percent	500
Floral designers	0-3 Percent	130
Food preparation and serving related workers, all other	0-3 Percent	160
Food preparation workers	0-3 Percent	1190
Food servers, nonrestaurant	0-3 Percent	440
Food service managers	0-3 Percent	250
Forest and conservation technicians	0-3 Percent	30
General and operations managers	0-3 Percent	3510
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	590
Health and safety engineers, except mining safety engineers and inspectors	0-3 Percent	40
Health technologists and technicians, all other	0-3 Percent	140
Healthcare support workers, all other	0-3 Percent	240
Home health aides	0-3 Percent	520
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	930
Hotel, motel, and resort desk clerks	0-3 Percent	340
Human resources managers, all other	0-3 Percent	130
Human resources, training, and labor relations specialists, all other	0-3 Percent	250
Industrial production managers	0-3 Percent	150
Instructional coordinators	0-3 Percent	130
Insurance sales agents	0-3 Percent	550
Interior designers	0-3 Percent	30
Interpreters and translators	0-3 Percent	100
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	2850
Kindergarten teachers, except special education	0-3 Percent	300
Landscaping and groundskeeping workers	0-3 Percent	1610
Legal secretaries	0-3 Percent	340
Legal support workers, all other	0-3 Percent	50
Librarians	0-3 Percent	210
Library technicians	0-3 Percent	220
Licensed practical and licensed vocational nurses	0-3 Percent	790
Life, physical, and social science technicians, all other	0-3 Percent	130
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	150
Locker room, coatroom, and dressing room attendants	0-3 Percent	70
Lodging managers	0-3 Percent	90
Maids and housekeeping cleaners	0-3 Percent	2130
Mail clerks and mail machine operators, except postal service	0-3 Percent	430
Managers, all other	0-3 Percent	920
Marketing managers	0-3 Percent	430
Media and communication equipment workers, all other	0-3 Percent	90
Media and communication workers, all other	0-3 Percent	50
Medical and clinical laboratory technicians	0-3 Percent	110
Medical and clinical laboratory technologists	0-3 Percent	130
Medical and health services managers	0-3 Percent	300
Medical and public health social workers	0-3 Percent	120
Medical assistants	0-3 Percent	830
Medical records and health information technicians	0-3 Percent	330
Medical secretaries	0-3 Percent	540
Medical transcriptionists	0-3 Percent	100
Meeting and convention planners	0-3 Percent	150
Mental health and substance abuse social workers	0-3 Percent	80
Mental health counselors	0-3 Percent	250
Merchandise displayers and window trimmers	0-3 Percent	80
Middle school teachers, except special and vocational education	0-3 Percent	1450
Nonfarm animal caretakers	0-3 Percent	240
Nursing aides, orderlies, and attendants	0-3 Percent	1710
Occupational health and safety specialists	0-3 Percent	40
Occupational therapist assistants	0-3 Percent	40
Occupational therapists	0-3 Percent	210
Office machine operators, except computer	0-3 Percent	100
Opticians, dispensing	0-3 Percent	360
Optometrists	0-3 Percent	40
Parts salespersons	0-3 Percent	490
Personal and home care aides	0-3 Percent	620
Personal care and service workers, all other	0-3 Percent	40

Colorado Springs, CO MSA

Occupation	Offshoring Range	2004 Employment
Personal financial advisors	0-3 Percent	250
Pest control workers	0-3 Percent	40
Pharmacists	0-3 Percent	330
Pharmacy technicians	0-3 Percent	380
Photographers	0-3 Percent	240
Physical therapist aides	0-3 Percent	40
Physical therapist assistants	0-3 Percent	90
Physical therapists	0-3 Percent	320
Physician assistants	0-3 Percent	210
Physicians and surgeons, all other	0-3 Percent	90
Police, fire, and ambulance dispatchers	0-3 Percent	110
Postal service clerks	0-3 Percent	140
Postal service mail carriers	0-3 Percent	670
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	460
Preschool teachers, except special education	0-3 Percent	800
Private detectives and investigators	0-3 Percent	60
Probation officers and correctional treatment specialists	0-3 Percent	150
Producers and directors	0-3 Percent	100
Production, planning, and expediting clerks	0-3 Percent	480
Property, real estate, and community association managers	0-3 Percent	480
Protective service workers, all other	0-3 Percent	320
Psychology teachers, postsecondary	0-3 Percent	50
Public address system and other announcers	0-3 Percent	40
Public relations managers	0-3 Percent	100
Public relations specialists	0-3 Percent	420
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	720
Radio and television announcers	0-3 Percent	80
Radiologic technologists and technicians	0-3 Percent	240
Real estate brokers	0-3 Percent	300
Real estate sales agents	0-3 Percent	280
Receptionists and information clerks	0-3 Percent	2320
Recreation workers	0-3 Percent	490
Recreational therapists	0-3 Percent	50
Registered nurses	0-3 Percent	3210
Rehabilitation counselors	0-3 Percent	60
Reporters and correspondents	0-3 Percent	70
Respiratory therapists	0-3 Percent	120
Retail salespersons	0-3 Percent	8800
Sales and related workers, all other	0-3 Percent	380
Sales engineers	0-3 Percent	70
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-3 Percent	2160
Sales representatives, wholesale and manufacturing, technical and scientific products	0-3 Percent	470
Secondary school teachers, except special and vocational education	0-3 Percent	2080
Secretaries, except legal, medical, and executive	0-3 Percent	2470
Security guards	0-3 Percent	1890
Self-enrichment education teachers	0-3 Percent	370
Shipping, receiving, and traffic clerks	0-3 Percent	1050
Social and community service managers	0-3 Percent	150
Social and human service assistants	0-3 Percent	190
Social workers, all other	0-3 Percent	250
Special education teachers, middle school	0-3 Percent	100
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	290
Special education teachers, secondary school	0-3 Percent	150
Speech-language pathologists	0-3 Percent	210
Stock clerks and order fillers	0-3 Percent	2370
Surgical technologists	0-3 Percent	100
Surveying and mapping technicians	0-3 Percent	80
Surveyors	0-3 Percent	150
Switchboard operators, including answering service	0-3 Percent	340
Teacher assistants	0-3 Percent	2180
Teachers and instructors, all other	0-3 Percent	1030
Tellers	0-3 Percent	920
Training and development managers	0-3 Percent	70
Training and development specialists	0-3 Percent	660
Transportation, storage, and distribution managers	0-3 Percent	130
Urban and regional planners	0-3 Percent	70
Veterinarians	0-3 Percent	130
Veterinary assistants and laboratory animal caretakers	0-3 Percent	60
Veterinary technologists and technicians	0-3 Percent	190
Vocational education teachers, secondary school	0-3 Percent	70
Waiters and waitresses	0-3 Percent	5380
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	80
Wholesale and retail buyers, except farm products	0-3 Percent	140
Writers and authors	0-3 Percent	100

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	11240
Computer software engineers, applications	17-20 Percent	11430
Data entry keyers	17-20 Percent	5690
Accountants and auditors	13-16 Percent	20070
Actuaries	13-16 Percent	190
Bookkeeping, accounting, and auditing clerks	13-16 Percent	24710
Budget analysts	13-16 Percent	780
Computer hardware engineers	13-16 Percent	1860
Computer operators	13-16 Percent	2000
Computer software engineers, systems software	13-16 Percent	9420
Computer specialists, all other	13-16 Percent	1980
Computer support specialists	13-16 Percent	10240
Credit analysts	13-16 Percent	1140
Customer service representatives	13-16 Percent	43980
Electrical engineers	13-16 Percent	4140
Electronics engineers, except computer	13-16 Percent	5630
Financial examiners	13-16 Percent	440
Insurance claims and policy processing clerks	13-16 Percent	2910
Insurance underwriters	13-16 Percent	1090
Network systems and data communications analysts	13-16 Percent	3850
Reservation and transportation ticket agents and travel clerks	13-16 Percent	1510
Statistical assistants	13-16 Percent	140
Technical writers	13-16 Percent	880
Telemarketers	13-16 Percent	9060
Travel agents	13-16 Percent	1990
Financial specialists, all other	9-12 Percent	1610
Aerospace engineers	5-8 Percent	590
All other information and record clerks	5-8 Percent	5360
Billing and posting clerks and machine operators	5-8 Percent	7640
Biomedical engineers	5-8 Percent	70
Brokerage clerks	5-8 Percent	1300
Business operations specialists, all other	5-8 Percent	12990
Chemical engineers	5-8 Percent	280
Civil engineering technicians	5-8 Percent	1940
Civil engineers	5-8 Percent	4770
Commercial and industrial designers	5-8 Percent	450
Computer and information systems managers	5-8 Percent	5430
Computer systems analysts	5-8 Percent	15040
Correspondence clerks	5-8 Percent	290
Cost estimators	5-8 Percent	2720
Credit authorizers, checkers, and clerks	5-8 Percent	1400
Database administrators	5-8 Percent	2890
Desktop publishers	5-8 Percent	740
Electrical and electronic engineering technicians	5-8 Percent	4250
Electrical and electronics drafters	5-8 Percent	500
Engineering managers	5-8 Percent	3020
Engineering technicians, except drafters, all other	5-8 Percent	720
Engineers, all other	5-8 Percent	1280
Fashion designers	5-8 Percent	120
Financial analysts	5-8 Percent	5880
Financial managers	5-8 Percent	7730
First-line supervisors/managers of office and administrative support workers	5-8 Percent	24960
Graphic designers	5-8 Percent	2370
Human resources assistants, except payroll and timekeeping	5-8 Percent	2520
Industrial engineers	5-8 Percent	2950
Interviewers, except eligibility and loan	5-8 Percent	3800
Lawyers	5-8 Percent	9140
Loan counselors	5-8 Percent	1210
Loan interviewers and clerks	5-8 Percent	5360
Loan officers	5-8 Percent	2970
Logisticians	5-8 Percent	1600
Management analysts	5-8 Percent	6590
Market research analysts	5-8 Percent	4630
Materials engineers	5-8 Percent	270
Mechanical drafters	5-8 Percent	1330
Mechanical engineering technicians	5-8 Percent	650
Mechanical engineers	5-8 Percent	3700
Network and computer systems administrators	5-8 Percent	6300
New accounts clerks	5-8 Percent	1290
Office and administrative support workers, all other	5-8 Percent	3810

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Office clerks, general	5-8 Percent	38790
Order clerks	5-8 Percent	3810
Paralegals and legal assistants	5-8 Percent	4480
Payroll and timekeeping clerks	5-8 Percent	2980
Procurement clerks	5-8 Percent	1010
Proofreaders and copy markers	5-8 Percent	280
Purchasing managers	5-8 Percent	1130
Sales managers	5-8 Percent	6530
Sales representatives, services, all other	5-8 Percent	8820
Securities, commodities, and financial services sales agents	5-8 Percent	4840
Social scientists and related workers, all other	5-8 Percent	310
Statisticians	5-8 Percent	160
Tax examiners, collectors, and revenue agents	5-8 Percent	660
Word processors and typists	5-8 Percent	1440
Actors	0-4 Percent	500
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	100
Administrative services managers	0-4 Percent	4960
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	340
Advertising and promotions managers	0-4 Percent	770
Advertising sales agents	0-4 Percent	1950
Agents and business managers of artists, performers, and athletes	0-4 Percent	80
Amusement and recreation attendants	0-4 Percent	2580
Animal control workers	0-4 Percent	180
Appraisers and assessors of real estate	0-4 Percent	1470
Arbitrators, mediators, and conciliators	0-4 Percent	60
Architects, except landscape and naval	0-4 Percent	2160
Architectural and civil drafters	0-4 Percent	1410
Art directors	0-4 Percent	490
Art, drama, and music teachers, postsecondary	0-4 Percent	640
Athletes and sports competitors	0-4 Percent	400
Audio and video equipment technicians	0-4 Percent	910
Audiologists	0-4 Percent	30
Audio-visual collections specialists	0-4 Percent	170
Baggage porters and bellhops	0-4 Percent	610
Bartenders	0-4 Percent	4950
Bill and account collectors	0-4 Percent	10150
Biological science teachers, postsecondary	0-4 Percent	470
Biological scientists, all other	0-4 Percent	90
Biological technicians	0-4 Percent	110
Broadcast news analysts	0-4 Percent	130
Broadcast technicians	0-4 Percent	590
Building cleaning workers, all other	0-4 Percent	90
Business teachers, postsecondary	0-4 Percent	710
Camera operators, television, video, and motion picture	0-4 Percent	50
Cardiovascular technologists and technicians	0-4 Percent	400
Cargo and freight agents	0-4 Percent	1130
Cartographers and photogrammetrists	0-4 Percent	70
Cashiers	0-4 Percent	44990
Chefs and head cooks	0-4 Percent	1570
Chemical technicians	0-4 Percent	860
Chemistry teachers, postsecondary	0-4 Percent	200
Chemists	0-4 Percent	590
Chief executives	0-4 Percent	3780
Child care workers	0-4 Percent	4790
Child, family, and school social workers	0-4 Percent	1920
Claims adjusters, examiners, and investigators	0-4 Percent	4030
Clergy	0-4 Percent	110
Clinical, counseling, and school psychologists	0-4 Percent	690
Coaches and scouts	0-4 Percent	1340
Combined food preparation and serving workers, including fast food	0-4 Percent	39770
Communications teachers, postsecondary	0-4 Percent	400
Community and social service specialists, all other	0-4 Percent	360
Compensation and benefits managers	0-4 Percent	1100
Compensation, benefits, and job analysis specialists	0-4 Percent	1880
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	2730
Computer science teachers, postsecondary	0-4 Percent	410
Concierges	0-4 Percent	380
Construction managers	0-4 Percent	3180
Cooks, all other	0-4 Percent	110
Cooks, fast food	0-4 Percent	6870

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Cooks, institution and cafeteria	0-4 Percent	5090
Cooks, restaurant	0-4 Percent	9750
Correctional officers and jailers	0-4 Percent	2040
Costume attendants	0-4 Percent	40
Counselors, all other	0-4 Percent	860
Counter and rental clerks	0-4 Percent	10510
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	6900
Couriers and messengers	0-4 Percent	1860
Court reporters	0-4 Percent	110
Court, municipal, and license clerks	0-4 Percent	1020
Crossing guards	0-4 Percent	1060
Curators	0-4 Percent	50
Demonstrators and product promoters	0-4 Percent	4120
Dental assistants	0-4 Percent	3850
Dental hygienists	0-4 Percent	1960
Detectives and criminal investigators	0-4 Percent	970
Diagnostic medical sonographers	0-4 Percent	380
Dietetic technicians	0-4 Percent	220
Dietitians and nutritionists	0-4 Percent	340
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	5970
Dishwashers	0-4 Percent	6470
Dispatchers, except police, fire, and ambulance	0-4 Percent	2460
Economics teachers, postsecondary	0-4 Percent	150
Editors	0-4 Percent	910
Education administrators, all other	0-4 Percent	240
Education administrators, elementary and secondary school	0-4 Percent	2960
Education administrators, postsecondary	0-4 Percent	540
Education administrators, preschool and child care center/program	0-4 Percent	420
Education teachers, postsecondary	0-4 Percent	510
Educational, vocational, and school counselors	0-4 Percent	3440
Electro-mechanical technicians	0-4 Percent	280
Elementary school teachers, except special education	0-4 Percent	19230
Eligibility interviewers, government programs	0-4 Percent	270
Emergency medical technicians and paramedics	0-4 Percent	1640
Employment, recruitment, and placement specialists	0-4 Percent	3400
English language and literature teachers, postsecondary	0-4 Percent	700
Entertainment attendants and related workers, all other	0-4 Percent	830
Environmental engineering technicians	0-4 Percent	210
Environmental engineers	0-4 Percent	410
Environmental science and protection technicians, including health	0-4 Percent	310
Environmental scientists and specialists, including health	0-4 Percent	750
Executive secretaries and administrative assistants	0-4 Percent	28600
Family and general practitioners	0-4 Percent	1930
File clerks	0-4 Percent	3790
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	70
Fire fighters	0-4 Percent	4640
First-line supervisors/managers of correctional officers	0-4 Percent	180
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	460
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	11310
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	2620
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	1430
First-line supervisors/managers of non-retail sales workers	0-4 Percent	9360
First-line supervisors/managers of personal service workers	0-4 Percent	1380
First-line supervisors/managers of police and detectives	0-4 Percent	800
First-line supervisors/managers of retail sales workers	0-4 Percent	18830
First-line supervisors/managers, protective service workers, all other	0-4 Percent	610
Fitness trainers and aerobics instructors	0-4 Percent	1800
Floral designers	0-4 Percent	460
Food preparation and serving related workers, all other	0-4 Percent	960
Food preparation workers	0-4 Percent	6870
Food servers, nonrestaurant	0-4 Percent	1250
Food service managers	0-4 Percent	3470
Foreign language and literature teachers, postsecondary	0-4 Percent	230
Forensic science technicians	0-4 Percent	100
Funeral attendants	0-4 Percent	370
Funeral directors	0-4 Percent	240
Gaming and sports book writers and runners	0-4 Percent	530
General and operations managers	0-4 Percent	36470
Geological and petroleum technicians	0-4 Percent	140
Geoscientists, except hydrologists and geographers	0-4 Percent	680

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Grounds maintenance workers, all other	0-4 Percent	130
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	4400
Health educators	0-4 Percent	250
Health technologists and technicians, all other	0-4 Percent	330
Healthcare practitioners and technical workers, all other	0-4 Percent	350
Healthcare support workers, all other	0-4 Percent	1020
History teachers, postsecondary	0-4 Percent	330
Home health aides	0-4 Percent	4490
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	5130
Hotel, motel, and resort desk clerks	0-4 Percent	2480
Human resources managers, all other	0-4 Percent	640
Human resources, training, and labor relations specialists, all other	0-4 Percent	2560
Industrial engineering technicians	0-4 Percent	2820
Industrial production managers	0-4 Percent	2620
Instructional coordinators	0-4 Percent	820
Insurance sales agents	0-4 Percent	4050
Interior designers	0-4 Percent	970
Interpreters and translators	0-4 Percent	210
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	23700
Judges, magistrate judges, and magistrates	0-4 Percent	230
Kindergarten teachers, except special education	0-4 Percent	1850
Landscape architects	0-4 Percent	80
Landscaping and groundskeeping workers	0-4 Percent	13040
Legal secretaries	0-4 Percent	3500
Legal support workers, all other	0-4 Percent	1380
Librarians	0-4 Percent	1670
Library assistants, clerical	0-4 Percent	940
Library technicians	0-4 Percent	910
Licensed practical and licensed vocational nurses	0-4 Percent	8010
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1050
Locker room, coatroom, and dressing room attendants	0-4 Percent	320
Lodging managers	0-4 Percent	750
Maids and housekeeping cleaners	0-4 Percent	11770
Mail clerks and mail machine operators, except postal service	0-4 Percent	3020
Managers, all other	0-4 Percent	3680
Manicurists and pedicurists	0-4 Percent	200
Marketing managers	0-4 Percent	4000
Marriage and family therapists	0-4 Percent	100
Massage therapists	0-4 Percent	410
Materials scientists	0-4 Percent	130
Mathematical science teachers, postsecondary	0-4 Percent	710
Medical and clinical laboratory technicians	0-4 Percent	2350
Medical and clinical laboratory technologists	0-4 Percent	1590
Medical and health services managers	0-4 Percent	3040
Medical and public health social workers	0-4 Percent	930
Medical assistants	0-4 Percent	7560
Medical equipment preparers	0-4 Percent	340
Medical records and health information technicians	0-4 Percent	1490
Medical secretaries	0-4 Percent	1170
Medical transcriptionists	0-4 Percent	500
Meeting and convention planners	0-4 Percent	770
Mental health and substance abuse social workers	0-4 Percent	680
Mental health counselors	0-4 Percent	280
Merchandise displayers and window trimmers	0-4 Percent	1500
Meter readers, utilities	0-4 Percent	860
Middle school teachers, except special and vocational education	0-4 Percent	11910
Mining and geological engineers, including mining safety engineers	0-4 Percent	120
Motion picture projectionists	0-4 Percent	110
Museum technicians and conservators	0-4 Percent	40
Musicians and singers	0-4 Percent	450
Natural sciences managers	0-4 Percent	320
Nonfarm animal caretakers	0-4 Percent	820
Nuclear medicine technologists	0-4 Percent	140
Nursing aides, orderlies, and attendants	0-4 Percent	13330
Nursing instructors and teachers, postsecondary	0-4 Percent	450
Occupational health and safety specialists	0-4 Percent	510
Occupational health and safety technicians	0-4 Percent	150
Occupational therapist assistants	0-4 Percent	270
Occupational therapists	0-4 Percent	1200
Office machine operators, except computer	0-4 Percent	3850

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Opticians, dispensing	0-4 Percent	420
Optometrists	0-4 Percent	200
Parts salespersons	0-4 Percent	3820
Personal and home care aides	0-4 Percent	9720
Personal financial advisors	0-4 Percent	1300
Pest control workers	0-4 Percent	850
Petroleum engineers	0-4 Percent	810
Pharmacists	0-4 Percent	3010
Pharmacy technicians	0-4 Percent	3730
Philosophy and religion teachers, postsecondary	0-4 Percent	240
Photographers	0-4 Percent	570
Physical scientists, all other	0-4 Percent	230
Physical therapist aides	0-4 Percent	1410
Physical therapist assistants	0-4 Percent	660
Physical therapists	0-4 Percent	1700
Physician assistants	0-4 Percent	370
Physics teachers, postsecondary	0-4 Percent	110
Police and sheriff's patrol officers	0-4 Percent	7460
Police, fire, and ambulance dispatchers	0-4 Percent	1170
Political science teachers, postsecondary	0-4 Percent	160
Postal service clerks	0-4 Percent	950
Postal service mail carriers	0-4 Percent	4310
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	4750
Postmasters and mail superintendents	0-4 Percent	90
Preschool teachers, except special education	0-4 Percent	4360
Probation officers and correctional treatment specialists	0-4 Percent	680
Producers and directors	0-4 Percent	710
Production, planning, and expediting clerks	0-4 Percent	4550
Property, real estate, and community association managers	0-4 Percent	3650
Protective service workers, all other	0-4 Percent	880
Psychiatric technicians	0-4 Percent	210
Psychologists, all other	0-4 Percent	40
Psychology teachers, postsecondary	0-4 Percent	340
Public address system and other announcers	0-4 Percent	130
Public relations managers	0-4 Percent	660
Purchasing agents and buyers, farm products	0-4 Percent	110
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	3830
Radiation therapists	0-4 Percent	140
Radio and television announcers	0-4 Percent	450
Radiologic technologists and technicians	0-4 Percent	1850
Real estate brokers	0-4 Percent	1650
Real estate sales agents	0-4 Percent	3660
Receptionists and information clerks	0-4 Percent	15410
Recreation and fitness studies teachers, postsecondary	0-4 Percent	250
Recreation workers	0-4 Percent	1990
Recreational therapists	0-4 Percent	80
Registered nurses	0-4 Percent	23770
Rehabilitation counselors	0-4 Percent	330
Reporters and correspondents	0-4 Percent	290
Residential advisors	0-4 Percent	190
Respiratory therapists	0-4 Percent	1210
Respiratory therapy technicians	0-4 Percent	270
Retail salespersons	0-4 Percent	67080
Sales and related workers, all other	0-4 Percent	2260
Sales engineers	0-4 Percent	2480
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	31250
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	8220
Secondary school teachers, except special and vocational education	0-4 Percent	13860
Secretaries, except legal, medical, and executive	0-4 Percent	26720
Security guards	0-4 Percent	17060
Set and exhibit designers	0-4 Percent	280
Shampooers	0-4 Percent	210
Shipping, receiving, and traffic clerks	0-4 Percent	13110
Skin care specialists	0-4 Percent	150
Social and community service managers	0-4 Percent	760
Social and human service assistants	0-4 Percent	2240
Social workers, all other	0-4 Percent	230
Sociology teachers, postsecondary	0-4 Percent	210
Sound engineering technicians	0-4 Percent	170
Special education teachers, middle school	0-4 Percent	950

Dallas, TX PMSA

Occupation	Offshoring Range	2004 Employment
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	1740
Special education teachers, secondary school	0-4 Percent	780
Speech-language pathologists	0-4 Percent	1270
Stock clerks and order fillers	0-4 Percent	19780
Substance abuse and behavioral disorder counselors	0-4 Percent	300
Surgical technologists	0-4 Percent	650
Surveying and mapping technicians	0-4 Percent	830
Surveyors	0-4 Percent	830
Switchboard operators, including answering service	0-4 Percent	2760
Teacher assistants	0-4 Percent	12760
Teachers and instructors, all other	0-4 Percent	11320
Tellers	0-4 Percent	6710
Title examiners, abstractors, and searchers	0-4 Percent	900
Training and development managers	0-4 Percent	540
Training and development specialists	0-4 Percent	3870
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	150
Transportation, storage, and distribution managers	0-4 Percent	1750
Umpires, referees, and other sports officials	0-4 Percent	170
Urban and regional planners	0-4 Percent	200
Ushers, lobby attendants, and ticket takers	0-4 Percent	2210
Veterinarians	0-4 Percent	430
Veterinary assistants and laboratory animal caretakers	0-4 Percent	730
Veterinary technologists and technicians	0-4 Percent	980
Vocational education teachers, middle school	0-4 Percent	340
Vocational education teachers, postsecondary	0-4 Percent	1480
Vocational education teachers, secondary school	0-4 Percent	1130
Waiters and waitresses	0-4 Percent	29950
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	1970
Wholesale and retail buyers, except farm products	0-4 Percent	3040
Writers and authors	0-4 Percent	370

Danbury, CT PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	19-22 Percent	320
Computer software engineers, applications	19-22 Percent	250
Data entry keyers	19-22 Percent	340
Accountants and auditors	15-18 Percent	1050
Bookkeeping, accounting, and auditing clerks	15-18 Percent	1920
Budget analysts	15-18 Percent	30
Computer operators	15-18 Percent	90
Computer software engineers, systems software	15-18 Percent	100
Computer support specialists	15-18 Percent	260
Credit analysts	15-18 Percent	60
Customer service representatives	15-18 Percent	1810
Electrical engineers	15-18 Percent	210
Electronics engineers, except computer	15-18 Percent	70
Insurance claims and policy processing clerks	15-18 Percent	130
Network systems and data communications analysts	15-18 Percent	60
Technical writers	15-18 Percent	40
Travel agents	15-18 Percent	60
All other information and record clerks	5-9 Percent	70
Billing and posting clerks and machine operators	5-9 Percent	340
Business operations specialists, all other	5-9 Percent	180
Chemical engineers	5-9 Percent	60
Civil engineers	5-9 Percent	70
Commercial and industrial designers	5-9 Percent	40
Computer and information systems managers	5-9 Percent	190
Computer systems analysts	5-9 Percent	280
Cost estimators	5-9 Percent	150
Database administrators	5-9 Percent	110
Electrical and electronic engineering technicians	5-9 Percent	150
Electrical and electronics drafters	5-9 Percent	60
Engineering managers	5-9 Percent	130
Financial analysts	5-9 Percent	260
Financial managers	5-9 Percent	380
First-line supervisors/managers of office and administrative support workers	5-9 Percent	1050
Graphic designers	5-9 Percent	170
Human resources assistants, except payroll and timekeeping	5-9 Percent	90
Industrial engineers	5-9 Percent	170
Interviewers, except eligibility and loan	5-9 Percent	50
Lawyers	5-9 Percent	250
Loan interviewers and clerks	5-9 Percent	70
Loan officers	5-9 Percent	220
Management analysts	5-9 Percent	650
Market research analysts	5-9 Percent	230
Mechanical drafters	5-9 Percent	50
Mechanical engineering technicians	5-9 Percent	70
Mechanical engineers	5-9 Percent	350
Network and computer systems administrators	5-9 Percent	170
Office and administrative support workers, all other	5-9 Percent	170
Office clerks, general	5-9 Percent	1700
Order clerks	5-9 Percent	200
Paralegals and legal assistants	5-9 Percent	60
Payroll and timekeeping clerks	5-9 Percent	140
Proofreaders and copy markers	5-9 Percent	40
Purchasing managers	5-9 Percent	50
Sales managers	5-9 Percent	220
Sales representatives, services, all other	5-9 Percent	150
Securities, commodities, and financial services sales agents	5-9 Percent	270
Social scientists and related workers, all other	5-9 Percent	40
Word processors and typists	5-9 Percent	60
Administrative services managers	0-4 Percent	170
Advertising sales agents	0-4 Percent	90
Amusement and recreation attendants	0-4 Percent	190
Appraisers and assessors of real estate	0-4 Percent	30
Architectural and civil drafters	0-4 Percent	30
Bartenders	0-4 Percent	380
Bill and account collectors	0-4 Percent	360
Cashiers	0-4 Percent	3170
Chefs and head cooks	0-4 Percent	120
Chemical technicians	0-4 Percent	120
Chemists	0-4 Percent	70
Chief executives	0-4 Percent	140
Child care workers	0-4 Percent	410
Child, family, and school social workers	0-4 Percent	140

Danbury, CT PMSA

Occupation	Offshoring Range	2004 Employment
Claims adjusters, examiners, and investigators	0-4 Percent	40
Clinical, counseling, and school psychologists	0-4 Percent	110
Coaches and scouts	0-4 Percent	70
Combined food preparation and serving workers, including fast food	0-4 Percent	850
Compensation and benefits managers	0-4 Percent	50
Compensation, benefits, and job analysis specialists	0-4 Percent	80
Construction managers	0-4 Percent	80
Cooks, fast food	0-4 Percent	200
Cooks, institution and cafeteria	0-4 Percent	170
Cooks, restaurant	0-4 Percent	380
Cooks, short order	0-4 Percent	200
Counter and rental clerks	0-4 Percent	180
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	220
Couriers and messengers	0-4 Percent	50
Court, municipal, and license clerks	0-4 Percent	40
Crossing guards	0-4 Percent	80
Dental assistants	0-4 Percent	310
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	220
Dishwashers	0-4 Percent	300
Dispatchers, except police, fire, and ambulance	0-4 Percent	80
Editors	0-4 Percent	140
Education administrators, elementary and secondary school	0-4 Percent	210
Education administrators, preschool and child care center/program	0-4 Percent	30
Educational, vocational, and school counselors	0-4 Percent	200
Electro-mechanical technicians	0-4 Percent	60
Elementary school teachers, except special education	0-4 Percent	1310
Employment, recruitment, and placement specialists	0-4 Percent	120
Executive secretaries and administrative assistants	0-4 Percent	1090
File clerks	0-4 Percent	200
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	290
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	120
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	70
First-line supervisors/managers of non-retail sales workers	0-4 Percent	130
First-line supervisors/managers of personal service workers	0-4 Percent	80
First-line supervisors/managers of police and detectives	0-4 Percent	40
First-line supervisors/managers of retail sales workers	0-4 Percent	760
Fitness trainers and aerobics instructors	0-4 Percent	420
Floral designers	0-4 Percent	60
Food preparation workers	0-4 Percent	960
Food servers, nonrestaurant	0-4 Percent	130
Food service managers	0-4 Percent	80
General and operations managers	0-4 Percent	1020
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	520
Healthcare practitioners and technical workers, all other	0-4 Percent	30
Home health aides	0-4 Percent	180
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	220
Hotel, motel, and resort desk clerks	0-4 Percent	110
Human resources managers, all other	0-4 Percent	40
Human resources, training, and labor relations specialists, all other	0-4 Percent	100
Industrial engineering technicians	0-4 Percent	60
Industrial production managers	0-4 Percent	110
Insurance sales agents	0-4 Percent	140
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	1220
Kindergarten teachers, except special education	0-4 Percent	140
Landscaping and groundskeeping workers	0-4 Percent	1110
Legal secretaries	0-4 Percent	200
Librarians	0-4 Percent	80
Library assistants, clerical	0-4 Percent	80
Library technicians	0-4 Percent	100
Licensed practical and licensed vocational nurses	0-4 Percent	340
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	200
Maids and housekeeping cleaners	0-4 Percent	440
Mail clerks and mail machine operators, except postal service	0-4 Percent	150
Managers, all other	0-4 Percent	170
Manicurists and pedicurists	0-4 Percent	30
Marketing managers	0-4 Percent	200
Massage therapists	0-4 Percent	90
Medical and health services managers	0-4 Percent	160
Medical and public health social workers	0-4 Percent	80
Medical assistants	0-4 Percent	420
Medical records and health information technicians	0-4 Percent	80
Medical secretaries	0-4 Percent	420

Danbury, CT PMSA

Occupation	Offshoring Range	2004 Employment
Mental health and substance abuse social workers	0-4 Percent	80
Middle school teachers, except special and vocational education	0-4 Percent	640
Nonfarm animal caretakers	0-4 Percent	60
Nursing aides, orderlies, and attendants	0-4 Percent	1060
Opticians, dispensing	0-4 Percent	80
Parts salespersons	0-4 Percent	90
Personal and home care aides	0-4 Percent	120
Pharmacists	0-4 Percent	170
Pharmacy aides	0-4 Percent	70
Pharmacy technicians	0-4 Percent	210
Photographers	0-4 Percent	50
Physical therapist aides	0-4 Percent	50
Physical therapist assistants	0-4 Percent	40
Physical therapists	0-4 Percent	150
Physician assistants	0-4 Percent	40
Police and sheriff's patrol officers	0-4 Percent	290
Police, fire, and ambulance dispatchers	0-4 Percent	50
Postal service clerks	0-4 Percent	80
Postal service mail carriers	0-4 Percent	340
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	60
Preschool teachers, except special education	0-4 Percent	530
Production, planning, and expediting clerks	0-4 Percent	200
Public relations specialists	0-4 Percent	100
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	270
Radiologic technologists and technicians	0-4 Percent	30
Real estate brokers	0-4 Percent	40
Receptionists and information clerks	0-4 Percent	980
Recreation workers	0-4 Percent	270
Recreational therapists	0-4 Percent	30
Registered nurses	0-4 Percent	1440
Retail salespersons	0-4 Percent	4740
Sales and related workers, all other	0-4 Percent	100
Sales engineers	0-4 Percent	60
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	1460
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	520
Secondary school teachers, except special and vocational education	0-4 Percent	1200
Secretaries, except legal, medical, and executive	0-4 Percent	1600
Security guards	0-4 Percent	350
Self-enrichment education teachers	0-4 Percent	90
Shipping, receiving, and traffic clerks	0-4 Percent	640
Skin care specialists	0-4 Percent	70
Social and human service assistants	0-4 Percent	190
Special education teachers, middle school	0-4 Percent	110
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	270
Special education teachers, secondary school	0-4 Percent	160
Speech-language pathologists	0-4 Percent	50
Stock clerks and order fillers	0-4 Percent	1520
Substance abuse and behavioral disorder counselors	0-4 Percent	30
Switchboard operators, including answering service	0-4 Percent	180
Teacher assistants	0-4 Percent	1390
Teachers and instructors, all other	0-4 Percent	190
Tellers	0-4 Percent	620
Training and development specialists	0-4 Percent	120
Veterinarians	0-4 Percent	50
Veterinary assistants and laboratory animal caretakers	0-4 Percent	70
Veterinary technologists and technicians	0-4 Percent	50
Waiters and waitresses	0-4 Percent	1920
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	30
Wholesale and retail buyers, except farm products	0-4 Percent	110

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	3420
Computer software engineers, applications	17-20 Percent	9000
Data entry keyers	17-20 Percent	2920
Accountants and auditors	13-16 Percent	13440
Bookkeeping, accounting, and auditing clerks	13-16 Percent	17770
Budget analysts	13-16 Percent	490
Computer hardware engineers	13-16 Percent	410
Computer operators	13-16 Percent	1220
Computer software engineers, systems software	13-16 Percent	4780
Computer specialists, all other	13-16 Percent	1870
Computer support specialists	13-16 Percent	7240
Credit analysts	13-16 Percent	810
Customer service representatives	13-16 Percent	21940
Electrical engineers	13-16 Percent	1170
Electronics engineers, except computer	13-16 Percent	2330
Financial examiners	13-16 Percent	290
Insurance claims and policy processing clerks	13-16 Percent	1690
Insurance underwriters	13-16 Percent	830
Multi-media artists and animators	13-16 Percent	190
Network systems and data communications analysts	13-16 Percent	2990
Reservation and transportation ticket agents and travel clerks	13-16 Percent	3310
Statistical assistants	13-16 Percent	60
Tax preparers	13-16 Percent	110
Technical writers	13-16 Percent	780
Telemarketers	13-16 Percent	5070
Travel agents	13-16 Percent	630
Financial specialists, all other	9-12 Percent	2160
All other information and record clerks	5-8 Percent	2710
Billing and posting clerks and machine operators	5-8 Percent	4310
Biomedical engineers	5-8 Percent	50
Brokerage clerks	5-8 Percent	550
Business operations specialists, all other	5-8 Percent	12410
Chemical engineers	5-8 Percent	280
Civil engineering technicians	5-8 Percent	1140
Civil engineers	5-8 Percent	5430
Commercial and industrial designers	5-8 Percent	240
Computer and information scientists, research	5-8 Percent	160
Computer and information systems managers	5-8 Percent	3320
Computer systems analysts	5-8 Percent	7570
Correspondence clerks	5-8 Percent	120
Cost estimators	5-8 Percent	2480
Credit authorizers, checkers, and clerks	5-8 Percent	940
Database administrators	5-8 Percent	1720
Economists	5-8 Percent	50
Electrical and electronic engineering technicians	5-8 Percent	800
Electrical and electronics drafters	5-8 Percent	390
Engineering managers	5-8 Percent	2160
Engineering technicians, except drafters, all other	5-8 Percent	580
Engineers, all other	5-8 Percent	900
Fashion designers	5-8 Percent	30
Financial analysts	5-8 Percent	2690
Financial managers	5-8 Percent	4840
First-line supervisors/managers of office and administrative support workers	5-8 Percent	12850
Graphic designers	5-8 Percent	1800
Human resources assistants, except payroll and timekeeping	5-8 Percent	1680
Industrial engineers	5-8 Percent	1100
Interviewers, except eligibility and loan	5-8 Percent	2130
Lawyers	5-8 Percent	6290
Loan interviewers and clerks	5-8 Percent	4090
Loan officers	5-8 Percent	3990
Logisticians	5-8 Percent	520
Management analysts	5-8 Percent	4410
Market research analysts	5-8 Percent	1830
Materials engineers	5-8 Percent	80
Mechanical drafters	5-8 Percent	600
Mechanical engineering technicians	5-8 Percent	350
Mechanical engineers	5-8 Percent	2970
Network and computer systems administrators	5-8 Percent	3710
New accounts clerks	5-8 Percent	850
Office and administrative support workers, all other	5-8 Percent	5990

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Office clerks, general	5-8 Percent	29130
Operations research analysts	5-8 Percent	750
Order clerks	5-8 Percent	4010
Paralegals and legal assistants	5-8 Percent	2210
Payroll and timekeeping clerks	5-8 Percent	1870
Procurement clerks	5-8 Percent	720
Purchasing managers	5-8 Percent	550
Sales managers	5-8 Percent	3200
Sales representatives, services, all other	5-8 Percent	7550
Securities, commodities, and financial services sales agents	5-8 Percent	4900
Social scientists and related workers, all other	5-8 Percent	280
Statisticians	5-8 Percent	180
Survey researchers	5-8 Percent	150
Tax examiners, collectors, and revenue agents	5-8 Percent	660
Word processors and typists	5-8 Percent	670
Actors	0-4 Percent	200
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	150
Administrative services managers	0-4 Percent	2060
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	140
Advertising and promotions managers	0-4 Percent	550
Advertising sales agents	0-4 Percent	1180
Agents and business managers of artists, performers, and athletes	0-4 Percent	80
Agricultural and food science technicians	0-4 Percent	40
Amusement and recreation attendants	0-4 Percent	2120
Animal control workers	0-4 Percent	90
Animal trainers	0-4 Percent	50
Anthropologists and archeologists	0-4 Percent	40
Anthropology and archeology teachers, postsecondary	0-4 Percent	60
Appraisers and assessors of real estate	0-4 Percent	910
Arbitrators, mediators, and conciliators	0-4 Percent	50
Architects, except landscape and naval	0-4 Percent	1730
Architectural and civil drafters	0-4 Percent	960
Art directors	0-4 Percent	210
Art, drama, and music teachers, postsecondary	0-4 Percent	690
Athletic trainers	0-4 Percent	130
Audio and video equipment technicians	0-4 Percent	380
Audiologists	0-4 Percent	50
Baggage porters and bellhops	0-4 Percent	380
Bailiffs	0-4 Percent	50
Bartenders	0-4 Percent	3990
Bill and account collectors	0-4 Percent	6620
Biochemists and biophysicists	0-4 Percent	50
Biological science teachers, postsecondary	0-4 Percent	140
Biological scientists, all other	0-4 Percent	320
Biological technicians	0-4 Percent	700
Broadcast technicians	0-4 Percent	420
Business teachers, postsecondary	0-4 Percent	360
Camera operators, television, video, and motion picture	0-4 Percent	320
Cardiovascular technologists and technicians	0-4 Percent	250
Cargo and freight agents	0-4 Percent	530
Cartographers and photogrammetrists	0-4 Percent	360
Cashiers	0-4 Percent	26110
Chefs and head cooks	0-4 Percent	1330
Chemical technicians	0-4 Percent	490
Chemistry teachers, postsecondary	0-4 Percent	130
Chemists	0-4 Percent	590
Chief executives	0-4 Percent	1450
Child care workers	0-4 Percent	5060
Child, family, and school social workers	0-4 Percent	1670
Claims adjusters, examiners, and investigators	0-4 Percent	2920
Clergy	0-4 Percent	170
Clinical, counseling, and school psychologists	0-4 Percent	780
Coaches and scouts	0-4 Percent	1230
Combined food preparation and serving workers, including fast food	0-4 Percent	21790
Communications teachers, postsecondary	0-4 Percent	80
Community and social service specialists, all other	0-4 Percent	1330
Compensation and benefits managers	0-4 Percent	390
Compensation, benefits, and job analysis specialists	0-4 Percent	1190
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	1750
Computer science teachers, postsecondary	0-4 Percent	340

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Conservation scientists	0-4 Percent	90
Construction managers	0-4 Percent	2660
Cooks, fast food	0-4 Percent	4140
Cooks, institution and cafeteria	0-4 Percent	2510
Cooks, restaurant	0-4 Percent	9480
Correctional officers and jailers	0-4 Percent	1730
Counselors, all other	0-4 Percent	120
Counter and rental clerks	0-4 Percent	5100
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	2250
Couriers and messengers	0-4 Percent	820
Court, municipal, and license clerks	0-4 Percent	1120
Crossing guards	0-4 Percent	280
Curators	0-4 Percent	90
Dancers	0-4 Percent	700
Demonstrators and product promoters	0-4 Percent	1840
Dental assistants	0-4 Percent	1710
Dental hygienists	0-4 Percent	2180
Dentists, general	0-4 Percent	1210
Designers, all other	0-4 Percent	90
Detectives and criminal investigators	0-4 Percent	1140
Diagnostic medical sonographers	0-4 Percent	500
Dietetic technicians	0-4 Percent	240
Dietitians and nutritionists	0-4 Percent	370
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	3280
Directors, religious activities and education	0-4 Percent	80
Dishwashers	0-4 Percent	5540
Dispatchers, except police, fire, and ambulance	0-4 Percent	1810
Economics teachers, postsecondary	0-4 Percent	130
Editors	0-4 Percent	960
Education administrators, all other	0-4 Percent	260
Education administrators, elementary and secondary school	0-4 Percent	1610
Education administrators, postsecondary	0-4 Percent	650
Education administrators, preschool and child care center/program	0-4 Percent	380
Education teachers, postsecondary	0-4 Percent	180
Education, training, and library workers, all other	0-4 Percent	330
Educational, vocational, and school counselors	0-4 Percent	1140
Electro-mechanical technicians	0-4 Percent	80
Elementary school teachers, except special education	0-4 Percent	11120
Emergency medical technicians and paramedics	0-4 Percent	1250
Employment, recruitment, and placement specialists	0-4 Percent	1620
English language and literature teachers, postsecondary	0-4 Percent	290
Entertainers and performers, sports and related workers, all other	0-4 Percent	70
Environmental engineering technicians	0-4 Percent	280
Environmental engineers	0-4 Percent	820
Environmental science and protection technicians, including health	0-4 Percent	300
Environmental scientists and specialists, including health	0-4 Percent	770
Executive secretaries and administrative assistants	0-4 Percent	13330
File clerks	0-4 Percent	1510
Film and video editors	0-4 Percent	80
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	130
Fire fighters	0-4 Percent	3000
Fire inspectors and investigators	0-4 Percent	210
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	890
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	5930
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1930
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	910
First-line supervisors/managers of non-retail sales workers	0-4 Percent	3800
First-line supervisors/managers of personal service workers	0-4 Percent	1430
First-line supervisors/managers of police and detectives	0-4 Percent	870
First-line supervisors/managers of retail sales workers	0-4 Percent	8310
First-line supervisors/managers, protective service workers, all other	0-4 Percent	400
Fitness trainers and aerobics instructors	0-4 Percent	2620
Food preparation workers	0-4 Percent	3670
Food servers, nonrestaurant	0-4 Percent	1560
Food service managers	0-4 Percent	1150
Forensic science technicians	0-4 Percent	140
Forest and conservation technicians	0-4 Percent	40
Foresters	0-4 Percent	40
Funeral directors	0-4 Percent	120
General and operations managers	0-4 Percent	17850

