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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$69,200</td>
<td>5,400</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$34,300</td>
<td>4,700</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$42,600</td>
<td>4,500</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$40,300</td>
<td>3,000</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,700</td>
<td>2,300</td>
</tr>
<tr>
<td>6</td>
<td>Construction Laborers</td>
<td>$45,800</td>
<td>2,400</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,400</td>
<td>2,000</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$63,300</td>
<td>2,000</td>
</tr>
<tr>
<td>9</td>
<td>General and Operations Managers</td>
<td>$103,200</td>
<td>1,600</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

<table>
<thead>
<tr>
<th>Education Requirement</th>
<th>Share of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity Employment</td>
<td>28.1%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>25.9%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>46.0%</td>
</tr>
</tbody>
</table>

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Secretaries and Administrative Assistants</td>
<td>$39,900</td>
<td>7,500</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$66,000</td>
<td>6,600</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,800</td>
<td>4,300</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$41,000</td>
<td>4,100</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,200</td>
<td>4,000</td>
</tr>
<tr>
<td>6</td>
<td>Construction Laborers</td>
<td>$38,900</td>
<td>3,600</td>
</tr>
<tr>
<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$41,800</td>
<td>2,700</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,100</td>
<td>2,400</td>
</tr>
<tr>
<td>9</td>
<td>Executive Secretaries and Executive Administrative Assistants</td>
<td>$59,300</td>
<td>2,300</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$58,400</td>
<td>2,200</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $72,700
   - Opportunity Employment: 7,600

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $39,000
   - Opportunity Employment: 3,700

3. **General and Operations Managers**
   - Annual Median Wage: $98,800
   - Opportunity Employment: 2,900

4. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $37,200
   - Opportunity Employment: 2,800

5. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $50,900
   - Opportunity Employment: 2,700

6. **Electricians**
   - Annual Median Wage: $47,000
   - Opportunity Employment: 2,000

7. **Police and Sheriff's Patrol Officers**
   - Annual Median Wage: $57,600
   - Opportunity Employment: 1,900

8. **Supervisors of Construction Trades and Extraction Workers**
   - Annual Median Wage: $52,200
   - Opportunity Employment: 1,700

9. **Plumbers, Pipefitters, and Steamfitters**
   - Annual Median Wage: $44,600
   - Opportunity Employment: 1,400

10. **Operating Engineers and Other Construction Equipment Operators**
    - Annual Median Wage: $37,400
    - Opportunity Employment: 1,300

### Share of Employment by Education and Wages

- **Opportunity Employment:** 19.2%
- **Bachelor's Degree Required:** 21.7%
- **Lower-Wage Employment:** 59.1%

103 Rank Out of 121 Metro Areas
New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines *opportunity employment* as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called *opportunity occupations*. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment — a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

## TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS</td>
<td>$47,000</td>
<td>6,100</td>
</tr>
<tr>
<td>MAINTENANCE AND REPAIR WORKERS</td>
<td>$38,400</td>
<td>3,900</td>
</tr>
<tr>
<td>AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS</td>
<td>$39,800</td>
<td>2,100</td>
</tr>
<tr>
<td>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</td>
<td>$56,800</td>
<td>1,700</td>
</tr>
<tr>
<td>POLICE AND SHERIFF’S PATROL OFFICERS</td>
<td>$67,800</td>
<td>1,600</td>
</tr>
<tr>
<td>REGISTERED NURSES</td>
<td>$68,100</td>
<td>5,800</td>
</tr>
<tr>
<td>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</td>
<td>$47,600</td>
<td>2,200</td>
</tr>
<tr>
<td>SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING</td>
<td>$64,000</td>
<td>1,900</td>
</tr>
<tr>
<td>SUPERVISORS OF RETAIL SALES WORKERS</td>
<td>$42,100</td>
<td>1,600</td>
</tr>
<tr>
<td>CARPENTERS</td>
<td>$48,300</td>
<td>1,400</td>
</tr>
</tbody>
</table>

### SOURCES
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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Office Clerks</td>
<td>$46,300</td>
<td>3,500</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$85,400</td>
<td>2,400</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$47,500</td>
<td>1,800</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$48,500</td>
<td>1,600</td>
</tr>
<tr>
<td>5</td>
<td>General and Operations Managers</td>
<td>$111,500</td>
<td>1,300</td>
</tr>
<tr>
<td>6</td>
<td>Medical Assistants</td>
<td>$41,500</td>
<td>1,100</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$59,700</td>
<td>1,100</td>
</tr>
<tr>
<td>8</td>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>$76,100</td>
<td>1,000</td>
</tr>
<tr>
<td>9</td>
<td>Carpenters</td>
<td>$68,600</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$55,900</td>
<td>1,500</td>
</tr>
</tbody>
</table>