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Geological and petroleum technicians	0-4 Percent	260
Geoscientists, except hydrologists and geographers	0-4 Percent	900
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	3210
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	170
Health diagnosing and treating practitioners, all other	0-4 Percent	650
Health educators	0-4 Percent	740
Health technologists and technicians, all other	0-4 Percent	490
Healthcare practitioners and technical workers, all other	0-4 Percent	290
Healthcare support workers, all other	0-4 Percent	1180
History teachers, postsecondary	0-4 Percent	130
Home health aides	0-4 Percent	2020
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	4130
Hotel, motel, and resort desk clerks	0-4 Percent	1240
Human resources managers, all other	0-4 Percent	590
Human resources, training, and labor relations specialists, all other	0-4 Percent	1210
Hydrologists	0-4 Percent	280
Industrial engineering technicians	0-4 Percent	430
Industrial production managers	0-4 Percent	980
Instructional coordinators	0-4 Percent	460
Insurance sales agents	0-4 Percent	2960
Interior designers	0-4 Percent	830
Interpreters and translators	0-4 Percent	590
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	19260
Judges, magistrate judges, and magistrates	0-4 Percent	110
Kindergarten teachers, except special education	0-4 Percent	1040
Landscape architects	0-4 Percent	530
Landscaping and groundskeeping workers	0-4 Percent	8740
Legal support workers, all other	0-4 Percent	1050
Librarians	0-4 Percent	1130
Library assistants, clerical	0-4 Percent	480
Library technicians	0-4 Percent	730
Licensed practical and licensed vocational nurses	0-4 Percent	3300
Life, physical, and social science technicians, all other	0-4 Percent	600
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1190
Locker room, coatroom, and dressing room attendants	0-4 Percent	150
Lodging managers	0-4 Percent	150
Maids and housekeeping cleaners	0-4 Percent	5320
Mail clerks and mail machine operators, except postal service	0-4 Percent	1530
Managers, all other	0-4 Percent	3880
Manicurists and pedicurists	0-4 Percent	420
Marketing managers	0-4 Percent	2140
Mathematical science teachers, postsecondary	0-4 Percent	230
Media and communication equipment workers, all other	0-4 Percent	410
Media and communication workers, all other	0-4 Percent	250
Medical and clinical laboratory technicians	0-4 Percent	1730
Medical and clinical laboratory technologists	0-4 Percent	1530
Medical and health services managers	0-4 Percent	1490
Medical and public health social workers	0-4 Percent	760
Medical assistants	0-4 Percent	2770
Medical equipment preparers	0-4 Percent	270
Medical records and health information technicians	0-4 Percent	1360
Medical scientists, except epidemiologists	0-4 Percent	350
Medical secretaries	0-4 Percent	2400
Medical transcriptionists	0-4 Percent	540
Meeting and convention planners	0-4 Percent	540
Mental health and substance abuse social workers	0-4 Percent	510
Mental health counselors	0-4 Percent	1230
Merchandise displayers and window trimmers	0-4 Percent	1090
Meter readers, utilities	0-4 Percent	190
Microbiologists	0-4 Percent	80
Middle school teachers, except special and vocational education	0-4 Percent	4880
Mining and geological engineers, including mining safety engineers	0-4 Percent	170
Motion picture projectionists	0-4 Percent	80
Museum technicians and conservators	0-4 Percent	80
Musicians and singers	0-4 Percent	170
Natural sciences managers	0-4 Percent	600
Nonfarm animal caretakers	0-4 Percent	1140
Nuclear medicine technologists	0-4 Percent	80
Nursing aides, orderlies, and attendants	0-4 Percent	7560
Occupational health and safety specialists	0-4 Percent	350

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Occupational health and safety technicians	0-4 Percent	100
Occupational therapist assistants	0-4 Percent	130
Occupational therapists	0-4 Percent	1070
Office machine operators, except computer	0-4 Percent	890
Opticians, dispensing	0-4 Percent	610
Optometrists	0-4 Percent	140
Parts salespersons	0-4 Percent	1920
Personal and home care aides	0-4 Percent	4320
Personal care and service workers, all other	0-4 Percent	790
Personal financial advisors	0-4 Percent	720
Pest control workers	0-4 Percent	190
Petroleum engineers	0-4 Percent	310
Pharmacists	0-4 Percent	2030
Pharmacy aides	0-4 Percent	280
Pharmacy technicians	0-4 Percent	1540
Philosophy and religion teachers, postsecondary	0-4 Percent	200
Photographers	0-4 Percent	350
Physical scientists, all other	0-4 Percent	460
Physical therapist aides	0-4 Percent	370
Physical therapist assistants	0-4 Percent	260
Physical therapists	0-4 Percent	1590
Physician assistants	0-4 Percent	860
Physicians and surgeons, all other	0-4 Percent	670
Physics teachers, postsecondary	0-4 Percent	110
Police and sheriff's patrol officers	0-4 Percent	4250
Police, fire, and ambulance dispatchers	0-4 Percent	780
Political science teachers, postsecondary	0-4 Percent	170
Postal service clerks	0-4 Percent	640
Postal service mail carriers	0-4 Percent	2820
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	3090
Postmasters and mail superintendents	0-4 Percent	40
Postsecondary teachers, all other	0-4 Percent	2670
Preschool teachers, except special education	0-4 Percent	2230
Probation officers and correctional treatment specialists	0-4 Percent	630
Producers and directors	0-4 Percent	590
Production, planning, and expediting clerks	0-4 Percent	3400
Property, real estate, and community association managers	0-4 Percent	3330
Protective service workers, all other	0-4 Percent	1420
Psychiatric technicians	0-4 Percent	240
Psychologists, all other	0-4 Percent	50
Psychology teachers, postsecondary	0-4 Percent	130
Public address system and other announcers	0-4 Percent	180
Public relations managers	0-4 Percent	580
Public relations specialists	0-4 Percent	2250
Purchasing agents and buyers, farm products	0-4 Percent	50
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	2830
Radiation therapists	0-4 Percent	40
Radio and television announcers	0-4 Percent	330
Radiologic technologists and technicians	0-4 Percent	1380
Real estate brokers	0-4 Percent	750
Real estate sales agents	0-4 Percent	1360
Receptionists and information clerks	0-4 Percent	10130
Recreation workers	0-4 Percent	1650
Recreational therapists	0-4 Percent	100
Registered nurses	0-4 Percent	17420
Rehabilitation counselors	0-4 Percent	590
Reporters and correspondents	0-4 Percent	350
Residential advisors	0-4 Percent	240
Respiratory therapists	0-4 Percent	770
Respiratory therapy technicians	0-4 Percent	30
Retail salespersons	0-4 Percent	40900
Sales and related workers, all other	0-4 Percent	2140
Sales engineers	0-4 Percent	690
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	19550
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	4010
Secondary school teachers, except special and vocational education	0-4 Percent	5990
Secretaries, except legal, medical, and executive	0-4 Percent	11130
Security guards	0-4 Percent	8210
Self-enrichment education teachers	0-4 Percent	2490
Set and exhibit designers	0-4 Percent	60

Denver, CO PMSA

Occupation	Offshoring Range	2004 Employment
Shipping, receiving, and traffic clerks	0-4 Percent	5450
Skin care specialists	0-4 Percent	330
Social and community service managers	0-4 Percent	670
Social and human service assistants	0-4 Percent	1420
Social workers, all other	0-4 Percent	370
Sociology teachers, postsecondary	0-4 Percent	80
Soil and plant scientists	0-4 Percent	80
Sound engineering technicians	0-4 Percent	140
Special education teachers, middle school	0-4 Percent	570
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	1320
Special education teachers, secondary school	0-4 Percent	670
Speech-language pathologists	0-4 Percent	820
Stock clerks and order fillers	0-4 Percent	11920
Substance abuse and behavioral disorder counselors	0-4 Percent	980
Surgeons	0-4 Percent	1690
Surgical technologists	0-4 Percent	670
Surveying and mapping technicians	0-4 Percent	460
Surveyors	0-4 Percent	780
Switchboard operators, including answering service	0-4 Percent	1220
Teacher assistants	0-4 Percent	8640
Teachers and instructors, all other	0-4 Percent	1850
Tellers	0-4 Percent	2520
Therapists, all other	0-4 Percent	40
Training and development managers	0-4 Percent	410
Training and development specialists	0-4 Percent	2850
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	180
Transportation, storage, and distribution managers	0-4 Percent	830
Tree trimmers and pruners	0-4 Percent	300
Umpires, referees, and other sports officials	0-4 Percent	240
Urban and regional planners	0-4 Percent	370
Ushers, lobby attendants, and ticket takers	0-4 Percent	1740
Veterinarians	0-4 Percent	700
Veterinary technologists and technicians	0-4 Percent	870
Vocational education teachers, postsecondary	0-4 Percent	800
Vocational education teachers, secondary school	0-4 Percent	280
Waiters and waitresses	0-4 Percent	21950
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	950
Wholesale and retail buyers, except farm products	0-4 Percent	1430
Writers and authors	0-4 Percent	480

Des Moines, IA MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	1300
Computer software engineers, applications	17-20 Percent	720
Data entry keyers	17-20 Percent	650
Accountants and auditors	13-16 Percent	3030
Actuaries	13-16 Percent	270
Bookkeeping, accounting, and auditing clerks	13-16 Percent	4920
Budget analysts	13-16 Percent	140
Computer operators	13-16 Percent	740
Computer software engineers, systems software	13-16 Percent	480
Computer specialists, all other	13-16 Percent	320
Computer support specialists	13-16 Percent	1180
Credit analysts	13-16 Percent	300
Customer service representatives	13-16 Percent	8360
Electrical engineers	13-16 Percent	90
Electronics engineers, except computer	13-16 Percent	60
Financial examiners	13-16 Percent	260
Insurance claims and policy processing clerks	13-16 Percent	1660
Insurance underwriters	13-16 Percent	1180
Multi-media artists and animators	13-16 Percent	40
Network systems and data communications analysts	13-16 Percent	610
Reservation and transportation ticket agents and travel clerks	13-16 Percent	170
Statistical assistants	13-16 Percent	50
Technical writers	13-16 Percent	30
Telemarketers	13-16 Percent	1260
Financial specialists, all other	9-12 Percent	410
All other information and record clerks	5-8 Percent	500
Billing and posting clerks and machine operators	5-8 Percent	1250
Brokerage clerks	5-8 Percent	180
Business operations specialists, all other	5-8 Percent	5130
Chemical engineers	5-8 Percent	50
Civil engineering technicians	5-8 Percent	130
Civil engineers	5-8 Percent	340
Computer systems analysts	5-8 Percent	3030
Correspondence clerks	5-8 Percent	40
Cost estimators	5-8 Percent	370
Credit authorizers, checkers, and clerks	5-8 Percent	270
Database administrators	5-8 Percent	220
Economists	5-8 Percent	30
Electrical and electronic engineering technicians	5-8 Percent	150
Engineering managers	5-8 Percent	170
Financial analysts	5-8 Percent	1180
First-line supervisors/managers of office and administrative support workers	5-8 Percent	3230
Human resources assistants, except payroll and timekeeping	5-8 Percent	270
Industrial engineers	5-8 Percent	200
Interviewers, except eligibility and loan	5-8 Percent	410
Lawyers	5-8 Percent	1430
Loan interviewers and clerks	5-8 Percent	1560
Loan officers	5-8 Percent	1320
Logisticians	5-8 Percent	110
Management analysts	5-8 Percent	1520
Market research analysts	5-8 Percent	680
Mechanical drafters	5-8 Percent	90
Mechanical engineers	5-8 Percent	280
Network and computer systems administrators	5-8 Percent	930
Office and administrative support workers, all other	5-8 Percent	390
Office clerks, general	5-8 Percent	7860
Order clerks	5-8 Percent	390
Paralegals and legal assistants	5-8 Percent	410
Payroll and timekeeping clerks	5-8 Percent	420
Procurement clerks	5-8 Percent	150
Proofreaders and copy markers	5-8 Percent	30
Purchasing managers	5-8 Percent	110
Sales representatives, services, all other	5-8 Percent	1150
Securities, commodities, and financial services sales agents	5-8 Percent	1040
Statisticians	5-8 Percent	50
Word processors and typists	5-8 Percent	530
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	80
Administrative services managers	0-4 Percent	910
Advertising and promotions managers	0-4 Percent	110
Advertising sales agents	0-4 Percent	410
Agricultural and food science technicians	0-4 Percent	120
Amusement and recreation attendants	0-4 Percent	1140
Appraisers and assessors of real estate	0-4 Percent	50
Arbitrators, mediators, and conciliators	0-4 Percent	30
Architects, except landscape and naval	0-4 Percent	300
Architectural and civil drafters	0-4 Percent	190
Art directors	0-4 Percent	70
Art, drama, and music teachers, postsecondary	0-4 Percent	60
Athletic trainers	0-4 Percent	50

Des Moines, IA MSA

Occupation	Offshoring Range	2004 Employment
Atmospheric and space scientists	0-4 Percent	30
Audio and video equipment technicians	0-4 Percent	60
Bartenders	0-4 Percent	1200
Bill and account collectors	0-4 Percent	1620
Biological science teachers, postsecondary	0-4 Percent	60
Broadcast technicians	0-4 Percent	90
Business teachers, postsecondary	0-4 Percent	150
Cargo and freight agents	0-4 Percent	70
Cashiers	0-4 Percent	6700
Chefs and head cooks	0-4 Percent	260
Chemical technicians	0-4 Percent	40
Chemists	0-4 Percent	80
Child care workers	0-4 Percent	2240
Child, family, and school social workers	0-4 Percent	540
Claims adjusters, examiners, and investigators	0-4 Percent	1420
Clergy	0-4 Percent	80
Clinical, counseling, and school psychologists	0-4 Percent	120
Coaches and scouts	0-4 Percent	420
Combined food preparation and serving workers, including fast food	0-4 Percent	5580
Communications teachers, postsecondary	0-4 Percent	50
Community and social service specialists, all other	0-4 Percent	480
Compensation and benefits managers	0-4 Percent	130
Compensation, benefits, and job analysis specialists	0-4 Percent	260
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	640
Computer science teachers, postsecondary	0-4 Percent	120
Construction managers	0-4 Percent	200
Cooks, fast food	0-4 Percent	710
Cooks, institution and cafeteria	0-4 Percent	740
Cooks, restaurant	0-4 Percent	2120
Cooks, short order	0-4 Percent	260
Correctional officers and jailers	0-4 Percent	320
Counter and rental clerks	0-4 Percent	980
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	770
Court, municipal, and license clerks	0-4 Percent	250
Crossing guards	0-4 Percent	110
Demonstrators and product promoters	0-4 Percent	470
Dental assistants	0-4 Percent	290
Dental hygienists	0-4 Percent	450
Designers, all other	0-4 Percent	70
Detectives and criminal investigators	0-4 Percent	140
Diagnostic medical sonographers	0-4 Percent	140
Dietitians and nutritionists	0-4 Percent	80
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	600
Dishwashers	0-4 Percent	900
Dispatchers, except police, fire, and ambulance	0-4 Percent	490
Education administrators, elementary and secondary school	0-4 Percent	290
Education administrators, postsecondary	0-4 Percent	320
Education administrators, preschool and child care center/program	0-4 Percent	130
Education teachers, postsecondary	0-4 Percent	60
Education, training, and library workers, all other	0-4 Percent	370
Educational, vocational, and school counselors	0-4 Percent	280
Elementary school teachers, except special education	0-4 Percent	1890
Eligibility interviewers, government programs	0-4 Percent	200
Emergency medical technicians and paramedics	0-4 Percent	320
Employment, recruitment, and placement specialists	0-4 Percent	430
English language and literature teachers, postsecondary	0-4 Percent	90
Environmental engineers	0-4 Percent	130
Environmental science and protection technicians, including health	0-4 Percent	140
Environmental scientists and specialists, including health	0-4 Percent	50
Executive secretaries and administrative assistants	0-4 Percent	3650
File clerks	0-4 Percent	490
First-line supervisors/managers of correctional officers	0-4 Percent	40
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	40
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	1360
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	380
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	150
First-line supervisors/managers of non-retail sales workers	0-4 Percent	780
First-line supervisors/managers of personal service workers	0-4 Percent	160
First-line supervisors/managers of police and detectives	0-4 Percent	130
First-line supervisors/managers of retail sales workers	0-4 Percent	2540
First-line supervisors/managers, protective service workers, all other	0-4 Percent	50
Fitness trainers and aerobics instructors	0-4 Percent	320
Floral designers	0-4 Percent	130
Food preparation and serving related workers, all other	0-4 Percent	100
Food preparation workers	0-4 Percent	1060
Food scientists and technologists	0-4 Percent	50
Food servers, nonrestaurant	0-4 Percent	420
Forensic science technicians	0-4 Percent	60
Funeral directors	0-4 Percent	70

Des Moines, IA MSA

Occupation	Offshoring Range	2004 Employment
General and operations managers	0-4 Percent	3100
Grounds maintenance workers, all other	0-4 Percent	100
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	1090
Health specialties teachers, postsecondary	0-4 Percent	150
Healthcare practitioners and technical workers, all other	0-4 Percent	220
Home health aides	0-4 Percent	1130
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	660
Hotel, motel, and resort desk clerks	0-4 Percent	490
Human resources managers, all other	0-4 Percent	170
Human resources, training, and labor relations specialists, all other	0-4 Percent	430
Industrial production managers	0-4 Percent	170
Instructional coordinators	0-4 Percent	450
Insurance sales agents	0-4 Percent	1390
Interior designers	0-4 Percent	150
Interpreters and translators	0-4 Percent	90
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	4730
Judges, magistrate judges, and magistrates	0-4 Percent	60
Kindergarten teachers, except special education	0-4 Percent	210
Landscape architects	0-4 Percent	30
Landscaping and groundskeeping workers	0-4 Percent	1310
Law clerks	0-4 Percent	60
Legal secretaries	0-4 Percent	1000
Legal support workers, all other	0-4 Percent	260
Legislators	0-4 Percent	270
Librarians	0-4 Percent	200
Library assistants, clerical	0-4 Percent	240
Library technicians	0-4 Percent	290
Licensed practical and licensed vocational nurses	0-4 Percent	780
Life, physical, and social science technicians, all other	0-4 Percent	50
Locker room, coatroom, and dressing room attendants	0-4 Percent	70
Maids and housekeeping cleaners	0-4 Percent	1900
Mail clerks and mail machine operators, except postal service	0-4 Percent	670
Managers, all other	0-4 Percent	1220
Marriage and family therapists	0-4 Percent	50
Mathematical science teachers, postsecondary	0-4 Percent	40
Media and communication workers, all other	0-4 Percent	70
Medical and clinical laboratory technicians	0-4 Percent	220
Medical and health services managers	0-4 Percent	760
Medical and public health social workers	0-4 Percent	190
Medical assistants	0-4 Percent	420
Medical equipment preparers	0-4 Percent	40
Medical records and health information technicians	0-4 Percent	310
Medical secretaries	0-4 Percent	590
Medical transcriptionists	0-4 Percent	390
Meeting and convention planners	0-4 Percent	60
Mental health and substance abuse social workers	0-4 Percent	220
Mental health counselors	0-4 Percent	210
Merchandise displayers and window trimmers	0-4 Percent	140
Middle school teachers, except special and vocational education	0-4 Percent	1360
Musicians and singers	0-4 Percent	110
Nonfarm animal caretakers	0-4 Percent	200
Nuclear medicine technologists	0-4 Percent	40
Nursing aides, orderlies, and attendants	0-4 Percent	2810
Nursing instructors and teachers, postsecondary	0-4 Percent	120
Occupational health and safety specialists	0-4 Percent	80
Occupational therapist assistants	0-4 Percent	40
Occupational therapists	0-4 Percent	170
Office machine operators, except computer	0-4 Percent	330
Opticians, dispensing	0-4 Percent	120
Parts salespersons	0-4 Percent	570
Personal and home care aides	0-4 Percent	840
Personal care and service workers, all other	0-4 Percent	40
Personal financial advisors	0-4 Percent	450
Pest control workers	0-4 Percent	120
Pesticide handlers, sprayers, and applicators, vegetation	0-4 Percent	180
Pharmacists	0-4 Percent	470
Pharmacy technicians	0-4 Percent	590
Photographers	0-4 Percent	170
Physical therapist assistants	0-4 Percent	110
Physical therapists	0-4 Percent	250
Physician assistants	0-4 Percent	80
Physicians and surgeons, all other	0-4 Percent	210
Police and sheriff's patrol officers	0-4 Percent	1020
Police, fire, and ambulance dispatchers	0-4 Percent	110
Postal service clerks	0-4 Percent	110
Postal service mail carriers	0-4 Percent	660
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	1260
Postmasters and mail superintendents	0-4 Percent	40
Preschool teachers, except special education	0-4 Percent	870

Des Moines, IA MSA

Occupation	Offshoring Range	2004 Employment
Private detectives and investigators	0-4 Percent	100
Producers and directors	0-4 Percent	90
Production, planning, and expediting clerks	0-4 Percent	500
Property, real estate, and community association managers	0-4 Percent	190
Protective service workers, all other	0-4 Percent	180
Psychiatric technicians	0-4 Percent	130
Psychology teachers, postsecondary	0-4 Percent	40
Public relations managers	0-4 Percent	170
Public relations specialists	0-4 Percent	460
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	440
Radio and television announcers	0-4 Percent	110
Radiologic technologists and technicians	0-4 Percent	490
Real estate sales agents	0-4 Percent	60
Receptionists and information clerks	0-4 Percent	2220
Recreation workers	0-4 Percent	460
Recreational therapists	0-4 Percent	60
Registered nurses	0-4 Percent	5740
Rehabilitation counselors	0-4 Percent	290
Reporters and correspondents	0-4 Percent	140
Respiratory therapists	0-4 Percent	190
Respiratory therapy technicians	0-4 Percent	30
Retail salespersons	0-4 Percent	10060
Sales and related workers, all other	0-4 Percent	570
Sales engineers	0-4 Percent	70
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	3750
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	1420
Secondary school teachers, except special and vocational education	0-4 Percent	1890
Secretaries, except legal, medical, and executive	0-4 Percent	2560
Security guards	0-4 Percent	2200
Shipping, receiving, and traffic clerks	0-4 Percent	1180
Social and community service managers	0-4 Percent	380
Social and human service assistants	0-4 Percent	760
Social workers, all other	0-4 Percent	110
Special education teachers, middle school	0-4 Percent	290
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	410
Special education teachers, secondary school	0-4 Percent	340
Speech-language pathologists	0-4 Percent	210
Stock clerks and order fillers	0-4 Percent	3870
Substance abuse and behavioral disorder counselors	0-4 Percent	150
Surgeons	0-4 Percent	150
Surgical technologists	0-4 Percent	120
Surveyors	0-4 Percent	130
Switchboard operators, including answering service	0-4 Percent	370
Teacher assistants	0-4 Percent	1820
Teachers and instructors, all other	0-4 Percent	1140
Tellers	0-4 Percent	1170
Training and development managers	0-4 Percent	140
Training and development specialists	0-4 Percent	680
Transportation, storage, and distribution managers	0-4 Percent	180
Urban and regional planners	0-4 Percent	40
Veterinary technologists and technicians	0-4 Percent	110
Vocational education teachers, postsecondary	0-4 Percent	100
Vocational education teachers, secondary school	0-4 Percent	150
Waiters and waitresses	0-4 Percent	4840
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	50
Wholesale and retail buyers, except farm products	0-4 Percent	250
Writers and authors	0-4 Percent	140

Hartford, CT MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	2820
Computer software engineers, applications	17-20 Percent	3440
Data entry keyers	17-20 Percent	1320
Accountants and auditors	13-16 Percent	6940
Actuaries	13-16 Percent	650
Bookkeeping, accounting, and auditing clerks	13-16 Percent	7790
Budget analysts	13-16 Percent	620
Computer hardware engineers	13-16 Percent	60
Computer operators	13-16 Percent	630
Computer software engineers, systems software	13-16 Percent	1750
Computer specialists, all other	13-16 Percent	520
Computer support specialists	13-16 Percent	2330
Credit analysts	13-16 Percent	550
Customer service representatives	13-16 Percent	12540
Electrical engineers	13-16 Percent	670
Electronics engineers, except computer	13-16 Percent	190
Financial examiners	13-16 Percent	160
Insurance claims and policy processing clerks	13-16 Percent	3530
Insurance underwriters	13-16 Percent	1910
Network systems and data communications analysts	13-16 Percent	1610
Statistical assistants	13-16 Percent	80
Technical writers	13-16 Percent	240
Telemarketers	13-16 Percent	880
Telephone operators	13-16 Percent	60
Travel agents	13-16 Percent	340
Financial specialists, all other	9-12 Percent	1040
All other information and record clerks	5-8 Percent	870
Billing and posting clerks and machine operators	5-8 Percent	3570
Brokerage clerks	5-8 Percent	260
Business operations specialists, all other	5-8 Percent	3840
Civil engineering technicians	5-8 Percent	230
Civil engineers	5-8 Percent	1440
Commercial and industrial designers	5-8 Percent	70
Computer and information systems managers	5-8 Percent	2320
Computer systems analysts	5-8 Percent	4980
Correspondence clerks	5-8 Percent	180
Cost estimators	5-8 Percent	1580
Credit authorizers, checkers, and clerks	5-8 Percent	170
Database administrators	5-8 Percent	580
Desktop publishers	5-8 Percent	220
Drafters, all other	5-8 Percent	60
Economists	5-8 Percent	130
Electrical and electronic engineering technicians	5-8 Percent	710
Electrical and electronics drafters	5-8 Percent	220
Engineering managers	5-8 Percent	1650
Engineering technicians, except drafters, all other	5-8 Percent	270
Engineers, all other	5-8 Percent	490
Financial analysts	5-8 Percent	2210
Financial managers	5-8 Percent	4070
First-line supervisors/managers of office and administrative support workers	5-8 Percent	7950
Graphic designers	5-8 Percent	530
Human resources assistants, except payroll and timekeeping	5-8 Percent	700
Industrial engineers	5-8 Percent	2140
Interviewers, except eligibility and loan	5-8 Percent	1180
Lawyers	5-8 Percent	3550
Loan interviewers and clerks	5-8 Percent	560
Loan officers	5-8 Percent	1130
Logisticians	5-8 Percent	150
Management analysts	5-8 Percent	3790
Market research analysts	5-8 Percent	1210
Mechanical drafters	5-8 Percent	620
Mechanical engineering technicians	5-8 Percent	160
Mechanical engineers	5-8 Percent	1850
Network and computer systems administrators	5-8 Percent	1930
Office and administrative support workers, all other	5-8 Percent	1980
Office clerks, general	5-8 Percent	13270
Operations research analysts	5-8 Percent	240
Order clerks	5-8 Percent	1020
Paralegals and legal assistants	5-8 Percent	1430

Hartford, CT MSA

Occupation	Offshoring Range	2004 Employment
Payroll and timekeeping clerks	5-8 Percent	890
Procurement clerks	5-8 Percent	560
Purchasing managers	5-8 Percent	430
Sales managers	5-8 Percent	1710
Sales representatives, services, all other	5-8 Percent	1520
Securities, commodities, and financial services sales agents	5-8 Percent	920
Social scientists and related workers, all other	5-8 Percent	120
Statisticians	5-8 Percent	50
Tax examiners, collectors, and revenue agents	5-8 Percent	740
Word processors and typists	5-8 Percent	620
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	130
Administrative services managers	0-4 Percent	1320
Advertising and promotions managers	0-4 Percent	150
Advertising sales agents	0-4 Percent	590
Amusement and recreation attendants	0-4 Percent	680
Anesthesiologists	0-4 Percent	870
Animal control workers	0-4 Percent	90
Anthropologists and archeologists	0-4 Percent	30
Appraisers and assessors of real estate	0-4 Percent	210
Arbitrators, mediators, and conciliators	0-4 Percent	40
Architects, except landscape and naval	0-4 Percent	360
Architectural and civil drafters	0-4 Percent	370
Art directors	0-4 Percent	100
Art, drama, and music teachers, postsecondary	0-4 Percent	440
Athletes and sports competitors	0-4 Percent	40
Audio and video equipment technicians	0-4 Percent	280
Baggage porters and bellhops	0-4 Percent	100
Bartenders	0-4 Percent	2100
Bill and account collectors	0-4 Percent	1800
Broadcast technicians	0-4 Percent	190
Camera operators, television, video, and motion picture	0-4 Percent	120
Cardiovascular technologists and technicians	0-4 Percent	170
Cargo and freight agents	0-4 Percent	340
Cashiers	0-4 Percent	14760
Chefs and head cooks	0-4 Percent	920
Chemical technicians	0-4 Percent	70
Chemists	0-4 Percent	220
Chief executives	0-4 Percent	930
Child care workers	0-4 Percent	2350
Child, family, and school social workers	0-4 Percent	2010
Claims adjusters, examiners, and investigators	0-4 Percent	4080
Clergy	0-4 Percent	110
Clinical, counseling, and school psychologists	0-4 Percent	760
Coaches and scouts	0-4 Percent	810
Combined food preparation and serving workers, including fast food	0-4 Percent	6140
Community and social service specialists, all other	0-4 Percent	260
Compensation and benefits managers	0-4 Percent	210
Compensation, benefits, and job analysis specialists	0-4 Percent	650
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	1400
Computer science teachers, postsecondary	0-4 Percent	180
Construction managers	0-4 Percent	1040
Cooks, fast food	0-4 Percent	1120
Cooks, institution and cafeteria	0-4 Percent	1450
Cooks, restaurant	0-4 Percent	2440
Correctional officers and jailers	0-4 Percent	2000
Counselors, all other	0-4 Percent	80
Counter and rental clerks	0-4 Percent	1080
Couriers and messengers	0-4 Percent	250
Court, municipal, and license clerks	0-4 Percent	520
Crossing guards	0-4 Percent	400
Demonstrators and product promoters	0-4 Percent	90
Dental assistants	0-4 Percent	1080
Dental hygienists	0-4 Percent	1040
Dentists, general	0-4 Percent	430
Detectives and criminal investigators	0-4 Percent	390
Diagnostic medical sonographers	0-4 Percent	200
Dietetic technicians	0-4 Percent	110
Dietitians and nutritionists	0-4 Percent	250
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	1030

Hartford, CT MSA

Occupation	Offshoring Range	2004 Employment
Dishwashers	0-4 Percent	1880
Dispatchers, except police, fire, and ambulance	0-4 Percent	610
Editors	0-4 Percent	290
Education administrators, all other	0-4 Percent	40
Education administrators, elementary and secondary school	0-4 Percent	890
Education administrators, postsecondary	0-4 Percent	750
Education administrators, preschool and child care center/program	0-4 Percent	290
Education, training, and library workers, all other	0-4 Percent	140
Educational, vocational, and school counselors	0-4 Percent	1120
Electro-mechanical technicians	0-4 Percent	50
Elementary school teachers, except special education	0-4 Percent	7420
Eligibility interviewers, government programs	0-4 Percent	340
Embalmers	0-4 Percent	60
Emergency management specialists	0-4 Percent	40
Emergency medical technicians and paramedics	0-4 Percent	520
Employment, recruitment, and placement specialists	0-4 Percent	750
Environmental engineering technicians	0-4 Percent	80
Environmental engineers	0-4 Percent	420
Environmental science and protection technicians, including health	0-4 Percent	130
Environmental scientists and specialists, including health	0-4 Percent	440
Epidemiologists	0-4 Percent	180
Executive secretaries and administrative assistants	0-4 Percent	8030
File clerks	0-4 Percent	760
Film and video editors	0-4 Percent	30
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	30
Fire fighters	0-4 Percent	1270
Fire inspectors and investigators	0-4 Percent	90
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	360
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	3390
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	900
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	410
First-line supervisors/managers of non-retail sales workers	0-4 Percent	1430
First-line supervisors/managers of personal service workers	0-4 Percent	490
First-line supervisors/managers of police and detectives	0-4 Percent	540
First-line supervisors/managers of retail sales workers	0-4 Percent	4730
First-line supervisors/managers, protective service workers, all other	0-4 Percent	130
Fitness trainers and aerobics instructors	0-4 Percent	940
Floral designers	0-4 Percent	220
Food preparation workers	0-4 Percent	4840
Food scientists and technologists	0-4 Percent	40
Food servers, nonrestaurant	0-4 Percent	940
Food service managers	0-4 Percent	970
Foreign language and literature teachers, postsecondary	0-4 Percent	160
Funeral attendants	0-4 Percent	220
Funeral directors	0-4 Percent	100
General and operations managers	0-4 Percent	6650
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	1310
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	60
Health educators	0-4 Percent	150
Health technologists and technicians, all other	0-4 Percent	210
Healthcare practitioners and technical workers, all other	0-4 Percent	190
Healthcare support workers, all other	0-4 Percent	630
History teachers, postsecondary	0-4 Percent	180
Home health aides	0-4 Percent	4710
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	1050
Hotel, motel, and resort desk clerks	0-4 Percent	530
Human resources managers, all other	0-4 Percent	610
Human resources, training, and labor relations specialists, all other	0-4 Percent	820
Hydrologists	0-4 Percent	50
Industrial engineering technicians	0-4 Percent	430
Industrial production managers	0-4 Percent	2100
Instructional coordinators	0-4 Percent	480
Insurance appraisers, auto damage	0-4 Percent	130
Insurance sales agents	0-4 Percent	3070
Interior designers	0-4 Percent	300
Internists, general	0-4 Percent	390
Interpreters and translators	0-4 Percent	70
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	11890
Kindergarten teachers, except special education	0-4 Percent	640

Hartford, CT MSA

Occupation	Offshoring Range	2004 Employment
Landscape architects	0-4 Percent	100
Landscaping and groundskeeping workers	0-4 Percent	3850
Law clerks	0-4 Percent	90
Legal secretaries	0-4 Percent	1000
Legal support workers, all other	0-4 Percent	160
Legislators	0-4 Percent	300
Librarians	0-4 Percent	840
Library assistants, clerical	0-4 Percent	600
Library technicians	0-4 Percent	700
Licensed practical and licensed vocational nurses	0-4 Percent	2910
Life scientists, all other	0-4 Percent	40
Life, physical, and social science technicians, all other	0-4 Percent	200
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	750
Locker room, coatroom, and dressing room attendants	0-4 Percent	80
Lodging managers	0-4 Percent	100
Maids and housekeeping cleaners	0-4 Percent	2710
Mail clerks and mail machine operators, except postal service	0-4 Percent	1220
Managers, all other	0-4 Percent	2350
Manicurists and pedicurists	0-4 Percent	80
Marketing managers	0-4 Percent	1010
Marriage and family therapists	0-4 Percent	50
Materials scientists	0-4 Percent	60
Media and communication equipment workers, all other	0-4 Percent	30
Media and communication workers, all other	0-4 Percent	30
Medical and clinical laboratory technicians	0-4 Percent	560
Medical and clinical laboratory technologists	0-4 Percent	600
Medical and health services managers	0-4 Percent	1540
Medical and public health social workers	0-4 Percent	690
Medical assistants	0-4 Percent	1520
Medical equipment preparers	0-4 Percent	200
Medical records and health information technicians	0-4 Percent	710
Medical scientists, except epidemiologists	0-4 Percent	120
Medical secretaries	0-4 Percent	1680
Medical transcriptionists	0-4 Percent	250
Meeting and convention planners	0-4 Percent	180
Mental health and substance abuse social workers	0-4 Percent	1390
Mental health counselors	0-4 Percent	300
Merchandise displayers and window trimmers	0-4 Percent	120
Meter readers, utilities	0-4 Percent	100
Microbiologists	0-4 Percent	40
Middle school teachers, except special and vocational education	0-4 Percent	3740
Natural sciences managers	0-4 Percent	110
Nonfarm animal caretakers	0-4 Percent	640
Nuclear medicine technologists	0-4 Percent	90
Nursing aides, orderlies, and attendants	0-4 Percent	8580
Nursing instructors and teachers, postsecondary	0-4 Percent	110
Obstetricians and gynecologists	0-4 Percent	110
Occupational health and safety specialists	0-4 Percent	440
Occupational health and safety technicians	0-4 Percent	70
Occupational therapist assistants	0-4 Percent	150
Occupational therapists	0-4 Percent	450
Office machine operators, except computer	0-4 Percent	580
Opticians, dispensing	0-4 Percent	210
Parking enforcement workers	0-4 Percent	30
Parts salespersons	0-4 Percent	1000
Personal and home care aides	0-4 Percent	2220
Personal care and service workers, all other	0-4 Percent	160
Personal financial advisors	0-4 Percent	630
Pest control workers	0-4 Percent	130
Pharmacists	0-4 Percent	890
Pharmacy aides	0-4 Percent	250
Pharmacy technicians	0-4 Percent	1060
Philosophy and religion teachers, postsecondary	0-4 Percent	120
Photographers	0-4 Percent	200
Physical scientists, all other	0-4 Percent	60
Physical therapist aides	0-4 Percent	110
Physical therapists	0-4 Percent	1010
Physician assistants	0-4 Percent	270
Physicians and surgeons, all other	0-4 Percent	530

Hartford, CT MSA

Occupation	Offshoring Range	2004 Employment
Police and sheriff's patrol officers	0-4 Percent	1980
Police, fire, and ambulance dispatchers	0-4 Percent	410
Postal service clerks	0-4 Percent	480
Postal service mail carriers	0-4 Percent	1770
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	1060
Postmasters and mail superintendents	0-4 Percent	90
Preschool teachers, except special education	0-4 Percent	2340
Private detectives and investigators	0-4 Percent	60
Producers and directors	0-4 Percent	430
Production, planning, and expediting clerks	0-4 Percent	1630
Property, real estate, and community association managers	0-4 Percent	720
Protective service workers, all other	0-4 Percent	460
Psychiatric aides	0-4 Percent	360
Psychiatric technicians	0-4 Percent	1140
Psychiatrists	0-4 Percent	220
Public relations managers	0-4 Percent	410
Public relations specialists	0-4 Percent	1360
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	1820
Radiation therapists	0-4 Percent	70
Radio and television announcers	0-4 Percent	200
Radiologic technologists and technicians	0-4 Percent	980
Real estate brokers	0-4 Percent	80
Receptionists and information clerks	0-4 Percent	4980
Recreation and fitness studies teachers, postsecondary	0-4 Percent	130
Recreation workers	0-4 Percent	2270
Recreational therapists	0-4 Percent	350
Registered nurses	0-4 Percent	12380
Rehabilitation counselors	0-4 Percent	1490
Reporters and correspondents	0-4 Percent	260
Residential advisors	0-4 Percent	110
Respiratory therapists	0-4 Percent	550
Retail salespersons	0-4 Percent	15080
Sales and related workers, all other	0-4 Percent	480
Sales engineers	0-4 Percent	1100
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	6440
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	1370
Secondary school teachers, except special and vocational education	0-4 Percent	4290
Secretaries, except legal, medical, and executive	0-4 Percent	8490
Security guards	0-4 Percent	4400
Self-enrichment education teachers	0-4 Percent	370
Shampooers	0-4 Percent	30
Shipping, receiving, and traffic clerks	0-4 Percent	3300
Social and community service managers	0-4 Percent	970
Social and human service assistants	0-4 Percent	2490
Social workers, all other	0-4 Percent	70
Sociology teachers, postsecondary	0-4 Percent	50
Sound engineering technicians	0-4 Percent	100
Special education teachers, middle school	0-4 Percent	580
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	990
Special education teachers, secondary school	0-4 Percent	690
Speech-language pathologists	0-4 Percent	480
Stock clerks and order fillers	0-4 Percent	7890
Substance abuse and behavioral disorder counselors	0-4 Percent	320
Surgeons	0-4 Percent	260
Surgical technologists	0-4 Percent	300
Surveying and mapping technicians	0-4 Percent	90
Surveyors	0-4 Percent	320
Switchboard operators, including answering service	0-4 Percent	1040
Teacher assistants	0-4 Percent	9910
Teachers and instructors, all other	0-4 Percent	1310
Tellers	0-4 Percent	2450
Tour guides and escorts	0-4 Percent	210
Training and development managers	0-4 Percent	300
Training and development specialists	0-4 Percent	1270
Transportation, storage, and distribution managers	0-4 Percent	510
Urban and regional planners	0-4 Percent	160
Ushers, lobby attendants, and ticket takers	0-4 Percent	350
Veterinarians	0-4 Percent	210
Veterinary assistants and laboratory animal caretakers	0-4 Percent	370
Veterinary technologists and technicians	0-4 Percent	330
Vocational education teachers, middle school	0-4 Percent	100
Vocational education teachers, postsecondary	0-4 Percent	400
Vocational education teachers, secondary school	0-4 Percent	240
Waiters and waitresses	0-4 Percent	8480
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	130
Wholesale and retail buyers, except farm products	0-4 Percent	820
Writers and authors	0-4 Percent	200

Huntsville, AL MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	16-18 Percent	1540
Computer software engineers, applications	16-18 Percent	1690
Data entry keyers	16-18 Percent	470
Accountants and auditors	12-15 Percent	1530
Bookkeeping, accounting, and auditing clerks	12-15 Percent	1950
Budget analysts	12-15 Percent	420
Computer hardware engineers	12-15 Percent	660
Computer operators	12-15 Percent	350
Computer software engineers, systems software	12-15 Percent	1190
Computer specialists, all other	12-15 Percent	480
Computer support specialists	12-15 Percent	900
Customer service representatives	12-15 Percent	1440
Electrical engineers	12-15 Percent	1230
Electronics engineers, except computer	12-15 Percent	1390
Multi-media artists and animators	12-15 Percent	50
Network systems and data communications analysts	12-15 Percent	350
Technical writers	12-15 Percent	300
Travel agents	12-15 Percent	70
Engineering managers	8-11 Percent	1280
Financial specialists, all other	8-11 Percent	210
Aerospace engineering and operations technicians	4-7 Percent	190
Aerospace engineers	4-7 Percent	2290
All other information and record clerks	4-7 Percent	1450
Billing and posting clerks and machine operators	4-7 Percent	480
Business operations specialists, all other	4-7 Percent	2550
Chemists	4-7 Percent	100
Civil engineering technicians	4-7 Percent	170
Civil engineers	4-7 Percent	420
Computer and information systems managers	4-7 Percent	690
Computer systems analysts	4-7 Percent	3410
Cost estimators	4-7 Percent	340
Database administrators	4-7 Percent	160
Drafters, all other	4-7 Percent	160
Electrical and electronic engineering technicians	4-7 Percent	1190
Electrical and electronics drafters	4-7 Percent	200
Engineering technicians, except drafters, all other	4-7 Percent	760
Engineers, all other	4-7 Percent	2030
Environmental scientists and specialists, including health	4-7 Percent	120
Financial managers	4-7 Percent	560
First-line supervisors/managers of office and administrative support workers	4-7 Percent	1790
Food service managers	4-7 Percent	180
Graphic designers	4-7 Percent	380
Human resources assistants, except payroll and timekeeping	4-7 Percent	310
Industrial engineers	4-7 Percent	450
Lawyers	4-7 Percent	480
Loan counselors	4-7 Percent	110
Loan interviewers and clerks	4-7 Percent	300
Loan officers	4-7 Percent	480
Logisticians	4-7 Percent	190
Management analysts	4-7 Percent	1350
Materials engineers	4-7 Percent	140
Mechanical drafters	4-7 Percent	150
Mechanical engineering technicians	4-7 Percent	250
Mechanical engineers	4-7 Percent	790
Natural sciences managers	4-7 Percent	40
Network and computer systems administrators	4-7 Percent	590
Office and administrative support workers, all other	4-7 Percent	180
Office clerks, general	4-7 Percent	4080
Operations research analysts	4-7 Percent	440
Order clerks	4-7 Percent	260
Paralegals and legal assistants	4-7 Percent	200
Payroll and timekeeping clerks	4-7 Percent	210
Procurement clerks	4-7 Percent	160
Purchasing managers	4-7 Percent	230
Sales managers	4-7 Percent	310
Sales representatives, services, all other	4-7 Percent	250
Securities, commodities, and financial services sales agents	4-7 Percent	40
Social scientists and related workers, all other	4-7 Percent	110
Tax examiners, collectors, and revenue agents	4-7 Percent	70
Word processors and typists	4-7 Percent	100