**Opportunity Employment by Education and Wages**

- 31.5% Opportunity Employment
- 23.0% Bachelor’s Degree Required
- 45.4% Lower-Wage Employment

RANK OUT OF 121 METRO AREAS

**Top 10 Opportunity Occupations in 2017**

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Asheville, NC

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Top 10 Opportunity Occupations in 2017

1. Registered Nurses
   Annual Median Wage: $60,700
   Opportunity Employment: 4,600

2. Maintenance and Repair Workers
   Annual Median Wage: $36,900
   Opportunity Employment: 1,900

3. Heavy and Tractor-Trailer Truck Drivers
   Annual Median Wage: $41,600
   Opportunity Employment: 1,800

4. Bookkeeping, Accounting, and Auditing Clerks
   Annual Median Wage: $37,500
   Opportunity Employment: 1,700

5. Supervisors of Retail Sales Workers
   Annual Median Wage: $39,000
   Opportunity Employment: 1,500

6. Sales Representatives, Wholesale and Manufacturing
   Annual Median Wage: $49,400
   Opportunity Employment: 1,100

7. Licensed Practical and Licensed Vocational Nurses
   Annual Median Wage: $42,200
   Opportunity Employment: 1,100

8. Automotive Service Technicians and Mechanics
   Annual Median Wage: $35,900
   Opportunity Employment: 1,000

9. Firefighters
   Annual Median Wage: $36,500
   Opportunity Employment: 1,000

10. Carpenters
    Annual Median Wage: $37,900
    Opportunity Employment: 1,000

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,300</td>
<td>31,800</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$70,400</td>
<td>26,700</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>23,200</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$115,400</td>
<td>15,400</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,600</td>
<td>14,400</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,400</td>
<td>12,600</td>
</tr>
<tr>
<td>7</td>
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<td>12,700</td>
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<tr>
<td>8</td>
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<td>13,700</td>
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<td>9</td>
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<td>$43,500</td>
<td>12,400</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$45,600</td>
<td>12,100</td>
</tr>
</tbody>
</table>

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OPPORTUNITY OCCUPATIONS REVISITED

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TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **REGISTERED NURSES**
   - Annual Median Wage: $66,800
   - Opportunity Employment: 4,400

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 1,400

3. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $35,200
   - Opportunity Employment: 1,800

4. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $40,900
   - Opportunity Employment: 1,800

5. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $86,200
   - Opportunity Employment: 1,400

6. **CARPENTERS**
   - Annual Median Wage: $36,200
   - Opportunity Employment: 1,200

7. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $46,300
   - Opportunity Employment: 1,100

8. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 1,300

9. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $38,400
   - Opportunity Employment: 1,200

10. **ELECTRICIANS**
    - Annual Median Wage: $43,000
    - Opportunity Employment: 1,100