Huntsville, AL MSA

Occupation	Offshoring Range	2004 Employment
Administrative services managers	0-3 Percent	200
Advertising and promotions managers	0-3 Percent	40
Advertising sales agents	0-3 Percent	100
Amusement and recreation attendants	0-3 Percent	300
Architects, except landscape and naval	0-3 Percent	210
Architectural and civil drafters	0-3 Percent	180
Art, drama, and music teachers, postsecondary	0-3 Percent	40
Baggage porters and bellhops	0-3 Percent	30
Bartenders	0-3 Percent	230
Bill and account collectors	0-3 Percent	400
Biological science teachers, postsecondary	0-3 Percent	40
Business teachers, postsecondary	0-3 Percent	80
Cashiers	0-3 Percent	4610
Chefs and head cooks	0-3 Percent	30
Chemical technicians	0-3 Percent	70
Chief executives	0-3 Percent	390
Child care workers	0-3 Percent	770
Child, family, and school social workers	0-3 Percent	180
Choreographers	0-3 Percent	120
Claims adjusters, examiners, and investigators	0-3 Percent	170
Clinical, counseling, and school psychologists	0-3 Percent	40
Coaches and scouts	0-3 Percent	110
Combined food preparation and serving workers, including fast food	0-3 Percent	4060
Community and social service specialists, all other	0-3 Percent	40
Compensation and benefits managers	0-3 Percent	40
Compensation, benefits, and job analysis specialists	0-3 Percent	90
Compliance officers, except agriculture, construction, health and safety, and transportation	0-3 Percent	160
Computer science teachers, postsecondary	0-3 Percent	50
Construction managers	0-3 Percent	270
Cooks, fast food	0-3 Percent	810
Cooks, institution and cafeteria	0-3 Percent	560
Cooks, restaurant	0-3 Percent	680
Cooks, short order	0-3 Percent	520
Correctional officers and jailers	0-3 Percent	500
Counter and rental clerks	0-3 Percent	500
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	530
Couriers and messengers	0-3 Percent	190
Court, municipal, and license clerks	0-3 Percent	60
Demonstrators and product promoters	0-3 Percent	50
Dental assistants	0-3 Percent	250
Dental hygienists	0-3 Percent	400
Detectives and criminal investigators	0-3 Percent	100
Diagnostic medical sonographers	0-3 Percent	110
Dietitians and nutritionists	0-3 Percent	40
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	150
Dishwashers	0-3 Percent	400
Dispatchers, except police, fire, and ambulance	0-3 Percent	190
Education administrators, all other	0-3 Percent	40
Education administrators, elementary and secondary school	0-3 Percent	200
Education administrators, postsecondary	0-3 Percent	260
Education administrators, preschool and child care center/program	0-3 Percent	40
Educational, vocational, and school counselors	0-3 Percent	200
Elementary school teachers, except special education	0-3 Percent	1570
Eligibility interviewers, government programs	0-3 Percent	50
Employment, recruitment, and placement specialists	0-3 Percent	130
English language and literature teachers, postsecondary	0-3 Percent	90
Environmental engineering technicians	0-3 Percent	80
Environmental engineers	0-3 Percent	200
Executive secretaries and administrative assistants	0-3 Percent	1250
File clerks	0-3 Percent	530
Fine artists, including painters, sculptors, and illustrators	0-3 Percent	50
First-line supervisors/managers of correctional officers	0-3 Percent	30
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	1150
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	260
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	180
First-line supervisors/managers of non-retail sales workers	0-3 Percent	250
First-line supervisors/managers of personal service workers	0-3 Percent	200
First-line supervisors/managers of police and detectives	0-3 Percent	60
First-line supervisors/managers of retail sales workers	0-3 Percent	1600
First-line supervisors/managers, protective service workers, all other	0-3 Percent	90

Huntsville, AL MSA

Occupation	Offshoring Range	2004 Employment
Fitness trainers and aerobics instructors	0-3 Percent	210
Floral designers	0-3 Percent	90
Food preparation workers	0-3 Percent	760
General and operations managers	0-3 Percent	2580
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	350
Health and safety engineers, except mining safety engineers and inspectors	0-3 Percent	60
Healthcare practitioners and technical workers, all other	0-3 Percent	130
History teachers, postsecondary	0-3 Percent	30
Home health aides	0-3 Percent	890
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	320
Hotel, motel, and resort desk clerks	0-3 Percent	270
Human resources managers, all other	0-3 Percent	130
Human resources, training, and labor relations specialists, all other	0-3 Percent	300
Industrial engineering technicians	0-3 Percent	80
Industrial production managers	0-3 Percent	250
Instructional coordinators	0-3 Percent	90
Insurance sales agents	0-3 Percent	270
Interior designers	0-3 Percent	80
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	3280
Judges, magistrate judges, and magistrates	0-3 Percent	40
Kindergarten teachers, except special education	0-3 Percent	170
Landscaping and groundskeeping workers	0-3 Percent	1000
Law clerks	0-3 Percent	40
Legal secretaries	0-3 Percent	310
Legislators	0-3 Percent	50
Librarians	0-3 Percent	170
Library technicians	0-3 Percent	70
Licensed practical and licensed vocational nurses	0-3 Percent	810
Life, physical, and social science technicians, all other	0-3 Percent	300
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	170
Lodging managers	0-3 Percent	30
Maids and housekeeping cleaners	0-3 Percent	1040
Mail clerks and mail machine operators, except postal service	0-3 Percent	70
Managers, all other	0-3 Percent	580
Marketing managers	0-3 Percent	320
Mathematical science teachers, postsecondary	0-3 Percent	60
Media and communication workers, all other	0-3 Percent	40
Medical and clinical laboratory technicians	0-3 Percent	210
Medical and clinical laboratory technologists	0-3 Percent	190
Medical and health services managers	0-3 Percent	160
Medical and public health social workers	0-3 Percent	160
Medical assistants	0-3 Percent	240
Medical records and health information technicians	0-3 Percent	250
Medical secretaries	0-3 Percent	300
Merchandise displayers and window trimmers	0-3 Percent	60
Middle school teachers, except special and vocational education	0-3 Percent	320
Nursing aides, orderlies, and attendants	0-3 Percent	1170
Nursing instructors and teachers, postsecondary	0-3 Percent	60
Occupational health and safety specialists	0-3 Percent	50
Occupational therapists	0-3 Percent	50
Opticians, dispensing	0-3 Percent	170
Parts salespersons	0-3 Percent	300
Personal and home care aides	0-3 Percent	150
Personal financial advisors	0-3 Percent	200
Pest control workers	0-3 Percent	190
Pharmacists	0-3 Percent	270
Pharmacy technicians	0-3 Percent	320
Photographers	0-3 Percent	80
Physical scientists, all other	0-3 Percent	90
Physical therapist aides	0-3 Percent	40
Physical therapist assistants	0-3 Percent	70
Physical therapists	0-3 Percent	130
Physicians and surgeons, all other	0-3 Percent	140
Physicists	0-3 Percent	120
Police and sheriff's patrol officers	0-3 Percent	680
Police, fire, and ambulance dispatchers	0-3 Percent	160
Postal service clerks	0-3 Percent	80
Postal service mail carriers	0-3 Percent	420
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	220
Preschool teachers, except special education	0-3 Percent	170

Huntsville, AL MSA

Occupation	Offshoring Range	2004 Employment
Producers and directors	0-3 Percent	50
Property, real estate, and community association managers	0-3 Percent	130
Protective service workers, all other	0-3 Percent	130
Public relations managers	0-3 Percent	40
Public relations specialists	0-3 Percent	200
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	1520
Receptionists and information clerks	0-3 Percent	1300
Residential advisors	0-3 Percent	120
Retail salespersons	0-3 Percent	6590
Sales and related workers, all other	0-3 Percent	80
Sales engineers	0-3 Percent	110
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-3 Percent	1410
Sales representatives, wholesale and manufacturing, technical and scientific products	0-3 Percent	660
Secondary school teachers, except special and vocational education	0-3 Percent	850
Secretaries, except legal, medical, and executive	0-3 Percent	3380
Security guards	0-3 Percent	1720
Self-enrichment education teachers	0-3 Percent	120
Shipping, receiving, and traffic clerks	0-3 Percent	800
Social and community service managers	0-3 Percent	90
Social and human service assistants	0-3 Percent	220
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	110
Stock clerks and order fillers	0-3 Percent	2500
Substance abuse and behavioral disorder counselors	0-3 Percent	40
Surveying and mapping technicians	0-3 Percent	140
Switchboard operators, including answering service	0-3 Percent	370
Teacher assistants	0-3 Percent	1770
Tellers	0-3 Percent	520
Training and development managers	0-3 Percent	40
Training and development specialists	0-3 Percent	480
Transportation, storage, and distribution managers	0-3 Percent	70
Urban and regional planners	0-3 Percent	40
Veterinarians	0-3 Percent	100
Veterinary assistants and laboratory animal caretakers	0-3 Percent	180
Veterinary technologists and technicians	0-3 Percent	70
Vocational education teachers, postsecondary	0-3 Percent	130
Waiters and waitresses	0-3 Percent	3030
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	80
Wholesale and retail buyers, except farm products	0-3 Percent	130

Jersey City, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	16-19 Percent	1760
Computer software engineers, applications	16-19 Percent	2160
Data entry keyers	16-19 Percent	1400
Accountants and auditors	12-15 Percent	2550
Bookkeeping, accounting, and auditing clerks	12-15 Percent	3390
Budget analysts	12-15 Percent	40
Computer operators	12-15 Percent	530
Computer software engineers, systems software	12-15 Percent	630
Computer specialists, all other	12-15 Percent	250
Computer support specialists	12-15 Percent	870
Credit analysts	12-15 Percent	210
Customer service representatives	12-15 Percent	4970
Electrical engineers	12-15 Percent	80
Electronics engineers, except computer	12-15 Percent	60
Insurance underwriters	12-15 Percent	190
Network systems and data communications analysts	12-15 Percent	270
Technical writers	12-15 Percent	40
Telemarketers	12-15 Percent	800
Travel agents	12-15 Percent	130
Engineering managers	8-11 Percent	110
Fashion designers	8-11 Percent	80
Financial specialists, all other	8-11 Percent	410
Advertising and promotions managers	4-7 Percent	60
Advertising sales agents	4-7 Percent	150
All other information and record clerks	4-7 Percent	470
Billing and posting clerks and machine operators	4-7 Percent	1180
Brokerage clerks	4-7 Percent	2130
Business operations specialists, all other	4-7 Percent	1770
Chemical engineers	4-7 Percent	60
Chemists	4-7 Percent	80
Civil engineering technicians	4-7 Percent	60
Civil engineers	4-7 Percent	270
Compliance officers, except agriculture, construction, health and safety, and transportation	4-7 Percent	420
Computer and information systems managers	4-7 Percent	680
Computer systems analysts	4-7 Percent	1260
Cost estimators	4-7 Percent	180
Credit authorizers, checkers, and clerks	4-7 Percent	190
Database administrators	4-7 Percent	270
Designers, all other	4-7 Percent	30
Electrical and electronic engineering technicians	4-7 Percent	130
Employment, recruitment, and placement specialists	4-7 Percent	260
Environmental engineers	4-7 Percent	50
Financial analysts	4-7 Percent	1100
Financial managers	4-7 Percent	1740
First-line supervisors/managers of non-retail sales workers	4-7 Percent	630
First-line supervisors/managers of office and administrative support workers	4-7 Percent	3330
Food service managers	4-7 Percent	200
Graphic designers	4-7 Percent	350
Human resources assistants, except payroll and timekeeping	4-7 Percent	330
Industrial engineers	4-7 Percent	70
Lawyers	4-7 Percent	810
Legal secretaries	4-7 Percent	450
Legal support workers, all other	4-7 Percent	60
Loan officers	4-7 Percent	430
Management analysts	4-7 Percent	820
Market research analysts	4-7 Percent	450
Marketing managers	4-7 Percent	350
Mechanical engineers	4-7 Percent	50
Network and computer systems administrators	4-7 Percent	900
Office clerks, general	4-7 Percent	5720
Operations research analysts	4-7 Percent	270
Order clerks	4-7 Percent	520
Paralegals and legal assistants	4-7 Percent	130
Payroll and timekeeping clerks	4-7 Percent	390
Procurement clerks	4-7 Percent	100
Public relations managers	4-7 Percent	60
Purchasing agents, except wholesale, retail, and farm products	4-7 Percent	260
Purchasing managers	4-7 Percent	80
Real estate sales agents	4-7 Percent	210
Receptionists and information clerks	4-7 Percent	1040
Sales managers	4-7 Percent	560
Sales representatives, services, all other	4-7 Percent	1170
Sales representatives, wholesale and manufacturing, except technical and scientific products	4-7 Percent	1970
Sales representatives, wholesale and manufacturing, technical and scientific products	4-7 Percent	200
Securities, commodities, and financial services sales agents	4-7 Percent	3220
Tax examiners, collectors, and revenue agents	4-7 Percent	40
Training and development managers	4-7 Percent	50
Word processors and typists	4-7 Percent	1050

Jersey City, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Writers and authors	4-7 Percent	150
Administrative services managers	0-3 Percent	530
Adult literacy, remedial education, and GED teachers and instructors	0-3 Percent	90
Amusement and recreation attendants	0-3 Percent	140
Appraisers and assessors of real estate	0-3 Percent	80
Architects, except landscape and naval	0-3 Percent	130
Architectural and civil drafters	0-3 Percent	110
Art directors	0-3 Percent	40
Art, drama, and music teachers, postsecondary	0-3 Percent	210
Audio and video equipment technicians	0-3 Percent	60
Baggage porters and bellhops	0-3 Percent	30
Bartenders	0-3 Percent	780
Biological science teachers, postsecondary	0-3 Percent	50
Cardiovascular technologists and technicians	0-3 Percent	50
Cargo and freight agents	0-3 Percent	390
Cashiers	0-3 Percent	5080
Chefs and head cooks	0-3 Percent	140
Chemical technicians	0-3 Percent	60
Chief executives	0-3 Percent	150
Child care workers	0-3 Percent	1110
Child, family, and school social workers	0-3 Percent	880
Claims adjusters, examiners, and investigators	0-3 Percent	200
Clergy	0-3 Percent	30
Clinical, counseling, and school psychologists	0-3 Percent	180
Combined food preparation and serving workers, including fast food	0-3 Percent	3470
Community and social service specialists, all other	0-3 Percent	120
Compensation and benefits managers	0-3 Percent	100
Compensation, benefits, and job analysis specialists	0-3 Percent	210
Computer science teachers, postsecondary	0-3 Percent	120
Concierges	0-3 Percent	90
Construction managers	0-3 Percent	160
Cooks, fast food	0-3 Percent	450
Cooks, institution and cafeteria	0-3 Percent	210
Cooks, restaurant	0-3 Percent	700
Cooks, short order	0-3 Percent	260
Counter and rental clerks	0-3 Percent	520
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	480
Couriers and messengers	0-3 Percent	130
Demonstrators and product promoters	0-3 Percent	40
Dental assistants	0-3 Percent	310
Detectives and criminal investigators	0-3 Percent	350
Diagnostic medical sonographers	0-3 Percent	90
Dietitians and nutritionists	0-3 Percent	40
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	250
Dishwashers	0-3 Percent	340
Dispatchers, except police, fire, and ambulance	0-3 Percent	490
Economics teachers, postsecondary	0-3 Percent	40
Editors	0-3 Percent	330
Education administrators, elementary and secondary school	0-3 Percent	370
Education administrators, postsecondary	0-3 Percent	270
Education administrators, preschool and child care center/program	0-3 Percent	190
Education teachers, postsecondary	0-3 Percent	160
Education, training, and library workers, all other	0-3 Percent	40
Educational, vocational, and school counselors	0-3 Percent	270
Elementary school teachers, except special education	0-3 Percent	3010
Eligibility interviewers, government programs	0-3 Percent	290
Emergency medical technicians and paramedics	0-3 Percent	130
English language and literature teachers, postsecondary	0-3 Percent	160
Environmental scientists and specialists, including health	0-3 Percent	80
Executive secretaries and administrative assistants	0-3 Percent	1790
Family and general practitioners	0-3 Percent	210
File clerks	0-3 Percent	620
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	910
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	570
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	70
First-line supervisors/managers of personal service workers	0-3 Percent	140
First-line supervisors/managers of police and detectives	0-3 Percent	390
First-line supervisors/managers of retail sales workers	0-3 Percent	1860
First-line supervisors/managers, protective service workers, all other	0-3 Percent	180
Fitness trainers and aerobics instructors	0-3 Percent	200
Floral designers	0-3 Percent	90
Food preparation workers	0-3 Percent	600
Food servers, nonrestaurant	0-3 Percent	270
General and operations managers	0-3 Percent	2660
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	690
Health technologists and technicians, all other	0-3 Percent	50
Healthcare support workers, all other	0-3 Percent	340
History teachers, postsecondary	0-3 Percent	40

Jersey City, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Home health aides	0-3 Percent	1530
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	290
Hotel, motel, and resort desk clerks	0-3 Percent	220
Human resources managers, all other	0-3 Percent	120
Human resources, training, and labor relations specialists, all other	0-3 Percent	210
Industrial production managers	0-3 Percent	210
Instructional coordinators	0-3 Percent	260
Insurance sales agents	0-3 Percent	430
Interpreters and translators	0-3 Percent	40
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	6230
Judges, magistrate judges, and magistrates	0-3 Percent	50
Kindergarten teachers, except special education	0-3 Percent	270
Landscaping and groundskeeping workers	0-3 Percent	630
Law clerks	0-3 Percent	40
Librarians	0-3 Percent	140
Library technicians	0-3 Percent	110
Licensed practical and licensed vocational nurses	0-3 Percent	750
Maids and housekeeping cleaners	0-3 Percent	1040
Mail clerks and mail machine operators, except postal service	0-3 Percent	820
Managers, all other	0-3 Percent	700
Marriage and family therapists	0-3 Percent	160
Mathematical science teachers, postsecondary	0-3 Percent	90
Media and communication workers, all other	0-3 Percent	50
Medical and clinical laboratory technicians	0-3 Percent	120
Medical and clinical laboratory technologists	0-3 Percent	220
Medical and health services managers	0-3 Percent	240
Medical and public health social workers	0-3 Percent	110
Medical assistants	0-3 Percent	750
Medical equipment preparers	0-3 Percent	90
Medical records and health information technicians	0-3 Percent	100
Medical secretaries	0-3 Percent	1730
Medical transcriptionists	0-3 Percent	130
Meeting and convention planners	0-3 Percent	70
Mental health and substance abuse social workers	0-3 Percent	50
Mental health counselors	0-3 Percent	120
Merchandise displayers and window trimmers	0-3 Percent	110
Middle school teachers, except special and vocational education	0-3 Percent	1150
Nursing aides, orderlies, and attendants	0-3 Percent	1660
Nursing instructors and teachers, postsecondary	0-3 Percent	40
Occupational health and safety specialists	0-3 Percent	80
Occupational health and safety technicians	0-3 Percent	50
Occupational therapists	0-3 Percent	130
Office machine operators, except computer	0-3 Percent	330
Opticians, dispensing	0-3 Percent	320
Parts salespersons	0-3 Percent	200
Personal care and service workers, all other	0-3 Percent	140
Personal financial advisors	0-3 Percent	800
Pharmacists	0-3 Percent	290
Pharmacy technicians	0-3 Percent	220
Philosophy and religion teachers, postsecondary	0-3 Percent	50
Photographers	0-3 Percent	40
Physical therapist aides	0-3 Percent	30
Physical therapist assistants	0-3 Percent	40
Physical therapists	0-3 Percent	260
Physicians and surgeons, all other	0-3 Percent	520
Police and sheriff's patrol officers	0-3 Percent	1420
Police, fire, and ambulance dispatchers	0-3 Percent	130
Postal service clerks	0-3 Percent	150
Postal service mail carriers	0-3 Percent	690
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	4420
Preschool teachers, except special education	0-3 Percent	780
Production, planning, and expediting clerks	0-3 Percent	610
Property, real estate, and community association managers	0-3 Percent	180
Public relations specialists	0-3 Percent	160
Radiologic technologists and technicians	0-3 Percent	240
Registered nurses	0-3 Percent	3570
Rehabilitation counselors	0-3 Percent	70
Respiratory therapists	0-3 Percent	100
Retail salespersons	0-3 Percent	7070
Sales and related workers, all other	0-3 Percent	360
Secondary school teachers, except special and vocational education	0-3 Percent	1710
Secretaries, except legal, medical, and executive	0-3 Percent	3390
Security guards	0-3 Percent	3370
Self-enrichment education teachers	0-3 Percent	260
Shampooers	0-3 Percent	30
Shipping, receiving, and traffic clerks	0-3 Percent	2370
Social and community service managers	0-3 Percent	140
Sociology teachers, postsecondary	0-3 Percent	40

Jersey City, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Special education teachers, middle school	0-3 Percent	390
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	540
Speech-language pathologists	0-3 Percent	120
Stock clerks and order fillers	0-3 Percent	3600
Substance abuse and behavioral disorder counselors	0-3 Percent	510
Surgical technologists	0-3 Percent	70
Switchboard operators, including answering service	0-3 Percent	200
Teacher assistants	0-3 Percent	3230
Teachers and instructors, all other	0-3 Percent	580
Tellers	0-3 Percent	1000
Training and development specialists	0-3 Percent	550
Transportation attendants, except flight attendants and baggage porters	0-3 Percent	140
Transportation, storage, and distribution managers	0-3 Percent	550
Ushers, lobby attendants, and ticket takers	0-3 Percent	110
Veterinarians	0-3 Percent	50
Veterinary technologists and technicians	0-3 Percent	40
Vocational education teachers, postsecondary	0-3 Percent	90
Waiters and waitresses	0-3 Percent	1780
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	90
Wholesale and retail buyers, except farm products	0-3 Percent	260

Lowell, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	510
Computer software engineers, applications	18-21 Percent	1760
Data entry keyers	18-21 Percent	230
Accountants and auditors	14-17 Percent	1000
Bookkeeping, accounting, and auditing clerks	14-17 Percent	1960
Budget analysts	14-17 Percent	120
Computer hardware engineers	14-17 Percent	150
Computer operators	14-17 Percent	90
Computer software engineers, systems software	14-17 Percent	1720
Computer specialists, all other	14-17 Percent	90
Computer support specialists	14-17 Percent	780
Credit analysts	14-17 Percent	50
Customer service representatives	14-17 Percent	2470
Electrical engineers	14-17 Percent	790
Electronics engineers, except computer	14-17 Percent	610
Insurance claims and policy processing clerks	14-17 Percent	170
Multi-media artists and animators	14-17 Percent	40
Technical writers	14-17 Percent	210
Telemarketers	14-17 Percent	230
Travel agents	14-17 Percent	60
Financial specialists, all other	10-13 Percent	70
All other information and record clerks	5-9 Percent	100
Billing and posting clerks and machine operators	5-9 Percent	470
Business operations specialists, all other	5-9 Percent	630
Chemical engineers	5-9 Percent	70
Civil engineers	5-9 Percent	80
Commercial and industrial designers	5-9 Percent	60
Computer and information systems managers	5-9 Percent	460
Computer systems analysts	5-9 Percent	420
Cost estimators	5-9 Percent	260
Credit authorizers, checkers, and clerks	5-9 Percent	30
Database administrators	5-9 Percent	100
Electrical and electronic engineering technicians	5-9 Percent	750
Electrical and electronics drafters	5-9 Percent	60
Engineering managers	5-9 Percent	530
Engineers, all other	5-9 Percent	130
Financial analysts	5-9 Percent	220
Financial managers	5-9 Percent	700
First-line supervisors/managers of office and administrative support workers	5-9 Percent	1220
Graphic designers	5-9 Percent	140
Human resources assistants, except payroll and timekeeping	5-9 Percent	200
Industrial engineers	5-9 Percent	400
Interviewers, except eligibility and loan	5-9 Percent	100
Lawyers	5-9 Percent	250
Loan counselors	5-9 Percent	50
Loan officers	5-9 Percent	160
Logisticians	5-9 Percent	50
Management analysts	5-9 Percent	560
Market research analysts	5-9 Percent	250
Mechanical drafters	5-9 Percent	70
Mechanical engineering technicians	5-9 Percent	80
Mechanical engineers	5-9 Percent	640
Network and computer systems administrators	5-9 Percent	550
Office and administrative support workers, all other	5-9 Percent	170
Office clerks, general	5-9 Percent	2630
Operations research analysts	5-9 Percent	60
Order clerks	5-9 Percent	250
Paralegals and legal assistants	5-9 Percent	170
Payroll and timekeeping clerks	5-9 Percent	240
Procurement clerks	5-9 Percent	80
Purchasing managers	5-9 Percent	140
Sales managers	5-9 Percent	460
Sales representatives, services, all other	5-9 Percent	300
Tax examiners, collectors, and revenue agents	5-9 Percent	170
Word processors and typists	5-9 Percent	70
Administrative services managers	0-4 Percent	350
Advertising and promotions managers	0-4 Percent	60
Advertising sales agents	0-4 Percent	40
Appraisers and assessors of real estate	0-4 Percent	30
Art directors	0-4 Percent	30
Audio and video equipment technicians	0-4 Percent	30
Bartenders	0-4 Percent	1380
Bill and account collectors	0-4 Percent	270

Lowell, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Biological technicians	0-4 Percent	70
Cashiers	0-4 Percent	2680
Chefs and head cooks	0-4 Percent	70
Chemical technicians	0-4 Percent	80
Chemists	0-4 Percent	250
Chief executives	0-4 Percent	770
Child care workers	0-4 Percent	370
Child, family, and school social workers	0-4 Percent	300
Clinical, counseling, and school psychologists	0-4 Percent	110
Coaches and scouts	0-4 Percent	230
Combined food preparation and serving workers, including fast food	0-4 Percent	1820
Community and social service specialists, all other	0-4 Percent	40
Compensation and benefits managers	0-4 Percent	70
Compensation, benefits, and job analysis specialists	0-4 Percent	160
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	110
Construction managers	0-4 Percent	210
Cooks, fast food	0-4 Percent	730
Cooks, institution and cafeteria	0-4 Percent	290
Cooks, restaurant	0-4 Percent	310
Counter and rental clerks	0-4 Percent	310
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	610
Dental assistants	0-4 Percent	320
Dental hygienists	0-4 Percent	350
Dietitians and nutritionists	0-4 Percent	60
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	90
Dishwashers	0-4 Percent	260
Dispatchers, except police, fire, and ambulance	0-4 Percent	150
Editors	0-4 Percent	40
Education administrators, elementary and secondary school	0-4 Percent	220
Education administrators, preschool and child care center/program	0-4 Percent	70
Educational, vocational, and school counselors	0-4 Percent	190
Electro-mechanical technicians	0-4 Percent	230
Elementary school teachers, except special education	0-4 Percent	1890
Eligibility interviewers, government programs	0-4 Percent	40
Emergency medical technicians and paramedics	0-4 Percent	190
Employment, recruitment, and placement specialists	0-4 Percent	150
Environmental science and protection technicians, including health	0-4 Percent	50
Environmental scientists and specialists, including health	0-4 Percent	60
Executive secretaries and administrative assistants	0-4 Percent	1980
Fire fighters	0-4 Percent	500
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	720
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	160
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	60
First-line supervisors/managers of non-retail sales workers	0-4 Percent	290
First-line supervisors/managers of personal service workers	0-4 Percent	60
First-line supervisors/managers of retail sales workers	0-4 Percent	670
First-line supervisors/managers, protective service workers, all other	0-4 Percent	40
Fitness trainers and aerobics instructors	0-4 Percent	180
Floral designers	0-4 Percent	90
Food preparation workers	0-4 Percent	520
Food servers, nonrestaurant	0-4 Percent	190
Food service managers	0-4 Percent	130
General and operations managers	0-4 Percent	2120
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	320
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	30
Healthcare support workers, all other	0-4 Percent	100
Home health aides	0-4 Percent	300
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	220
Hotel, motel, and resort desk clerks	0-4 Percent	70
Human resources managers, all other	0-4 Percent	80
Human resources, training, and labor relations specialists, all other	0-4 Percent	110
Industrial engineering technicians	0-4 Percent	130
Industrial production managers	0-4 Percent	240
Instructional coordinators	0-4 Percent	110
Insurance appraisers, auto damage	0-4 Percent	60
Insurance sales agents	0-4 Percent	120
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	1930
Kindergarten teachers, except special education	0-4 Percent	140
Landscaping and groundskeeping workers	0-4 Percent	680
Legal secretaries	0-4 Percent	160
Legal support workers, all other	0-4 Percent	100
Librarians	0-4 Percent	110
Library assistants, clerical	0-4 Percent	200

Lowell, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Library technicians	0-4 Percent	110
Licensed practical and licensed vocational nurses	0-4 Percent	860
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	40
Maids and housekeeping cleaners	0-4 Percent	530
Mail clerks and mail machine operators, except postal service	0-4 Percent	80
Managers, all other	0-4 Percent	220
Marketing managers	0-4 Percent	320
Medical and clinical laboratory technicians	0-4 Percent	100
Medical and clinical laboratory technologists	0-4 Percent	50
Medical and health services managers	0-4 Percent	210
Medical and public health social workers	0-4 Percent	140
Medical assistants	0-4 Percent	170
Medical records and health information technicians	0-4 Percent	80
Medical scientists, except epidemiologists	0-4 Percent	100
Medical secretaries	0-4 Percent	250
Mental health and substance abuse social workers	0-4 Percent	110
Mental health counselors	0-4 Percent	90
Microbiologists	0-4 Percent	60
Middle school teachers, except special and vocational education	0-4 Percent	1090
Natural sciences managers	0-4 Percent	60
Nonfarm animal caretakers	0-4 Percent	50
Nursing aides, orderlies, and attendants	0-4 Percent	1460
Occupational therapists	0-4 Percent	70
Opticians, dispensing	0-4 Percent	50
Parts salespersons	0-4 Percent	340
Personal and home care aides	0-4 Percent	70
Pharmacists	0-4 Percent	180
Pharmacy technicians	0-4 Percent	210
Photographers	0-4 Percent	70
Physical therapist assistants	0-4 Percent	40
Physical therapists	0-4 Percent	120
Physicists	0-4 Percent	40
Police and sheriff's patrol officers	0-4 Percent	510
Police, fire, and ambulance dispatchers	0-4 Percent	110
Postal service clerks	0-4 Percent	100
Postal service mail carriers	0-4 Percent	350
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	70
Preschool teachers, except special education	0-4 Percent	660
Probation officers and correctional treatment specialists	0-4 Percent	40
Production, planning, and expediting clerks	0-4 Percent	720
Property, real estate, and community association managers	0-4 Percent	90
Protective service workers, all other	0-4 Percent	60
Psychiatric aides	0-4 Percent	160
Public relations managers	0-4 Percent	60
Public relations specialists	0-4 Percent	120
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	460
Radiologic technologists and technicians	0-4 Percent	100
Real estate sales agents	0-4 Percent	40
Receptionists and information clerks	0-4 Percent	1130
Recreation workers	0-4 Percent	130
Recreational therapists	0-4 Percent	50
Registered nurses	0-4 Percent	2170
Rehabilitation counselors	0-4 Percent	180
Residential advisors	0-4 Percent	40
Respiratory therapists	0-4 Percent	60
Retail salespersons	0-4 Percent	2200
Sales and related workers, all other	0-4 Percent	100
Sales engineers	0-4 Percent	280
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	1380
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	1220
Secondary school teachers, except special and vocational education	0-4 Percent	1110
Secretaries, except legal, medical, and executive	0-4 Percent	1290
Shipping, receiving, and traffic clerks	0-4 Percent	900
Social and community service managers	0-4 Percent	100
Social and human service assistants	0-4 Percent	320
Special education teachers, middle school	0-4 Percent	160
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	370
Special education teachers, secondary school	0-4 Percent	190
Speech-language pathologists	0-4 Percent	70
Stock clerks and order fillers	0-4 Percent	1520
Substance abuse and behavioral disorder counselors	0-4 Percent	70
Surgical technologists	0-4 Percent	40
Surveyors	0-4 Percent	40

Lowell, MA-NH PMSA

Occupation	Offshoring Range	2004 Employment
Switchboard operators, including answering service	0-4 Percent	130
Teacher assistants	0-4 Percent	1400
Teachers and instructors, all other	0-4 Percent	60
Tellers	0-4 Percent	820
Training and development managers	0-4 Percent	50
Training and development specialists	0-4 Percent	230
Transportation, storage, and distribution managers	0-4 Percent	90
Urban and regional planners	0-4 Percent	30
Veterinarians	0-4 Percent	30
Veterinary assistants and laboratory animal caretakers	0-4 Percent	50
Veterinary technologists and technicians	0-4 Percent	70
Vocational education teachers, secondary school	0-4 Percent	320
Waiters and waitresses	0-4 Percent	1530
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	140
Wholesale and retail buyers, except farm products	0-4 Percent	190

Middlesex-Somerset-Hunterdon, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	5900
Computer software engineers, applications	18-21 Percent	4290
Data entry keyers	18-21 Percent	1850
Multi-media artists and animators	18-21 Percent	80
Accountants and auditors	14-17 Percent	5420
Actuaries	14-17 Percent	130
Bookkeeping, accounting, and auditing clerks	14-17 Percent	8630
Budget analysts	14-17 Percent	190
Computer hardware engineers	14-17 Percent	290
Computer operators	14-17 Percent	1000
Computer software engineers, systems software	14-17 Percent	4890
Computer specialists, all other	14-17 Percent	870
Computer support specialists	14-17 Percent	3370
Credit analysts	14-17 Percent	390
Customer service representatives	14-17 Percent	12580
Electrical engineers	14-17 Percent	540
Electronics engineers, except computer	14-17 Percent	490
Financial examiners	14-17 Percent	120
Insurance claims and policy processing clerks	14-17 Percent	1280
Insurance underwriters	14-17 Percent	880
Network systems and data communications analysts	14-17 Percent	1300
Reservation and transportation ticket agents and travel clerks	14-17 Percent	90
Statistical assistants	14-17 Percent	160
Technical writers	14-17 Percent	420
Telemarketers	14-17 Percent	1220
Travel agents	14-17 Percent	540
Financial specialists, all other	10-13 Percent	550
All other information and record clerks	5-9 Percent	1160
Billing and posting clerks and machine operators	5-9 Percent	3440
Brokerage clerks	5-9 Percent	1180
Business operations specialists, all other	5-9 Percent	5850
Chemical engineers	5-9 Percent	310
Civil engineering technicians	5-9 Percent	130
Civil engineers	5-9 Percent	1140
Commercial and industrial designers	5-9 Percent	90
Computer and information systems managers	5-9 Percent	3450
Computer systems analysts	5-9 Percent	5130
Cost estimators	5-9 Percent	580
Credit authorizers, checkers, and clerks	5-9 Percent	550
Database administrators	5-9 Percent	950
Desktop publishers	5-9 Percent	60
Drafters, all other	5-9 Percent	80
Electrical and electronic engineering technicians	5-9 Percent	670
Electrical and electronics drafters	5-9 Percent	110
Engineering managers	5-9 Percent	990
Engineering technicians, except drafters, all other	5-9 Percent	140
Engineers, all other	5-9 Percent	410
Fashion designers	5-9 Percent	50
Financial analysts	5-9 Percent	1900
Financial managers	5-9 Percent	3110
First-line supervisors/managers of office and administrative support workers	5-9 Percent	7500
Graphic designers	5-9 Percent	1160
Human resources assistants, except payroll and timekeeping	5-9 Percent	1050
Industrial engineers	5-9 Percent	590
Interviewers, except eligibility and loan	5-9 Percent	1140
Lawyers	5-9 Percent	2510
Loan counselors	5-9 Percent	130
Loan interviewers and clerks	5-9 Percent	560
Loan officers	5-9 Percent	690
Logisticians	5-9 Percent	560
Management analysts	5-9 Percent	2350
Market research analysts	5-9 Percent	1840
Materials engineers	5-9 Percent	60
Mechanical drafters	5-9 Percent	240
Mechanical engineering technicians	5-9 Percent	370
Mechanical engineers	5-9 Percent	1440
Network and computer systems administrators	5-9 Percent	2480
New accounts clerks	5-9 Percent	230
Office and administrative support workers, all other	5-9 Percent	1780
Office clerks, general	5-9 Percent	14350

Middlesex-Somerset-Hunterdon, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Operations research analysts	5-9 Percent	270
Order clerks	5-9 Percent	2260
Paralegals and legal assistants	5-9 Percent	1180
Payroll and timekeeping clerks	5-9 Percent	900
Procurement clerks	5-9 Percent	450
Proofreaders and copy markers	5-9 Percent	210
Purchasing managers	5-9 Percent	380
Sales managers	5-9 Percent	2490
Sales representatives, services, all other	5-9 Percent	4580
Securities, commodities, and financial services sales agents	5-9 Percent	1860
Social scientists and related workers, all other	5-9 Percent	120
Statisticians	5-9 Percent	270
Survey researchers	5-9 Percent	160
Tax examiners, collectors, and revenue agents	5-9 Percent	260
Word processors and typists	5-9 Percent	1600
Administrative services managers	0-4 Percent	1390
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	240
Advertising and promotions managers	0-4 Percent	230
Advertising sales agents	0-4 Percent	540
Agricultural and food science technicians	0-4 Percent	50
Amusement and recreation attendants	0-4 Percent	690
Anthropologists and archeologists	0-4 Percent	40
Anthropology and archeology teachers, postsecondary	0-4 Percent	30
Appraisers and assessors of real estate	0-4 Percent	190
Architects, except landscape and naval	0-4 Percent	330
Architectural and civil drafters	0-4 Percent	440
Art directors	0-4 Percent	150
Art, drama, and music teachers, postsecondary	0-4 Percent	310
Athletic trainers	0-4 Percent	40
Atmospheric and space scientists	0-4 Percent	40
Audio and video equipment technicians	0-4 Percent	160
Audiologists	0-4 Percent	40
Baggage porters and bellhops	0-4 Percent	40
Bartenders	0-4 Percent	1760
Bill and account collectors	0-4 Percent	1320
Biochemists and biophysicists	0-4 Percent	630
Biological scientists, all other	0-4 Percent	110
Biological technicians	0-4 Percent	1300
Business teachers, postsecondary	0-4 Percent	170
Cardiovascular technologists and technicians	0-4 Percent	90
Cargo and freight agents	0-4 Percent	330
Cashiers	0-4 Percent	14200
Chefs and head cooks	0-4 Percent	290
Chemical technicians	0-4 Percent	1580
Chemists	0-4 Percent	2010
Chief executives	0-4 Percent	500
Child care workers	0-4 Percent	3560
Child, family, and school social workers	0-4 Percent	790
Chiropractors	0-4 Percent	130
Claims adjusters, examiners, and investigators	0-4 Percent	1990
Clergy	0-4 Percent	120
Clinical, counseling, and school psychologists	0-4 Percent	630
Coaches and scouts	0-4 Percent	660
Combined food preparation and serving workers, including fast food	0-4 Percent	9590
Community and social service specialists, all other	0-4 Percent	280
Compensation and benefits managers	0-4 Percent	240
Compensation, benefits, and job analysis specialists	0-4 Percent	670
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	940
Computer science teachers, postsecondary	0-4 Percent	210
Conservation scientists	0-4 Percent	40
Construction managers	0-4 Percent	870
Cooks, fast food	0-4 Percent	1230
Cooks, institution and cafeteria	0-4 Percent	800
Cooks, restaurant	0-4 Percent	1740
Cooks, short order	0-4 Percent	660
Correctional officers and jailers	0-4 Percent	2430
Counter and rental clerks	0-4 Percent	1740
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	1130
Couriers and messengers	0-4 Percent	360
Court, municipal, and license clerks	0-4 Percent	360

Middlesex-Somerset-Hunterdon, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Crossing guards	0-4 Percent	560
Demonstrators and product promoters	0-4 Percent	360
Dental assistants	0-4 Percent	1320
Dental hygienists	0-4 Percent	500
Designers, all other	0-4 Percent	80
Detectives and criminal investigators	0-4 Percent	340
Diagnostic medical sonographers	0-4 Percent	160
Dietetic technicians	0-4 Percent	50
Dietitians and nutritionists	0-4 Percent	200
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	850
Dishwashers	0-4 Percent	1090
Dispatchers, except police, fire, and ambulance	0-4 Percent	660
Economics teachers, postsecondary	0-4 Percent	90
Editors	0-4 Percent	950
Education administrators, all other	0-4 Percent	170
Education administrators, elementary and secondary school	0-4 Percent	1050
Education administrators, preschool and child care center/program	0-4 Percent	250
Education, training, and library workers, all other	0-4 Percent	150
Educational, vocational, and school counselors	0-4 Percent	1030
Electro-mechanical technicians	0-4 Percent	100
Elementary school teachers, except special education	0-4 Percent	6850
Eligibility interviewers, government programs	0-4 Percent	90
Emergency medical technicians and paramedics	0-4 Percent	750
Employment, recruitment, and placement specialists	0-4 Percent	1850
English language and literature teachers, postsecondary	0-4 Percent	330
Entertainment attendants and related workers, all other	0-4 Percent	70
Environmental engineers	0-4 Percent	300
Environmental science and protection technicians, including health	0-4 Percent	90
Environmental scientists and specialists, including health	0-4 Percent	180
Executive secretaries and administrative assistants	0-4 Percent	4700
Family and general practitioners	0-4 Percent	270
File clerks	0-4 Percent	1510
Fire fighters	0-4 Percent	260
First-line supervisors/managers of correctional officers	0-4 Percent	170
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	40
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	2210
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	970
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	460
First-line supervisors/managers of non-retail sales workers	0-4 Percent	2100
First-line supervisors/managers of personal service workers	0-4 Percent	960
First-line supervisors/managers of police and detectives	0-4 Percent	450
First-line supervisors/managers of retail sales workers	0-4 Percent	4370
First-line supervisors/managers, protective service workers, all other	0-4 Percent	460
Fitness trainers and aerobics instructors	0-4 Percent	750
Floral designers	0-4 Percent	260
Food preparation and serving related workers, all other	0-4 Percent	90
Food preparation workers	0-4 Percent	1810
Food scientists and technologists	0-4 Percent	100
Food servers, nonrestaurant	0-4 Percent	960
Food service managers	0-4 Percent	370
Funeral attendants	0-4 Percent	70
Funeral directors	0-4 Percent	100
General and operations managers	0-4 Percent	7450
Geoscientists, except hydrologists and geographers	0-4 Percent	30
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	2410
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	130
Health diagnosing and treating practitioners, all other	0-4 Percent	140
Health educators	0-4 Percent	170
Health specialties teachers, postsecondary	0-4 Percent	180
Health technologists and technicians, all other	0-4 Percent	280
Healthcare support workers, all other	0-4 Percent	1250
History teachers, postsecondary	0-4 Percent	140
Home health aides	0-4 Percent	1420
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	990
Hotel, motel, and resort desk clerks	0-4 Percent	380
Human resources managers, all other	0-4 Percent	450
Human resources, training, and labor relations specialists, all other	0-4 Percent	840
Industrial engineering technicians	0-4 Percent	170
Industrial production managers	0-4 Percent	1190
Instructional coordinators	0-4 Percent	610

Middlesex-Somerset-Hunterdon, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Insurance appraisers, auto damage	0-4 Percent	60
Insurance sales agents	0-4 Percent	1300
Interior designers	0-4 Percent	190
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	10690
Judges, magistrate judges, and magistrates	0-4 Percent	160
Kindergarten teachers, except special education	0-4 Percent	840
Landscape architects	0-4 Percent	50
Landscaping and groundskeeping workers	0-4 Percent	4730
Law clerks	0-4 Percent	80
Legal secretaries	0-4 Percent	1630
Legal support workers, all other	0-4 Percent	150
Legislators	0-4 Percent	330
Librarians	0-4 Percent	680
Library assistants, clerical	0-4 Percent	500
Library technicians	0-4 Percent	350
Licensed practical and licensed vocational nurses	0-4 Percent	2200
Life scientists, all other	0-4 Percent	900
Life, physical, and social science technicians, all other	0-4 Percent	500
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1040
Locker room, coatroom, and dressing room attendants	0-4 Percent	30
Lodging managers	0-4 Percent	40
Maids and housekeeping cleaners	0-4 Percent	2110
Mail clerks and mail machine operators, except postal service	0-4 Percent	1050
Managers, all other	0-4 Percent	2310
Manicurists and pedicurists	0-4 Percent	180
Marketing managers	0-4 Percent	1260
Marriage and family therapists	0-4 Percent	370
Massage therapists	0-4 Percent	60
Materials scientists	0-4 Percent	150
Mathematical science teachers, postsecondary	0-4 Percent	260
Media and communication workers, all other	0-4 Percent	140
Medical and clinical laboratory technicians	0-4 Percent	440
Medical and clinical laboratory technologists	0-4 Percent	640
Medical and health services managers	0-4 Percent	630
Medical and public health social workers	0-4 Percent	280
Medical assistants	0-4 Percent	1030
Medical equipment preparers	0-4 Percent	200
Medical records and health information technicians	0-4 Percent	260
Medical scientists, except epidemiologists	0-4 Percent	1110
Medical secretaries	0-4 Percent	4770
Meeting and convention planners	0-4 Percent	210
Mental health and substance abuse social workers	0-4 Percent	470
Mental health counselors	0-4 Percent	460
Merchandise displayers and window trimmers	0-4 Percent	570
Meter readers, utilities	0-4 Percent	100
Microbiologists	0-4 Percent	220
Middle school teachers, except special and vocational education	0-4 Percent	4090
Music directors and composers	0-4 Percent	50
Natural sciences managers	0-4 Percent	1110
Nonfarm animal caretakers	0-4 Percent	190
Nuclear medicine technologists	0-4 Percent	80
Nursing aides, orderlies, and attendants	0-4 Percent	5100
Obstetricians and gynecologists	0-4 Percent	100
Occupational health and safety specialists	0-4 Percent	220
Occupational therapist assistants	0-4 Percent	150
Occupational therapists	0-4 Percent	420
Office machine operators, except computer	0-4 Percent	400
Optometrists	0-4 Percent	120
Orthotists and prosthetists	0-4 Percent	50
Parts salespersons	0-4 Percent	910
Personal and home care aides	0-4 Percent	1970
Personal care and service workers, all other	0-4 Percent	410
Personal financial advisors	0-4 Percent	470
Pest control workers	0-4 Percent	160
Pesticide handlers, sprayers, and applicators, vegetation	0-4 Percent	40
Pharmacists	0-4 Percent	990
Pharmacy aides	0-4 Percent	130
Pharmacy technicians	0-4 Percent	1030
Photographers	0-4 Percent	130
Physical scientists, all other	0-4 Percent	160

Middlesex-Somerset-Hunterdon, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Physical therapist aides	0-4 Percent	290
Physical therapist assistants	0-4 Percent	190
Physical therapists	0-4 Percent	790
Physician assistants	0-4 Percent	70
Physicians and surgeons, all other	0-4 Percent	940
Podiatrists	0-4 Percent	60
Police and sheriff's patrol officers	0-4 Percent	2330
Police, fire, and ambulance dispatchers	0-4 Percent	420
Political science teachers, postsecondary	0-4 Percent	120
Postal service clerks	0-4 Percent	480
Postal service mail carriers	0-4 Percent	1640
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	940
Postmasters and mail superintendents	0-4 Percent	80
Preschool teachers, except special education	0-4 Percent	1290
Private detectives and investigators	0-4 Percent	90
Probation officers and correctional treatment specialists	0-4 Percent	270
Producers and directors	0-4 Percent	50
Production, planning, and expediting clerks	0-4 Percent	1860
Property, real estate, and community association managers	0-4 Percent	450
Protective service workers, all other	0-4 Percent	400
Psychiatric aides	0-4 Percent	100
Psychiatrists	0-4 Percent	100
Psychology teachers, postsecondary	0-4 Percent	230
Public relations managers	0-4 Percent	220
Public relations specialists	0-4 Percent	840
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	1120
Radiation therapists	0-4 Percent	70
Radiologic technologists and technicians	0-4 Percent	780
Real estate brokers	0-4 Percent	200
Receptionists and information clerks	0-4 Percent	3570
Recreation workers	0-4 Percent	1290
Recreational therapists	0-4 Percent	80
Registered nurses	0-4 Percent	10100
Rehabilitation counselors	0-4 Percent	930
Reporters and correspondents	0-4 Percent	400
Residential advisors	0-4 Percent	160
Respiratory therapists	0-4 Percent	200
Retail salespersons	0-4 Percent	19030
Sales and related workers, all other	0-4 Percent	1620
Sales engineers	0-4 Percent	550
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	6700
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	4100
Secondary school teachers, except special and vocational education	0-4 Percent	5030
Secretaries, except legal, medical, and executive	0-4 Percent	11360
Security guards	0-4 Percent	6310
Self-enrichment education teachers	0-4 Percent	870
Set and exhibit designers	0-4 Percent	50
Shampooers	0-4 Percent	140
Shipping, receiving, and traffic clerks	0-4 Percent	4790
Skin care specialists	0-4 Percent	80
Social and community service managers	0-4 Percent	340
Social and human service assistants	0-4 Percent	1110
Social workers, all other	0-4 Percent	130
Special education teachers, middle school	0-4 Percent	770
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	1090
Special education teachers, secondary school	0-4 Percent	590
Speech-language pathologists	0-4 Percent	390
Stock clerks and order fillers	0-4 Percent	9240
Substance abuse and behavioral disorder counselors	0-4 Percent	180
Surgeons	0-4 Percent	90
Surgical technologists	0-4 Percent	110
Surveying and mapping technicians	0-4 Percent	260
Surveyors	0-4 Percent	200
Switchboard operators, including answering service	0-4 Percent	650
Teacher assistants	0-4 Percent	4610
Teachers and instructors, all other	0-4 Percent	1910
Tellers	0-4 Percent	1800
Training and development managers	0-4 Percent	210
Training and development specialists	0-4 Percent	1260
Transportation, storage, and distribution managers	0-4 Percent	840
Urban and regional planners	0-4 Percent	80
Ushers, lobby attendants, and ticket takers	0-4 Percent	250
Veterinarians	0-4 Percent	290
Veterinary assistants and laboratory animal caretakers	0-4 Percent	240
Veterinary technologists and technicians	0-4 Percent	240
Vocational education teachers, postsecondary	0-4 Percent	180
Vocational education teachers, secondary school	0-4 Percent	70
Waiters and waitresses	0-4 Percent	6620
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	330
Wholesale and retail buyers, except farm products	0-4 Percent	870
Writers and authors	0-4 Percent	160

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	17-20 Percent	4790
Computer software engineers, applications	17-20 Percent	13490
Data entry keyers	17-20 Percent	3990
Accountants and auditors	13-16 Percent	17500
Actuaries	13-16 Percent	440
Bookkeeping, accounting, and auditing clerks	13-16 Percent	22120
Budget analysts	13-16 Percent	190
Computer hardware engineers	13-16 Percent	470
Computer operators	13-16 Percent	1380
Computer software engineers, systems software	13-16 Percent	4570
Computer specialists, all other	13-16 Percent	5320
Computer support specialists	13-16 Percent	7910
Credit analysts	13-16 Percent	1540
Customer service representatives	13-16 Percent	29800
Electrical engineers	13-16 Percent	2630
Electronics engineers, except computer	13-16 Percent	2450
Financial examiners	13-16 Percent	500
Insurance claims and policy processing clerks	13-16 Percent	2570
Insurance underwriters	13-16 Percent	1660
Multi-media artists and animators	13-16 Percent	450
Network systems and data communications analysts	13-16 Percent	3670
Statistical assistants	13-16 Percent	130
Tax preparers	13-16 Percent	560
Technical writers	13-16 Percent	930
Telemarketers	13-16 Percent	3100
Travel agents	13-16 Percent	1740
Financial specialists, all other	9-12 Percent	3340
Aerospace engineering and operations technicians	5-8 Percent	120
Aerospace engineers	5-8 Percent	90
Agricultural engineers	5-8 Percent	30
All other information and record clerks	5-8 Percent	3180
Billing and posting clerks and machine operators	5-8 Percent	6110
Biomedical engineers	5-8 Percent	480
Brokerage clerks	5-8 Percent	1810
Business operations specialists, all other	5-8 Percent	30940
Chemical engineers	5-8 Percent	350
Civil engineering technicians	5-8 Percent	1670
Civil engineers	5-8 Percent	2050
Commercial and industrial designers	5-8 Percent	450
Computer and information systems managers	5-8 Percent	6950
Computer systems analysts	5-8 Percent	7780
Correspondence clerks	5-8 Percent	210
Cost estimators	5-8 Percent	3180
Credit authorizers, checkers, and clerks	5-8 Percent	980
Database administrators	5-8 Percent	2520
Desktop publishers	5-8 Percent	710
Drafters, all other	5-8 Percent	400
Economists	5-8 Percent	250
Electrical and electronic engineering technicians	5-8 Percent	2930
Electrical and electronics drafters	5-8 Percent	650
Engineering managers	5-8 Percent	3330
Engineering technicians, except drafters, all other	5-8 Percent	2810
Financial analysts	5-8 Percent	4550
Financial managers	5-8 Percent	9290
First-line supervisors/managers of office and administrative support workers	5-8 Percent	18660
Graphic designers	5-8 Percent	3280
Human resources assistants, except payroll and timekeeping	5-8 Percent	2160
Industrial engineers	5-8 Percent	4230
Interviewers, except eligibility and loan	5-8 Percent	2120
Lawyers	5-8 Percent	8640
Loan interviewers and clerks	5-8 Percent	5840
Loan officers	5-8 Percent	6710
Management analysts	5-8 Percent	7630
Market research analysts	5-8 Percent	6050
Materials engineers	5-8 Percent	150
Mathematical technicians	5-8 Percent	60
Mechanical drafters	5-8 Percent	1860
Mechanical engineering technicians	5-8 Percent	1710
Mechanical engineers	5-8 Percent	4650
Network and computer systems administrators	5-8 Percent	4920

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
New accounts clerks	5-8 Percent	1730
Office and administrative support workers, all other	5-8 Percent	5970
Office clerks, general	5-8 Percent	47070
Operations research analysts	5-8 Percent	1340
Order clerks	5-8 Percent	4410
Paralegals and legal assistants	5-8 Percent	3250
Payroll and timekeeping clerks	5-8 Percent	2460
Procurement clerks	5-8 Percent	1120
Proofreaders and copy markers	5-8 Percent	250
Purchasing managers	5-8 Percent	1420
Sales managers	5-8 Percent	6160
Sales representatives, services, all other	5-8 Percent	8820
Securities, commodities, and financial services sales agents	5-8 Percent	6630
Social scientists and related workers, all other	5-8 Percent	240
Statisticians	5-8 Percent	260
Survey researchers	5-8 Percent	380
Tax examiners, collectors, and revenue agents	5-8 Percent	760
Word processors and typists	5-8 Percent	2410
Actors	0-4 Percent	540
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	120
Administrative services managers	0-4 Percent	3370
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	820
Advertising and promotions managers	0-4 Percent	390
Advertising sales agents	0-4 Percent	1780
Agents and business managers of artists, performers, and athletes	0-4 Percent	70
Amusement and recreation attendants	0-4 Percent	7290
Anthropology and archeology teachers, postsecondary	0-4 Percent	50
Appraisers and assessors of real estate	0-4 Percent	1690
Arbitrators, mediators, and conciliators	0-4 Percent	120
Architects, except landscape and naval	0-4 Percent	1420
Architectural and civil drafters	0-4 Percent	1180
Archivists	0-4 Percent	60
Area, ethnic, and cultural studies teachers, postsecondary	0-4 Percent	210
Art directors	0-4 Percent	840
Art, drama, and music teachers, postsecondary	0-4 Percent	1050
Artists and related workers, all other	0-4 Percent	90
Atmospheric and space scientists	0-4 Percent	90
Audio and video equipment technicians	0-4 Percent	690
Audiologists	0-4 Percent	90
Audio-visual collections specialists	0-4 Percent	640
Baggage porters and bellhops	0-4 Percent	270
Bailiffs	0-4 Percent	60
Barbers	0-4 Percent	230
Bartenders	0-4 Percent	8270
Bill and account collectors	0-4 Percent	6050
Biochemists and biophysicists	0-4 Percent	220
Biological science teachers, postsecondary	0-4 Percent	430
Biological scientists, all other	0-4 Percent	410
Biological technicians	0-4 Percent	650
Broadcast news analysts	0-4 Percent	50
Broadcast technicians	0-4 Percent	280
Business teachers, postsecondary	0-4 Percent	850
Camera operators, television, video, and motion picture	0-4 Percent	210
Cardiovascular technologists and technicians	0-4 Percent	390
Cartographers and photogrammetrists	0-4 Percent	60
Cashiers	0-4 Percent	35770
Chefs and head cooks	0-4 Percent	1170
Chemical technicians	0-4 Percent	720
Chemistry teachers, postsecondary	0-4 Percent	190
Chemists	0-4 Percent	1370
Chief executives	0-4 Percent	3040
Child care workers	0-4 Percent	3430
Child, family, and school social workers	0-4 Percent	3400
Chiropractors	0-4 Percent	550
Choreographers	0-4 Percent	50
Claims adjusters, examiners, and investigators	0-4 Percent	3750
Clergy	0-4 Percent	360
Clinical, counseling, and school psychologists	0-4 Percent	2150
Coaches and scouts	0-4 Percent	2020
Combined food preparation and serving workers, including fast food	0-4 Percent	32320

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
Communications teachers, postsecondary	0-4 Percent	390
Community and social service specialists, all other	0-4 Percent	2550
Compensation and benefits managers	0-4 Percent	430
Compensation, benefits, and job analysis specialists	0-4 Percent	1710
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	2480
Computer science teachers, postsecondary	0-4 Percent	400
Concierges	0-4 Percent	100
Conservation scientists	0-4 Percent	110
Construction managers	0-4 Percent	1700
Cooks, fast food	0-4 Percent	3390
Cooks, institution and cafeteria	0-4 Percent	3090
Cooks, restaurant	0-4 Percent	10890
Cooks, short order	0-4 Percent	2620
Correctional officers and jailers	0-4 Percent	2700
Costume attendants	0-4 Percent	90
Counselors, all other	0-4 Percent	420
Counter and rental clerks	0-4 Percent	5080
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	4590
Couriers and messengers	0-4 Percent	1840
Court, municipal, and license clerks	0-4 Percent	1730
Craft artists	0-4 Percent	120
Crossing guards	0-4 Percent	370
Curators	0-4 Percent	50
Dancers	0-4 Percent	550
Demonstrators and product promoters	0-4 Percent	1590
Dental assistants	0-4 Percent	3440
Dental hygienists	0-4 Percent	2020
Designers, all other	0-4 Percent	170
Detectives and criminal investigators	0-4 Percent	580
Diagnostic medical sonographers	0-4 Percent	490
Dietetic technicians	0-4 Percent	230
Dietitians and nutritionists	0-4 Percent	530
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	3820
Directors, religious activities and education	0-4 Percent	80
Dishwashers	0-4 Percent	5660
Dispatchers, except police, fire, and ambulance	0-4 Percent	2520
Economics teachers, postsecondary	0-4 Percent	160
Editors	0-4 Percent	1890
Education administrators, all other	0-4 Percent	410
Education administrators, elementary and secondary school	0-4 Percent	1810
Education administrators, postsecondary	0-4 Percent	1240
Education administrators, preschool and child care center/program	0-4 Percent	640
Education teachers, postsecondary	0-4 Percent	880
Education, training, and library workers, all other	0-4 Percent	230
Educational, vocational, and school counselors	0-4 Percent	2820
Elementary school teachers, except special education	0-4 Percent	13680
Eligibility interviewers, government programs	0-4 Percent	1840
Emergency management specialists	0-4 Percent	50
Emergency medical technicians and paramedics	0-4 Percent	1330
Employment, recruitment, and placement specialists	0-4 Percent	2650
English language and literature teachers, postsecondary	0-4 Percent	490
Entertainers and performers, sports and related workers, all other	0-4 Percent	80
Environmental engineering technicians	0-4 Percent	90
Environmental engineers	0-4 Percent	350
Environmental science and protection technicians, including health	0-4 Percent	260
Environmental science teachers, postsecondary	0-4 Percent	50
Environmental scientists and specialists, including health	0-4 Percent	860
Epidemiologists	0-4 Percent	100
Executive secretaries and administrative assistants	0-4 Percent	20670
Family and general practitioners	0-4 Percent	2310
File clerks	0-4 Percent	3580
Film and video editors	0-4 Percent	140
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	180
Fire fighters	0-4 Percent	2740
Fire inspectors and investigators	0-4 Percent	110
First-line supervisors/managers of correctional officers	0-4 Percent	220
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	290
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	9430
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	2920
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	1410

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
First-line supervisors/managers of non-retail sales workers	0-4 Percent	6920
First-line supervisors/managers of personal service workers	0-4 Percent	3220
First-line supervisors/managers of police and detectives	0-4 Percent	960
First-line supervisors/managers of retail sales workers	0-4 Percent	12820
First-line supervisors/managers, protective service workers, all other	0-4 Percent	1050
Fitness trainers and aerobics instructors	0-4 Percent	2420
Floral designers	0-4 Percent	790
Food preparation and serving related workers, all other	0-4 Percent	910
Food preparation workers	0-4 Percent	7820
Food scientists and technologists	0-4 Percent	450
Food servers, nonrestaurant	0-4 Percent	4290
Food service managers	0-4 Percent	3090
Foreign language and literature teachers, postsecondary	0-4 Percent	360
Forest and conservation technicians	0-4 Percent	90
Foresters	0-4 Percent	130
Funeral attendants	0-4 Percent	130
Funeral directors	0-4 Percent	240
Gaming and sports book writers and runners	0-4 Percent	840
Gaming supervisors	0-4 Percent	330
General and operations managers	0-4 Percent	23310
Geography teachers, postsecondary	0-4 Percent	80
Geoscientists, except hydrologists and geographers	0-4 Percent	210
Grounds maintenance workers, all other	0-4 Percent	160
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	5980
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	310
Health educators	0-4 Percent	660
Health technologists and technicians, all other	0-4 Percent	730
Healthcare practitioners and technical workers, all other	0-4 Percent	500
Healthcare support workers, all other	0-4 Percent	2240
History teachers, postsecondary	0-4 Percent	200
Home economics teachers, postsecondary	0-4 Percent	40
Home health aides	0-4 Percent	11230
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	4460
Hotel, motel, and resort desk clerks	0-4 Percent	1320
Human resources managers, all other	0-4 Percent	1820
Human resources, training, and labor relations specialists, all other	0-4 Percent	4320
Hydrologists	0-4 Percent	220
Industrial engineering technicians	0-4 Percent	1910
Industrial production managers	0-4 Percent	2760
Industrial-organizational psychologists	0-4 Percent	30
Instructional coordinators	0-4 Percent	1170
Insurance appraisers, auto damage	0-4 Percent	140
Insurance sales agents	0-4 Percent	3670
Interior designers	0-4 Percent	1100
Internists, general	0-4 Percent	820
Interpreters and translators	0-4 Percent	460
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	26080
Kindergarten teachers, except special education	0-4 Percent	1430
Landscape architects	0-4 Percent	410
Landscaping and groundskeeping workers	0-4 Percent	7640
Law clerks	0-4 Percent	550
Law teachers, postsecondary	0-4 Percent	160
Legal secretaries	0-4 Percent	3300
Legal support workers, all other	0-4 Percent	980
Legislators	0-4 Percent	470
Librarians	0-4 Percent	1300
Library assistants, clerical	0-4 Percent	960
Library technicians	0-4 Percent	1060
Licensed practical and licensed vocational nurses	0-4 Percent	8130
Life scientists, all other	0-4 Percent	360
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1180
Locker room, coatroom, and dressing room attendants	0-4 Percent	210
Lodging managers	0-4 Percent	140
Maids and housekeeping cleaners	0-4 Percent	8180
Mail clerks and mail machine operators, except postal service	0-4 Percent	2260
Managers, all other	0-4 Percent	7870
Manicurists and pedicurists	0-4 Percent	1740
Marketing managers	0-4 Percent	3990
Marriage and family therapists	0-4 Percent	210
Massage therapists	0-4 Percent	510

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
Materials scientists	0-4 Percent	100
Mathematical science teachers, postsecondary	0-4 Percent	400
Media and communication equipment workers, all other	0-4 Percent	140
Media and communication workers, all other	0-4 Percent	530
Medical and clinical laboratory technicians	0-4 Percent	2040
Medical and clinical laboratory technologists	0-4 Percent	1480
Medical and health services managers	0-4 Percent	3060
Medical and public health social workers	0-4 Percent	1510
Medical assistants	0-4 Percent	4690
Medical equipment preparers	0-4 Percent	640
Medical records and health information technicians	0-4 Percent	2220
Medical scientists, except epidemiologists	0-4 Percent	1180
Medical secretaries	0-4 Percent	3840
Medical transcriptionists	0-4 Percent	1970
Meeting and convention planners	0-4 Percent	500
Mental health and substance abuse social workers	0-4 Percent	1640
Mental health counselors	0-4 Percent	860
Merchandise displayers and window trimmers	0-4 Percent	1390
Meter readers, utilities	0-4 Percent	220
Microbiologists	0-4 Percent	180
Middle school teachers, except special and vocational education	0-4 Percent	7990
Motion picture projectionists	0-4 Percent	190
Music directors and composers	0-4 Percent	130
Musicians and singers	0-4 Percent	410
Natural sciences managers	0-4 Percent	1000
Nonfarm animal caretakers	0-4 Percent	1080
Nuclear medicine technologists	0-4 Percent	130
Nursing aides, orderlies, and attendants	0-4 Percent	13190
Nursing instructors and teachers, postsecondary	0-4 Percent	300
Obstetricians and gynecologists	0-4 Percent	220
Occupational health and safety specialists	0-4 Percent	650
Occupational health and safety technicians	0-4 Percent	50
Occupational therapist assistants	0-4 Percent	220
Occupational therapists	0-4 Percent	1680
Office machine operators, except computer	0-4 Percent	2030
Opticians, dispensing	0-4 Percent	1140
Optometrists	0-4 Percent	440
Orthotists and prosthetists	0-4 Percent	40
Parts salespersons	0-4 Percent	3150
Pediatricians, general	0-4 Percent	570
Personal and home care aides	0-4 Percent	14220
Personal care and service workers, all other	0-4 Percent	1140
Personal financial advisors	0-4 Percent	1090
Pest control workers	0-4 Percent	290
Pharmacists	0-4 Percent	2460
Pharmacy aides	0-4 Percent	320
Pharmacy technicians	0-4 Percent	2970
Philosophy and religion teachers, postsecondary	0-4 Percent	330
Photographers	0-4 Percent	1050
Physical therapist aides	0-4 Percent	170
Physical therapist assistants	0-4 Percent	610
Physical therapists	0-4 Percent	2380
Physician assistants	0-4 Percent	700
Physicians and surgeons, all other	0-4 Percent	2100
Physicists	0-4 Percent	230
Physics teachers, postsecondary	0-4 Percent	130
Podiatrists	0-4 Percent	120
Police and sheriff's patrol officers	0-4 Percent	3740
Police, fire, and ambulance dispatchers	0-4 Percent	600
Political science teachers, postsecondary	0-4 Percent	140
Postal service clerks	0-4 Percent	720
Postal service mail carriers	0-4 Percent	4110
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	3530
Postmasters and mail superintendents	0-4 Percent	110
Postsecondary teachers, all other	0-4 Percent	280
Preschool teachers, except special education	0-4 Percent	4010
Private detectives and investigators	0-4 Percent	280
Probation officers and correctional treatment specialists	0-4 Percent	760
Producers and directors	0-4 Percent	760
Production, planning, and expediting clerks	0-4 Percent	3050

Minneapolis-St. Paul, MN-WI MSA

Occupation	Offshoring Range	2004 Employment
Property, real estate, and community association managers	0-4 Percent	2200
Protective service workers, all other	0-4 Percent	3410
Psychiatric aides	0-4 Percent	120
Psychiatric technicians	0-4 Percent	40
Psychiatrists	0-4 Percent	190
Psychologists, all other	0-4 Percent	110
Psychology teachers, postsecondary	0-4 Percent	240
Public address system and other announcers	0-4 Percent	90
Public relations managers	0-4 Percent	880
Public relations specialists	0-4 Percent	2170
Purchasing agents and buyers, farm products	0-4 Percent	470
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	4030
Radio and television announcers	0-4 Percent	410
Radiologic technologists and technicians	0-4 Percent	1890
Real estate brokers	0-4 Percent	310
Real estate sales agents	0-4 Percent	2210
Receptionists and information clerks	0-4 Percent	15920
Recreation and fitness studies teachers, postsecondary	0-4 Percent	180
Recreation workers	0-4 Percent	1910
Recreational therapists	0-4 Percent	400
Registered nurses	0-4 Percent	29160
Rehabilitation counselors	0-4 Percent	1570
Religious workers, all other	0-4 Percent	250
Reporters and correspondents	0-4 Percent	750
Respiratory therapists	0-4 Percent	680
Retail salespersons	0-4 Percent	55820
Sales and related workers, all other	0-4 Percent	6090
Sales engineers	0-4 Percent	1190
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	24740
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	7190
Secondary school teachers, except special and vocational education	0-4 Percent	13050
Secretaries, except legal, medical, and executive	0-4 Percent	7230
Security guards	0-4 Percent	10230
Self-enrichment education teachers	0-4 Percent	1550
Set and exhibit designers	0-4 Percent	70
Shipping, receiving, and traffic clerks	0-4 Percent	10970
Skin care specialists	0-4 Percent	240
Social and community service managers	0-4 Percent	1200
Social and human service assistants	0-4 Percent	7560
Social work teachers, postsecondary	0-4 Percent	80
Social workers, all other	0-4 Percent	1010
Sociology teachers, postsecondary	0-4 Percent	110
Soil and plant scientists	0-4 Percent	250
Sound engineering technicians	0-4 Percent	100
Special education teachers, middle school	0-4 Percent	1340
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	3640
Special education teachers, secondary school	0-4 Percent	1970
Speech-language pathologists	0-4 Percent	1680
Stock clerks and order fillers	0-4 Percent	23900
Substance abuse and behavioral disorder counselors	0-4 Percent	1090
Surgeons	0-4 Percent	960
Surgical technologists	0-4 Percent	1000
Surveying and mapping technicians	0-4 Percent	610
Surveyors	0-4 Percent	420
Switchboard operators, including answering service	0-4 Percent	1270
Teacher assistants	0-4 Percent	16570
Teachers and instructors, all other	0-4 Percent	3570
Tellers	0-4 Percent	5350
Therapists, all other	0-4 Percent	150
Tour guides and escorts	0-4 Percent	160
Training and development managers	0-4 Percent	460
Training and development specialists	0-4 Percent	3450
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	70
Transportation, storage, and distribution managers	0-4 Percent	1240
Tree trimmers and pruners	0-4 Percent	340
Umpires, referees, and other sports officials	0-4 Percent	430
Urban and regional planners	0-4 Percent	590
Ushers, lobby attendants, and ticket takers	0-4 Percent	960
Veterinarians	0-4 Percent	570
Veterinary assistants and laboratory animal caretakers	0-4 Percent	1020
Veterinary technologists and technicians	0-4 Percent	1000
Vocational education teachers, middle school	0-4 Percent	210
Vocational education teachers, postsecondary	0-4 Percent	2480
Vocational education teachers, secondary school	0-4 Percent	750
Waiters and waitresses	0-4 Percent	30330
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	710
Wholesale and retail buyers, except farm products	0-4 Percent	2650
Writers and authors	0-4 Percent	1390
Zoologists and wildlife biologists	0-4 Percent	220

Nashua, NH PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	19-22 Percent	330
Computer software engineers, applications	19-22 Percent	1400
Data entry keyers	19-22 Percent	150
Accountants and auditors	15-18 Percent	620
Bookkeeping, accounting, and auditing clerks	15-18 Percent	1280
Computer hardware engineers	15-18 Percent	210
Computer operators	15-18 Percent	50
Computer specialists, all other	15-18 Percent	180
Computer support specialists	15-18 Percent	330
Credit analysts	15-18 Percent	40
Customer service representatives	15-18 Percent	1530
Electronics engineers, except computer	15-18 Percent	580
Network systems and data communications analysts	15-18 Percent	80
Technical writers	15-18 Percent	140
Travel agents	15-18 Percent	60
Electrical engineers	10-14 Percent	500
Financial specialists, all other	10-14 Percent	190
All other information and record clerks	5-9 Percent	220
Billing and posting clerks and machine operators	5-9 Percent	330
Brokerage clerks	5-9 Percent	80
Business operations specialists, all other	5-9 Percent	1180
Civil engineers	5-9 Percent	50
Computer and information scientists, research	5-9 Percent	60
Computer and information systems managers	5-9 Percent	360
Computer systems analysts	5-9 Percent	260
Cost estimators	5-9 Percent	120
Credit authorizers, checkers, and clerks	5-9 Percent	60
Database administrators	5-9 Percent	80
Desktop publishers	5-9 Percent	40
Electrical and electronic engineering technicians	5-9 Percent	550
Electrical and electronics drafters	5-9 Percent	130
Engineering managers	5-9 Percent	400
Engineering technicians, except drafters, all other	5-9 Percent	140
Engineers, all other	5-9 Percent	540
Financial managers	5-9 Percent	620
First-line supervisors/managers of office and administrative support workers	5-9 Percent	1130
Graphic designers	5-9 Percent	140
Human resources assistants, except payroll and timekeeping	5-9 Percent	140
Industrial engineers	5-9 Percent	280
Interviewers, except eligibility and loan	5-9 Percent	90
Lawyers	5-9 Percent	120
Loan interviewers and clerks	5-9 Percent	70
Logisticians	5-9 Percent	170
Management analysts	5-9 Percent	230
Market research analysts	5-9 Percent	210
Materials engineers	5-9 Percent	100
Mechanical drafters	5-9 Percent	40
Mechanical engineering technicians	5-9 Percent	180
Mechanical engineers	5-9 Percent	370
Network and computer systems administrators	5-9 Percent	160
New accounts clerks	5-9 Percent	100
Office and administrative support workers, all other	5-9 Percent	360
Office clerks, general	5-9 Percent	1710
Order clerks	5-9 Percent	360
Payroll and timekeeping clerks	5-9 Percent	100
Procurement clerks	5-9 Percent	60
Purchasing managers	5-9 Percent	120
Sales managers	5-9 Percent	500
Sales representatives, services, all other	5-9 Percent	290
Securities, commodities, and financial services sales agents	5-9 Percent	1180
Tax examiners, collectors, and revenue agents	5-9 Percent	40
Word processors and typists	5-9 Percent	120
Administrative services managers	0-4 Percent	200
Advertising and promotions managers	0-4 Percent	40
Advertising sales agents	0-4 Percent	40
Amusement and recreation attendants	0-4 Percent	110
Architectural and civil drafters	0-4 Percent	110
Bartenders	0-4 Percent	330
Bill and account collectors	0-4 Percent	170
Cashiers	0-4 Percent	2850

Nashua, NH PMSA

Occupation	Offshoring Range	2004 Employment
Chefs and head cooks	0-4 Percent	160
Chemists	0-4 Percent	50
Chief executives	0-4 Percent	630
Child care workers	0-4 Percent	290
Combined food preparation and serving workers, including fast food	0-4 Percent	1370
Community and social service specialists, all other	0-4 Percent	100
Compensation and benefits managers	0-4 Percent	50
Compensation, benefits, and job analysis specialists	0-4 Percent	40
Computer science teachers, postsecondary	0-4 Percent	50
Construction managers	0-4 Percent	120
Cooks, institution and cafeteria	0-4 Percent	150
Cooks, restaurant	0-4 Percent	720
Counter and rental clerks	0-4 Percent	330
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	370
Couriers and messengers	0-4 Percent	40
Crossing guards	0-4 Percent	70
Demonstrators and product promoters	0-4 Percent	170
Dental assistants	0-4 Percent	280
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	180
Dishwashers	0-4 Percent	570
Dispatchers, except police, fire, and ambulance	0-4 Percent	70
Editors	0-4 Percent	90
Education administrators, all other	0-4 Percent	30
Education administrators, elementary and secondary school	0-4 Percent	130
Education administrators, preschool and child care center/program	0-4 Percent	30
Educational, vocational, and school counselors	0-4 Percent	190
Elementary school teachers, except special education	0-4 Percent	1120
Emergency medical technicians and paramedics	0-4 Percent	120
Employment, recruitment, and placement specialists	0-4 Percent	100
English language and literature teachers, postsecondary	0-4 Percent	50
Environmental engineering technicians	0-4 Percent	30
Executive secretaries and administrative assistants	0-4 Percent	920
File clerks	0-4 Percent	120
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	480
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	150
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	60
First-line supervisors/managers of non-retail sales workers	0-4 Percent	570
First-line supervisors/managers of personal service workers	0-4 Percent	60
First-line supervisors/managers of retail sales workers	0-4 Percent	1140
First-line supervisors/managers, protective service workers, all other	0-4 Percent	40
Fitness trainers and aerobics instructors	0-4 Percent	160
Floral designers	0-4 Percent	50
Food preparation workers	0-4 Percent	290
Food servers, nonrestaurant	0-4 Percent	290
Food service managers	0-4 Percent	120
General and operations managers	0-4 Percent	900
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	560
Healthcare support workers, all other	0-4 Percent	70
Home health aides	0-4 Percent	280
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	220
Human resources managers, all other	0-4 Percent	100
Human resources, training, and labor relations specialists, all other	0-4 Percent	120
Industrial engineering technicians	0-4 Percent	160
Industrial production managers	0-4 Percent	290
Instructional coordinators	0-4 Percent	40
Insurance sales agents	0-4 Percent	300
Interior designers	0-4 Percent	50
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	1510
Kindergarten teachers, except special education	0-4 Percent	60
Landscaping and groundskeeping workers	0-4 Percent	630
Legislators	0-4 Percent	50
Librarians	0-4 Percent	130
Library assistants, clerical	0-4 Percent	40
Library technicians	0-4 Percent	100
Licensed practical and licensed vocational nurses	0-4 Percent	340
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	110
Maids and housekeeping cleaners	0-4 Percent	280
Managers, all other	0-4 Percent	670
Marketing managers	0-4 Percent	340
Medical and health services managers	0-4 Percent	90

Nashua, NH PMSA

Occupation	Offshoring Range	2004 Employment
Medical and public health social workers	0-4 Percent	100
Medical assistants	0-4 Percent	160
Medical records and health information technicians	0-4 Percent	130
Medical transcriptionists	0-4 Percent	40
Mental health counselors	0-4 Percent	50
Merchandise displayers and window trimmers	0-4 Percent	40
Middle school teachers, except special and vocational education	0-4 Percent	480
Nonfarm animal caretakers	0-4 Percent	140
Nursing aides, orderlies, and attendants	0-4 Percent	880
Occupational health and safety specialists	0-4 Percent	30
Occupational therapists	0-4 Percent	50
Opticians, dispensing	0-4 Percent	50
Parts salespersons	0-4 Percent	240
Personal and home care aides	0-4 Percent	50
Pharmacists	0-4 Percent	100
Pharmacy technicians	0-4 Percent	150
Physical therapists	0-4 Percent	150
Police and sheriff's patrol officers	0-4 Percent	380
Police, fire, and ambulance dispatchers	0-4 Percent	80
Postal service clerks	0-4 Percent	90
Postal service mail carriers	0-4 Percent	270
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	500
Preschool teachers, except special education	0-4 Percent	270
Production, planning, and expediting clerks	0-4 Percent	320
Property, real estate, and community association managers	0-4 Percent	80
Protective service workers, all other	0-4 Percent	170
Public relations managers	0-4 Percent	40
Public relations specialists	0-4 Percent	90
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	280
Real estate sales agents	0-4 Percent	50
Receptionists and information clerks	0-4 Percent	900
Recreation workers	0-4 Percent	150
Registered nurses	0-4 Percent	1330
Rehabilitation counselors	0-4 Percent	60
Reporters and correspondents	0-4 Percent	40
Residential advisors	0-4 Percent	50
Respiratory therapists	0-4 Percent	30
Retail salespersons	0-4 Percent	4480
Sales and related workers, all other	0-4 Percent	150
Sales engineers	0-4 Percent	90
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	1160
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	1090
Secondary school teachers, except special and vocational education	0-4 Percent	560
Secretaries, except legal, medical, and executive	0-4 Percent	1020
Security guards	0-4 Percent	270
Self-enrichment education teachers	0-4 Percent	90
Shipping, receiving, and traffic clerks	0-4 Percent	650
Skin care specialists	0-4 Percent	40
Social and community service managers	0-4 Percent	80
Social and human service assistants	0-4 Percent	130
Special education teachers, middle school	0-4 Percent	60
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	190
Special education teachers, secondary school	0-4 Percent	70
Speech-language pathologists	0-4 Percent	60
Stock clerks and order fillers	0-4 Percent	1740
Surveyors	0-4 Percent	40
Switchboard operators, including answering service	0-4 Percent	100
Teacher assistants	0-4 Percent	1730
Teachers and instructors, all other	0-4 Percent	710
Tellers	0-4 Percent	300
Training and development managers	0-4 Percent	30
Training and development specialists	0-4 Percent	160
Transportation, storage, and distribution managers	0-4 Percent	110
Veterinary technologists and technicians	0-4 Percent	120
Vocational education teachers, postsecondary	0-4 Percent	50
Vocational education teachers, secondary school	0-4 Percent	50
Waiters and waitresses	0-4 Percent	1510
Wholesale and retail buyers, except farm products	0-4 Percent	140

Newark, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	5580
Computer software engineers, applications	18-21 Percent	3210
Data entry keyers	18-21 Percent	2420
Multi-media artists and animators	18-21 Percent	100
Accountants and auditors	14-17 Percent	9530
Actuaries	14-17 Percent	210
Bookkeeping, accounting, and auditing clerks	14-17 Percent	13350
Budget analysts	14-17 Percent	320
Computer hardware engineers	14-17 Percent	230
Computer operators	14-17 Percent	1000
Computer software engineers, systems software	14-17 Percent	3370
Computer specialists, all other	14-17 Percent	890
Computer support specialists	14-17 Percent	3420
Credit analysts	14-17 Percent	460
Customer service representatives	14-17 Percent	16640
Electrical engineers	14-17 Percent	1030
Financial examiners	14-17 Percent	150
Insurance claims and policy processing clerks	14-17 Percent	2610
Insurance underwriters	14-17 Percent	1460
Network systems and data communications analysts	14-17 Percent	1120
Statistical assistants	14-17 Percent	90
Technical writers	14-17 Percent	410
Telemarketers	14-17 Percent	4890
Travel agents	14-17 Percent	630
Financial specialists, all other	10-13 Percent	780
All other information and record clerks	5-9 Percent	1440
Billing and posting clerks and machine operators	5-9 Percent	4950
Brokerage clerks	5-9 Percent	530
Business operations specialists, all other	5-9 Percent	8880
Chemical engineers	5-9 Percent	540
Civil engineering technicians	5-9 Percent	310
Civil engineers	5-9 Percent	1370
Commercial and industrial designers	5-9 Percent	100
Computer and information scientists, research	5-9 Percent	110
Computer and information systems managers	5-9 Percent	3000
Computer systems analysts	5-9 Percent	4490
Cost estimators	5-9 Percent	1270
Credit authorizers, checkers, and clerks	5-9 Percent	740
Database administrators	5-9 Percent	1210
Desktop publishers	5-9 Percent	130
Drafters, all other	5-9 Percent	50
Economists	5-9 Percent	30
Electrical and electronic engineering technicians	5-9 Percent	820
Electrical and electronics drafters	5-9 Percent	140
Engineering managers	5-9 Percent	1170
Engineering technicians, except drafters, all other	5-9 Percent	200
Engineers, all other	5-9 Percent	1590
Financial analysts	5-9 Percent	2150
Financial managers	5-9 Percent	4690
First-line supervisors/managers of office and administrative support workers	5-9 Percent	11280
Graphic designers	5-9 Percent	1540
Human resources assistants, except payroll and timekeeping	5-9 Percent	1250
Industrial engineers	5-9 Percent	800
Interviewers, except eligibility and loan	5-9 Percent	1630
Lawyers	5-9 Percent	7430
Loan counselors	5-9 Percent	100
Loan interviewers and clerks	5-9 Percent	1570
Loan officers	5-9 Percent	1470
Logisticians	5-9 Percent	400
Management analysts	5-9 Percent	3550
Market research analysts	5-9 Percent	1510
Materials engineers	5-9 Percent	120
Mechanical drafters	5-9 Percent	530
Mechanical engineering technicians	5-9 Percent	300
Mechanical engineers	5-9 Percent	1550
Network and computer systems administrators	5-9 Percent	2470
Office and administrative support workers, all other	5-9 Percent	2190
Office clerks, general	5-9 Percent	22680
Operations research analysts	5-9 Percent	440
Order clerks	5-9 Percent	2620
Paralegals and legal assistants	5-9 Percent	1850
Payroll and timekeeping clerks	5-9 Percent	1200
Procurement clerks	5-9 Percent	600

Newark, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Proofreaders and copy markers	5-9 Percent	220
Purchasing managers	5-9 Percent	570
Sales managers	5-9 Percent	2820
Sales representatives, services, all other	5-9 Percent	6530
Securities, commodities, and financial services sales agents	5-9 Percent	3360
Social scientists and related workers, all other	5-9 Percent	130
Statisticians	5-9 Percent	170
Tax examiners, collectors, and revenue agents	5-9 Percent	590
Word processors and typists	5-9 Percent	4300
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	120
Administrative services managers	0-4 Percent	2200
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	450
Advertising and promotions managers	0-4 Percent	220
Advertising sales agents	0-4 Percent	1160
Amusement and recreation attendants	0-4 Percent	1520
Anthropology and archeology teachers, postsecondary	0-4 Percent	70
Appraisers and assessors of real estate	0-4 Percent	370
Architects, except landscape and naval	0-4 Percent	640
Architectural and civil drafters	0-4 Percent	980
Area, ethnic, and cultural studies teachers, postsecondary	0-4 Percent	40
Art directors	0-4 Percent	280
Art, drama, and music teachers, postsecondary	0-4 Percent	470
Athletic trainers	0-4 Percent	50
Audio and video equipment technicians	0-4 Percent	200
Baggage porters and bellhops	0-4 Percent	200
Barbers	0-4 Percent	140
Bartenders	0-4 Percent	2700
Bill and account collectors	0-4 Percent	1600
Biological science teachers, postsecondary	0-4 Percent	270
Biological scientists, all other	0-4 Percent	70
Biological technicians	0-4 Percent	770
Business teachers, postsecondary	0-4 Percent	460
Camera operators, television, video, and motion picture	0-4 Percent	80
Cardiovascular technologists and technicians	0-4 Percent	290
Cargo and freight agents	0-4 Percent	1240
Cartographers and photogrammetrists	0-4 Percent	50
Cashiers	0-4 Percent	21860
Chefs and head cooks	0-4 Percent	570
Chemical technicians	0-4 Percent	1570
Chemistry teachers, postsecondary	0-4 Percent	150
Chemists	0-4 Percent	1700
Chief executives	0-4 Percent	680
Child care workers	0-4 Percent	6760
Child, family, and school social workers	0-4 Percent	2550
Chiropractors	0-4 Percent	280
Claims adjusters, examiners, and investigators	0-4 Percent	3040
Clergy	0-4 Percent	130
Coaches and scouts	0-4 Percent	1090
Combined food preparation and serving workers, including fast food	0-4 Percent	12940
Communications teachers, postsecondary	0-4 Percent	160
Community and social service specialists, all other	0-4 Percent	830
Compensation and benefits managers	0-4 Percent	340
Compensation, benefits, and job analysis specialists	0-4 Percent	810
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	2250
Computer science teachers, postsecondary	0-4 Percent	320
Concierges	0-4 Percent	250
Construction managers	0-4 Percent	1220
Cooks, fast food	0-4 Percent	2880
Cooks, institution and cafeteria	0-4 Percent	1690
Cooks, restaurant	0-4 Percent	3010
Cooks, short order	0-4 Percent	740
Correctional officers and jailers	0-4 Percent	1900
Counter and rental clerks	0-4 Percent	2660
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	2200
Couriers and messengers	0-4 Percent	810
Court, municipal, and license clerks	0-4 Percent	650
Criminal justice and law enforcement teachers, postsecondary	0-4 Percent	110
Crossing guards	0-4 Percent	1540
Dancers	0-4 Percent	60
Demonstrators and product promoters	0-4 Percent	190
Dental assistants	0-4 Percent	2730
Designers, all other	0-4 Percent	120
Detectives and criminal investigators	0-4 Percent	1100