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</tr>
</thead>
<tbody>
<tr>
<td>REGISTERED NURSES</td>
<td>Opportunity Employment: 8,600</td>
</tr>
<tr>
<td>Annual Median Wage: $68,000</td>
<td></td>
</tr>
<tr>
<td>SALES REPRESENTATIVES, SERVICES</td>
<td>Opportunity Employment: 5,800</td>
</tr>
<tr>
<td>Annual Median Wage: $45,400</td>
<td></td>
</tr>
<tr>
<td>SUPERVISORS OF RETAIL SALES WORKERS</td>
<td>Opportunity Employment: 5,100</td>
</tr>
<tr>
<td>Annual Median Wage: $40,100</td>
<td></td>
</tr>
<tr>
<td>POLICE AND SHERIFF’S PATROL OFFICERS</td>
<td>Opportunity Employment: 4,200</td>
</tr>
<tr>
<td>Annual Median Wage: $69,800</td>
<td></td>
</tr>
<tr>
<td>ELECTRICIANS</td>
<td>Opportunity Employment: 3,800</td>
</tr>
<tr>
<td>Annual Median Wage: $49,600</td>
<td></td>
</tr>
<tr>
<td>BOOKKEEPING, ACCOUNTING, AND AUDITING</td>
<td>Opportunity Employment: 6,500</td>
</tr>
<tr>
<td>CLERKS</td>
<td>Annual Median Wage: $42,100</td>
</tr>
<tr>
<td>SUPervisors of FOOD PREPARATION AND SERVING WORKERS</td>
<td>Opportunity Employment: 5,600</td>
</tr>
<tr>
<td>Annual Median Wage: $43,500</td>
<td></td>
</tr>
<tr>
<td>EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS</td>
<td>Opportunity Employment: 4,200</td>
</tr>
<tr>
<td>Annual Median Wage: $56,800</td>
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<tr>
<td>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</td>
<td>Opportunity Employment: 4,000</td>
</tr>
<tr>
<td>Annual Median Wage: $64,500</td>
<td></td>
</tr>
<tr>
<td>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</td>
<td>Opportunity Employment: 3,800</td>
</tr>
<tr>
<td>Annual Median Wage: $46,700</td>
<td></td>
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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$58,200</td>
<td>5,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,500</td>
<td>4,400</td>
</tr>
<tr>
<td>3</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>$54,300</td>
<td>3,600</td>
</tr>
<tr>
<td>4</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$56,000</td>
<td>3,600</td>
</tr>
<tr>
<td>5</td>
<td>Electricians</td>
<td>$51,300</td>
<td>3,400</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$40,000</td>
<td>3,300</td>
</tr>
<tr>
<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$37,300</td>
<td>3,100</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$64,200</td>
<td>2,900</td>
</tr>
<tr>
<td>9</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,300</td>
<td>2,800</td>
</tr>
<tr>
<td>10</td>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>$39,900</td>
<td>2,200</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 27.4%
- **Bachelor’s Degree Required**: 22.2%
- **Lower-Wage Employment**: 50.5%

RANK OUT OF 121 METRO AREAS: 22

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**OPPORTUNITY OCCUPATIONS REVISITED**

**BIRMINGHAM-HOOVER, AL**

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### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

<table>
<thead>
<tr>
<th>employers</th>
<th>Opportunity Employment %</th>
<th>Bachelor’s Degree Required %</th>
<th>Lower-Wage Employment %</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.6%</td>
<td>24.1%</td>
<td>45.3%</td>
<td></td>
</tr>
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#### Top 10 Opportunity Occupations in 2017

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$59,100</td>
<td>12,100</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,500</td>
<td>9,800</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,000</td>
<td>8,100</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,200</td>
<td>4,300</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,200</td>
<td>4,300</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$58,400</td>
<td>4,000</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$119,100</td>
<td>3,700</td>
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<td>8</td>
<td>Maintenance and Repair Workers</td>
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<td>9</td>
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<td>$40,200</td>
<td>3,100</td>
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<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$50,800</td>
<td>2,800</td>
</tr>
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**BOISE CITY, ID**

### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $66,100
   - Opportunity Employment: 4,600

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 4,000

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $36,900
   - Opportunity Employment: 2,700

4. **Electricians**
   - Annual Median Wage: $47,500
   - Opportunity Employment: 1,900

5. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $49,500
   - Opportunity Employment: 1,800

6. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 1,600

7. **Sales Representatives, Services**
   - Annual Median Wage: $47,300
   - Opportunity Employment: 1,400

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $40,300
   - Opportunity Employment: 1,700

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $53,000
   - Opportunity Employment: 1,500

10. **General and Operations Managers**
    - Annual Median Wage: $77,400
    - Opportunity Employment: 1,400

**Share of Employment by Education and Wages**

- Opportunity Employment: 21.4%
- Bachelor’s Degree Required: 22.7%
- Lower-Wage Employment: 55.9%

86 Rank out of 121 Metro Areas

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OPPORTUNITY OCCUPATIONS REVISITED

BOSTON-CAMBRIDGE-NASHUA, MA-NH

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

19.6% OPPORTUNITY EMPLOYMENT
36.8% BACHELOR’S DEGREE REQUIRED
43.6% LOWER-WAGE EMPLOYMENT
99 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. REGISTERED NURSES
   - Annual Median Wage: $87,700
   - Opportunity Employment: 38,400

2. SECRETARIES AND ADMINISTRATIVE ASSISTANTS
   - Annual Median Wage: $45,700
   - Opportunity Employment: 19,700

3. HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
   - Annual Median Wage: $49,800
   - Opportunity Employment: 17,800

4. MAINTENANCE AND REPAIR WORKERS
   - Annual Median Wage: $45,600
   - Opportunity Employment: 16,800

5. BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
   - Annual Median Wage: $46,200
   - Opportunity Employment: 15,900