Newark, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Diagnostic medical sonographers	0-4 Percent	560
Dietetic technicians	0-4 Percent	100
Dietitians and nutritionists	0-4 Percent	350
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	1710
Directors, religious activities and education	0-4 Percent	50
Dishwashers	0-4 Percent	1980
Dispatchers, except police, fire, and ambulance	0-4 Percent	1520
Economics teachers, postsecondary	0-4 Percent	150
Editors	0-4 Percent	1360
Education administrators, all other	0-4 Percent	270
Education administrators, elementary and secondary school	0-4 Percent	2160
Education administrators, postsecondary	0-4 Percent	1370
Education administrators, preschool and child care center/program	0-4 Percent	570
Education teachers, postsecondary	0-4 Percent	360
Education, training, and library workers, all other	0-4 Percent	140
Educational, vocational, and school counselors	0-4 Percent	1560
Electro-mechanical technicians	0-4 Percent	100
Elementary school teachers, except special education	0-4 Percent	12610
Eligibility interviewers, government programs	0-4 Percent	140
Emergency management specialists	0-4 Percent	100
Emergency medical technicians and paramedics	0-4 Percent	880
Employment, recruitment, and placement specialists	0-4 Percent	2260
Engineering teachers, postsecondary	0-4 Percent	80
English language and literature teachers, postsecondary	0-4 Percent	630
Environmental engineering technicians	0-4 Percent	120
Environmental engineers	0-4 Percent	400
Environmental science and protection technicians, including health	0-4 Percent	120
Environmental science teachers, postsecondary	0-4 Percent	210
Executive secretaries and administrative assistants	0-4 Percent	6530
File clerks	0-4 Percent	2640
Film and video editors	0-4 Percent	30
Fire fighters	0-4 Percent	1270
Fire inspectors and investigators	0-4 Percent	260
First-line supervisors/managers of correctional officers	0-4 Percent	180
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	410
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	3830
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	2030
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	930
First-line supervisors/managers of non-retail sales workers	0-4 Percent	3130
First-line supervisors/managers of personal service workers	0-4 Percent	1270
First-line supervisors/managers of police and detectives	0-4 Percent	950
First-line supervisors/managers of retail sales workers	0-4 Percent	6890
First-line supervisors/managers, protective service workers, all other	0-4 Percent	690
Fitness trainers and aerobics instructors	0-4 Percent	1740
Floral designers	0-4 Percent	350
Food preparation and serving related workers, all other	0-4 Percent	180
Food preparation workers	0-4 Percent	4490
Food servers, nonrestaurant	0-4 Percent	2180
Food service managers	0-4 Percent	820
Foreign language and literature teachers, postsecondary	0-4 Percent	360
Funeral attendants	0-4 Percent	280
Funeral directors	0-4 Percent	240
General and operations managers	0-4 Percent	11720
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	3540
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	240
Health diagnosing and treating practitioners, all other	0-4 Percent	90
Health educators	0-4 Percent	630
Health specialties teachers, postsecondary	0-4 Percent	300
Health technologists and technicians, all other	0-4 Percent	470
Healthcare support workers, all other	0-4 Percent	1670
History teachers, postsecondary	0-4 Percent	200
Home health aides	0-4 Percent	6210
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	980
Hotel, motel, and resort desk clerks	0-4 Percent	670
Human resources managers, all other	0-4 Percent	700
Human resources, training, and labor relations specialists, all other	0-4 Percent	1160
Industrial production managers	0-4 Percent	1520
Instructional coordinators	0-4 Percent	1070
Insurance appraisers, auto damage	0-4 Percent	270
Insurance sales agents	0-4 Percent	2920
Interior designers	0-4 Percent	370
Internists, general	0-4 Percent	170
Interpreters and translators	0-4 Percent	100

Newark, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	20330
Judges, magistrate judges, and magistrates	0-4 Percent	220
Kindergarten teachers, except special education	0-4 Percent	1730
Landscape architects	0-4 Percent	190
Landscaping and groundskeeping workers	0-4 Percent	6710
Law clerks	0-4 Percent	320
Legal secretaries	0-4 Percent	5080
Legal support workers, all other	0-4 Percent	220
Legislators	0-4 Percent	660
Librarians	0-4 Percent	1470
Library assistants, clerical	0-4 Percent	650
Library technicians	0-4 Percent	970
Licensed practical and licensed vocational nurses	0-4 Percent	4300
Life, physical, and social science technicians, all other	0-4 Percent	300
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	830
Locker room, coatroom, and dressing room attendants	0-4 Percent	130
Lodging managers	0-4 Percent	110
Maids and housekeeping cleaners	0-4 Percent	4390
Mail clerks and mail machine operators, except postal service	0-4 Percent	1410
Managers, all other	0-4 Percent	3020
Manicurists and pedicurists	0-4 Percent	340
Marketing managers	0-4 Percent	1520
Marriage and family therapists	0-4 Percent	650
Massage therapists	0-4 Percent	170
Materials scientists	0-4 Percent	40
Mathematical science teachers, postsecondary	0-4 Percent	430
Media and communication equipment workers, all other	0-4 Percent	230
Media and communication workers, all other	0-4 Percent	60
Medical and clinical laboratory technicians	0-4 Percent	820
Medical and clinical laboratory technologists	0-4 Percent	1080
Medical and health services managers	0-4 Percent	1360
Medical and public health social workers	0-4 Percent	580
Medical assistants	0-4 Percent	1850
Medical equipment preparers	0-4 Percent	570
Medical records and health information technicians	0-4 Percent	510
Medical secretaries	0-4 Percent	10800
Medical transcriptionists	0-4 Percent	540
Meeting and convention planners	0-4 Percent	290
Mental health and substance abuse social workers	0-4 Percent	630
Mental health counselors	0-4 Percent	740
Merchandise displayers and window trimmers	0-4 Percent	280
Meter readers, utilities	0-4 Percent	430
Microbiologists	0-4 Percent	200
Middle school teachers, except special and vocational education	0-4 Percent	7010
Motion picture projectionists	0-4 Percent	30
Musicians and singers	0-4 Percent	440
Natural sciences managers	0-4 Percent	680
Nonfarm animal caretakers	0-4 Percent	300
Nuclear medicine technologists	0-4 Percent	160
Nursing aides, orderlies, and attendants	0-4 Percent	9470
Nursing instructors and teachers, postsecondary	0-4 Percent	160
Obstetricians and gynecologists	0-4 Percent	90
Occupational health and safety specialists	0-4 Percent	290
Occupational health and safety technicians	0-4 Percent	40
Occupational therapist assistants	0-4 Percent	110
Occupational therapists	0-4 Percent	660
Office machine operators, except computer	0-4 Percent	720
Opticians, dispensing	0-4 Percent	570
Optometrists	0-4 Percent	120
Parking enforcement workers	0-4 Percent	320
Parts salespersons	0-4 Percent	1280
Pediatricians, general	0-4 Percent	210
Personal and home care aides	0-4 Percent	960
Personal care and service workers, all other	0-4 Percent	830
Personal financial advisors	0-4 Percent	970
Pest control workers	0-4 Percent	310
Pharmacists	0-4 Percent	2030
Pharmacy aides	0-4 Percent	630
Pharmacy technicians	0-4 Percent	2150
Philosophy and religion teachers, postsecondary	0-4 Percent	110
Photographers	0-4 Percent	390
Physical therapist aides	0-4 Percent	400
Physical therapist assistants	0-4 Percent	340

Newark, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Physical therapists	0-4 Percent	1300
Physician assistants	0-4 Percent	240
Physicians and surgeons, all other	0-4 Percent	2090
Physics teachers, postsecondary	0-4 Percent	50
Police and sheriff's patrol officers	0-4 Percent	5980
Police, fire, and ambulance dispatchers	0-4 Percent	580
Political science teachers, postsecondary	0-4 Percent	100
Postal service clerks	0-4 Percent	830
Postal service mail carriers	0-4 Percent	2880
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	1390
Postmasters and mail superintendents	0-4 Percent	120
Preschool teachers, except special education	0-4 Percent	2930
Private detectives and investigators	0-4 Percent	190
Probation officers and correctional treatment specialists	0-4 Percent	640
Producers and directors	0-4 Percent	220
Production, planning, and expediting clerks	0-4 Percent	2300
Property, real estate, and community association managers	0-4 Percent	950
Protective service workers, all other	0-4 Percent	2730
Psychiatric aides	0-4 Percent	740
Psychiatrists	0-4 Percent	220
Psychology teachers, postsecondary	0-4 Percent	370
Public relations managers	0-4 Percent	330
Public relations specialists	0-4 Percent	1090
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	2220
Radiation therapists	0-4 Percent	90
Radiologic technologists and technicians	0-4 Percent	1210
Real estate brokers	0-4 Percent	240
Real estate sales agents	0-4 Percent	930
Receptionists and information clerks	0-4 Percent	5730
Recreation and fitness studies teachers, postsecondary	0-4 Percent	40
Recreation workers	0-4 Percent	2050
Recreational therapists	0-4 Percent	180
Registered nurses	0-4 Percent	20350
Rehabilitation counselors	0-4 Percent	1650
Reporters and correspondents	0-4 Percent	390
Respiratory therapists	0-4 Percent	530
Respiratory therapy technicians	0-4 Percent	230
Retail salespersons	0-4 Percent	24900
Sales and related workers, all other	0-4 Percent	1820
Sales engineers	0-4 Percent	510
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	10880
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	4690
Secondary school teachers, except special and vocational education	0-4 Percent	7670
Secretaries, except legal, medical, and executive	0-4 Percent	18400
Security guards	0-4 Percent	12430
Self-enrichment education teachers	0-4 Percent	1350
Shampooers	0-4 Percent	430
Shipping, receiving, and traffic clerks	0-4 Percent	6620
Skin care specialists	0-4 Percent	210
Social and community service managers	0-4 Percent	940
Social and human service assistants	0-4 Percent	1800
Social work teachers, postsecondary	0-4 Percent	110
Social workers, all other	0-4 Percent	230
Sociology teachers, postsecondary	0-4 Percent	180
Sound engineering technicians	0-4 Percent	50
Special education teachers, middle school	0-4 Percent	1300
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	2280
Special education teachers, secondary school	0-4 Percent	1180
Speech-language pathologists	0-4 Percent	670
Stock clerks and order fillers	0-4 Percent	12760
Surgeons	0-4 Percent	220
Surgical technologists	0-4 Percent	310
Surveying and mapping technicians	0-4 Percent	370
Surveyors	0-4 Percent	330
Switchboard operators, including answering service	0-4 Percent	1200
Teacher assistants	0-4 Percent	8770
Teachers and instructors, all other	0-4 Percent	5190
Tellers	0-4 Percent	3970
Title examiners, abstractors, and searchers	0-4 Percent	690
Training and development managers	0-4 Percent	190
Training and development specialists	0-4 Percent	1620
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	240
Transportation, storage, and distribution managers	0-4 Percent	1080
Tree trimmers and pruners	0-4 Percent	40
Urban and regional planners	0-4 Percent	110
Ushers, lobby attendants, and ticket takers	0-4 Percent	770
Veterinarians	0-4 Percent	220
Veterinary assistants and laboratory animal caretakers	0-4 Percent	370
Veterinary technologists and technicians	0-4 Percent	350
Vocational education teachers, postsecondary	0-4 Percent	390
Vocational education teachers, secondary school	0-4 Percent	370
Waiters and waitresses	0-4 Percent	9760
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	690
Wholesale and retail buyers, except farm products	0-4 Percent	1180
Writers and authors	0-4 Percent	450

Omaha, NE-IA MSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	16-19 Percent	2130
Computer software engineers, applications	16-19 Percent	2500
Data entry keyers	16-19 Percent	1520
Multi-media artists and animators	16-19 Percent	40
Accountants and auditors	12-15 Percent	4150
Bookkeeping, accounting, and auditing clerks	12-15 Percent	6630
Budget analysts	12-15 Percent	100
Computer hardware engineers	12-15 Percent	260
Computer operators	12-15 Percent	710
Computer software engineers, systems software	12-15 Percent	1720
Computer specialists, all other	12-15 Percent	410
Computer support specialists	12-15 Percent	2180
Credit analysts	12-15 Percent	290
Customer service representatives	12-15 Percent	11540
Electrical engineers	12-15 Percent	280
Electronics engineers, except computer	12-15 Percent	140
Financial examiners	12-15 Percent	160
Insurance claims and policy processing clerks	12-15 Percent	1230
Network systems and data communications analysts	12-15 Percent	930
Statistical assistants	12-15 Percent	70
Tax preparers	12-15 Percent	190
Technical writers	12-15 Percent	110
Telemarketers	12-15 Percent	2940
Travel agents	12-15 Percent	430
Engineering managers	8-11 Percent	300
Engineers, all other	8-11 Percent	200
Financial specialists, all other	8-11 Percent	140
All other information and record clerks	4-7 Percent	770
Billing and posting clerks and machine operators	4-7 Percent	1710
Brokerage clerks	4-7 Percent	300
Business operations specialists, all other	4-7 Percent	2480
Chemical engineers	4-7 Percent	30
Civil engineering technicians	4-7 Percent	420
Civil engineers	4-7 Percent	740
Commercial and industrial designers	4-7 Percent	50
Computer and information systems managers	4-7 Percent	1350
Computer systems analysts	4-7 Percent	2570
Cost estimators	4-7 Percent	760
Credit authorizers, checkers, and clerks	4-7 Percent	390
Database administrators	4-7 Percent	390
Desktop publishers	4-7 Percent	140
Drafters, all other	4-7 Percent	100
Electrical and electronic engineering technicians	4-7 Percent	190
Electrical and electronics drafters	4-7 Percent	80
Engineering technicians, except drafters, all other	4-7 Percent	60
Financial analysts	4-7 Percent	710
Financial managers	4-7 Percent	1170
First-line supervisors/managers of office and administrative support workers	4-7 Percent	3850
Graphic designers	4-7 Percent	580
Human resources assistants, except payroll and timekeeping	4-7 Percent	640
Industrial engineers	4-7 Percent	300
Interviewers, except eligibility and loan	4-7 Percent	870
Lawyers	4-7 Percent	1420
Loan counselors	4-7 Percent	100
Loan interviewers and clerks	4-7 Percent	730
Loan officers	4-7 Percent	1190
Logisticians	4-7 Percent	170
Management analysts	4-7 Percent	1680
Market research analysts	4-7 Percent	1230
Materials engineers	4-7 Percent	50
Mechanical drafters	4-7 Percent	180
Mechanical engineering technicians	4-7 Percent	40
Mechanical engineers	4-7 Percent	240
Natural sciences managers	4-7 Percent	70
Network and computer systems administrators	4-7 Percent	1020
Office and administrative support workers, all other	4-7 Percent	240
Office clerks, general	4-7 Percent	7070
Order clerks	4-7 Percent	1250
Paralegals and legal assistants	4-7 Percent	360

Omaha, NE-IA MSA

Occupation	Offshoring Range	2004 Employment
Payroll and timekeeping clerks	4-7 Percent	520
Procurement clerks	4-7 Percent	260
Proofreaders and copy markers	4-7 Percent	90
Purchasing managers	4-7 Percent	200
Sales managers	4-7 Percent	940
Sales representatives, services, all other	4-7 Percent	1570
Securities, commodities, and financial services sales agents	4-7 Percent	930
Social scientists and related workers, all other	4-7 Percent	130
Statisticians	4-7 Percent	60
Tax examiners, collectors, and revenue agents	4-7 Percent	110
Word processors and typists	4-7 Percent	410
Actors	0-3 Percent	120
Administrative services managers	0-3 Percent	600
Adult literacy, remedial education, and GED teachers and instructors	0-3 Percent	180
Advertising and promotions managers	0-3 Percent	150
Advertising sales agents	0-3 Percent	560
Agricultural and food science technicians	0-3 Percent	90
Amusement and recreation attendants	0-3 Percent	740
Appraisers and assessors of real estate	0-3 Percent	160
Architects, except landscape and naval	0-3 Percent	770
Architectural and civil drafters	0-3 Percent	340
Art directors	0-3 Percent	90
Atmospheric and space scientists	0-3 Percent	40
Audio and video equipment technicians	0-3 Percent	100
Bartenders	0-3 Percent	2040
Bill and account collectors	0-3 Percent	1530
Biological science teachers, postsecondary	0-3 Percent	140
Biological scientists, all other	0-3 Percent	50
Biological technicians	0-3 Percent	60
Broadcast technicians	0-3 Percent	120
Business teachers, postsecondary	0-3 Percent	230
Cardiovascular technologists and technicians	0-3 Percent	180
Cargo and freight agents	0-3 Percent	130
Cashiers	0-3 Percent	10550
Chefs and head cooks	0-3 Percent	270
Chemical technicians	0-3 Percent	70
Chemistry teachers, postsecondary	0-3 Percent	40
Chemists	0-3 Percent	210
Chief executives	0-3 Percent	890
Child care workers	0-3 Percent	2530
Child, family, and school social workers	0-3 Percent	660
Chiropractors	0-3 Percent	50
Choreographers	0-3 Percent	60
Clergy	0-3 Percent	80
Clinical, counseling, and school psychologists	0-3 Percent	230
Coaches and scouts	0-3 Percent	530
Combined food preparation and serving workers, including fast food	0-3 Percent	5670
Communications teachers, postsecondary	0-3 Percent	150
Community and social service specialists, all other	0-3 Percent	310
Compensation and benefits managers	0-3 Percent	250
Compensation, benefits, and job analysis specialists	0-3 Percent	450
Compliance officers, except agriculture, construction, health and safety, and transportation	0-3 Percent	680
Computer science teachers, postsecondary	0-3 Percent	170
Construction managers	0-3 Percent	640
Cooks, fast food	0-3 Percent	2240
Cooks, institution and cafeteria	0-3 Percent	920
Cooks, restaurant	0-3 Percent	3030
Cooks, short order	0-3 Percent	510
Correctional officers and jailers	0-3 Percent	550
Counter and rental clerks	0-3 Percent	1530
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	1490
Couriers and messengers	0-3 Percent	300
Demonstrators and product promoters	0-3 Percent	220
Dental assistants	0-3 Percent	880
Dentists, general	0-3 Percent	320
Detectives and criminal investigators	0-3 Percent	140
Diagnostic medical sonographers	0-3 Percent	180
Dietetic technicians	0-3 Percent	170
Dietitians and nutritionists	0-3 Percent	190

Omaha, NE-IA MSA

Occupation	Offshoring Range	2004 Employment
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	1190
Dishwashers	0-3 Percent	1080
Dispatchers, except police, fire, and ambulance	0-3 Percent	920
Editors	0-3 Percent	230
Education administrators, all other	0-3 Percent	30
Education administrators, elementary and secondary school	0-3 Percent	440
Education administrators, postsecondary	0-3 Percent	280
Education administrators, preschool and child care center/program	0-3 Percent	170
Educational, vocational, and school counselors	0-3 Percent	710
Elementary school teachers, except special education	0-3 Percent	4020
Eligibility interviewers, government programs	0-3 Percent	120
Emergency medical technicians and paramedics	0-3 Percent	260
Employment, recruitment, and placement specialists	0-3 Percent	770
English language and literature teachers, postsecondary	0-3 Percent	480
Entertainment attendants and related workers, all other	0-3 Percent	130
Environmental engineering technicians	0-3 Percent	30
Environmental engineers	0-3 Percent	160
Environmental scientists and specialists, including health	0-3 Percent	310
Executive secretaries and administrative assistants	0-3 Percent	4720
Family and general practitioners	0-3 Percent	710
File clerks	0-3 Percent	510
First-line supervisors/managers of correctional officers	0-3 Percent	60
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	2200
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	500
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	430
First-line supervisors/managers of non-retail sales workers	0-3 Percent	1220
First-line supervisors/managers of personal service workers	0-3 Percent	210
First-line supervisors/managers of retail sales workers	0-3 Percent	3050
First-line supervisors/managers, protective service workers, all other	0-3 Percent	140
Fitness trainers and aerobics instructors	0-3 Percent	700
Floral designers	0-3 Percent	230
Food preparation workers	0-3 Percent	2770
Food servers, nonrestaurant	0-3 Percent	440
Food service managers	0-3 Percent	650
Funeral attendants	0-3 Percent	60
Funeral directors	0-3 Percent	60
Gaming and sports book writers and runners	0-3 Percent	300
General and operations managers	0-3 Percent	4560
Geoscientists, except hydrologists and geographers	0-3 Percent	40
Grounds maintenance workers, all other	0-3 Percent	50
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	1340
Health and safety engineers, except mining safety engineers and inspectors	0-3 Percent	60
Health educators	0-3 Percent	200
Health technologists and technicians, all other	0-3 Percent	140
Healthcare support workers, all other	0-3 Percent	950
Home health aides	0-3 Percent	920
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	1190
Hotel, motel, and resort desk clerks	0-3 Percent	500
Human resources managers, all other	0-3 Percent	110
Human resources, training, and labor relations specialists, all other	0-3 Percent	390
Industrial production managers	0-3 Percent	470
Instructional coordinators	0-3 Percent	250
Insurance appraisers, auto damage	0-3 Percent	60
Insurance sales agents	0-3 Percent	1230
Interior designers	0-3 Percent	220
Internists, general	0-3 Percent	130
Interpreters and translators	0-3 Percent	140
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	6530
Kindergarten teachers, except special education	0-3 Percent	360
Landscape architects	0-3 Percent	60
Landscaping and groundskeeping workers	0-3 Percent	3140
Law clerks	0-3 Percent	120
Legal secretaries	0-3 Percent	550
Legal support workers, all other	0-3 Percent	110
Legislators	0-3 Percent	80
Librarians	0-3 Percent	350
Library technicians	0-3 Percent	240
Licensed practical and licensed vocational nurses	0-3 Percent	1660
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	600

Omaha, NE-IA MSA

Occupation	Offshoring Range	2004 Employment
Locker room, coatroom, and dressing room attendants	0-3 Percent	60
Lodging managers	0-3 Percent	80
Maids and housekeeping cleaners	0-3 Percent	2330
Mail clerks and mail machine operators, except postal service	0-3 Percent	1310
Managers, all other	0-3 Percent	600
Manicurists and pedicurists	0-3 Percent	60
Marketing managers	0-3 Percent	570
Massage therapists	0-3 Percent	70
Mathematical science teachers, postsecondary	0-3 Percent	130
Media and communication workers, all other	0-3 Percent	40
Medical and clinical laboratory technicians	0-3 Percent	380
Medical and clinical laboratory technologists	0-3 Percent	1050
Medical and health services managers	0-3 Percent	1280
Medical and public health social workers	0-3 Percent	270
Medical assistants	0-3 Percent	1490
Medical equipment preparers	0-3 Percent	150
Medical records and health information technicians	0-3 Percent	890
Medical secretaries	0-3 Percent	940
Medical transcriptionists	0-3 Percent	270
Meeting and convention planners	0-3 Percent	70
Mental health and substance abuse social workers	0-3 Percent	170
Mental health counselors	0-3 Percent	150
Merchandise displayers and window trimmers	0-3 Percent	190
Microbiologists	0-3 Percent	60
Middle school teachers, except special and vocational education	0-3 Percent	1530
Musicians and singers	0-3 Percent	120
Nonfarm animal caretakers	0-3 Percent	260
Nuclear medicine technologists	0-3 Percent	50
Nursing aides, orderlies, and attendants	0-3 Percent	4330
Nursing instructors and teachers, postsecondary	0-3 Percent	250
Occupational health and safety specialists	0-3 Percent	140
Occupational therapists	0-3 Percent	240
Office machine operators, except computer	0-3 Percent	470
Opticians, dispensing	0-3 Percent	210
Optometrists	0-3 Percent	80
Parts salespersons	0-3 Percent	760
Pediatricians, general	0-3 Percent	50
Personal and home care aides	0-3 Percent	380
Personal financial advisors	0-3 Percent	120
Pest control workers	0-3 Percent	140
Pesticide handlers, sprayers, and applicators, vegetation	0-3 Percent	80
Pharmacists	0-3 Percent	980
Pharmacy aides	0-3 Percent	40
Pharmacy technicians	0-3 Percent	1120
Photographers	0-3 Percent	180
Physical therapist assistants	0-3 Percent	80
Physical therapists	0-3 Percent	370
Physician assistants	0-3 Percent	320
Physicians and surgeons, all other	0-3 Percent	480
Police and sheriff's patrol officers	0-3 Percent	1330
Postal service clerks	0-3 Percent	220
Postal service mail carriers	0-3 Percent	960
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	940
Postmasters and mail superintendents	0-3 Percent	50
Preschool teachers, except special education	0-3 Percent	790
Private detectives and investigators	0-3 Percent	110
Production, planning, and expediting clerks	0-3 Percent	1580
Property, real estate, and community association managers	0-3 Percent	180
Protective service workers, all other	0-3 Percent	330
Psychiatrists	0-3 Percent	90
Psychology teachers, postsecondary	0-3 Percent	60
Public relations managers	0-3 Percent	150
Public relations specialists	0-3 Percent	890
Purchasing agents and buyers, farm products	0-3 Percent	200
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	560
Radiation therapists	0-3 Percent	50
Radio and television announcers	0-3 Percent	230
Radiologic technologists and technicians	0-3 Percent	690
Real estate brokers	0-3 Percent	100

Omaha, NE-IA MSA

Occupation	Offshoring Range	2004 Employment
Real estate sales agents	0-3 Percent	320
Receptionists and information clerks	0-3 Percent	4180
Recreation workers	0-3 Percent	500
Recreational therapists	0-3 Percent	190
Registered nurses	0-3 Percent	8690
Rehabilitation counselors	0-3 Percent	350
Reporters and correspondents	0-3 Percent	150
Respiratory therapists	0-3 Percent	390
Retail salespersons	0-3 Percent	14330
Sales and related workers, all other	0-3 Percent	660
Sales engineers	0-3 Percent	70
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-3 Percent	5410
Sales representatives, wholesale and manufacturing, technical and scientific products	0-3 Percent	1340
Secondary school teachers, except special and vocational education	0-3 Percent	2580
Secretaries, except legal, medical, and executive	0-3 Percent	4450
Security guards	0-3 Percent	2920
Self-enrichment education teachers	0-3 Percent	380
Shipping, receiving, and traffic clerks	0-3 Percent	2690
Skin care specialists	0-3 Percent	60
Social and community service managers	0-3 Percent	240
Social and human service assistants	0-3 Percent	1720
Social workers, all other	0-3 Percent	70
Sociology teachers, postsecondary	0-3 Percent	50
Soil and plant scientists	0-3 Percent	70
Special education teachers, middle school	0-3 Percent	370
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	630
Special education teachers, secondary school	0-3 Percent	290
Speech-language pathologists	0-3 Percent	360
Stock clerks and order fillers	0-3 Percent	4600
Substance abuse and behavioral disorder counselors	0-3 Percent	160
Surgeons	0-3 Percent	40
Surgical technologists	0-3 Percent	250
Surveying and mapping technicians	0-3 Percent	90
Surveyors	0-3 Percent	120
Switchboard operators, including answering service	0-3 Percent	570
Teacher assistants	0-3 Percent	3730
Tellers	0-3 Percent	1740
Title examiners, abstractors, and searchers	0-3 Percent	590
Tour guides and escorts	0-3 Percent	50
Training and development managers	0-3 Percent	210
Training and development specialists	0-3 Percent	1130
Transportation, storage, and distribution managers	0-3 Percent	480
Urban and regional planners	0-3 Percent	120
Veterinarians	0-3 Percent	180
Veterinary assistants and laboratory animal caretakers	0-3 Percent	190
Veterinary technologists and technicians	0-3 Percent	130
Vocational education teachers, postsecondary	0-3 Percent	530
Vocational education teachers, secondary school	0-3 Percent	100
Waiters and waitresses	0-3 Percent	7480
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	570
Wholesale and retail buyers, except farm products	0-3 Percent	670
Writers and authors	0-3 Percent	170

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	3920
Computer software engineers, applications	18-21 Percent	10610
Data entry keyers	18-21 Percent	4610
Accountants and auditors	14-17 Percent	12020
Actuaries	14-17 Percent	100
Bookkeeping, accounting, and auditing clerks	14-17 Percent	20690
Budget analysts	14-17 Percent	970
Computer hardware engineers	14-17 Percent	1220
Computer operators	14-17 Percent	1570
Computer software engineers, systems software	14-17 Percent	4080
Computer specialists, all other	14-17 Percent	3430
Computer support specialists	14-17 Percent	6460
Credit analysts	14-17 Percent	1530
Customer service representatives	14-17 Percent	25950
Electrical engineers	14-17 Percent	2340
Electronics engineers, except computer	14-17 Percent	2400
Financial examiners	14-17 Percent	250
Insurance claims and policy processing clerks	14-17 Percent	4380
Insurance underwriters	14-17 Percent	1650
Multi-media artists and animators	14-17 Percent	540
Network systems and data communications analysts	14-17 Percent	1850
Reservation and transportation ticket agents and travel clerks	14-17 Percent	740
Tax preparers	14-17 Percent	550
Technical writers	14-17 Percent	540
Telemarketers	14-17 Percent	6830
Travel agents	14-17 Percent	1410
Financial specialists, all other	10-13 Percent	1040
All other information and record clerks	5-9 Percent	1650
Billing and posting clerks and machine operators	5-9 Percent	6560
Biomedical engineers	5-9 Percent	300
Brokerage clerks	5-9 Percent	550
Business operations specialists, all other	5-9 Percent	11400
Chemical engineers	5-9 Percent	180
Civil engineering technicians	5-9 Percent	840
Civil engineers	5-9 Percent	3600
Commercial and industrial designers	5-9 Percent	410
Computer and information systems managers	5-9 Percent	3590
Computer systems analysts	5-9 Percent	4390
Correspondence clerks	5-9 Percent	140
Cost estimators	5-9 Percent	3120
Database administrators	5-9 Percent	1160
Desktop publishers	5-9 Percent	540
Drafters, all other	5-9 Percent	510
Economists	5-9 Percent	30
Electrical and electronic engineering technicians	5-9 Percent	2850
Electrical and electronics drafters	5-9 Percent	370
Engineering managers	5-9 Percent	3990
Engineering technicians, except drafters, all other	5-9 Percent	870
Engineers, all other	5-9 Percent	1760
Fashion designers	5-9 Percent	180
Financial analysts	5-9 Percent	2260
Financial managers	5-9 Percent	7400
First-line supervisors/managers of office and administrative support workers	5-9 Percent	19200
Graphic designers	5-9 Percent	3520
Human resources assistants, except payroll and timekeeping	5-9 Percent	1830
Industrial engineers	5-9 Percent	1900
Interviewers, except eligibility and loan	5-9 Percent	1950
Lawyers	5-9 Percent	5700
Loan counselors	5-9 Percent	230
Loan interviewers and clerks	5-9 Percent	5490
Loan officers	5-9 Percent	6860
Logisticians	5-9 Percent	800
Management analysts	5-9 Percent	6050
Market research analysts	5-9 Percent	3180
Materials engineers	5-9 Percent	150
Mechanical drafters	5-9 Percent	380
Mechanical engineering technicians	5-9 Percent	470
Mechanical engineers	5-9 Percent	2330
Network and computer systems administrators	5-9 Percent	3490
New accounts clerks	5-9 Percent	1030

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Office and administrative support workers, all other	5-9 Percent	7230
Office clerks, general	5-9 Percent	39280
Operations research analysts	5-9 Percent	510
Order clerks	5-9 Percent	5870
Paralegals and legal assistants	5-9 Percent	3120
Payroll and timekeeping clerks	5-9 Percent	2690
Procurement clerks	5-9 Percent	520
Purchasing managers	5-9 Percent	1340
Sales managers	5-9 Percent	6220
Sales representatives, services, all other	5-9 Percent	11570
Securities, commodities, and financial services sales agents	5-9 Percent	3720
Social scientists and related workers, all other	5-9 Percent	120
Statisticians	5-9 Percent	120
Tax examiners, collectors, and revenue agents	5-9 Percent	630
Word processors and typists	5-9 Percent	1320
Actors	0-4 Percent	650
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	130
Administrative services managers	0-4 Percent	2730
Advertising and promotions managers	0-4 Percent	780
Advertising sales agents	0-4 Percent	2200
Agents and business managers of artists, performers, and athletes	0-4 Percent	160
Agricultural and food science technicians	0-4 Percent	230
Amusement and recreation attendants	0-4 Percent	12710
Animal control workers	0-4 Percent	140
Animal trainers	0-4 Percent	140
Appraisers and assessors of real estate	0-4 Percent	690
Architects, except landscape and naval	0-4 Percent	2420
Architectural and civil drafters	0-4 Percent	1660
Art directors	0-4 Percent	490
Art, drama, and music teachers, postsecondary	0-4 Percent	520
Athletic trainers	0-4 Percent	60
Audio and video equipment technicians	0-4 Percent	450
Audio-visual collections specialists	0-4 Percent	30
Baggage porters and bellhops	0-4 Percent	560
Bartenders	0-4 Percent	4660
Bill and account collectors	0-4 Percent	6410
Biological science teachers, postsecondary	0-4 Percent	210
Biological technicians	0-4 Percent	410
Broadcast technicians	0-4 Percent	130
Building cleaning workers, all other	0-4 Percent	50
Camera operators, television, video, and motion picture	0-4 Percent	110
Cardiovascular technologists and technicians	0-4 Percent	190
Cargo and freight agents	0-4 Percent	270
Cartographers and photogrammetrists	0-4 Percent	70
Cashiers	0-4 Percent	33670
Chefs and head cooks	0-4 Percent	1450
Chemical technicians	0-4 Percent	450
Chemists	0-4 Percent	900
Chief executives	0-4 Percent	4420
Child care workers	0-4 Percent	4000
Child, family, and school social workers	0-4 Percent	950
Choreographers	0-4 Percent	390
Claims adjusters, examiners, and investigators	0-4 Percent	5170
Clergy	0-4 Percent	410
Clinical, counseling, and school psychologists	0-4 Percent	1050
Coaches and scouts	0-4 Percent	1750
Combined food preparation and serving workers, including fast food	0-4 Percent	18040
Community and social service specialists, all other	0-4 Percent	370
Compensation and benefits managers	0-4 Percent	660
Compensation, benefits, and job analysis specialists	0-4 Percent	1080
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	2150
Computer science teachers, postsecondary	0-4 Percent	370
Concierges	0-4 Percent	200
Construction managers	0-4 Percent	2140
Cooks, fast food	0-4 Percent	7960
Cooks, institution and cafeteria	0-4 Percent	1790
Cooks, restaurant	0-4 Percent	9530
Cooks, short order	0-4 Percent	1860
Counselors, all other	0-4 Percent	70
Counter and rental clerks	0-4 Percent	6690

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	10900
Couriers and messengers	0-4 Percent	2010
Court, municipal, and license clerks	0-4 Percent	100
Craft artists	0-4 Percent	60
Crossing guards	0-4 Percent	650
Dancers	0-4 Percent	60
Demonstrators and product promoters	0-4 Percent	3140
Dental assistants	0-4 Percent	4350
Dental hygienists	0-4 Percent	2510
Dentists, general	0-4 Percent	910
Designers, all other	0-4 Percent	300
Detectives and criminal investigators	0-4 Percent	640
Diagnostic medical sonographers	0-4 Percent	180
Dietetic technicians	0-4 Percent	110
Dietitians and nutritionists	0-4 Percent	370
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	5790
Directors, religious activities and education	0-4 Percent	380
Dishwashers	0-4 Percent	5190
Dispatchers, except police, fire, and ambulance	0-4 Percent	1790
Editors	0-4 Percent	480
Education administrators, all other	0-4 Percent	190
Education administrators, elementary and secondary school	0-4 Percent	1260
Education administrators, postsecondary	0-4 Percent	500
Education administrators, preschool and child care center/program	0-4 Percent	320
Education, training, and library workers, all other	0-4 Percent	470
Educational, vocational, and school counselors	0-4 Percent	1800
Elementary school teachers, except special education	0-4 Percent	9530
Embalmers	0-4 Percent	30
Emergency management specialists	0-4 Percent	50
Emergency medical technicians and paramedics	0-4 Percent	1110
Employment, recruitment, and placement specialists	0-4 Percent	1360
English language and literature teachers, postsecondary	0-4 Percent	270
Entertainment attendants and related workers, all other	0-4 Percent	290
Environmental engineering technicians	0-4 Percent	110
Environmental science and protection technicians, including health	0-4 Percent	320
Environmental scientists and specialists, including health	0-4 Percent	750
Executive secretaries and administrative assistants	0-4 Percent	21500
Family and general practitioners	0-4 Percent	800
File clerks	0-4 Percent	3490
Film and video editors	0-4 Percent	90
Fine artists, including painters, sculptors, and illustrators	0-4 Percent	150
Fire fighters	0-4 Percent	1730
Fire inspectors and investigators	0-4 Percent	80
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	320
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	7420
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1370
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	1470
First-line supervisors/managers of non-retail sales workers	0-4 Percent	3390
First-line supervisors/managers of personal service workers	0-4 Percent	1800
First-line supervisors/managers of police and detectives	0-4 Percent	380
First-line supervisors/managers of retail sales workers	0-4 Percent	11830
First-line supervisors/managers, protective service workers, all other	0-4 Percent	490
Fitness trainers and aerobics instructors	0-4 Percent	2950
Floral designers	0-4 Percent	420
Food preparation and serving related workers, all other	0-4 Percent	490
Food preparation workers	0-4 Percent	7760
Food scientists and technologists	0-4 Percent	90
Food servers, nonrestaurant	0-4 Percent	2510
Food service managers	0-4 Percent	3030
Foreign language and literature teachers, postsecondary	0-4 Percent	160
Funeral attendants	0-4 Percent	120
General and operations managers	0-4 Percent	24800
Geoscientists, except hydrologists and geographers	0-4 Percent	440
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	2810
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	460
Health educators	0-4 Percent	380
Health technologists and technicians, all other	0-4 Percent	840
Healthcare practitioners and technical workers, all other	0-4 Percent	530
Healthcare support workers, all other	0-4 Percent	3270
History teachers, postsecondary	0-4 Percent	60

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Home health aides	0-4 Percent	2950
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	5960
Hotel, motel, and resort desk clerks	0-4 Percent	2500
Human resources managers, all other	0-4 Percent	1040
Human resources, training, and labor relations specialists, all other	0-4 Percent	1720
Hydrologists	0-4 Percent	60
Industrial engineering technicians	0-4 Percent	690
Industrial production managers	0-4 Percent	2320
Instructional coordinators	0-4 Percent	1110
Insurance appraisers, auto damage	0-4 Percent	340
Insurance sales agents	0-4 Percent	3420
Interior designers	0-4 Percent	540
Interpreters and translators	0-4 Percent	360
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	21760
Kindergarten teachers, except special education	0-4 Percent	700
Landscaping and groundskeeping workers	0-4 Percent	17680
Law clerks	0-4 Percent	260
Legal secretaries	0-4 Percent	3440
Legal support workers, all other	0-4 Percent	290
Legislators	0-4 Percent	160
Librarians	0-4 Percent	890
Library assistants, clerical	0-4 Percent	1060
Library technicians	0-4 Percent	790
Licensed practical and licensed vocational nurses	0-4 Percent	3940
Life scientists, all other	0-4 Percent	240
Life, physical, and social science technicians, all other	0-4 Percent	390
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	1080
Locker room, coatroom, and dressing room attendants	0-4 Percent	270
Lodging managers	0-4 Percent	470
Maids and housekeeping cleaners	0-4 Percent	10310
Mail clerks and mail machine operators, except postal service	0-4 Percent	2500
Managers, all other	0-4 Percent	4560
Manicurists and pedicurists	0-4 Percent	1640
Marketing managers	0-4 Percent	4120
Marriage and family therapists	0-4 Percent	600
Massage therapists	0-4 Percent	670
Materials scientists	0-4 Percent	110
Mathematical science teachers, postsecondary	0-4 Percent	320
Media and communication equipment workers, all other	0-4 Percent	510
Media and communication workers, all other	0-4 Percent	130
Medical and clinical laboratory technicians	0-4 Percent	1130
Medical and clinical laboratory technologists	0-4 Percent	1290
Medical and health services managers	0-4 Percent	1480
Medical and public health social workers	0-4 Percent	770
Medical assistants	0-4 Percent	5540
Medical equipment preparers	0-4 Percent	230
Medical records and health information technicians	0-4 Percent	890
Medical scientists, except epidemiologists	0-4 Percent	1130
Medical secretaries	0-4 Percent	3350
Medical transcriptionists	0-4 Percent	430
Meeting and convention planners	0-4 Percent	440
Mental health and substance abuse social workers	0-4 Percent	650
Mental health counselors	0-4 Percent	870
Merchandise displayers and window trimmers	0-4 Percent	890
Microbiologists	0-4 Percent	190
Middle school teachers, except special and vocational education	0-4 Percent	5180
Motion picture projectionists	0-4 Percent	90
Museum technicians and conservators	0-4 Percent	40
Musicians and singers	0-4 Percent	400
Natural sciences managers	0-4 Percent	380
Nonfarm animal caretakers	0-4 Percent	1080
Nuclear engineers	0-4 Percent	330
Nuclear medicine technologists	0-4 Percent	70
Nursing aides, orderlies, and attendants	0-4 Percent	8100
Nursing instructors and teachers, postsecondary	0-4 Percent	180
Occupational health and safety specialists	0-4 Percent	140
Occupational therapist assistants	0-4 Percent	160
Occupational therapists	0-4 Percent	920
Office machine operators, except computer	0-4 Percent	940
Opticians, dispensing	0-4 Percent	500

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Optometrists	0-4 Percent	250
Parking enforcement workers	0-4 Percent	100
Parts salespersons	0-4 Percent	1840
Personal and home care aides	0-4 Percent	1770
Personal care and service workers, all other	0-4 Percent	140
Personal financial advisors	0-4 Percent	1300
Pest control workers	0-4 Percent	940
Petroleum engineers	0-4 Percent	70
Pharmacists	0-4 Percent	2020
Pharmacy aides	0-4 Percent	660
Pharmacy technicians	0-4 Percent	2010
Photographers	0-4 Percent	620
Physical scientists, all other	0-4 Percent	200
Physical therapist aides	0-4 Percent	290
Physical therapist assistants	0-4 Percent	240
Physical therapists	0-4 Percent	1530
Physician assistants	0-4 Percent	290
Physicians and surgeons, all other	0-4 Percent	2110
Physicists	0-4 Percent	40
Podiatrists	0-4 Percent	90
Police and sheriff's patrol officers	0-4 Percent	5110
Police, fire, and ambulance dispatchers	0-4 Percent	380
Political science teachers, postsecondary	0-4 Percent	30
Postal service clerks	0-4 Percent	550
Postal service mail carriers	0-4 Percent	3330
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	1970
Postsecondary teachers, all other	0-4 Percent	5100
Preschool teachers, except special education	0-4 Percent	3650
Producers and directors	0-4 Percent	340
Production, planning, and expediting clerks	0-4 Percent	4010
Property, real estate, and community association managers	0-4 Percent	5560
Protective service workers, all other	0-4 Percent	1940
Psychiatrists	0-4 Percent	110
Public address system and other announcers	0-4 Percent	100
Public relations managers	0-4 Percent	420
Public relations specialists	0-4 Percent	2770
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	3970
Radio and television announcers	0-4 Percent	50
Radiologic technologists and technicians	0-4 Percent	1570
Receptionists and information clerks	0-4 Percent	17290
Recreation and fitness studies teachers, postsecondary	0-4 Percent	170
Recreation workers	0-4 Percent	3830
Recreational therapists	0-4 Percent	110
Registered nurses	0-4 Percent	19030
Rehabilitation counselors	0-4 Percent	440
Residential advisors	0-4 Percent	100
Respiratory therapists	0-4 Percent	870
Retail salespersons	0-4 Percent	46160
Sales and related workers, all other	0-4 Percent	2930
Sales engineers	0-4 Percent	1480
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	17910
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	7520
Secondary school teachers, except special and vocational education	0-4 Percent	7680
Secretaries, except legal, medical, and executive	0-4 Percent	10810
Security guards	0-4 Percent	12150
Self-enrichment education teachers	0-4 Percent	1930
Set and exhibit designers	0-4 Percent	50
Shipping, receiving, and traffic clerks	0-4 Percent	12400
Skin care specialists	0-4 Percent	240
Social and community service managers	0-4 Percent	750
Social and human service assistants	0-4 Percent	1330
Social sciences teachers, postsecondary, all other	0-4 Percent	140
Sound engineering technicians	0-4 Percent	130
Special education teachers, middle school	0-4 Percent	440
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	710
Special education teachers, secondary school	0-4 Percent	500
Speech-language pathologists	0-4 Percent	1460
Stock clerks and order fillers	0-4 Percent	18900
Substance abuse and behavioral disorder counselors	0-4 Percent	390
Surgeons	0-4 Percent	120