6. CARPENTERS
   - Annual Median Wage: $58,700
   - Opportunity Employment: 13,100

7. AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
   - Annual Median Wage: $42,700
   - Opportunity Employment: 11,400

8. ELECTRICIANS
   - Annual Median Wage: $63,100
   - Opportunity Employment: 12,500

9. LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
   - Annual Median Wage: $57,600
   - Opportunity Employment: 11,100

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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $74,900
   - Opportunity Employment: 2,200

2. **Maintenance and Repair Workers**
   - Annual Median Wage: $43,800
   - Opportunity Employment: 1,100

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $44,800
   - Opportunity Employment: 1,100

4. **Sales Representatives, Services**
   - Annual Median Wage: $53,300
   - Opportunity Employment: 900

5. **Computer User Support Specialists**
   - Annual Median Wage: $57,500
   - Opportunity Employment: 900

6. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $46,800
   - Opportunity Employment: 700

7. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $44,500
   - Opportunity Employment: 700

8. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $64,500
   - Opportunity Employment: 700

9. **General and Operations Managers**
   - Annual Median Wage: $133,700
   - Opportunity Employment: 700

10. **Massage Therapists**
    - Annual Median Wage: $41,800
    - Opportunity Employment: 600


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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **REGISTERED NURSES**
   - Annual Median Wage: **$78,400**
   - Opportunity Employment: **5,200**

2. **SECURITIES, COMMODITIES, AND FINANCIAL SERVICES SALES AGENTS**
   - Annual Median Wage: **$109,600**
   - Opportunity Employment: **2,500**

3. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: **$49,900**
   - Opportunity Employment: **2,400**

4. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: **$190,800**
   - Opportunity Employment: **2,300**

5. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: **$49,500**
   - Opportunity Employment: **2,200**

6. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: **$50,000**
   - Opportunity Employment: **1,900**

7. **CONSTRUCTION LABORERS**
   - Annual Median Wage: **$45,700**
   - Opportunity Employment: **1,700**

8. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: **$64,500**
   - Opportunity Employment: **1,900**

9. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: **$58,900**
   - Opportunity Employment: **1,500**

10. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
    - Annual Median Wage: **$58,900**
    - Opportunity Employment: **1,500**

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment**: 17.2%
- **Bachelor’s Degree Required**: 34.6%
- **Lower-Wage Employment**: 48.2%

**110** Rank out of 121 metro areas

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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: **$73,500**
   - Opportunity Employment: **7,300**

2. **Maintenance and Repair Workers**
   - Annual Median Wage: **$37,400**
   - Opportunity Employment: **6,000**

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: **$41,500**
   - Opportunity Employment: **5,300**

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: **$37,900**
   - Opportunity Employment: **4,700**

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: **$41,400**
   - Opportunity Employment: **4,000**

6. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: **$39,900**
   - Opportunity Employment: **3,200**

7. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: **$55,100**
   - Opportunity Employment: **3,000**

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: **$39,000**
   - Opportunity Employment: **2,900**

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: **$54,000**
   - Opportunity Employment: **2,700**

10. **Construction Laborers**
    - Annual Median Wage: **$35,700**
    - Opportunity Employment: **3,900**

### Share of Employment by Education and Wages

- **26.1%** Opportunity Employment
- **24.3%** Bachelor’s Degree Required
- **49.6%** Lower-Wage Employment

37 Rank Out of 121 Metro Areas

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<td>2,000</td>
</tr>
<tr>
<td>8</td>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$43,300</td>
<td>1,700</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
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**Top 10 Opportunity Occupations in 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $39,600
   - Opportunity Employment: 4,900

2. **Registered Nurses**
   - Annual Median Wage: $54,900
   - Opportunity Employment: 2,000

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 1,100

4. **Construction Laborers**
   - Annual Median Wage: $39,200
   - Opportunity Employment: 1,100

5. **Maintenance and Repair Workers**
   - Annual Median Wage: $42,400
   - Opportunity Employment: 1,000

6. **Electrical and Electronic Repairers, Except Computer**
   - Annual Median Wage: $59,700
   - Opportunity Employment: 1,000

7. **Industrial Machinery Mechanics**
   - Annual Median Wage: $56,700
   - Opportunity Employment: 1,000

8. **General and Operations Managers**
   - Annual Median Wage: $104,700
   - Opportunity Employment: 800

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $61,000
   - Opportunity Employment: 1,000