Orange County, CA PMSA

Occupation	Offshoring Range	2004 Employment
Surgical technologists	0-4 Percent	630
Surveying and mapping technicians	0-4 Percent	260
Surveyors	0-4 Percent	550
Switchboard operators, including answering service	0-4 Percent	2280
Teacher assistants	0-4 Percent	12540
Teachers and instructors, all other	0-4 Percent	6770
Tellers	0-4 Percent	9220
Title examiners, abstractors, and searchers	0-4 Percent	1080
Training and development managers	0-4 Percent	390
Training and development specialists	0-4 Percent	1870
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	110
Transportation, storage, and distribution managers	0-4 Percent	830
Tree trimmers and pruners	0-4 Percent	860
Urban and regional planners	0-4 Percent	340
Ushers, lobby attendants, and ticket takers	0-4 Percent	3240
Veterinarians	0-4 Percent	510
Veterinary assistants and laboratory animal caretakers	0-4 Percent	790
Veterinary technologists and technicians	0-4 Percent	1110
Vocational education teachers, postsecondary	0-4 Percent	1780
Vocational education teachers, secondary school	0-4 Percent	410
Waiters and waitresses	0-4 Percent	26550
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	1150
Wholesale and retail buyers, except farm products	0-4 Percent	2000
Writers and authors	0-4 Percent	220

Rochester, MN MSA

Occupation	Offshoring Range	2004 Employment
Computer software engineers, applications	18-21 Percent	1030
Data entry keyers	18-21 Percent	180
Accountants and auditors	14-17 Percent	480
Bookkeeping, accounting, and auditing clerks	14-17 Percent	860
Computer operators	14-17 Percent	30
Computer specialists, all other	14-17 Percent	180
Computer support specialists	14-17 Percent	400
Customer service representatives	14-17 Percent	1100
Electrical engineers	14-17 Percent	160
Insurance claims and policy processing clerks	14-17 Percent	30
Network systems and data communications analysts	14-17 Percent	130
Financial specialists, all other	10-13 Percent	170
All other information and record clerks	5-9 Percent	580
Billing and posting clerks and machine operators	5-9 Percent	630
Business operations specialists, all other	5-9 Percent	1070
Civil engineering technicians	5-9 Percent	90
Civil engineers	5-9 Percent	50
Computer and information systems managers	5-9 Percent	250
Computer systems analysts	5-9 Percent	250
Cost estimators	5-9 Percent	130
Database administrators	5-9 Percent	60
Financial analysts	5-9 Percent	200
Financial managers	5-9 Percent	230
First-line supervisors/managers of office and administrative support workers	5-9 Percent	880
Graphic designers	5-9 Percent	120
Human resources assistants, except payroll and timekeeping	5-9 Percent	140
Industrial engineers	5-9 Percent	60
Interviewers, except eligibility and loan	5-9 Percent	80
Lawyers	5-9 Percent	120
Loan interviewers and clerks	5-9 Percent	150
Loan officers	5-9 Percent	190
Management analysts	5-9 Percent	100
Market research analysts	5-9 Percent	110
Mechanical engineers	5-9 Percent	60
Network and computer systems administrators	5-9 Percent	100
New accounts clerks	5-9 Percent	110
Office and administrative support workers, all other	5-9 Percent	150
Office clerks, general	5-9 Percent	1650
Operations research analysts	5-9 Percent	60
Order clerks	5-9 Percent	70
Paralegals and legal assistants	5-9 Percent	160
Payroll and timekeeping clerks	5-9 Percent	70
Procurement clerks	5-9 Percent	30
Proofreaders and copy markers	5-9 Percent	60
Psychologists, all other	5-9 Percent	40
Purchasing managers	5-9 Percent	50
Sales managers	5-9 Percent	80
Sales representatives, services, all other	5-9 Percent	140
Securities, commodities, and financial services sales agents	5-9 Percent	110
Word processors and typists	5-9 Percent	90
Administrative services managers	0-4 Percent	80
Advertising sales agents	0-4 Percent	80
Amusement and recreation attendants	0-4 Percent	120
Appraisers and assessors of real estate	0-4 Percent	70
Architectural and civil drafters	0-4 Percent	60
Bill and account collectors	0-4 Percent	90
Biological scientists, all other	0-4 Percent	190
Cashiers	0-4 Percent	1700
Chefs and head cooks	0-4 Percent	40
Chief executives	0-4 Percent	40
Child care workers	0-4 Percent	190
Claims adjusters, examiners, and investigators	0-4 Percent	80
Clinical, counseling, and school psychologists	0-4 Percent	50
Coaches and scouts	0-4 Percent	110
Combined food preparation and serving workers, including fast food	0-4 Percent	1440
Compensation, benefits, and job analysis specialists	0-4 Percent	50
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	70
Construction managers	0-4 Percent	50
Cooks, fast food	0-4 Percent	100

Rochester, MN MSA

Occupation	Offshoring Range	2004 Employment
Cooks, institution and cafeteria	0-4 Percent	180
Cooks, restaurant	0-4 Percent	550
Cooks, short order	0-4 Percent	60
Counter and rental clerks	0-4 Percent	280
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	350
Dental assistants	0-4 Percent	160
Dental hygienists	0-4 Percent	150
Dentists, general	0-4 Percent	40
Diagnostic medical sonographers	0-4 Percent	170
Dietitians and nutritionists	0-4 Percent	80
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	170
Dishwashers	0-4 Percent	360
Dispatchers, except police, fire, and ambulance	0-4 Percent	110
Editors	0-4 Percent	90
Education administrators, elementary and secondary school	0-4 Percent	70
Education administrators, postsecondary	0-4 Percent	60
Education administrators, preschool and child care center/program	0-4 Percent	40
Elementary school teachers, except special education	0-4 Percent	500
Employment, recruitment, and placement specialists	0-4 Percent	70
Executive secretaries and administrative assistants	0-4 Percent	460
File clerks	0-4 Percent	200
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	420
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	130
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	70
First-line supervisors/managers of non-retail sales workers	0-4 Percent	140
First-line supervisors/managers of personal service workers	0-4 Percent	190
First-line supervisors/managers of retail sales workers	0-4 Percent	820
Fitness trainers and aerobics instructors	0-4 Percent	160
Floral designers	0-4 Percent	50
Food preparation workers	0-4 Percent	380
Food servers, nonrestaurant	0-4 Percent	300
Food service managers	0-4 Percent	130
General and operations managers	0-4 Percent	750
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	240
Health educators	0-4 Percent	80
Health technologists and technicians, all other	0-4 Percent	310
Healthcare support workers, all other	0-4 Percent	810
Home health aides	0-4 Percent	800
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	180
Hotel, motel, and resort desk clerks	0-4 Percent	250
Human resources managers, all other	0-4 Percent	40
Human resources, training, and labor relations specialists, all other	0-4 Percent	110
Industrial production managers	0-4 Percent	80
Instructional coordinators	0-4 Percent	80
Insurance sales agents	0-4 Percent	90
Interpreters and translators	0-4 Percent	100
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	1190
Landscaping and groundskeeping workers	0-4 Percent	270
Librarians	0-4 Percent	90
Library technicians	0-4 Percent	90
Licensed practical and licensed vocational nurses	0-4 Percent	840
Life scientists, all other	0-4 Percent	30
Maids and housekeeping cleaners	0-4 Percent	970
Managers, all other	0-4 Percent	170
Marketing managers	0-4 Percent	40
Medical and clinical laboratory technicians	0-4 Percent	360
Medical and clinical laboratory technologists	0-4 Percent	850
Medical and health services managers	0-4 Percent	260
Medical and public health social workers	0-4 Percent	130
Medical assistants	0-4 Percent	550
Medical equipment preparers	0-4 Percent	510
Medical records and health information technicians	0-4 Percent	100
Medical secretaries	0-4 Percent	1890
Medical transcriptionists	0-4 Percent	340
Meeting and convention planners	0-4 Percent	50
Mental health and substance abuse social workers	0-4 Percent	70
Mental health counselors	0-4 Percent	80
Merchandise displayers and window trimmers	0-4 Percent	50
Nursing aides, orderlies, and attendants	0-4 Percent	850

Rochester, MN MSA

Occupation	Offshoring Range	2004 Employment
Occupational health and safety specialists	0-4 Percent	40
Occupational therapists	0-4 Percent	110
Opticians, dispensing	0-4 Percent	30
Parts salespersons	0-4 Percent	120
Personal and home care aides	0-4 Percent	630
Personal care and service workers, all other	0-4 Percent	160
Pharmacists	0-4 Percent	260
Pharmacy aides	0-4 Percent	70
Pharmacy technicians	0-4 Percent	320
Photographers	0-4 Percent	60
Physical therapists	0-4 Percent	200
Physician assistants	0-4 Percent	110
Police and sheriff's patrol officers	0-4 Percent	230
Postal service mail carriers	0-4 Percent	170
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	110
Preschool teachers, except special education	0-4 Percent	250
Production, planning, and expediting clerks	0-4 Percent	140
Property, real estate, and community association managers	0-4 Percent	60
Protective service workers, all other	0-4 Percent	160
Psychiatrists	0-4 Percent	60
Public relations specialists	0-4 Percent	50
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	170
Radio and television announcers	0-4 Percent	40
Radiologic technologists and technicians	0-4 Percent	390
Receptionists and information clerks	0-4 Percent	570
Recreation workers	0-4 Percent	140
Registered nurses	0-4 Percent	5270
Respiratory therapists	0-4 Percent	180
Retail salespersons	0-4 Percent	3280
Sales and related workers, all other	0-4 Percent	210
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	320
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	50
Secretaries, except legal, medical, and executive	0-4 Percent	930
Security guards	0-4 Percent	440
Shipping, receiving, and traffic clerks	0-4 Percent	290
Social and community service managers	0-4 Percent	90
Social and human service assistants	0-4 Percent	430
Speech-language pathologists	0-4 Percent	70
Stock clerks and order fillers	0-4 Percent	1010
Substance abuse and behavioral disorder counselors	0-4 Percent	60
Surgical technologists	0-4 Percent	290
Surveyors	0-4 Percent	30
Teacher assistants	0-4 Percent	650
Tellers	0-4 Percent	160
Training and development specialists	0-4 Percent	140
Ushers, lobby attendants, and ticket takers	0-4 Percent	80
Veterinary technologists and technicians	0-4 Percent	100
Waiters and waitresses	0-4 Percent	1220
Wholesale and retail buyers, except farm products	0-4 Percent	30
Writers and authors	0-4 Percent	80

San Francisco, CA PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	19-22 Percent	4700
Computer software engineers, applications	19-22 Percent	10420
Data entry keyers	19-22 Percent	2040
Accountants and auditors	15-18 Percent	10970
Actuaries	15-18 Percent	270
Bookkeeping, accounting, and auditing clerks	15-18 Percent	13960
Budget analysts	15-18 Percent	570
Computer hardware engineers	15-18 Percent	1640
Computer operators	15-18 Percent	930
Computer software engineers, systems software	15-18 Percent	5800
Computer specialists, all other	15-18 Percent	2430
Computer support specialists	15-18 Percent	5200
Credit analysts	15-18 Percent	490
Customer service representatives	15-18 Percent	12510
Electrical engineers	15-18 Percent	700
Electronics engineers, except computer	15-18 Percent	920
Financial examiners	15-18 Percent	560
Insurance claims and policy processing clerks	15-18 Percent	2150
Insurance underwriters	15-18 Percent	920
Multi-media artists and animators	15-18 Percent	1070
Network systems and data communications analysts	15-18 Percent	2760
Reservation and transportation ticket agents and travel clerks	15-18 Percent	2960
Statistical assistants	15-18 Percent	110
Tax preparers	15-18 Percent	410
Technical writers	15-18 Percent	860
Telemarketers	15-18 Percent	1810
Telephone operators	15-18 Percent	170
Travel agents	15-18 Percent	1340
Financial specialists, all other	10-14 Percent	1750
All other information and record clerks	5-9 Percent	1850
Billing and posting clerks and machine operators	5-9 Percent	2490
Brokerage clerks	5-9 Percent	2270
Business operations specialists, all other	5-9 Percent	12240
Chemical engineers	5-9 Percent	70
Civil engineering technicians	5-9 Percent	180
Civil engineers	5-9 Percent	2920
Commercial and industrial designers	5-9 Percent	350
Computer and information scientists, research	5-9 Percent	990
Computer and information systems managers	5-9 Percent	4680
Computer systems analysts	5-9 Percent	6020
Correspondence clerks	5-9 Percent	50
Cost estimators	5-9 Percent	1360
Credit authorizers, checkers, and clerks	5-9 Percent	410
Database administrators	5-9 Percent	1460
Desktop publishers	5-9 Percent	250
Drafters, all other	5-9 Percent	80
Economists	5-9 Percent	150
Electrical and electronic engineering technicians	5-9 Percent	900
Electrical and electronics drafters	5-9 Percent	140
Engineering managers	5-9 Percent	1920
Engineering technicians, except drafters, all other	5-9 Percent	450
Engineers, all other	5-9 Percent	2500
Fashion designers	5-9 Percent	180
Financial analysts	5-9 Percent	3290
Financial managers	5-9 Percent	7180
First-line supervisors/managers of office and administrative support workers	5-9 Percent	12040
Graphic designers	5-9 Percent	2430
Human resources assistants, except payroll and timekeeping	5-9 Percent	1490
Industrial engineers	5-9 Percent	670
Interviewers, except eligibility and loan	5-9 Percent	2420
Lawyers	5-9 Percent	8610
Loan counselors	5-9 Percent	50
Loan interviewers and clerks	5-9 Percent	1110
Loan officers	5-9 Percent	1480
Logisticians	5-9 Percent	510
Management analysts	5-9 Percent	5640
Market research analysts	5-9 Percent	2450
Mechanical drafters	5-9 Percent	90
Network and computer systems administrators	5-9 Percent	3110
Office clerks, general	5-9 Percent	21250

San Francisco, CA PMSA

Occupation	Offshoring Range	2004 Employment
Operations research analysts	5-9 Percent	670
Order clerks	5-9 Percent	2070
Paralegals and legal assistants	5-9 Percent	3230
Payroll and timekeeping clerks	5-9 Percent	1530
Procurement clerks	5-9 Percent	300
Purchasing managers	5-9 Percent	500
Sales managers	5-9 Percent	4190
Sales representatives, services, all other	5-9 Percent	5850
Securities, commodities, and financial services sales agents	5-9 Percent	6750
Social science research assistants	5-9 Percent	90
Social scientists and related workers, all other	5-9 Percent	400
Statisticians	5-9 Percent	390
Survey researchers	5-9 Percent	290
Tax examiners, collectors, and revenue agents	5-9 Percent	490
Word processors and typists	5-9 Percent	2010
Zoologists and wildlife biologists	5-9 Percent	120
Actors	0-4 Percent	340
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	190
Administrative services managers	0-4 Percent	2120
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	350
Advertising and promotions managers	0-4 Percent	840
Advertising sales agents	0-4 Percent	1800
Agents and business managers of artists, performers, and athletes	0-4 Percent	180
Amusement and recreation attendants	0-4 Percent	2050
Animal trainers	0-4 Percent	240
Anthropology and archeology teachers, postsecondary	0-4 Percent	50
Appraisers and assessors of real estate	0-4 Percent	490
Arbitrators, mediators, and conciliators	0-4 Percent	30
Architects, except landscape and naval	0-4 Percent	2290
Architectural and civil drafters	0-4 Percent	1470
Architecture teachers, postsecondary	0-4 Percent	100
Archivists	0-4 Percent	60
Art directors	0-4 Percent	790
Art, drama, and music teachers, postsecondary	0-4 Percent	650
Athletic trainers	0-4 Percent	90
Audio and video equipment technicians	0-4 Percent	390
Baggage porters and bellhops	0-4 Percent	1370
Bartenders	0-4 Percent	4450
Bill and account collectors	0-4 Percent	2090
Biochemists and biophysicists	0-4 Percent	690
Biological science teachers, postsecondary	0-4 Percent	350
Biological scientists, all other	0-4 Percent	570
Biological technicians	0-4 Percent	1370
Broadcast technicians	0-4 Percent	300
Business teachers, postsecondary	0-4 Percent	540
Camera operators, television, video, and motion picture	0-4 Percent	230
Cardiovascular technologists and technicians	0-4 Percent	150
Cargo and freight agents	0-4 Percent	1930
Cartographers and photogrammetrists	0-4 Percent	180
Cashiers	0-4 Percent	21790
Chefs and head cooks	0-4 Percent	1130
Chemical technicians	0-4 Percent	210
Chemistry teachers, postsecondary	0-4 Percent	130
Chemists	0-4 Percent	700
Chief executives	0-4 Percent	3150
Child care workers	0-4 Percent	1970
Child, family, and school social workers	0-4 Percent	920
Chiropractors	0-4 Percent	230
Choreographers	0-4 Percent	120
Claims adjusters, examiners, and investigators	0-4 Percent	2260
Clergy	0-4 Percent	440
Clinical, counseling, and school psychologists	0-4 Percent	670
Coaches and scouts	0-4 Percent	1790
Combined food preparation and serving workers, including fast food	0-4 Percent	11340
Communications teachers, postsecondary	0-4 Percent	210
Community and social service specialists, all other	0-4 Percent	960
Compensation and benefits managers	0-4 Percent	490
Compensation, benefits, and job analysis specialists	0-4 Percent	1020
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	2020
Computer science teachers, postsecondary	0-4 Percent	260

San Francisco, CA PMSA

Occupation	Offshoring Range	2004 Employment
Concierges	0-4 Percent	240
Construction managers	0-4 Percent	1160
Cooks, all other	0-4 Percent	50
Cooks, fast food	0-4 Percent	2330
Cooks, institution and cafeteria	0-4 Percent	1770
Cooks, restaurant	0-4 Percent	6490
Correctional officers and jailers	0-4 Percent	1110
Costume attendants	0-4 Percent	70
Counter and rental clerks	0-4 Percent	4630
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	11600
Couriers and messengers	0-4 Percent	1390
Court, municipal, and license clerks	0-4 Percent	410
Crossing guards	0-4 Percent	180
Curators	0-4 Percent	140
Dancers	0-4 Percent	630
Demonstrators and product promoters	0-4 Percent	540
Dental assistants	0-4 Percent	2420
Dental hygienists	0-4 Percent	1400
Dentists, general	0-4 Percent	220
Diagnostic medical sonographers	0-4 Percent	170
Dietetic technicians	0-4 Percent	90
Dietitians and nutritionists	0-4 Percent	340
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	4690
Directors, religious activities and education	0-4 Percent	220
Dishwashers	0-4 Percent	4920
Dispatchers, except police, fire, and ambulance	0-4 Percent	1140
Economics teachers, postsecondary	0-4 Percent	80
Editors	0-4 Percent	1790
Education administrators, all other	0-4 Percent	130
Education administrators, elementary and secondary school	0-4 Percent	890
Education administrators, postsecondary	0-4 Percent	870
Education administrators, preschool and child care center/program	0-4 Percent	520
Education, training, and library workers, all other	0-4 Percent	270
Educational, vocational, and school counselors	0-4 Percent	1550
Electro-mechanical technicians	0-4 Percent	90
Elementary school teachers, except special education	0-4 Percent	6080
Embalmers	0-4 Percent	30
Emergency management specialists	0-4 Percent	40
Employment, recruitment, and placement specialists	0-4 Percent	2120
English language and literature teachers, postsecondary	0-4 Percent	420
Entertainers and performers, sports and related workers, all other	0-4 Percent	100
Environmental engineering technicians	0-4 Percent	120
Environmental engineers	0-4 Percent	660
Environmental science and protection technicians, including health	0-4 Percent	190
Environmental science teachers, postsecondary	0-4 Percent	60
Environmental scientists and specialists, including health	0-4 Percent	880
Epidemiologists	0-4 Percent	70
Executive secretaries and administrative assistants	0-4 Percent	19330
Family and general practitioners	0-4 Percent	770
File clerks	0-4 Percent	1830
Film and video editors	0-4 Percent	170
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	260
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	5160
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1360
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	890
First-line supervisors/managers of non-retail sales workers	0-4 Percent	2470
First-line supervisors/managers of personal service workers	0-4 Percent	900
First-line supervisors/managers of police and detectives	0-4 Percent	270
First-line supervisors/managers of retail sales workers	0-4 Percent	7210
First-line supervisors/managers, protective service workers, all other	0-4 Percent	530
Fitness trainers and aerobics instructors	0-4 Percent	1930
Floral designers	0-4 Percent	330
Food preparation and serving related workers, all other	0-4 Percent	220
Food preparation workers	0-4 Percent	7910
Food servers, nonrestaurant	0-4 Percent	1990
Food service managers	0-4 Percent	2160
Foreign language and literature teachers, postsecondary	0-4 Percent	230
Funeral directors	0-4 Percent	50
General and operations managers	0-4 Percent	16660
Geoscientists, except hydrologists and geographers	0-4 Percent	510

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Occupation	Offshoring Range	2004 Employment
Grounds maintenance workers, all other	0-4 Percent	380
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	1200
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	90
Health educators	0-4 Percent	790
Health technologists and technicians, all other	0-4 Percent	710
Healthcare support workers, all other	0-4 Percent	1670
History teachers, postsecondary	0-4 Percent	180
Home economics teachers, postsecondary	0-4 Percent	30
Home health aides	0-4 Percent	2570
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	2310
Hotel, motel, and resort desk clerks	0-4 Percent	2020
Human resources managers, all other	0-4 Percent	730
Human resources, training, and labor relations specialists, all other	0-4 Percent	2220
Industrial engineering technicians	0-4 Percent	520
Industrial production managers	0-4 Percent	560
Instructional coordinators	0-4 Percent	850
Insurance sales agents	0-4 Percent	2300
Interior designers	0-4 Percent	520
Interpreters and translators	0-4 Percent	110
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	17880
Judges, magistrate judges, and magistrates	0-4 Percent	90
Kindergarten teachers, except special education	0-4 Percent	890
Landscape architects	0-4 Percent	290
Landscaping and groundskeeping workers	0-4 Percent	5400
Law clerks	0-4 Percent	510
Law teachers, postsecondary	0-4 Percent	250
Legal secretaries	0-4 Percent	3650
Legal support workers, all other	0-4 Percent	730
Legislators	0-4 Percent	120
Librarians	0-4 Percent	1150
Library assistants, clerical	0-4 Percent	630
Library technicians	0-4 Percent	820
Licensed practical and licensed vocational nurses	0-4 Percent	2420
Life scientists, all other	0-4 Percent	140
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	690
Locker room, coatroom, and dressing room attendants	0-4 Percent	110
Lodging managers	0-4 Percent	360
Maids and housekeeping cleaners	0-4 Percent	9720
Mail clerks and mail machine operators, except postal service	0-4 Percent	1080
Managers, all other	0-4 Percent	4130
Marketing managers	0-4 Percent	3140
Marriage and family therapists	0-4 Percent	490
Massage therapists	0-4 Percent	770
Mathematical science teachers, postsecondary	0-4 Percent	330
Media and communication equipment workers, all other	0-4 Percent	260
Media and communication workers, all other	0-4 Percent	400
Medical and clinical laboratory technicians	0-4 Percent	520
Medical and clinical laboratory technologists	0-4 Percent	660
Medical and health services managers	0-4 Percent	1120
Medical and public health social workers	0-4 Percent	570
Medical assistants	0-4 Percent	2160
Medical equipment preparers	0-4 Percent	160
Medical records and health information technicians	0-4 Percent	650
Medical scientists, except epidemiologists	0-4 Percent	3340
Medical secretaries	0-4 Percent	1760
Medical transcriptionists	0-4 Percent	350
Meeting and convention planners	0-4 Percent	670
Mental health and substance abuse social workers	0-4 Percent	1110
Mental health counselors	0-4 Percent	670
Microbiologists	0-4 Percent	270
Middle school teachers, except special and vocational education	0-4 Percent	2860
Motion picture projectionists	0-4 Percent	50
Museum technicians and conservators	0-4 Percent	180
Music directors and composers	0-4 Percent	270
Musicians and singers	0-4 Percent	800
Natural sciences managers	0-4 Percent	820
Nonfarm animal caretakers	0-4 Percent	1070
Nuclear medicine technologists	0-4 Percent	50
Nursing aides, orderlies, and attendants	0-4 Percent	5430
Nursing instructors and teachers, postsecondary	0-4 Percent	210

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Occupation	Offshoring Range	2004 Employment
Occupational health and safety specialists	0-4 Percent	310
Occupational therapists	0-4 Percent	300
Office machine operators, except computer	0-4 Percent	1150
Opticians, dispensing	0-4 Percent	420
Parts salespersons	0-4 Percent	570
Personal and home care aides	0-4 Percent	1720
Personal care and service workers, all other	0-4 Percent	420
Personal financial advisors	0-4 Percent	1600
Pest control workers	0-4 Percent	320
Pharmacists	0-4 Percent	1630
Pharmacy aides	0-4 Percent	330
Pharmacy technicians	0-4 Percent	1220
Philosophy and religion teachers, postsecondary	0-4 Percent	140
Photographers	0-4 Percent	480
Physical scientists, all other	0-4 Percent	320
Physical therapist aides	0-4 Percent	140
Physical therapist assistants	0-4 Percent	390
Physical therapists	0-4 Percent	690
Physician assistants	0-4 Percent	210
Physicians and surgeons, all other	0-4 Percent	1240
Physics teachers, postsecondary	0-4 Percent	150
Police, fire, and ambulance dispatchers	0-4 Percent	450
Postal service clerks	0-4 Percent	660
Postal service mail carriers	0-4 Percent	2840
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	3200
Postmasters and mail superintendents	0-4 Percent	40
Preschool teachers, except special education	0-4 Percent	3520
Probation officers and correctional treatment specialists	0-4 Percent	600
Producers and directors	0-4 Percent	1040
Production, planning, and expediting clerks	0-4 Percent	2250
Property, real estate, and community association managers	0-4 Percent	3180
Protective service workers, all other	0-4 Percent	1120
Psychiatric aides	0-4 Percent	80
Psychiatrists	0-4 Percent	90
Psychologists, all other	0-4 Percent	60
Public relations managers	0-4 Percent	900
Public relations specialists	0-4 Percent	2940
Purchasing agents and buyers, farm products	0-4 Percent	60
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	1810
Radio and television announcers	0-4 Percent	280
Radiologic technologists and technicians	0-4 Percent	790
Real estate brokers	0-4 Percent	690
Real estate sales agents	0-4 Percent	560
Receptionists and information clerks	0-4 Percent	8150
Recreation and fitness studies teachers, postsecondary	0-4 Percent	160
Recreation workers	0-4 Percent	2980
Recreational therapists	0-4 Percent	70
Registered nurses	0-4 Percent	15680
Rehabilitation counselors	0-4 Percent	440
Reporters and correspondents	0-4 Percent	610
Residential advisors	0-4 Percent	100
Respiratory therapists	0-4 Percent	550
Retail salespersons	0-4 Percent	28630
Sales and related workers, all other	0-4 Percent	2260
Sales engineers	0-4 Percent	1420
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	8280
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	3930
Secretaries, except legal, medical, and executive	0-4 Percent	9390
Security guards	0-4 Percent	11080
Self-enrichment education teachers	0-4 Percent	1900
Set and exhibit designers	0-4 Percent	150
Shipping, receiving, and traffic clerks	0-4 Percent	4780
Skin care specialists	0-4 Percent	380
Social and community service managers	0-4 Percent	1410
Social and human service assistants	0-4 Percent	2090
Social workers, all other	0-4 Percent	790
Sociology teachers, postsecondary	0-4 Percent	80
Sound engineering technicians	0-4 Percent	130
Special education teachers, middle school	0-4 Percent	220
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	520

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Occupation	Offshoring Range	2004 Employment
Special education teachers, secondary school	0-4 Percent	250
Speech-language pathologists	0-4 Percent	390
Stock clerks and order fillers	0-4 Percent	8680
Substance abuse and behavioral disorder counselors	0-4 Percent	1020
Surgical technologists	0-4 Percent	540
Surveyors	0-4 Percent	70
Switchboard operators, including answering service	0-4 Percent	1460
Teacher assistants	0-4 Percent	6580
Tellers	0-4 Percent	4170
Title examiners, abstractors, and searchers	0-4 Percent	150
Tour guides and escorts	0-4 Percent	190
Training and development managers	0-4 Percent	280
Training and development specialists	0-4 Percent	1470
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	130
Transportation, storage, and distribution managers	0-4 Percent	640
Tree trimmers and pruners	0-4 Percent	270
Urban and regional planners	0-4 Percent	310
Ushers, lobby attendants, and ticket takers	0-4 Percent	1250
Veterinarians	0-4 Percent	240
Veterinary assistants and laboratory animal caretakers	0-4 Percent	560
Veterinary technologists and technicians	0-4 Percent	530
Vocational education teachers, postsecondary	0-4 Percent	680
Waiters and waitresses	0-4 Percent	16300
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	570
Wholesale and retail buyers, except farm products	0-4 Percent	1200
Writers and authors	0-4 Percent	670

San Jose, CA PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	20-24 Percent	5940
Computer software engineers, applications	20-24 Percent	18770
Data entry keyers	20-24 Percent	1620
Accountants and auditors	15-19 Percent	7630
Bookkeeping, accounting, and auditing clerks	15-19 Percent	10150
Budget analysts	15-19 Percent	880
Computer hardware engineers	15-19 Percent	9370
Computer operators	15-19 Percent	740
Computer software engineers, systems software	15-19 Percent	13800
Computer specialists, all other	15-19 Percent	2300
Computer support specialists	15-19 Percent	6870
Credit analysts	15-19 Percent	580
Customer service representatives	15-19 Percent	10890
Electrical engineers	15-19 Percent	5870
Electronics engineers, except computer	15-19 Percent	8520
Financial examiners	15-19 Percent	80
Insurance claims and policy processing clerks	15-19 Percent	970
Insurance underwriters	15-19 Percent	350
Network systems and data communications analysts	15-19 Percent	2270
Reservation and transportation ticket agents and travel clerks	15-19 Percent	840
Technical writers	15-19 Percent	1500
Telemarketers	15-19 Percent	1320
Travel agents	15-19 Percent	660
Engineering managers	10-14 Percent	8740
Financial specialists, all other	10-14 Percent	520
All other information and record clerks	5-9 Percent	1050
Billing and posting clerks and machine operators	5-9 Percent	2370
Biochemists and biophysicists	5-9 Percent	220
Brokerage clerks	5-9 Percent	300
Business operations specialists, all other	5-9 Percent	8980
Chemical engineers	5-9 Percent	210
Chemical technicians	5-9 Percent	390
Chemists	5-9 Percent	740
Civil engineering technicians	5-9 Percent	730
Civil engineers	5-9 Percent	2670
Clinical, counseling, and school psychologists	5-9 Percent	590
Commercial and industrial designers	5-9 Percent	210
Computer and information scientists, research	5-9 Percent	1620
Computer and information systems managers	5-9 Percent	4950
Computer systems analysts	5-9 Percent	4700
Cost estimators	5-9 Percent	1240
Credit authorizers, checkers, and clerks	5-9 Percent	170
Database administrators	5-9 Percent	1190
Designers, all other	5-9 Percent	40
Desktop publishers	5-9 Percent	150
Drafters, all other	5-9 Percent	50
Economists	5-9 Percent	30
Electrical and electronic engineering technicians	5-9 Percent	6850
Engineering technicians, except drafters, all other	5-9 Percent	1520
Engineers, all other	5-9 Percent	3850
Financial analysts	5-9 Percent	2410
Financial managers	5-9 Percent	5280
First-line supervisors/managers of office and administrative support workers	5-9 Percent	7340
Food service managers	5-9 Percent	1350
Geoscientists, except hydrologists and geographers	5-9 Percent	140
Graphic designers	5-9 Percent	1270
Human resources assistants, except payroll and timekeeping	5-9 Percent	1010
Industrial engineers	5-9 Percent	5110
Interviewers, except eligibility and loan	5-9 Percent	910
Lawyers	5-9 Percent	3640
Loan counselors	5-9 Percent	100
Loan interviewers and clerks	5-9 Percent	1090
Loan officers	5-9 Percent	1680
Logisticians	5-9 Percent	1150
Management analysts	5-9 Percent	5080
Market research analysts	5-9 Percent	3160
Materials engineers	5-9 Percent	800
Materials scientists	5-9 Percent	130
Mathematical scientists, all other	5-9 Percent	90
Mechanical drafters	5-9 Percent	430
Mechanical engineering technicians	5-9 Percent	1200
Mechanical engineers	5-9 Percent	3370
Natural sciences managers	5-9 Percent	540

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Occupation	Offshoring Range	2004 Employment
Network and computer systems administrators	5-9 Percent	3410
New accounts clerks	5-9 Percent	690
Office clerks, general	5-9 Percent	21070
Operations research analysts	5-9 Percent	410
Order clerks	5-9 Percent	2260
Paralegals and legal assistants	5-9 Percent	1660
Payroll and timekeeping clerks	5-9 Percent	1160
Physicists	5-9 Percent	110
Procurement clerks	5-9 Percent	380
Purchasing managers	5-9 Percent	880
Sales managers	5-9 Percent	4500
Sales representatives, services, all other	5-9 Percent	5330
Securities, commodities, and financial services sales agents	5-9 Percent	1800
Social scientists and related workers, all other	5-9 Percent	220
Statisticians	5-9 Percent	240
Tax examiners, collectors, and revenue agents	5-9 Percent	370
Word processors and typists	5-9 Percent	830
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	30
Administrative services managers	0-4 Percent	2320
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	610
Advertising and promotions managers	0-4 Percent	490
Advertising sales agents	0-4 Percent	810
Amusement and recreation attendants	0-4 Percent	1210
Architects, except landscape and naval	0-4 Percent	450
Architectural and civil drafters	0-4 Percent	860
Art directors	0-4 Percent	210
Art, drama, and music teachers, postsecondary	0-4 Percent	190
Athletic trainers	0-4 Percent	30
Audio and video equipment technicians	0-4 Percent	310
Baggage porters and bellhops	0-4 Percent	240
Bartenders	0-4 Percent	1790
Bill and account collectors	0-4 Percent	2120
Biological science teachers, postsecondary	0-4 Percent	50
Biological scientists, all other	0-4 Percent	320
Biological technicians	0-4 Percent	710
Broadcast technicians	0-4 Percent	90
Business teachers, postsecondary	0-4 Percent	260
Camera operators, television, video, and motion picture	0-4 Percent	190
Cardiovascular technologists and technicians	0-4 Percent	220
Cargo and freight agents	0-4 Percent	580
Cashiers	0-4 Percent	16530
Chefs and head cooks	0-4 Percent	460
Chief executives	0-4 Percent	3150
Child care workers	0-4 Percent	1570
Child, family, and school social workers	0-4 Percent	520
Claims adjusters, examiners, and investigators	0-4 Percent	690
Clergy	0-4 Percent	290
Coaches and scouts	0-4 Percent	1340
Combined food preparation and serving workers, including fast food	0-4 Percent	10080
Community and social service specialists, all other	0-4 Percent	520
Compensation and benefits managers	0-4 Percent	610
Compensation, benefits, and job analysis specialists	0-4 Percent	780
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	880
Concierges	0-4 Percent	70
Construction managers	0-4 Percent	1130
Cooks, fast food	0-4 Percent	3850
Cooks, institution and cafeteria	0-4 Percent	1090
Cooks, restaurant	0-4 Percent	4710
Counselors, all other	0-4 Percent	70
Counter and rental clerks	0-4 Percent	3210
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	4570
Couriers and messengers	0-4 Percent	400
Court, municipal, and license clerks	0-4 Percent	60
Crossing guards	0-4 Percent	400
Dancers	0-4 Percent	180
Demonstrators and product promoters	0-4 Percent	530
Dental assistants	0-4 Percent	2790
Dental hygienists	0-4 Percent	1010
Dentists, general	0-4 Percent	1040
Detectives and criminal investigators	0-4 Percent	180
Diagnostic medical sonographers	0-4 Percent	180
Dietetic technicians	0-4 Percent	70
Dietitians and nutritionists	0-4 Percent	200
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	2380
Directors, religious activities and education	0-4 Percent	160
Dishwashers	0-4 Percent	3050
Dispatchers, except police, fire, and ambulance	0-4 Percent	850
Editors	0-4 Percent	650
Education administrators, all other	0-4 Percent	130
Education administrators, elementary and secondary school	0-4 Percent	1060

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Occupation	Offshoring Range	2004 Employment
Education administrators, postsecondary	0-4 Percent	470
Education administrators, preschool and child care center/program	0-4 Percent	490
Education, training, and library workers, all other	0-4 Percent	510
Educational, vocational, and school counselors	0-4 Percent	960
Electro-mechanical technicians	0-4 Percent	510
Elementary school teachers, except special education	0-4 Percent	8550
Embalmers	0-4 Percent	30
Emergency medical technicians and paramedics	0-4 Percent	720
Employment, recruitment, and placement specialists	0-4 Percent	1300
English language and literature teachers, postsecondary	0-4 Percent	300
Entertainers and performers, sports and related workers, all other	0-4 Percent	120
Environmental engineering technicians	0-4 Percent	130
Environmental engineers	0-4 Percent	160
Environmental science and protection technicians, including health	0-4 Percent	100
Executive secretaries and administrative assistants	0-4 Percent	15290
File clerks	0-4 Percent	1450
Fire fighters	0-4 Percent	1490
Fire inspectors and investigators	0-4 Percent	80
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	510
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	4110
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1190
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	570
First-line supervisors/managers of non-retail sales workers	0-4 Percent	1760
First-line supervisors/managers of personal service workers	0-4 Percent	640
First-line supervisors/managers of police and detectives	0-4 Percent	150
First-line supervisors/managers of retail sales workers	0-4 Percent	5790
First-line supervisors/managers, protective service workers, all other	0-4 Percent	290
Fitness trainers and aerobics instructors	0-4 Percent	1790
Floral designers	0-4 Percent	240
Food preparation and serving related workers, all other	0-4 Percent	340
Food preparation workers	0-4 Percent	5970
Food servers, nonrestaurant	0-4 Percent	480
Foreign language and literature teachers, postsecondary	0-4 Percent	130
Funeral attendants	0-4 Percent	50
Gaming supervisors	0-4 Percent	60
General and operations managers	0-4 Percent	14190
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	1020
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	400
Health diagnosing and treating practitioners, all other	0-4 Percent	60
Health educators	0-4 Percent	230
Health technologists and technicians, all other	0-4 Percent	560
Healthcare practitioners and technical workers, all other	0-4 Percent	270
Healthcare support workers, all other	0-4 Percent	2030
Home health aides	0-4 Percent	1730
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	1340
Hotel, motel, and resort desk clerks	0-4 Percent	1230
Human resources managers, all other	0-4 Percent	1170
Human resources, training, and labor relations specialists, all other	0-4 Percent	1540
Industrial engineering technicians	0-4 Percent	920
Industrial production managers	0-4 Percent	2260
Instructional coordinators	0-4 Percent	560
Insurance sales agents	0-4 Percent	910
Interior designers	0-4 Percent	320
Interpreters and translators	0-4 Percent	160
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	18880
Kindergarten teachers, except special education	0-4 Percent	720
Landscape architects	0-4 Percent	120
Landscaping and groundskeeping workers	0-4 Percent	5320
Law clerks	0-4 Percent	110
Legal secretaries	0-4 Percent	1840
Legal support workers, all other	0-4 Percent	140
Legislators	0-4 Percent	50
Librarians	0-4 Percent	760
Library assistants, clerical	0-4 Percent	1000
Library technicians	0-4 Percent	480
Licensed practical and licensed vocational nurses	0-4 Percent	1980
Life scientists, all other	0-4 Percent	210
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	990
Locker room, coatroom, and dressing room attendants	0-4 Percent	60
Lodging managers	0-4 Percent	210
Maids and housekeeping cleaners	0-4 Percent	4440
Mail clerks and mail machine operators, except postal service	0-4 Percent	460
Managers, all other	0-4 Percent	4020
Marketing managers	0-4 Percent	5880
Marriage and family therapists	0-4 Percent	140
Massage therapists	0-4 Percent	300
Mathematical science teachers, postsecondary	0-4 Percent	120
Media and communication workers, all other	0-4 Percent	100
Medical and clinical laboratory technologists	0-4 Percent	730
Medical and health services managers	0-4 Percent	770
Medical and public health social workers	0-4 Percent	400
Medical assistants	0-4 Percent	2000

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Occupation	Offshoring Range	2004 Employment
Medical equipment preparers	0-4 Percent	410
Medical records and health information technicians	0-4 Percent	640
Medical secretaries	0-4 Percent	970
Medical transcriptionists	0-4 Percent	230
Meeting and convention planners	0-4 Percent	250
Mental health and substance abuse social workers	0-4 Percent	460
Mental health counselors	0-4 Percent	410
Merchandise displayers and window trimmers	0-4 Percent	240
Meter readers, utilities	0-4 Percent	190
Microbiologists	0-4 Percent	170
Middle school teachers, except special and vocational education	0-4 Percent	2670
Motion picture projectionists	0-4 Percent	80
Music directors and composers	0-4 Percent	60
Musicians and singers	0-4 Percent	380
Nonfarm animal caretakers	0-4 Percent	500
Nuclear medicine technologists	0-4 Percent	40
Nursing aides, orderlies, and attendants	0-4 Percent	4600
Nursing instructors and teachers, postsecondary	0-4 Percent	100
Occupational health and safety specialists	0-4 Percent	120
Occupational therapists	0-4 Percent	400
Office machine operators, except computer	0-4 Percent	420
Opticians, dispensing	0-4 Percent	160
Parking enforcement workers	0-4 Percent	170
Parts salespersons	0-4 Percent	780
Personal and home care aides	0-4 Percent	1280
Personal care and service workers, all other	0-4 Percent	50
Personal financial advisors	0-4 Percent	390
Pest control workers	0-4 Percent	420
Pharmacists	0-4 Percent	1400
Pharmacy technicians	0-4 Percent	1090
Photographers	0-4 Percent	200
Physical scientists, all other	0-4 Percent	290
Physical therapist aides	0-4 Percent	160
Physical therapist assistants	0-4 Percent	160
Physical therapists	0-4 Percent	610
Physician assistants	0-4 Percent	120
Physicians and surgeons, all other	0-4 Percent	1260
Police and sheriff's patrol officers	0-4 Percent	4040
Police, fire, and ambulance dispatchers	0-4 Percent	360
Postal service clerks	0-4 Percent	290
Postal service mail carriers	0-4 Percent	2180
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	1130
Postsecondary teachers, all other	0-4 Percent	2580
Preschool teachers, except special education	0-4 Percent	3040
Private detectives and investigators	0-4 Percent	80
Producers and directors	0-4 Percent	200
Production, planning, and expediting clerks	0-4 Percent	2990
Property, real estate, and community association managers	0-4 Percent	2130
Protective service workers, all other	0-4 Percent	740
Psychiatric technicians	0-4 Percent	320
Public relations managers	0-4 Percent	500
Public relations specialists	0-4 Percent	1430
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	3560
Radiation therapists	0-4 Percent	50
Radio and television announcers	0-4 Percent	100
Radiologic technologists and technicians	0-4 Percent	530
Real estate sales agents	0-4 Percent	320
Receptionists and information clerks	0-4 Percent	6890
Recreation and fitness studies teachers, postsecondary	0-4 Percent	70
Recreation workers	0-4 Percent	2610
Recreational therapists	0-4 Percent	90
Registered nurses	0-4 Percent	13080
Rehabilitation counselors	0-4 Percent	1060
Religious workers, all other	0-4 Percent	40
Reporters and correspondents	0-4 Percent	360
Respiratory therapists	0-4 Percent	530
Retail salespersons	0-4 Percent	23770
Sales and related workers, all other	0-4 Percent	1990
Sales engineers	0-4 Percent	3200
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	7280
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	6900
Secondary school teachers, except special and vocational education	0-4 Percent	4910
Secretaries, except legal, medical, and executive	0-4 Percent	5430
Security guards	0-4 Percent	7170
Self-enrichment education teachers	0-4 Percent	2050
Set and exhibit designers	0-4 Percent	40
Shampooers	0-4 Percent	30
Shipping, receiving, and traffic clerks	0-4 Percent	5570
Skin care specialists	0-4 Percent	150
Social and community service managers	0-4 Percent	1040
Social and human service assistants	0-4 Percent	590
Social workers, all other	0-4 Percent	180

San Jose, CA PMSA

Occupation	Offshoring Range	2004 Employment
Sound engineering technicians	0-4 Percent	70
Special education teachers, middle school	0-4 Percent	120
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	330
Special education teachers, secondary school	0-4 Percent	310
Speech-language pathologists	0-4 Percent	280
Stock clerks and order fillers	0-4 Percent	8200
Substance abuse and behavioral disorder counselors	0-4 Percent	190
Surgeons	0-4 Percent	80
Surgical technologists	0-4 Percent	350
Surveying and mapping technicians	0-4 Percent	150
Surveyors	0-4 Percent	330
Switchboard operators, including answering service	0-4 Percent	820
Teacher assistants	0-4 Percent	7100
Teachers and instructors, all other	0-4 Percent	2530
Tellers	0-4 Percent	2740
Title examiners, abstractors, and searchers	0-4 Percent	130
Tour guides and escorts	0-4 Percent	30
Training and development managers	0-4 Percent	300
Training and development specialists	0-4 Percent	1580
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	60
Transportation, storage, and distribution managers	0-4 Percent	600
Urban and regional planners	0-4 Percent	350
Ushers, lobby attendants, and ticket takers	0-4 Percent	720
Veterinarians	0-4 Percent	240
Veterinary assistants and laboratory animal caretakers	0-4 Percent	340
Veterinary technologists and technicians	0-4 Percent	520
Vocational education teachers, postsecondary	0-4 Percent	700
Waiters and waitresses	0-4 Percent	11300
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	470
Wholesale and retail buyers, except farm products	0-4 Percent	930
Writers and authors	0-4 Percent	230
Zoologists and wildlife biologists	0-4 Percent	60

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Computer software engineers, applications	17-20 Percent	17120
Data entry keyers	17-20 Percent	2410
Accountants and auditors	13-16 Percent	13570
Bookkeeping, accounting, and auditing clerks	13-16 Percent	20290
Budget analysts	13-16 Percent	1180
Computer hardware engineers	13-16 Percent	640
Computer operators	13-16 Percent	1240
Computer specialists, all other	13-16 Percent	3300
Computer support specialists	13-16 Percent	7010
Credit analysts	13-16 Percent	660
Customer service representatives	13-16 Percent	26550
Electrical engineers	13-16 Percent	2250
Electronics engineers, except computer	13-16 Percent	1430
Financial examiners	13-16 Percent	180
Insurance claims and policy processing clerks	13-16 Percent	2790
Insurance underwriters	13-16 Percent	1080
Multi-media artists and animators	13-16 Percent	920
Network systems and data communications analysts	13-16 Percent	3310
Reservation and transportation ticket agents and travel clerks	13-16 Percent	2740
Statistical assistants	13-16 Percent	230
Technical writers	13-16 Percent	1290
Telemarketers	13-16 Percent	3930
Travel agents	13-16 Percent	2430
Engineering managers	9-12 Percent	2680
Financial specialists, all other	9-12 Percent	2550
All other information and record clerks	5-8 Percent	3050
Artists and related workers, all other	5-8 Percent	50
Billing and posting clerks and machine operators	5-8 Percent	4950
Biomedical engineers	5-8 Percent	180
Brokerage clerks	5-8 Percent	540
Business operations specialists, all other	5-8 Percent	13870
Chemical engineers	5-8 Percent	160
Civil engineering technicians	5-8 Percent	800
Civil engineers	5-8 Percent	6600
Computer and information scientists, research	5-8 Percent	460
Computer and information systems managers	5-8 Percent	3700
Computer systems analysts	5-8 Percent	8810
Correspondence clerks	5-8 Percent	60
Cost estimators	5-8 Percent	2920
Credit authorizers, checkers, and clerks	5-8 Percent	350
Database administrators	5-8 Percent	1630
Desktop publishers	5-8 Percent	330
Economists	5-8 Percent	280
Electrical and electronic engineering technicians	5-8 Percent	1480
Electrical and electronics drafters	5-8 Percent	380
Fashion designers	5-8 Percent	110
Financial analysts	5-8 Percent	1350
Financial managers	5-8 Percent	4650
First-line supervisors/managers of office and administrative support workers	5-8 Percent	13270
Graphic designers	5-8 Percent	2010
Human resources assistants, except payroll and timekeeping	5-8 Percent	1610
Interviewers, except eligibility and loan	5-8 Percent	2520
Lawyers	5-8 Percent	6530
Loan counselors	5-8 Percent	50
Loan interviewers and clerks	5-8 Percent	3170
Loan officers	5-8 Percent	4230
Logisticians	5-8 Percent	1760
Management analysts	5-8 Percent	6380
Marine engineers and naval architects	5-8 Percent	180
Market research analysts	5-8 Percent	5930
Materials engineers	5-8 Percent	90
Mathematical technicians	5-8 Percent	90

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Mechanical drafters	5-8 Percent	710
Mechanical engineering technicians	5-8 Percent	480
Mechanical engineers	5-8 Percent	2180
Network and computer systems administrators	5-8 Percent	5750
New accounts clerks	5-8 Percent	1570
Office and administrative support workers, all other	5-8 Percent	5760
Office clerks, general	5-8 Percent	29020
Operations research analysts	5-8 Percent	420
Order clerks	5-8 Percent	2570
Paralegals and legal assistants	5-8 Percent	2810
Payroll and timekeeping clerks	5-8 Percent	2230
Procurement clerks	5-8 Percent	890
Purchasing managers	5-8 Percent	680
Sales managers	5-8 Percent	3530
Sales representatives, services, all other	5-8 Percent	6740
Securities, commodities, and financial services sales agents	5-8 Percent	3620
Social science research assistants	5-8 Percent	430
Social scientists and related workers, all other	5-8 Percent	530
Statisticians	5-8 Percent	490
Survey researchers	5-8 Percent	60
Tax examiners, collectors, and revenue agents	5-8 Percent	570
Word processors and typists	5-8 Percent	930
Actors	0-4 Percent	940
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	190
Administrative services managers	0-4 Percent	1930
Adult literacy, remedial education, and GED teachers and instructors	0-4 Percent	1160
Advertising and promotions managers	0-4 Percent	360
Advertising sales agents	0-4 Percent	1680
Agents and business managers of artists, performers, and athletes	0-4 Percent	70
Agricultural and food science technicians	0-4 Percent	50
Amusement and recreation attendants	0-4 Percent	1980
Anesthesiologists	0-4 Percent	80
Animal control workers	0-4 Percent	40
Animal trainers	0-4 Percent	40
Anthropologists and archeologists	0-4 Percent	70
Appraisers and assessors of real estate	0-4 Percent	640
Arbitrators, mediators, and conciliators	0-4 Percent	30
Architects, except landscape and naval	0-4 Percent	1450
Architectural and civil drafters	0-4 Percent	2190
Archivists	0-4 Percent	50
Art directors	0-4 Percent	560
Art, drama, and music teachers, postsecondary	0-4 Percent	890
Athletes and sports competitors	0-4 Percent	200
Athletic trainers	0-4 Percent	70
Audio and video equipment technicians	0-4 Percent	390
Audio-visual collections specialists	0-4 Percent	30
Baggage porters and bellhops	0-4 Percent	690
Bailiffs	0-4 Percent	150
Bartenders	0-4 Percent	4670
Bill and account collectors	0-4 Percent	3830
Biological scientists, all other	0-4 Percent	340
Biological technicians	0-4 Percent	1830
Broadcast technicians	0-4 Percent	300
Business teachers, postsecondary	0-4 Percent	550
Camera operators, television, video, and motion picture	0-4 Percent	160
Cardiovascular technologists and technicians	0-4 Percent	350
Cargo and freight agents	0-4 Percent	1490
Cartographers and photogrammetrists	0-4 Percent	210
Cashiers	0-4 Percent	32870
Chefs and head cooks	0-4 Percent	870
Chemical technicians	0-4 Percent	400
Chemistry teachers, postsecondary	0-4 Percent	170

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Chemists	0-4 Percent	420
Chief executives	0-4 Percent	990
Child care workers	0-4 Percent	5040
Child, family, and school social workers	0-4 Percent	1100
Choreographers	0-4 Percent	340
Claims adjusters, examiners, and investigators	0-4 Percent	2370
Clergy	0-4 Percent	200
Clinical, counseling, and school psychologists	0-4 Percent	890
Coaches and scouts	0-4 Percent	1680
Combined food preparation and serving workers, including fast food	0-4 Percent	28140
Communications teachers, postsecondary	0-4 Percent	190
Community and social service specialists, all other	0-4 Percent	1490
Compensation and benefits managers	0-4 Percent	320
Compensation, benefits, and job analysis specialists	0-4 Percent	1290
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	1920
Computer science teachers, postsecondary	0-4 Percent	360
Concierges	0-4 Percent	170
Conservation scientists	0-4 Percent	310
Construction managers	0-4 Percent	1800
Cooks, all other	0-4 Percent	460
Cooks, institution and cafeteria	0-4 Percent	2280
Cooks, restaurant	0-4 Percent	8670
Cooks, short order	0-4 Percent	850
Correctional officers and jailers	0-4 Percent	1850
Costume attendants	0-4 Percent	30
Counselors, all other	0-4 Percent	90
Counter and rental clerks	0-4 Percent	11180
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	5800
Couriers and messengers	0-4 Percent	940
Court, municipal, and license clerks	0-4 Percent	3070
Crossing guards	0-4 Percent	900
Curators	0-4 Percent	100
Demonstrators and product promoters	0-4 Percent	1760
Dental assistants	0-4 Percent	3900
Dental hygienists	0-4 Percent	2260
Dentists, general	0-4 Percent	780
Detectives and criminal investigators	0-4 Percent	610
Diagnostic medical sonographers	0-4 Percent	370
Dietetic technicians	0-4 Percent	80
Dietitians and nutritionists	0-4 Percent	390
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	5200
Dishwashers	0-4 Percent	4230
Dispatchers, except police, fire, and ambulance	0-4 Percent	2230
Economics teachers, postsecondary	0-4 Percent	80
Editors	0-4 Percent	1280
Education administrators, all other	0-4 Percent	160
Education administrators, elementary and secondary school	0-4 Percent	1200
Education administrators, postsecondary	0-4 Percent	970
Education administrators, preschool and child care center/program	0-4 Percent	270
Education teachers, postsecondary	0-4 Percent	350
Educational, vocational, and school counselors	0-4 Percent	1390
Elementary school teachers, except special education	0-4 Percent	8460
Emergency management specialists	0-4 Percent	50
Employment, recruitment, and placement specialists	0-4 Percent	2280
English language and literature teachers, postsecondary	0-4 Percent	530
Entertainers and performers, sports and related workers, all other	0-4 Percent	340
Entertainment attendants and related workers, all other	0-4 Percent	310
Environmental engineering technicians	0-4 Percent	90
Environmental engineers	0-4 Percent	720
Environmental science and protection technicians, including health	0-4 Percent	210
Environmental scientists and specialists, including health	0-4 Percent	1550
Epidemiologists	0-4 Percent	130

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Executive secretaries and administrative assistants	0-4 Percent	10300
Family and general practitioners	0-4 Percent	780
File clerks	0-4 Percent	2150
Film and video editors	0-4 Percent	210
Fire fighters	0-4 Percent	1740
Fire inspectors and investigators	0-4 Percent	120
First-line supervisors/managers of correctional officers	0-4 Percent	250
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	530
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	6840
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	1050
First-line supervisors/managers of landscaping, lawn service, and groundskeeping work	0-4 Percent	740
First-line supervisors/managers of non-retail sales workers	0-4 Percent	3860
First-line supervisors/managers of personal service workers	0-4 Percent	1420
First-line supervisors/managers of police and detectives	0-4 Percent	880
First-line supervisors/managers of retail sales workers	0-4 Percent	9390
First-line supervisors/managers, protective service workers, all other	0-4 Percent	530
Fitness trainers and aerobics instructors	0-4 Percent	3150
Floral designers	0-4 Percent	500
Food preparation and serving related workers, all other	0-4 Percent	390
Food preparation workers	0-4 Percent	4910
Food scientists and technologists	0-4 Percent	100
Food servers, nonrestaurant	0-4 Percent	710
Food service managers	0-4 Percent	610
Foreign language and literature teachers, postsecondary	0-4 Percent	270
Forest and conservation technicians	0-4 Percent	310
Foresters	0-4 Percent	100
Gaming and sports book writers and runners	0-4 Percent	260
Gaming cage workers	0-4 Percent	200
Gaming dealers	0-4 Percent	2950
Gaming managers	0-4 Percent	30
Gaming supervisors	0-4 Percent	410
Gaming surveillance officers and gaming investigators	0-4 Percent	330
General and operations managers	0-4 Percent	10270
Geoscientists, except hydrologists and geographers	0-4 Percent	480
Grounds maintenance workers, all other	0-4 Percent	440
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	3990
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	210
Health diagnosing and treating practitioners, all other	0-4 Percent	940
Health educators	0-4 Percent	510
Health technologists and technicians, all other	0-4 Percent	1440
Healthcare support workers, all other	0-4 Percent	1750
History teachers, postsecondary	0-4 Percent	160
Home health aides	0-4 Percent	4410
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	4110
Hotel, motel, and resort desk clerks	0-4 Percent	1770
Human resources managers, all other	0-4 Percent	810
Human resources, training, and labor relations specialists, all other	0-4 Percent	4270
Hydrologists	0-4 Percent	180
Industrial production managers	0-4 Percent	1350
Instructional coordinators	0-4 Percent	730
Insurance sales agents	0-4 Percent	3170
Interior designers	0-4 Percent	710
Internists, general	0-4 Percent	430
Interpreters and translators	0-4 Percent	650
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	15560
Judges, magistrate judges, and magistrates	0-4 Percent	260
Kindergarten teachers, except special education	0-4 Percent	1040
Landscape architects	0-4 Percent	450
Landscaping and groundskeeping workers	0-4 Percent	7350
Law clerks	0-4 Percent	220
Legal secretaries	0-4 Percent	3530
Legal support workers, all other	0-4 Percent	1680

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Legislators	0-4 Percent	90
Librarians	0-4 Percent	1640
Library assistants, clerical	0-4 Percent	980
Library technicians	0-4 Percent	1140
Licensed practical and licensed vocational nurses	0-4 Percent	3550
Life, physical, and social science technicians, all other	0-4 Percent	430
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	720
Locker room, coatroom, and dressing room attendants	0-4 Percent	190
Lodging managers	0-4 Percent	120
Maids and housekeeping cleaners	0-4 Percent	6130
Mail clerks and mail machine operators, except postal service	0-4 Percent	1350
Managers, all other	0-4 Percent	2930
Marketing managers	0-4 Percent	1990
Marriage and family therapists	0-4 Percent	100
Massage therapists	0-4 Percent	990
Mathematical science teachers, postsecondary	0-4 Percent	330
Media and communication equipment workers, all other	0-4 Percent	370
Media and communication workers, all other	0-4 Percent	1150
Medical and clinical laboratory technicians	0-4 Percent	1330
Medical and clinical laboratory technologists	0-4 Percent	1900
Medical and health services managers	0-4 Percent	1160
Medical and public health social workers	0-4 Percent	860
Medical assistants	0-4 Percent	5470
Medical equipment preparers	0-4 Percent	680
Medical records and health information technicians	0-4 Percent	2480
Medical secretaries	0-4 Percent	7410
Medical transcriptionists	0-4 Percent	710
Meeting and convention planners	0-4 Percent	590
Mental health and substance abuse social workers	0-4 Percent	1740
Mental health counselors	0-4 Percent	1400
Merchandise displayers and window trimmers	0-4 Percent	1120
Microbiologists	0-4 Percent	200
Middle school teachers, except special and vocational education	0-4 Percent	5080
Mining and geological engineers, including mining safety engineers	0-4 Percent	50
Museum technicians and conservators	0-4 Percent	180
Musicians and singers	0-4 Percent	840
Natural sciences managers	0-4 Percent	520
Nonfarm animal caretakers	0-4 Percent	620
Nuclear medicine technologists	0-4 Percent	130
Nursing aides, orderlies, and attendants	0-4 Percent	7920
Nursing instructors and teachers, postsecondary	0-4 Percent	570
Obstetricians and gynecologists	0-4 Percent	160
Occupational health and safety specialists	0-4 Percent	590
Occupational health and safety technicians	0-4 Percent	120
Occupational therapist assistants	0-4 Percent	100
Occupational therapists	0-4 Percent	660
Office machine operators, except computer	0-4 Percent	1140
Opticians, dispensing	0-4 Percent	200
Optometrists	0-4 Percent	300
Parking enforcement workers	0-4 Percent	90
Parts salespersons	0-4 Percent	2270
Pediatricians, general	0-4 Percent	200
Personal and home care aides	0-4 Percent	4610
Personal care and service workers, all other	0-4 Percent	200
Personal financial advisors	0-4 Percent	1550
Pest control workers	0-4 Percent	220
Pesticide handlers, sprayers, and applicators, vegetation	0-4 Percent	140
Pharmacists	0-4 Percent	2000
Pharmacy aides	0-4 Percent	430
Pharmacy technicians	0-4 Percent	2000
Philosophy and religion teachers, postsecondary	0-4 Percent	260
Photographers	0-4 Percent	510

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Physical scientists, all other	0-4 Percent	550
Physical therapist aides	0-4 Percent	260
Physical therapist assistants	0-4 Percent	320
Physical therapists	0-4 Percent	990
Physician assistants	0-4 Percent	590
Physicians and surgeons, all other	0-4 Percent	1680
Police and sheriff's patrol officers	0-4 Percent	3540
Police, fire, and ambulance dispatchers	0-4 Percent	320
Political scientists	0-4 Percent	70
Postal service clerks	0-4 Percent	580
Postal service mail carriers	0-4 Percent	2980
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	2450
Postmasters and mail superintendents	0-4 Percent	60
Preschool teachers, except special education	0-4 Percent	2830
Private detectives and investigators	0-4 Percent	230
Producers and directors	0-4 Percent	810
Production, planning, and expediting clerks	0-4 Percent	2640
Property, real estate, and community association managers	0-4 Percent	980
Protective service workers, all other	0-4 Percent	2130
Psychiatric aides	0-4 Percent	80
Psychiatric technicians	0-4 Percent	300
Psychiatrists	0-4 Percent	180
Psychologists, all other	0-4 Percent	70
Psychology teachers, postsecondary	0-4 Percent	280
Public relations managers	0-4 Percent	530
Public relations specialists	0-4 Percent	3240
Purchasing agents and buyers, farm products	0-4 Percent	190
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	4090
Radiation therapists	0-4 Percent	140
Radio and television announcers	0-4 Percent	200
Radiologic technologists and technicians	0-4 Percent	1490
Real estate sales agents	0-4 Percent	1890
Receptionists and information clerks	0-4 Percent	9300
Recreation and fitness studies teachers, postsecondary	0-4 Percent	80
Recreation workers	0-4 Percent	3040
Recreational therapists	0-4 Percent	90
Registered nurses	0-4 Percent	20720
Rehabilitation counselors	0-4 Percent	4290
Reporters and correspondents	0-4 Percent	620
Residential advisors	0-4 Percent	130
Respiratory therapists	0-4 Percent	740
Respiratory therapy technicians	0-4 Percent	60
Retail salespersons	0-4 Percent	39500
Sales and related workers, all other	0-4 Percent	2680
Sales engineers	0-4 Percent	1270
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	18220
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	8860
Secondary school teachers, except special and vocational education	0-4 Percent	4700
Secretaries, except legal, medical, and executive	0-4 Percent	10620
Security guards	0-4 Percent	8950
Self-enrichment education teachers	0-4 Percent	2310
Set and exhibit designers	0-4 Percent	80
Shipping, receiving, and traffic clerks	0-4 Percent	9010
Skin care specialists	0-4 Percent	110
Social and community service managers	0-4 Percent	380
Social and human service assistants	0-4 Percent	2460
Social workers, all other	0-4 Percent	410
Sociology teachers, postsecondary	0-4 Percent	120
Soil and plant scientists	0-4 Percent	40
Sound engineering technicians	0-4 Percent	130
Special education teachers, middle school	0-4 Percent	480
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	1130

Seattle-Bellevue-Everett, WA PMSA

Occupation	Offshoring Range	2004 Employment
Special education teachers, secondary school	0-4 Percent	600
Speech-language pathologists	0-4 Percent	780
Stock clerks and order fillers	0-4 Percent	14280
Substance abuse and behavioral disorder counselors	0-4 Percent	380
Surgeons	0-4 Percent	510
Surgical technologists	0-4 Percent	600
Surveying and mapping technicians	0-4 Percent	390
Surveyors	0-4 Percent	320
Switchboard operators, including answering service	0-4 Percent	1500
Teacher assistants	0-4 Percent	10320
Teachers and instructors, all other	0-4 Percent	6360
Tellers	0-4 Percent	5540
Therapists, all other	0-4 Percent	60
Title examiners, abstractors, and searchers	0-4 Percent	490
Tour guides and escorts	0-4 Percent	350
Training and development managers	0-4 Percent	220
Training and development specialists	0-4 Percent	1860
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	150
Transportation, storage, and distribution managers	0-4 Percent	1250
Urban and regional planners	0-4 Percent	1430
Ushers, lobby attendants, and ticket takers	0-4 Percent	2060
Veterinarians	0-4 Percent	700
Veterinary assistants and laboratory animal caretakers	0-4 Percent	690
Veterinary technologists and technicians	0-4 Percent	410
Vocational education teachers, postsecondary	0-4 Percent	2560
Vocational education teachers, secondary school	0-4 Percent	820
Waiters and waitresses	0-4 Percent	20770
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	770
Wholesale and retail buyers, except farm products	0-4 Percent	1900
Writers and authors	0-4 Percent	290
Zoologists and wildlife biologists	0-4 Percent	730

Stamford-Norwalk, CT PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	20-24 Percent	1580
Computer software engineers, applications	20-24 Percent	1440
Data entry keyers	20-24 Percent	370
Multi-media artists and animators	20-24 Percent	80
Accountants and auditors	15-19 Percent	4180
Actuaries	15-19 Percent	160
Bookkeeping, accounting, and auditing clerks	15-19 Percent	3770
Budget analysts	15-19 Percent	180
Computer hardware engineers	15-19 Percent	60
Computer operators	15-19 Percent	270
Computer software engineers, systems software	15-19 Percent	680
Computer specialists, all other	15-19 Percent	220
Computer support specialists	15-19 Percent	1280
Credit analysts	15-19 Percent	210
Customer service representatives	15-19 Percent	3780
Electrical engineers	15-19 Percent	100
Financial examiners	15-19 Percent	50
Insurance claims and policy processing clerks	15-19 Percent	580
Insurance underwriters	15-19 Percent	370
Network systems and data communications analysts	15-19 Percent	530
Tax preparers	15-19 Percent	110
Technical writers	15-19 Percent	100
Telemarketers	15-19 Percent	960
Travel agents	15-19 Percent	470
Engineering managers	10-14 Percent	250
Engineers, all other	10-14 Percent	130
Financial specialists, all other	10-14 Percent	280
Advertising and promotions managers	5-9 Percent	200
All other information and record clerks	5-9 Percent	100
Billing and posting clerks and machine operators	5-9 Percent	1010
Brokerage clerks	5-9 Percent	790
Business operations specialists, all other	5-9 Percent	1200
Chemical engineers	5-9 Percent	30
Civil engineers	5-9 Percent	180
Commercial and industrial designers	5-9 Percent	80
Computer and information scientists, research	5-9 Percent	40
Computer and information systems managers	5-9 Percent	940
Computer systems analysts	5-9 Percent	1450
Cost estimators	5-9 Percent	230
Credit authorizers, checkers, and clerks	5-9 Percent	60
Database administrators	5-9 Percent	500
Desktop publishers	5-9 Percent	70
Electrical and electronic engineering technicians	5-9 Percent	150
Electrical and electronics drafters	5-9 Percent	40
Financial analysts	5-9 Percent	2430
Financial managers	5-9 Percent	2030
First-line supervisors/managers of office and administrative support workers	5-9 Percent	2740
Graphic designers	5-9 Percent	770
Human resources assistants, except payroll and timekeeping	5-9 Percent	240
Interviewers, except eligibility and loan	5-9 Percent	700
Lawyers	5-9 Percent	1160
Loan officers	5-9 Percent	550
Logisticians	5-9 Percent	100
Management analysts	5-9 Percent	1870
Market research analysts	5-9 Percent	1100
Mechanical drafters	5-9 Percent	80
Mechanical engineering technicians	5-9 Percent	30
Mechanical engineers	5-9 Percent	370
Natural sciences managers	5-9 Percent	50
Network and computer systems administrators	5-9 Percent	770
Office and administrative support workers, all other	5-9 Percent	220
Office clerks, general	5-9 Percent	5090
Operations research analysts	5-9 Percent	190
Order clerks	5-9 Percent	430
Paralegals and legal assistants	5-9 Percent	860
Payroll and timekeeping clerks	5-9 Percent	240
Procurement clerks	5-9 Percent	80
Proofreaders and copy markers	5-9 Percent	60
Purchasing managers	5-9 Percent	140
Real estate brokers	5-9 Percent	290
Sales managers	5-9 Percent	1010
Sales representatives, services, all other	5-9 Percent	790

Stamford-Norwalk, CT PMSA

Occupation	Offshoring Range	2004 Employment
Securities, commodities, and financial services sales agents	5-9 Percent	3350
Statisticians	5-9 Percent	90
Tax examiners, collectors, and revenue agents	5-9 Percent	100
Word processors and typists	5-9 Percent	220
Administrative services managers	0-4 Percent	610
Advertising sales agents	0-4 Percent	300
Agents and business managers of artists, performers, and athletes	0-4 Percent	60
Amusement and recreation attendants	0-4 Percent	210
Appraisers and assessors of real estate	0-4 Percent	40
Architects, except landscape and naval	0-4 Percent	250
Architectural and civil drafters	0-4 Percent	60
Art directors	0-4 Percent	220
Athletes and sports competitors	0-4 Percent	30
Audio and video equipment technicians	0-4 Percent	70
Bartenders	0-4 Percent	550
Bill and account collectors	0-4 Percent	630
Cashiers	0-4 Percent	4270
Chefs and head cooks	0-4 Percent	350
Chemical technicians	0-4 Percent	60
Chemists	0-4 Percent	160
Chief executives	0-4 Percent	640
Child care workers	0-4 Percent	270
Child, family, and school social workers	0-4 Percent	330
Clinical, counseling, and school psychologists	0-4 Percent	200
Coaches and scouts	0-4 Percent	290
Combined food preparation and serving workers, including fast food	0-4 Percent	1720
Community and social service specialists, all other	0-4 Percent	80
Compensation and benefits managers	0-4 Percent	100
Compensation, benefits, and job analysis specialists	0-4 Percent	240
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	280
Concierges	0-4 Percent	50
Construction managers	0-4 Percent	250
Cooks, fast food	0-4 Percent	330
Cooks, institution and cafeteria	0-4 Percent	350
Cooks, restaurant	0-4 Percent	1170
Cooks, short order	0-4 Percent	330
Counter and rental clerks	0-4 Percent	490
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	340
Court, municipal, and license clerks	0-4 Percent	60
Demonstrators and product promoters	0-4 Percent	90
Dental assistants	0-4 Percent	280
Detectives and criminal investigators	0-4 Percent	70
Dietitians and nutritionists	0-4 Percent	40
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	320
Dishwashers	0-4 Percent	570
Dispatchers, except police, fire, and ambulance	0-4 Percent	330
Editors	0-4 Percent	410
Education administrators, all other	0-4 Percent	60
Education administrators, elementary and secondary school	0-4 Percent	310
Education administrators, preschool and child care center/program	0-4 Percent	110
Education teachers, postsecondary	0-4 Percent	40
Educational, vocational, and school counselors	0-4 Percent	340
Elementary school teachers, except special education	0-4 Percent	2780
Emergency medical technicians and paramedics	0-4 Percent	180
Employment, recruitment, and placement specialists	0-4 Percent	900
Executive secretaries and administrative assistants	0-4 Percent	3790
File clerks	0-4 Percent	310
Fire fighters	0-4 Percent	410
First-line supervisors/managers of fire fighting and prevention workers	0-4 Percent	130
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	780
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	260
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	350
First-line supervisors/managers of non-retail sales workers	0-4 Percent	760
First-line supervisors/managers of personal service workers	0-4 Percent	170
First-line supervisors/managers of retail sales workers	0-4 Percent	1790
First-line supervisors/managers, protective service workers, all other	0-4 Percent	80
Fitness trainers and aerobics instructors	0-4 Percent	1120
Floral designers	0-4 Percent	90
Food preparation workers	0-4 Percent	1360
Food servers, nonrestaurant	0-4 Percent	190
Food service managers	0-4 Percent	280
Funeral attendants	0-4 Percent	60

Stamford-Norwalk, CT PMSA

Occupation	Offshoring Range	2004 Employment
General and operations managers	0-4 Percent	3650
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	910
Health educators	0-4 Percent	40
Healthcare support workers, all other	0-4 Percent	100
Home health aides	0-4 Percent	550
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	160
Hotel, motel, and resort desk clerks	0-4 Percent	200
Human resources managers, all other	0-4 Percent	310
Human resources, training, and labor relations specialists, all other	0-4 Percent	270
Industrial production managers	0-4 Percent	170
Instructional coordinators	0-4 Percent	110
Insurance sales agents	0-4 Percent	850
Interior designers	0-4 Percent	190
Internists, general	0-4 Percent	90
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	3550
Kindergarten teachers, except special education	0-4 Percent	250
Landscape architects	0-4 Percent	70
Landscaping and groundskeeping workers	0-4 Percent	2910
Legal secretaries	0-4 Percent	430
Librarians	0-4 Percent	200
Library assistants, clerical	0-4 Percent	180
Library technicians	0-4 Percent	110
Licensed practical and licensed vocational nurses	0-4 Percent	590
Lifeguards, ski patrol, and other recreational protective service workers	0-4 Percent	250
Locker room, coatroom, and dressing room attendants	0-4 Percent	40
Lodging managers	0-4 Percent	70
Maids and housekeeping cleaners	0-4 Percent	880
Mail clerks and mail machine operators, except postal service	0-4 Percent	290
Managers, all other	0-4 Percent	470
Manicurists and pedicurists	0-4 Percent	210
Marketing managers	0-4 Percent	750
Massage therapists	0-4 Percent	40
Media and communication workers, all other	0-4 Percent	70
Medical and clinical laboratory technologists	0-4 Percent	110
Medical and health services managers	0-4 Percent	270
Medical and public health social workers	0-4 Percent	190
Medical assistants	0-4 Percent	300
Medical equipment preparers	0-4 Percent	50
Medical records and health information technicians	0-4 Percent	90
Medical secretaries	0-4 Percent	340
Medical transcriptionists	0-4 Percent	70
Meeting and convention planners	0-4 Percent	250
Mental health and substance abuse social workers	0-4 Percent	170
Mental health counselors	0-4 Percent	240
Merchandise displayers and window trimmers	0-4 Percent	40
Middle school teachers, except special and vocational education	0-4 Percent	1410
Nonfarm animal caretakers	0-4 Percent	120
Nursing aides, orderlies, and attendants	0-4 Percent	2510
Obstetricians and gynecologists	0-4 Percent	60
Occupational therapists	0-4 Percent	110
Office machine operators, except computer	0-4 Percent	110
Opticians, dispensing	0-4 Percent	100
Parts salespersons	0-4 Percent	150
Pediatricians, general	0-4 Percent	80
Personal and home care aides	0-4 Percent	170
Personal financial advisors	0-4 Percent	580
Pest control workers	0-4 Percent	40
Pharmacists	0-4 Percent	270
Pharmacy aides	0-4 Percent	50
Pharmacy technicians	0-4 Percent	250
Photographers	0-4 Percent	50
Physical therapist assistants	0-4 Percent	50
Physical therapists	0-4 Percent	250
Physician assistants	0-4 Percent	70
Police and sheriff's patrol officers	0-4 Percent	630
Police, fire, and ambulance dispatchers	0-4 Percent	100
Postal service clerks	0-4 Percent	150
Postal service mail carriers	0-4 Percent	610
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	500
Preschool teachers, except special education	0-4 Percent	720
Producers and directors	0-4 Percent	100
Production, planning, and expediting clerks	0-4 Percent	470

Stamford-Norwalk, CT PMSA

Occupation	Offshoring Range	2004 Employment
Property, real estate, and community association managers	0-4 Percent	160
Psychiatrists	0-4 Percent	50
Public relations managers	0-4 Percent	200
Public relations specialists	0-4 Percent	740
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	450
Radiologic technologists and technicians	0-4 Percent	210
Real estate sales agents	0-4 Percent	140
Receptionists and information clerks	0-4 Percent	2190
Recreation workers	0-4 Percent	910
Recreational therapists	0-4 Percent	50
Registered nurses	0-4 Percent	2970
Rehabilitation counselors	0-4 Percent	200
Reporters and correspondents	0-4 Percent	70
Retail salespersons	0-4 Percent	7300
Sales and related workers, all other	0-4 Percent	160
Sales engineers	0-4 Percent	320
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	2800
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	940
Secondary school teachers, except special and vocational education	0-4 Percent	1740
Secretaries, except legal, medical, and executive	0-4 Percent	2710
Security guards	0-4 Percent	2030
Self-enrichment education teachers	0-4 Percent	580
Shampooers	0-4 Percent	80
Shipping, receiving, and traffic clerks	0-4 Percent	890
Skin care specialists	0-4 Percent	50
Social and community service managers	0-4 Percent	240
Social and human service assistants	0-4 Percent	550
Sound engineering technicians	0-4 Percent	40
Special education teachers, middle school	0-4 Percent	120
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	230
Special education teachers, secondary school	0-4 Percent	160
Speech-language pathologists	0-4 Percent	100
Stock clerks and order fillers	0-4 Percent	2270
Substance abuse and behavioral disorder counselors	0-4 Percent	70
Surgeons	0-4 Percent	70
Surveying and mapping technicians	0-4 Percent	50
Surveyors	0-4 Percent	70
Switchboard operators, including answering service	0-4 Percent	360
Teacher assistants	0-4 Percent	2680
Teachers and instructors, all other	0-4 Percent	800
Tellers	0-4 Percent	620
Training and development managers	0-4 Percent	100
Training and development specialists	0-4 Percent	320
Transportation, storage, and distribution managers	0-4 Percent	140
Veterinarians	0-4 Percent	90
Veterinary assistants and laboratory animal caretakers	0-4 Percent	200
Veterinary technologists and technicians	0-4 Percent	130
Waiters and waitresses	0-4 Percent	3210
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	50
Wholesale and retail buyers, except farm products	0-4 Percent	520
Writers and authors	0-4 Percent	120

Trenton, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	16-18 Percent	1520
Computer software engineers, applications	16-18 Percent	1260
Data entry keyers	16-18 Percent	1010
Accountants and auditors	12-15 Percent	2590
Actuaries	12-15 Percent	200
Bookkeeping, accounting, and auditing clerks	12-15 Percent	2500
Budget analysts	12-15 Percent	160
Computer hardware engineers	12-15 Percent	70
Computer operators	12-15 Percent	440
Computer software engineers, systems software	12-15 Percent	440
Computer support specialists	12-15 Percent	1510
Credit analysts	12-15 Percent	60
Customer service representatives	12-15 Percent	3710
Electrical engineers	12-15 Percent	210
Electronics engineers, except computer	12-15 Percent	190
Financial examiners	12-15 Percent	70
Insurance claims and policy processing clerks	12-15 Percent	450
Insurance underwriters	12-15 Percent	350
Network systems and data communications analysts	12-15 Percent	440
Technical writers	12-15 Percent	130
Travel agents	12-15 Percent	160
Financial specialists, all other	8-11 Percent	510
All other information and record clerks	4-7 Percent	630
Billing and posting clerks and machine operators	4-7 Percent	990
Brokerage clerks	4-7 Percent	410
Business operations specialists, all other	4-7 Percent	4660
Civil engineering technicians	4-7 Percent	230
Civil engineers	4-7 Percent	990
Computer and information systems managers	4-7 Percent	1040
Computer systems analysts	4-7 Percent	1270
Cost estimators	4-7 Percent	200
Database administrators	4-7 Percent	250
Desktop publishers	4-7 Percent	40
Economists	4-7 Percent	50
Electrical and electronic engineering technicians	4-7 Percent	250
Electrical and electronics drafters	4-7 Percent	40
Engineering managers	4-7 Percent	440
Engineering technicians, except drafters, all other	4-7 Percent	130
Engineers, all other	4-7 Percent	100
Financial analysts	4-7 Percent	430
Financial managers	4-7 Percent	1320
First-line supervisors/managers of office and administrative support workers	4-7 Percent	2850
Geoscientists, except hydrologists and geographers	4-7 Percent	120
Graphic designers	4-7 Percent	340
Human resources assistants, except payroll and timekeeping	4-7 Percent	350
Industrial engineers	4-7 Percent	130
Interviewers, except eligibility and loan	4-7 Percent	960
Lawyers	4-7 Percent	1980
Loan interviewers and clerks	4-7 Percent	420
Loan officers	4-7 Percent	260
Logisticians	4-7 Percent	120
Management analysts	4-7 Percent	2630
Market research analysts	4-7 Percent	300
Mechanical drafters	4-7 Percent	70
Mechanical engineering technicians	4-7 Percent	100
Mechanical engineers	4-7 Percent	280
Natural sciences managers	4-7 Percent	320
Network and computer systems administrators	4-7 Percent	770
Office and administrative support workers, all other	4-7 Percent	1230
Office clerks, general	4-7 Percent	5370
Operations research analysts	4-7 Percent	120
Order clerks	4-7 Percent	260
Paralegals and legal assistants	4-7 Percent	520
Payroll and timekeeping clerks	4-7 Percent	220
Procurement clerks	4-7 Percent	130
Purchasing managers	4-7 Percent	80
Sales managers	4-7 Percent	560
Sales representatives, services, all other	4-7 Percent	1110
Social scientists and related workers, all other	4-7 Percent	150
Statisticians	4-7 Percent	120
Tax examiners, collectors, and revenue agents	4-7 Percent	260
Word processors and typists	4-7 Percent	1770
Administrative services managers	0-3 Percent	800

Trenton, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Adult literacy, remedial education, and GED teachers and instructors	0-3 Percent	130
Advertising and promotions managers	0-3 Percent	50
Advertising sales agents	0-3 Percent	150
Amusement and recreation attendants	0-3 Percent	200
Appraisers and assessors of real estate	0-3 Percent	40
Architects, except landscape and naval	0-3 Percent	340
Architectural and civil drafters	0-3 Percent	280
Art directors	0-3 Percent	80
Audio and video equipment technicians	0-3 Percent	40
Baggage porters and bellhops	0-3 Percent	40
Bartenders	0-3 Percent	570
Bill and account collectors	0-3 Percent	490
Biological scientists, all other	0-3 Percent	220
Biological technicians	0-3 Percent	370
Broadcast technicians	0-3 Percent	40
Cardiovascular technologists and technicians	0-3 Percent	110
Cartographers and photogrammetrists	0-3 Percent	70
Cashiers	0-3 Percent	5230
Chefs and head cooks	0-3 Percent	110
Chemical technicians	0-3 Percent	250
Chemists	0-3 Percent	220
Chief executives	0-3 Percent	270
Child, family, and school social workers	0-3 Percent	450
Claims adjusters, examiners, and investigators	0-3 Percent	750
Clergy	0-3 Percent	150
Clinical, counseling, and school psychologists	0-3 Percent	240
Coaches and scouts	0-3 Percent	270
Combined food preparation and serving workers, including fast food	0-3 Percent	2310
Community and social service specialists, all other	0-3 Percent	410
Compensation and benefits managers	0-3 Percent	80
Compensation, benefits, and job analysis specialists	0-3 Percent	630
Compliance officers, except agriculture, construction, health and safety, and transportation	0-3 Percent	1390
Construction managers	0-3 Percent	290
Cooks, fast food	0-3 Percent	350
Cooks, institution and cafeteria	0-3 Percent	300
Cooks, restaurant	0-3 Percent	910
Cooks, short order	0-3 Percent	130
Correctional officers and jailers	0-3 Percent	1610
Counselors, all other	0-3 Percent	40
Counter and rental clerks	0-3 Percent	620
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	1420
Couriers and messengers	0-3 Percent	90
Court, municipal, and license clerks	0-3 Percent	520
Crossing guards	0-3 Percent	130
Demonstrators and product promoters	0-3 Percent	50
Dental assistants	0-3 Percent	420
Dental hygienists	0-3 Percent	360
Detectives and criminal investigators	0-3 Percent	340
Diagnostic medical sonographers	0-3 Percent	80
Dietitians and nutritionists	0-3 Percent	150
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	450
Dishwashers	0-3 Percent	560
Dispatchers, except police, fire, and ambulance	0-3 Percent	150
Editors	0-3 Percent	230
Education administrators, all other	0-3 Percent	120
Education administrators, elementary and secondary school	0-3 Percent	430
Education administrators, postsecondary	0-3 Percent	340
Education administrators, preschool and child care center/program	0-3 Percent	110
Education, training, and library workers, all other	0-3 Percent	400
Educational, vocational, and school counselors	0-3 Percent	280
Elementary school teachers, except special education	0-3 Percent	1670
Eligibility interviewers, government programs	0-3 Percent	270
Employment, recruitment, and placement specialists	0-3 Percent	710
Environmental engineering technicians	0-3 Percent	90
Environmental engineers	0-3 Percent	390
Environmental science and protection technicians, including health	0-3 Percent	60
Environmental scientists and specialists, including health	0-3 Percent	920
Executive secretaries and administrative assistants	0-3 Percent	2550
Family and general practitioners	0-3 Percent	200
File clerks	0-3 Percent	760
Fire fighters	0-3 Percent	240
Fire inspectors and investigators	0-3 Percent	150
First-line supervisors/managers of correctional officers	0-3 Percent	100

Trenton, NJ PMSA

Occupation	Offshoring Range	2004 Employment
First-line supervisors/managers of fire fighting and prevention workers	0-3 Percent	30
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	790
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	380
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	160
First-line supervisors/managers of non-retail sales workers	0-3 Percent	480
First-line supervisors/managers of personal service workers	0-3 Percent	290
First-line supervisors/managers of police and detectives	0-3 Percent	250
First-line supervisors/managers of retail sales workers	0-3 Percent	1350
First-line supervisors/managers, protective service workers, all other	0-3 Percent	110
Fitness trainers and aerobics instructors	0-3 Percent	280
Floral designers	0-3 Percent	120
Food preparation and serving related workers, all other	0-3 Percent	40
Food preparation workers	0-3 Percent	1220
Food servers, nonrestaurant	0-3 Percent	540
Food service managers	0-3 Percent	290
Funeral attendants	0-3 Percent	70
General and operations managers	0-3 Percent	2340
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	660
Health and safety engineers, except mining safety engineers and inspectors	0-3 Percent	50
Health diagnosing and treating practitioners, all other	0-3 Percent	40
Health educators	0-3 Percent	120
Health technologists and technicians, all other	0-3 Percent	270
Healthcare support workers, all other	0-3 Percent	470
Home health aides	0-3 Percent	650
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	380
Hotel, motel, and resort desk clerks	0-3 Percent	170
Human resources managers, all other	0-3 Percent	270
Human resources, training, and labor relations specialists, all other	0-3 Percent	250
Hydrologists	0-3 Percent	100
Industrial production managers	0-3 Percent	270
Instructional coordinators	0-3 Percent	760
Insurance sales agents	0-3 Percent	190
Interior designers	0-3 Percent	70
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	3810
Judges, magistrate judges, and magistrates	0-3 Percent	60
Kindergarten teachers, except special education	0-3 Percent	220
Landscaping and groundskeeping workers	0-3 Percent	2310
Law clerks	0-3 Percent	90
Legal secretaries	0-3 Percent	800
Legal support workers, all other	0-3 Percent	70
Legislators	0-3 Percent	90
Librarians	0-3 Percent	320
Library assistants, clerical	0-3 Percent	130
Library technicians	0-3 Percent	210
Licensed practical and licensed vocational nurses	0-3 Percent	1540
Life scientists, all other	0-3 Percent	60
Life, physical, and social science technicians, all other	0-3 Percent	520
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	90
Locker room, coatroom, and dressing room attendants	0-3 Percent	40
Maids and housekeeping cleaners	0-3 Percent	790
Mail clerks and mail machine operators, except postal service	0-3 Percent	720
Managers, all other	0-3 Percent	1500
Manicurists and pedicurists	0-3 Percent	130
Marketing managers	0-3 Percent	360
Marriage and family therapists	0-3 Percent	460
Massage therapists	0-3 Percent	50
Medical and clinical laboratory technicians	0-3 Percent	210
Medical and clinical laboratory technologists	0-3 Percent	180
Medical and health services managers	0-3 Percent	430
Medical and public health social workers	0-3 Percent	170
Medical assistants	0-3 Percent	780
Medical equipment preparers	0-3 Percent	140
Medical records and health information technicians	0-3 Percent	130
Medical scientists, except epidemiologists	0-3 Percent	680
Medical secretaries	0-3 Percent	1870
Medical transcriptionists	0-3 Percent	150
Meeting and convention planners	0-3 Percent	120
Mental health counselors	0-3 Percent	200
Merchandise displayers and window trimmers	0-3 Percent	90
Microbiologists	0-3 Percent	190
Middle school teachers, except special and vocational education	0-3 Percent	1120
Nonfarm animal caretakers	0-3 Percent	70
Nursing aides, orderlies, and attendants	0-3 Percent	2450

Trenton, NJ PMSA

Occupation	Offshoring Range	2004 Employment
Nursing instructors and teachers, postsecondary	0-3 Percent	100
Obstetricians and gynecologists	0-3 Percent	40
Occupational health and safety specialists	0-3 Percent	520
Occupational therapist assistants	0-3 Percent	70
Occupational therapists	0-3 Percent	150
Office machine operators, except computer	0-3 Percent	110
Opticians, dispensing	0-3 Percent	40
Optometrists	0-3 Percent	70
Parts salespersons	0-3 Percent	210
Personal and home care aides	0-3 Percent	290
Personal care and service workers, all other	0-3 Percent	290
Personal financial advisors	0-3 Percent	270
Pest control workers	0-3 Percent	70
Pharmacists	0-3 Percent	300
Pharmacy aides	0-3 Percent	60
Pharmacy technicians	0-3 Percent	290
Photographers	0-3 Percent	120
Physical scientists, all other	0-3 Percent	190
Physical therapist aides	0-3 Percent	130
Physical therapist assistants	0-3 Percent	40
Physical therapists	0-3 Percent	240
Police and sheriff's patrol officers	0-3 Percent	1570
Police, fire, and ambulance dispatchers	0-3 Percent	210
Postal service clerks	0-3 Percent	100
Postal service mail carriers	0-3 Percent	570
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	570
Preschool teachers, except special education	0-3 Percent	770
Private detectives and investigators	0-3 Percent	60
Probation officers and correctional treatment specialists	0-3 Percent	370
Producers and directors	0-3 Percent	80
Production, planning, and expediting clerks	0-3 Percent	450
Property, real estate, and community association managers	0-3 Percent	90
Protective service workers, all other	0-3 Percent	250
Psychiatric aides	0-3 Percent	160
Psychiatrists	0-3 Percent	80
Public relations managers	0-3 Percent	140
Public relations specialists	0-3 Percent	380
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	480
Radiologic technologists and technicians	0-3 Percent	350
Real estate sales agents	0-3 Percent	170
Receptionists and information clerks	0-3 Percent	1380
Recreation and fitness studies teachers, postsecondary	0-3 Percent	50
Recreation workers	0-3 Percent	310
Recreational therapists	0-3 Percent	30
Registered nurses	0-3 Percent	4380
Rehabilitation counselors	0-3 Percent	230
Reporters and correspondents	0-3 Percent	90
Residential advisors	0-3 Percent	230
Respiratory therapists	0-3 Percent	80
Respiratory therapy technicians	0-3 Percent	40
Retail salespersons	0-3 Percent	5150
Sales and related workers, all other	0-3 Percent	440
Sales engineers	0-3 Percent	70
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-3 Percent	1090
Sales representatives, wholesale and manufacturing, technical and scientific products	0-3 Percent	610
Secondary school teachers, except special and vocational education	0-3 Percent	1750
Secretaries, except legal, medical, and executive	0-3 Percent	5110
Self-enrichment education teachers	0-3 Percent	540
Shampooers	0-3 Percent	90
Shipping, receiving, and traffic clerks	0-3 Percent	840
Social and community service managers	0-3 Percent	270
Social and human service assistants	0-3 Percent	530
Social workers, all other	0-3 Percent	60
Special education teachers, middle school	0-3 Percent	210
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	560
Special education teachers, secondary school	0-3 Percent	220
Speech-language pathologists	0-3 Percent	140
Stock clerks and order fillers	0-3 Percent	2030
Substance abuse and behavioral disorder counselors	0-3 Percent	140
Surgeons	0-3 Percent	200
Surgical technologists	0-3 Percent	70
Surveying and mapping technicians	0-3 Percent	50
Surveyors	0-3 Percent	50
Switchboard operators, including answering service	0-3 Percent	400
Teacher assistants	0-3 Percent	2080
Teachers and instructors, all other	0-3 Percent	1420
Tellers	0-3 Percent	810
Tour guides and escorts	0-3 Percent	80
Training and development managers	0-3 Percent	80
Training and development specialists	0-3 Percent	410
Transportation, storage, and distribution managers	0-3 Percent	150
Urban and regional planners	0-3 Percent	70
Ushers, lobby attendants, and ticket takers	0-3 Percent	170
Veterinarians	0-3 Percent	70
Veterinary technologists and technicians	0-3 Percent	80
Waiters and waitresses	0-3 Percent	2870
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	90
Wholesale and retail buyers, except farm products	0-3 Percent	110
Writers and authors	0-3 Percent	80

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	15-17 Percent	18630
Computer software engineers, applications	15-17 Percent	29130
Data entry keyers	15-17 Percent	7510
Accountants and auditors	12-14 Percent	32390
Actuaries	12-14 Percent	280
Bookkeeping, accounting, and auditing clerks	12-14 Percent	31320
Budget analysts	12-14 Percent	5030
Computer hardware engineers	12-14 Percent	3940
Computer operators	12-14 Percent	3430
Computer software engineers, systems software	12-14 Percent	28320
Computer specialists, all other	12-14 Percent	6040
Computer support specialists	12-14 Percent	22920
Credit analysts	12-14 Percent	1330
Customer service representatives	12-14 Percent	38970
Electrical engineers	12-14 Percent	4360
Electronics engineers, except computer	12-14 Percent	6950
Financial examiners	12-14 Percent	640
Insurance claims and policy processing clerks	12-14 Percent	3100
Insurance underwriters	12-14 Percent	1690
Multi-media artists and animators	12-14 Percent	540
Network systems and data communications analysts	12-14 Percent	11620
Reservation and transportation ticket agents and travel clerks	12-14 Percent	2590
Statistical assistants	12-14 Percent	520
Tax preparers	12-14 Percent	1710
Technical writers	12-14 Percent	3250
Telemarketers	12-14 Percent	7460
Travel agents	12-14 Percent	2070
Financial specialists, all other	8-11 Percent	4670
Mathematical scientists, all other	8-11 Percent	40
Aerospace engineering and operations technicians	4-7 Percent	220
Aerospace engineers	4-7 Percent	3490
Agricultural engineers	4-7 Percent	60
All other information and record clerks	4-7 Percent	36980
Artists and related workers, all other	4-7 Percent	110
Billing and posting clerks and machine operators	4-7 Percent	8050
Biochemists and biophysicists	4-7 Percent	680
Biomedical engineers	4-7 Percent	280
Brokerage clerks	4-7 Percent	830
Business operations specialists, all other	4-7 Percent	35410
Chemical engineers	4-7 Percent	870
Civil engineering technicians	4-7 Percent	1960
Civil engineers	4-7 Percent	5730
Commercial and industrial designers	4-7 Percent	290
Computer and information scientists, research	4-7 Percent	4100
Computer and information systems managers	4-7 Percent	14590
Computer systems analysts	4-7 Percent	43930
Correspondence clerks	4-7 Percent	360
Cost estimators	4-7 Percent	5010
Credit authorizers, checkers, and clerks	4-7 Percent	890
Database administrators	4-7 Percent	5920
Desktop publishers	4-7 Percent	1050
Drafters, all other	4-7 Percent	200
Economists	4-7 Percent	3890
Electrical and electronic engineering technicians	4-7 Percent	4130
Electrical and electronics drafters	4-7 Percent	370
Engineering managers	4-7 Percent	5990
Engineering technicians, except drafters, all other	4-7 Percent	2640
Engineers, all other	4-7 Percent	6470
Financial analysts	4-7 Percent	6080
Financial managers	4-7 Percent	13750
First-line supervisors/managers of office and administrative support workers	4-7 Percent	34230
Graphic designers	4-7 Percent	4510
Human resources assistants, except payroll and timekeeping	4-7 Percent	4870
Industrial engineers	4-7 Percent	2030
Interviewers, except eligibility and loan	4-7 Percent	3680
Lawyers	4-7 Percent	36300
Loan counselors	4-7 Percent	750
Loan interviewers and clerks	4-7 Percent	4740
Loan officers	4-7 Percent	8160
Logisticians	4-7 Percent	1890
Management analysts	4-7 Percent	45830
Marine engineers and naval architects	4-7 Percent	540

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Market research analysts	4-7 Percent	9750
Materials engineers	4-7 Percent	360
Mathematicians	4-7 Percent	790
Mechanical drafters	4-7 Percent	580
Mechanical engineering technicians	4-7 Percent	460
Mechanical engineers	4-7 Percent	4470
Natural sciences managers	4-7 Percent	3530
Network and computer systems administrators	4-7 Percent	15620
New accounts clerks	4-7 Percent	1520
Office and administrative support workers, all other	4-7 Percent	3470
Office clerks, general	4-7 Percent	75730
Operations research analysts	4-7 Percent	4400
Order clerks	4-7 Percent	4250
Paralegals and legal assistants	4-7 Percent	9790
Payroll and timekeeping clerks	4-7 Percent	4820
Procurement clerks	4-7 Percent	2400
Proofreaders and copy markers	4-7 Percent	270
Purchasing managers	4-7 Percent	2300
Sales managers	4-7 Percent	7010
Sales representatives, services, all other	4-7 Percent	9510
Securities, commodities, and financial services sales agents	4-7 Percent	4380
Social science research assistants	4-7 Percent	2340
Social scientists and related workers, all other	4-7 Percent	4740
Statisticians	4-7 Percent	3200
Survey researchers	4-7 Percent	900
Tax examiners, collectors, and revenue agents	4-7 Percent	810
Word processors and typists	4-7 Percent	4190
Administrative law judges, adjudicators, and hearing officers	0-3 Percent	770
Administrative services managers	0-3 Percent	11990
Adult literacy, remedial education, and GED teachers and instructors	0-3 Percent	1310
Advertising and promotions managers	0-3 Percent	1940
Advertising sales agents	0-3 Percent	2720
Anesthesiologists	0-3 Percent	880
Animal control workers	0-3 Percent	200
Animal trainers	0-3 Percent	230
Anthropologists and archeologists	0-3 Percent	370
Anthropology and archeology teachers, postsecondary	0-3 Percent	270
Appraisers and assessors of real estate	0-3 Percent	870
Arbitrators, mediators, and conciliators	0-3 Percent	180
Architects, except landscape and naval	0-3 Percent	3550
Architectural and civil drafters	0-3 Percent	2030
Archivists	0-3 Percent	150
Art directors	0-3 Percent	740
Art, drama, and music teachers, postsecondary	0-3 Percent	1450
Astronomers	0-3 Percent	270
Athletes and sports competitors	0-3 Percent	210
Athletic trainers	0-3 Percent	170
Atmospheric and space scientists	0-3 Percent	400
Audio and video equipment technicians	0-3 Percent	1530
Audiologists	0-3 Percent	400
Audio-visual collections specialists	0-3 Percent	90
Baggage porters and bellhops	0-3 Percent	1870
Bailiffs	0-3 Percent	280
Bartenders	0-3 Percent	6330
Bill and account collectors	0-3 Percent	9430
Biological science teachers, postsecondary	0-3 Percent	710
Biological scientists, all other	0-3 Percent	4040
Biological technicians	0-3 Percent	1670
Broadcast news analysts	0-3 Percent	100
Broadcast technicians	0-3 Percent	950
Business teachers, postsecondary	0-3 Percent	2190
Camera operators, television, video, and motion picture	0-3 Percent	460
Cardiovascular technologists and technicians	0-3 Percent	740
Cargo and freight agents	0-3 Percent	670
Cartographers and photogrammetrists	0-3 Percent	1290
Cashiers	0-3 Percent	63990
Chefs and head cooks	0-3 Percent	3100
Chemical technicians	0-3 Percent	330
Chemistry teachers, postsecondary	0-3 Percent	380
Chemists	0-3 Percent	2890
Chief executives	0-3 Percent	7140
Child care workers	0-3 Percent	10160

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Child, family, and school social workers	0-3 Percent	3090
Chiropractors	0-3 Percent	290
Choreographers	0-3 Percent	310
Claims adjusters, examiners, and investigators	0-3 Percent	3220
Clergy	0-3 Percent	350
Clinical, counseling, and school psychologists	0-3 Percent	1430
Coaches and scouts	0-3 Percent	2240
Combined food preparation and serving workers, including fast food	0-3 Percent	41140
Communications equipment operators, all other	0-3 Percent	190
Communications teachers, postsecondary	0-3 Percent	460
Community and social service specialists, all other	0-3 Percent	1640
Compensation and benefits managers	0-3 Percent	1610
Compensation, benefits, and job analysis specialists	0-3 Percent	2200
Compliance officers, except agriculture, construction, health and safety, and transportation	0-3 Percent	5780
Computer science teachers, postsecondary	0-3 Percent	1110
Concierges	0-3 Percent	640
Conservation scientists	0-3 Percent	450
Construction managers	0-3 Percent	6850
Cooks, all other	0-3 Percent	100
Cooks, fast food	0-3 Percent	6960
Cooks, institution and cafeteria	0-3 Percent	5570
Cooks, restaurant	0-3 Percent	16460
Cooks, short order	0-3 Percent	3990
Correctional officers and jailers	0-3 Percent	4220
Costume attendants	0-3 Percent	40
Counselors, all other	0-3 Percent	150
Counter and rental clerks	0-3 Percent	8010
Counter attendants, cafeteria, food concession, and coffee shop	0-3 Percent	8540
Couriers and messengers	0-3 Percent	1820
Court reporters	0-3 Percent	500
Court, municipal, and license clerks	0-3 Percent	1320
Crossing guards	0-3 Percent	910
Curators	0-3 Percent	290
Dancers	0-3 Percent	310
Demonstrators and product promoters	0-3 Percent	1850
Dental assistants	0-3 Percent	4620
Dental hygienists	0-3 Percent	3190
Dentists, general	0-3 Percent	1950
Designers, all other	0-3 Percent	930
Detectives and criminal investigators	0-3 Percent	4300
Diagnostic medical sonographers	0-3 Percent	580
Dietetic technicians	0-3 Percent	590
Dietitians and nutritionists	0-3 Percent	810
Dining room and cafeteria attendants and bartender helpers	0-3 Percent	10220
Directors, religious activities and education	0-3 Percent	300
Dishwashers	0-3 Percent	9890
Dispatchers, except police, fire, and ambulance	0-3 Percent	2850
Door-to-door sales workers, news and street vendors, and related workers	0-3 Percent	50
Economics teachers, postsecondary	0-3 Percent	410
Editors	0-3 Percent	5700
Education administrators, all other	0-3 Percent	1030
Education administrators, elementary and secondary school	0-3 Percent	4610
Education administrators, postsecondary	0-3 Percent	2730
Education administrators, preschool and child care center/program	0-3 Percent	1160
Education teachers, postsecondary	0-3 Percent	1130
Education, training, and library workers, all other	0-3 Percent	1000
Educational, vocational, and school counselors	0-3 Percent	4110
Elementary school teachers, except special education	0-3 Percent	30250
Eligibility interviewers, government programs	0-3 Percent	650
Embalmers	0-3 Percent	120
Emergency management specialists	0-3 Percent	400
Emergency medical technicians and paramedics	0-3 Percent	2970
Employment, recruitment, and placement specialists	0-3 Percent	5150
Engineering teachers, postsecondary	0-3 Percent	1150
English language and literature teachers, postsecondary	0-3 Percent	1660
Entertainers and performers, sports and related workers, all other	0-3 Percent	170
Entertainment attendants and related workers, all other	0-3 Percent	560
Environmental engineers	0-3 Percent	5530
Environmental science and protection technicians, including health	0-3 Percent	660
Environmental science teachers, postsecondary	0-3 Percent	70
Environmental scientists and specialists, including health	0-3 Percent	3430
Epidemiologists	0-3 Percent	70

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Executive secretaries and administrative assistants	0-3 Percent	30020
Family and general practitioners	0-3 Percent	4650
Farm, ranch, and other agricultural managers	0-3 Percent	40
File clerks	0-3 Percent	4540
Film and video editors	0-3 Percent	230
Fine artists, including painters, sculptors, and illustrators	0-3 Percent	170
Fire fighters	0-3 Percent	3180
Fire inspectors and investigators	0-3 Percent	260
First-line supervisors/managers of correctional officers	0-3 Percent	340
First-line supervisors/managers of fire fighting and prevention workers	0-3 Percent	1100
First-line supervisors/managers of food preparation and serving workers	0-3 Percent	15150
First-line supervisors/managers of housekeeping and janitorial workers	0-3 Percent	6000
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-3 Percent	2340
First-line supervisors/managers of non-retail sales workers	0-3 Percent	6190
First-line supervisors/managers of personal service workers	0-3 Percent	2350
First-line supervisors/managers of police and detectives	0-3 Percent	2520
First-line supervisors/managers of retail sales workers	0-3 Percent	23170
First-line supervisors/managers, protective service workers, all other	0-3 Percent	1650
Fitness trainers and aerobics instructors	0-3 Percent	3900
Floral designers	0-3 Percent	970
Food preparation and serving related workers, all other	0-3 Percent	780
Food preparation workers	0-3 Percent	14310
Food scientists and technologists	0-3 Percent	80
Food servers, nonrestaurant	0-3 Percent	3410
Food service managers	0-3 Percent	3290
Foreign language and literature teachers, postsecondary	0-3 Percent	600
Foresters	0-3 Percent	80
Funeral attendants	0-3 Percent	250
Funeral directors	0-3 Percent	230
General and operations managers	0-3 Percent	51900
Geographers	0-3 Percent	220
Geoscientists, except hydrologists and geographers	0-3 Percent	950
Graduate teaching assistants	0-3 Percent	790
Grounds maintenance workers, all other	0-3 Percent	170
Hairdressers, hairstylists, and cosmetologists	0-3 Percent	8540
Health and safety engineers, except mining safety engineers and inspectors	0-3 Percent	1000
Health diagnosing and treating practitioners, all other	0-3 Percent	690
Health educators	0-3 Percent	1940
Health specialties teachers, postsecondary	0-3 Percent	1680
Health technologists and technicians, all other	0-3 Percent	1870
Healthcare practitioners and technical workers, all other	0-3 Percent	830
Healthcare support workers, all other	0-3 Percent	2030
Historians	0-3 Percent	420
History teachers, postsecondary	0-3 Percent	600
Home health aides	0-3 Percent	6370
Hosts and hostesses, restaurant, lounge, and coffee shop	0-3 Percent	6220
Hotel, motel, and resort desk clerks	0-3 Percent	3030
Human resources managers, all other	0-3 Percent	2380
Human resources, training, and labor relations specialists, all other	0-3 Percent	4610
Hydrologists	0-3 Percent	430
Industrial production managers	0-3 Percent	1110
Instructional coordinators	0-3 Percent	3670
Insurance appraisers, auto damage	0-3 Percent	180
Insurance sales agents	0-3 Percent	4610
Interior designers	0-3 Percent	1680
Internists, general	0-3 Percent	730
Interpreters and translators	0-3 Percent	1120
Janitors and cleaners, except maids and housekeeping cleaners	0-3 Percent	57330
Kindergarten teachers, except special education	0-3 Percent	3830
Landscape architects	0-3 Percent	630
Landscaping and groundskeeping workers	0-3 Percent	20240
Law clerks	0-3 Percent	2800
Law teachers, postsecondary	0-3 Percent	890
Legal secretaries	0-3 Percent	9110
Legal support workers, all other	0-3 Percent	6210
Legislators	0-3 Percent	310
Librarians	0-3 Percent	5020
Library assistants, clerical	0-3 Percent	2060
Library science teachers, postsecondary	0-3 Percent	50
Library technicians	0-3 Percent	2950
Licensed practical and licensed vocational nurses	0-3 Percent	8520
Life scientists, all other	0-3 Percent	520

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Life, physical, and social science technicians, all other	0-3 Percent	3820
Lifeguards, ski patrol, and other recreational protective service workers	0-3 Percent	3480
Locker room, coatroom, and dressing room attendants	0-3 Percent	350
Lodging managers	0-3 Percent	520
Maids and housekeeping cleaners	0-3 Percent	16250
Mail clerks and mail machine operators, except postal service	0-3 Percent	6410
Managers, all other	0-3 Percent	18870
Manicurists and pedicurists	0-3 Percent	1160
Marketing managers	0-3 Percent	4700
Marriage and family therapists	0-3 Percent	140
Massage therapists	0-3 Percent	620
Materials scientists	0-3 Percent	60
Mathematical science teachers, postsecondary	0-3 Percent	810
Media and communication equipment workers, all other	0-3 Percent	1450
Media and communication workers, all other	0-3 Percent	2130
Medical and clinical laboratory technicians	0-3 Percent	2910
Medical and clinical laboratory technologists	0-3 Percent	3060
Medical and health services managers	0-3 Percent	4630
Medical and public health social workers	0-3 Percent	2180
Medical assistants	0-3 Percent	4790
Medical equipment preparers	0-3 Percent	650
Medical records and health information technicians	0-3 Percent	2910
Medical scientists, except epidemiologists	0-3 Percent	2460
Medical secretaries	0-3 Percent	3570
Medical transcriptionists	0-3 Percent	1230
Meeting and convention planners	0-3 Percent	3140
Mental health and substance abuse social workers	0-3 Percent	2020
Mental health counselors	0-3 Percent	1590
Merchandise displayers and window trimmers	0-3 Percent	710
Meter readers, utilities	0-3 Percent	650
Microbiologists	0-3 Percent	1420
Middle school teachers, except special and vocational education	0-3 Percent	12340
Motion picture projectionists	0-3 Percent	150
Museum technicians and conservators	0-3 Percent	1220
Musicians and singers	0-3 Percent	880
Nonfarm animal caretakers	0-3 Percent	2510
Nuclear engineers	0-3 Percent	450
Nuclear medicine technologists	0-3 Percent	300
Nursing aides, orderlies, and attendants	0-3 Percent	17480
Nursing instructors and teachers, postsecondary	0-3 Percent	250
Obstetricians and gynecologists	0-3 Percent	1270
Occupational health and safety specialists	0-3 Percent	730
Occupational health and safety technicians	0-3 Percent	230
Occupational therapist aides	0-3 Percent	80
Occupational therapist assistants	0-3 Percent	180
Occupational therapists	0-3 Percent	1430
Office machine operators, except computer	0-3 Percent	2980
Opticians, dispensing	0-3 Percent	950
Optometrists	0-3 Percent	480
Parking enforcement workers	0-3 Percent	490
Parts salespersons	0-3 Percent	3130
Pediatricians, general	0-3 Percent	1600
Personal and home care aides	0-3 Percent	3490
Personal care and service workers, all other	0-3 Percent	1290
Personal financial advisors	0-3 Percent	2540
Pest control workers	0-3 Percent	1040
Pesticide handlers, sprayers, and applicators, vegetation	0-3 Percent	530
Petroleum engineers	0-3 Percent	50
Pharmacists	0-3 Percent	2990
Pharmacy aides	0-3 Percent	830
Pharmacy technicians	0-3 Percent	3300
Philosophy and religion teachers, postsecondary	0-3 Percent	540
Photographers	0-3 Percent	1030
Physical scientists, all other	0-3 Percent	2380
Physical therapist aides	0-3 Percent	860
Physical therapist assistants	0-3 Percent	550
Physical therapists	0-3 Percent	2620
Physician assistants	0-3 Percent	1710
Physicians and surgeons, all other	0-3 Percent	7940
Physicists	0-3 Percent	1690
Physics teachers, postsecondary	0-3 Percent	490
Podiatrists	0-3 Percent	190

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Police and sheriff's patrol officers	0-3 Percent	16770
Police, fire, and ambulance dispatchers	0-3 Percent	1460
Political science teachers, postsecondary	0-3 Percent	670
Political scientists	0-3 Percent	3260
Postal service clerks	0-3 Percent	1990
Postal service mail carriers	0-3 Percent	7150
Postal service mail sorters, processors, and processing machine operators	0-3 Percent	6220
Postmasters and mail superintendents	0-3 Percent	210
Postsecondary teachers, all other	0-3 Percent	3560
Preschool teachers, except special education	0-3 Percent	8730
Private detectives and investigators	0-3 Percent	2250
Probation officers and correctional treatment specialists	0-3 Percent	880
Producers and directors	0-3 Percent	2010
Production, planning, and expediting clerks	0-3 Percent	4630
Property, real estate, and community association managers	0-3 Percent	3830
Protective service workers, all other	0-3 Percent	3300
Psychiatric aides	0-3 Percent	810
Psychiatric technicians	0-3 Percent	1150
Psychiatrists	0-3 Percent	510
Psychologists, all other	0-3 Percent	460
Psychology teachers, postsecondary	0-3 Percent	790
Public address system and other announcers	0-3 Percent	50
Public relations managers	0-3 Percent	2260
Public relations specialists	0-3 Percent	10460
Purchasing agents and buyers, farm products	0-3 Percent	30
Purchasing agents, except wholesale, retail, and farm products	0-3 Percent	10450
Radiation therapists	0-3 Percent	310
Radio and television announcers	0-3 Percent	1110
Radiologic technologists and technicians	0-3 Percent	3190
Real estate brokers	0-3 Percent	1360
Real estate sales agents	0-3 Percent	7380
Receptionists and information clerks	0-3 Percent	27310
Recreation and fitness studies teachers, postsecondary	0-3 Percent	460
Recreational therapists	0-3 Percent	440
Registered nurses	0-3 Percent	38330
Rehabilitation counselors	0-3 Percent	2230
Reporters and correspondents	0-3 Percent	1910
Residential advisors	0-3 Percent	2230
Respiratory therapists	0-3 Percent	1630
Respiratory therapy technicians	0-3 Percent	290
Retail salespersons	0-3 Percent	87580
Sales and related workers, all other	0-3 Percent	3440
Sales engineers	0-3 Percent	1070
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-3 Percent	19090
Sales representatives, wholesale and manufacturing, technical and scientific products	0-3 Percent	7310
Secondary school teachers, except special and vocational education	0-3 Percent	17610
Secretaries, except legal, medical, and executive	0-3 Percent	38000
Security guards	0-3 Percent	31830
Self-enrichment education teachers	0-3 Percent	2900
Set and exhibit designers	0-3 Percent	290
Shampooers	0-3 Percent	1510
Shipping, receiving, and traffic clerks	0-3 Percent	8700
Skin care specialists	0-3 Percent	550
Social and community service managers	0-3 Percent	3660
Social and human service assistants	0-3 Percent	4460
Social work teachers, postsecondary	0-3 Percent	130
Social workers, all other	0-3 Percent	840
Sociologists	0-3 Percent	920
Sociology teachers, postsecondary	0-3 Percent	350
Soil and plant scientists	0-3 Percent	340
Sound engineering technicians	0-3 Percent	300
Special education teachers, middle school	0-3 Percent	2080
Special education teachers, preschool, kindergarten, and elementary school	0-3 Percent	4970
Special education teachers, secondary school	0-3 Percent	2960
Speech-language pathologists	0-3 Percent	1800
Stock clerks and order fillers	0-3 Percent	26960
Substance abuse and behavioral disorder counselors	0-3 Percent	1240
Surgeons	0-3 Percent	1070
Surgical technologists	0-3 Percent	1050
Surveying and mapping technicians	0-3 Percent	970
Surveyors	0-3 Percent	1080
Switchboard operators, including answering service	0-3 Percent	4980

Washington, DC-MD-VA-WV PMSA

Occupation	Offshoring Range	2004 Employment
Teacher assistants	0-3 Percent	21880
Teachers and instructors, all other	0-3 Percent	8630
Tellers	0-3 Percent	9590
Therapists, all other	0-3 Percent	60
Title examiners, abstractors, and searchers	0-3 Percent	1640
Tour guides and escorts	0-3 Percent	490
Training and development managers	0-3 Percent	1270
Training and development specialists	0-3 Percent	7150
Transportation attendants, except flight attendants and baggage porters	0-3 Percent	1170
Transportation, storage, and distribution managers	0-3 Percent	1420
Tree trimmers and pruners	0-3 Percent	320
Urban and regional planners	0-3 Percent	850
Ushers, lobby attendants, and ticket takers	0-3 Percent	2420
Veterinarians	0-3 Percent	1150
Veterinary assistants and laboratory animal caretakers	0-3 Percent	1540
Veterinary technologists and technicians	0-3 Percent	1190
Vocational education teachers, middle school	0-3 Percent	400
Vocational education teachers, postsecondary	0-3 Percent	1020
Vocational education teachers, secondary school	0-3 Percent	1320
Waiters and waitresses	0-3 Percent	42840
Weighers, measurers, checkers, and samplers, recordkeeping	0-3 Percent	510
Wholesale and retail buyers, except farm products	0-3 Percent	2000
Zoologists and wildlife biologists	0-3 Percent	690

Wilmington-Newark, DE-MD PMSA

Occupation	Offshoring Range	2004 Employment
Computer programmers	18-21 Percent	1910
Computer software engineers, applications	18-21 Percent	1200
Data entry keyers	18-21 Percent	860
Accountants and auditors	14-17 Percent	3320
Bookkeeping, accounting, and auditing clerks	14-17 Percent	4170
Budget analysts	14-17 Percent	110
Computer hardware engineers	14-17 Percent	50
Computer operators	14-17 Percent	430
Computer software engineers, systems software	14-17 Percent	520
Computer specialists, all other	14-17 Percent	140
Computer support specialists	14-17 Percent	2140
Customer service representatives	14-17 Percent	8590
Electrical engineers	14-17 Percent	490
Financial examiners	14-17 Percent	130
Insurance claims and policy processing clerks	14-17 Percent	580
Insurance underwriters	14-17 Percent	270
Network systems and data communications analysts	14-17 Percent	610
Tax preparers	14-17 Percent	220
Technical writers	14-17 Percent	70
Telephone operators	14-17 Percent	70
Travel agents	14-17 Percent	240
Financial specialists, all other	10-13 Percent	160
All other information and record clerks	5-9 Percent	390
Billing and posting clerks and machine operators	5-9 Percent	1540
Business operations specialists, all other	5-9 Percent	1860
Chemical engineers	5-9 Percent	500
Civil engineering technicians	5-9 Percent	130
Civil engineers	5-9 Percent	380
Commercial and industrial designers	5-9 Percent	90
Computer and information systems managers	5-9 Percent	1040
Computer systems analysts	5-9 Percent	1150
Cost estimators	5-9 Percent	640
Credit authorizers, checkers, and clerks	5-9 Percent	900
Database administrators	5-9 Percent	720
Economists	5-9 Percent	40
Electrical and electronic engineering technicians	5-9 Percent	450
Electrical and electronics drafters	5-9 Percent	190
Engineering managers	5-9 Percent	290
First-line supervisors/managers of office and administrative support workers	5-9 Percent	4250
Graphic designers	5-9 Percent	200
Human resources assistants, except payroll and timekeeping	5-9 Percent	430
Industrial engineers	5-9 Percent	480
Interviewers, except eligibility and loan	5-9 Percent	390
Lawyers	5-9 Percent	1830
Loan counselors	5-9 Percent	40
Loan interviewers and clerks	5-9 Percent	340
Loan officers	5-9 Percent	780
Logisticians	5-9 Percent	70
Management analysts	5-9 Percent	2840
Market research analysts	5-9 Percent	680
Mechanical drafters	5-9 Percent	170
Mechanical engineering technicians	5-9 Percent	120
Mechanical engineers	5-9 Percent	540
Network and computer systems administrators	5-9 Percent	1010
Office and administrative support workers, all other	5-9 Percent	600
Office clerks, general	5-9 Percent	11730
Operations research analysts	5-9 Percent	400
Order clerks	5-9 Percent	540
Paralegals and legal assistants	5-9 Percent	1030
Payroll and timekeeping clerks	5-9 Percent	430
Procurement clerks	5-9 Percent	160
Purchasing managers	5-9 Percent	170
Sales managers	5-9 Percent	750
Sales representatives, services, all other	5-9 Percent	700
Securities, commodities, and financial services sales agents	5-9 Percent	360
Tax examiners, collectors, and revenue agents	5-9 Percent	90
Word processors and typists	5-9 Percent	330
Administrative law judges, adjudicators, and hearing officers	0-4 Percent	40
Administrative services managers	0-4 Percent	740
Advertising sales agents	0-4 Percent	260
Amusement and recreation attendants	0-4 Percent	220
Appraisers and assessors of real estate	0-4 Percent	40
Arbitrators, mediators, and conciliators	0-4 Percent	100

Wilmington-Newark, DE-MD PMSA

Occupation	Offshoring Range	2004 Employment
Architects, except landscape and naval	0-4 Percent	140
Architectural and civil drafters	0-4 Percent	120
Archivists	0-4 Percent	30
Art directors	0-4 Percent	50
Baggage porters and bellhops	0-4 Percent	40
Barbers	0-4 Percent	90
Bartenders	0-4 Percent	780
Bill and account collectors	0-4 Percent	3220
Biological scientists, all other	0-4 Percent	50
Broadcast technicians	0-4 Percent	70
Business teachers, postsecondary	0-4 Percent	210
Cashiers	0-4 Percent	8290
Chefs and head cooks	0-4 Percent	230
Chemists	0-4 Percent	1120
Chief executives	0-4 Percent	830
Child care workers	0-4 Percent	870
Child, family, and school social workers	0-4 Percent	1070
Chiropractors	0-4 Percent	70
Claims adjusters, examiners, and investigators	0-4 Percent	760
Clergy	0-4 Percent	40
Clinical, counseling, and school psychologists	0-4 Percent	560
Coaches and scouts	0-4 Percent	260
Combined food preparation and serving workers, including fast food	0-4 Percent	3960
Communications teachers, postsecondary	0-4 Percent	40
Community and social service specialists, all other	0-4 Percent	340
Compensation, benefits, and job analysis specialists	0-4 Percent	270
Compliance officers, except agriculture, construction, health and safety, and transportation	0-4 Percent	540
Computer science teachers, postsecondary	0-4 Percent	80
Construction managers	0-4 Percent	600
Cooks, fast food	0-4 Percent	490
Cooks, institution and cafeteria	0-4 Percent	520
Cooks, restaurant	0-4 Percent	1050
Cooks, short order	0-4 Percent	1060
Correctional officers and jailers	0-4 Percent	490
Counter and rental clerks	0-4 Percent	760
Counter attendants, cafeteria, food concession, and coffee shop	0-4 Percent	1810
Couriers and messengers	0-4 Percent	230
Court reporters	0-4 Percent	70
Court, municipal, and license clerks	0-4 Percent	160
Demonstrators and product promoters	0-4 Percent	100
Dental assistants	0-4 Percent	630
Dental hygienists	0-4 Percent	480
Dentists, general	0-4 Percent	250
Detectives and criminal investigators	0-4 Percent	190
Diagnostic medical sonographers	0-4 Percent	190
Dietitians and nutritionists	0-4 Percent	90
Dining room and cafeteria attendants and bartender helpers	0-4 Percent	880
Dishwashers	0-4 Percent	1280
Dispatchers, except police, fire, and ambulance	0-4 Percent	270
Editors	0-4 Percent	190
Education administrators, elementary and secondary school	0-4 Percent	370
Education administrators, preschool and child care center/program	0-4 Percent	120
Education teachers, postsecondary	0-4 Percent	150
Education, training, and library workers, all other	0-4 Percent	60
Educational, vocational, and school counselors	0-4 Percent	420
Electro-mechanical technicians	0-4 Percent	50
Elementary school teachers, except special education	0-4 Percent	3150
Eligibility interviewers, government programs	0-4 Percent	150
Emergency medical technicians and paramedics	0-4 Percent	180
Employment, recruitment, and placement specialists	0-4 Percent	680
English language and literature teachers, postsecondary	0-4 Percent	150
Entertainment attendants and related workers, all other	0-4 Percent	40
Environmental engineers	0-4 Percent	110
Environmental science and protection technicians, including health	0-4 Percent	90
Environmental scientists and specialists, including health	0-4 Percent	210
Executive secretaries and administrative assistants	0-4 Percent	5240
Family and general practitioners	0-4 Percent	300
File clerks	0-4 Percent	600
First-line supervisors/managers of food preparation and serving workers	0-4 Percent	1700
First-line supervisors/managers of housekeeping and janitorial workers	0-4 Percent	720
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	0-4 Percent	330
First-line supervisors/managers of non-retail sales workers	0-4 Percent	480
First-line supervisors/managers of personal service workers	0-4 Percent	120

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Occupation	Offshoring Range	2004 Employment
First-line supervisors/managers of police and detectives	0-4 Percent	120
First-line supervisors/managers of retail sales workers	0-4 Percent	2250
First-line supervisors/managers, protective service workers, all other	0-4 Percent	70
Fitness trainers and aerobics instructors	0-4 Percent	470
Floral designers	0-4 Percent	190
Food preparation workers	0-4 Percent	2080
Food servers, nonrestaurant	0-4 Percent	910
Food service managers	0-4 Percent	550
Funeral attendants	0-4 Percent	90
Funeral directors	0-4 Percent	40
General and operations managers	0-4 Percent	5670
Geoscientists, except hydrologists and geographers	0-4 Percent	50
Hairdressers, hairstylists, and cosmetologists	0-4 Percent	960
Health and safety engineers, except mining safety engineers and inspectors	0-4 Percent	140
Health diagnosing and treating practitioners, all other	0-4 Percent	140
Health educators	0-4 Percent	120
Healthcare practitioners and technical workers, all other	0-4 Percent	90
Healthcare support workers, all other	0-4 Percent	460
Home health aides	0-4 Percent	1030
Hosts and hostesses, restaurant, lounge, and coffee shop	0-4 Percent	740
Hotel, motel, and resort desk clerks	0-4 Percent	210
Human resources managers, all other	0-4 Percent	130
Human resources, training, and labor relations specialists, all other	0-4 Percent	360
Industrial engineering technicians	0-4 Percent	150
Industrial production managers	0-4 Percent	370
Instructional coordinators	0-4 Percent	390
Insurance sales agents	0-4 Percent	1150
Interior designers	0-4 Percent	70
Interpreters and translators	0-4 Percent	30
Janitors and cleaners, except maids and housekeeping cleaners	0-4 Percent	6290
Judges, magistrate judges, and magistrates	0-4 Percent	70
Kindergarten teachers, except special education	0-4 Percent	270
Landscaping and groundskeeping workers	0-4 Percent	1710
Law clerks	0-4 Percent	170
Legal secretaries	0-4 Percent	1210
Legal support workers, all other	0-4 Percent	70
Legislators	0-4 Percent	80
Librarians	0-4 Percent	270
Library assistants, clerical	0-4 Percent	70
Library technicians	0-4 Percent	190
Licensed practical and licensed vocational nurses	0-4 Percent	1370
Life, physical, and social science technicians, all other	0-4 Percent	80
Locker room, coatroom, and dressing room attendants	0-4 Percent	50
Lodging managers	0-4 Percent	60
Maids and housekeeping cleaners	0-4 Percent	1360
Mail clerks and mail machine operators, except postal service	0-4 Percent	750
Managers, all other	0-4 Percent	610
Manicurists and pedicurists	0-4 Percent	300
Marketing managers	0-4 Percent	660
Marriage and family therapists	0-4 Percent	70
Massage therapists	0-4 Percent	50
Mathematical science teachers, postsecondary	0-4 Percent	150
Medical and clinical laboratory technicians	0-4 Percent	110
Medical and clinical laboratory technologists	0-4 Percent	360
Medical and health services managers	0-4 Percent	670
Medical and public health social workers	0-4 Percent	320
Medical assistants	0-4 Percent	670
Medical equipment preparers	0-4 Percent	150
Medical records and health information technicians	0-4 Percent	380
Medical secretaries	0-4 Percent	1030
Medical transcriptionists	0-4 Percent	210
Meeting and convention planners	0-4 Percent	150
Mental health and substance abuse social workers	0-4 Percent	460
Mental health counselors	0-4 Percent	270
Merchandise displayers and window trimmers	0-4 Percent	100
Middle school teachers, except special and vocational education	0-4 Percent	760
Nonfarm animal caretakers	0-4 Percent	270
Nuclear medicine technologists	0-4 Percent	50
Nursing aides, orderlies, and attendants	0-4 Percent	3210
Nursing instructors and teachers, postsecondary	0-4 Percent	90
Obstetricians and gynecologists	0-4 Percent	40
Occupational health and safety specialists	0-4 Percent	110
Occupational therapist assistants	0-4 Percent	40

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Occupation	Offshoring Range	2004 Employment
Occupational therapists	0-4 Percent	240
Office machine operators, except computer	0-4 Percent	250
Optometrists	0-4 Percent	80
Parts salespersons	0-4 Percent	340
Personal care and service workers, all other	0-4 Percent	30
Personal financial advisors	0-4 Percent	560
Pest control workers	0-4 Percent	120
Pharmacists	0-4 Percent	390
Pharmacy aides	0-4 Percent	90
Pharmacy technicians	0-4 Percent	670
Photographers	0-4 Percent	130
Physical therapist aides	0-4 Percent	70
Physical therapist assistants	0-4 Percent	150
Physical therapists	0-4 Percent	350
Physician assistants	0-4 Percent	200
Police and sheriff's patrol officers	0-4 Percent	870
Police, fire, and ambulance dispatchers	0-4 Percent	100
Postal service clerks	0-4 Percent	180
Postal service mail carriers	0-4 Percent	720
Postal service mail sorters, processors, and processing machine operators	0-4 Percent	640
Postmasters and mail superintendents	0-4 Percent	30
Postsecondary teachers, all other	0-4 Percent	70
Preschool teachers, except special education	0-4 Percent	960
Private detectives and investigators	0-4 Percent	60
Producers and directors	0-4 Percent	80
Production, planning, and expediting clerks	0-4 Percent	670
Property, real estate, and community association managers	0-4 Percent	180
Protective service workers, all other	0-4 Percent	60
Psychiatrists	0-4 Percent	70
Psychology teachers, postsecondary	0-4 Percent	60
Public relations specialists	0-4 Percent	270
Purchasing agents, except wholesale, retail, and farm products	0-4 Percent	470
Radiologic technologists and technicians	0-4 Percent	520
Real estate brokers	0-4 Percent	150
Real estate sales agents	0-4 Percent	370
Receptionists and information clerks	0-4 Percent	2550
Recreation workers	0-4 Percent	440
Recreational therapists	0-4 Percent	60
Registered nurses	0-4 Percent	6000
Rehabilitation counselors	0-4 Percent	460
Residential advisors	0-4 Percent	110
Retail salespersons	0-4 Percent	11970
Sales and related workers, all other	0-4 Percent	300
Sales engineers	0-4 Percent	60
Sales representatives, wholesale and manufacturing, except technical and scientific products	0-4 Percent	2820
Sales representatives, wholesale and manufacturing, technical and scientific products	0-4 Percent	740
Secondary school teachers, except special and vocational education	0-4 Percent	1130
Secretaries, except legal, medical, and executive	0-4 Percent	3550
Security guards	0-4 Percent	2500
Self-enrichment education teachers	0-4 Percent	350
Shampooers	0-4 Percent	160
Shipping, receiving, and traffic clerks	0-4 Percent	1610
Social and community service managers	0-4 Percent	410
Social and human service assistants	0-4 Percent	710
Social workers, all other	0-4 Percent	110
Special education teachers, middle school	0-4 Percent	200
Special education teachers, preschool, kindergarten, and elementary school	0-4 Percent	570
Special education teachers, secondary school	0-4 Percent	290
Speech-language pathologists	0-4 Percent	210
Stock clerks and order fillers	0-4 Percent	3590
Substance abuse and behavioral disorder counselors	0-4 Percent	230
Surgeons	0-4 Percent	160
Surveying and mapping technicians	0-4 Percent	150
Surveyors	0-4 Percent	100
Switchboard operators, including answering service	0-4 Percent	520
Teacher assistants	0-4 Percent	2460
Teachers and instructors, all other	0-4 Percent	950
Tellers	0-4 Percent	800
Title examiners, abstractors, and searchers	0-4 Percent	60
Training and development managers	0-4 Percent	120
Training and development specialists	0-4 Percent	1100
Transportation attendants, except flight attendants and baggage porters	0-4 Percent	40
Transportation, storage, and distribution managers	0-4 Percent	230
Urban and regional planners	0-4 Percent	80
Veterinary assistants and laboratory animal caretakers	0-4 Percent	150
Veterinary technologists and technicians	0-4 Percent	100
Vocational education teachers, postsecondary	0-4 Percent	870
Vocational education teachers, secondary school	0-4 Percent	330
Waiters and waitresses	0-4 Percent	4980
Weighers, measurers, checkers, and samplers, recordkeeping	0-4 Percent	220
Wholesale and retail buyers, except farm products	0-4 Percent	230
Writers and authors	0-4 Percent	70