10. **Civil Engineers**
    - Annual Median Wage: $72,700
    - Opportunity Employment: 1,000

**Share of Employment by Education and Wages**

- **30.3%** Opportunity Employment
- **26.3%** Bachelor’s Degree Required
- **43.4%** Lower-Wage Employment

**Rank Out of 121 Metro Areas**

6

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## Opportunity Occupations Revisited

### Charleston-North Charleston, SC

New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines opportunity employment as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called opportunity occupations. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment — a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

### Share of Employment by Education and Wages

<table>
<thead>
<tr>
<th>Category</th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower-Wage Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent</td>
<td>24.5%</td>
<td>21.8%</td>
<td>53.6%</td>
</tr>
</tbody>
</table>

61 Rank out of 121 Metro Areas

### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$70,100</td>
<td>7,400</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$42,000</td>
<td>4,900</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>4,400</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,700</td>
<td>2,800</td>
</tr>
<tr>
<td>5</td>
<td>Carpenters</td>
<td>$42,500</td>
<td>2,200</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$49,700</td>
<td>1,800</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$97,300</td>
<td>2,000</td>
</tr>
<tr>
<td>8</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$43,800</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$37,900</td>
<td>1,800</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$48,800</td>
<td>1,700</td>
</tr>
</tbody>
</table>

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$42,500</td>
<td>16,800</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,100</td>
<td>11,200</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$61,300</td>
<td>11,100</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$39,300</td>
<td>10,300</td>
</tr>
<tr>
<td>5</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$41,300</td>
<td>7,000</td>
</tr>
<tr>
<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,300</td>
<td>7,000</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,400</td>
<td>6,800</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$64,400</td>
<td>6,500</td>
</tr>
<tr>
<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$51,300</td>
<td>6,100</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$59,300</td>
<td>5,500</td>
</tr>
</tbody>
</table>

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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$35,100</td>
<td>8,800</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$56,200</td>
<td>3,700</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,000</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$35,500</td>
<td>2,200</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$38,400</td>
<td>1,800</td>
</tr>
<tr>
<td>6</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>$43,300</td>
<td>1,700</td>
</tr>
<tr>
<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$35,800</td>
<td>1,500</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$48,300</td>
<td>1,500</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$46,600</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td>General and Operations Managers</td>
<td>$93,000</td>
<td>1,200</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

- **Opportunity Employment**: 26.4%
- **Bachelor’s Degree Required**: 20.0%
- **Lower-Wage Employment**: 53.6%

**Rank out of 121 Metro Areas**: 32
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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$74,300</td>
<td>57,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$49,000</td>
<td>52,600</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$41,700</td>
<td>44,400</td>
</tr>
<tr>
<td>4</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$83,000</td>
<td>24,200</td>
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<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$41,500</td>
<td>22,900</td>
</tr>
<tr>
<td>6</td>
<td>Construction Laborers</td>
<td>$58,400</td>
<td>24,700</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$60,600</td>
<td>19,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$122,900</td>
<td>19,200</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$43,400</td>
<td>19,100</td>
</tr>
<tr>
<td>10</td>
<td>Carpenters</td>
<td>$71,300</td>
<td>18,900</td>
</tr>
</tbody>
</table>

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<tr>
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<td>$64,100</td>
<td>16,400</td>
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<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,200</td>
<td>12,700</td>
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<td>3</td>
<td>Secretaries and Administrative Assistants</td>
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<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$40,200</td>
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<td>5</td>
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<td>$39,100</td>
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<td>5,200</td>
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<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$62,700</td>
<td>5,600</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$47,300</td>
<td>5,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **29.1%** Opportunity Employment
- **26.3%** Bachelor’s Degree Required
- **44.6%** Lower-Wage Employment

---

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</tr>
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<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$67,400</td>
<td>17,400</td>
</tr>
<tr>
<td>2</td>
<td>Customer Service Representatives</td>
<td>$34,500</td>
<td>13,300</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,700</td>
<td>13,000</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$39,400</td>
<td>10,000</td>
</tr>
<tr>
<td>5</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,600</td>
<td>9,800</td>
</tr>
<tr>
<td>6</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$45,700</td>
<td>6,900</td>
</tr>
<tr>
<td>7</td>
<td>Machinists</td>
<td>$40,100</td>
<td>6,200</td>
</tr>
<tr>
<td>8</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,600</td>
<td>8,200</td>
</tr>
<tr>
<td>9</td>
<td>Construction Laborers</td>
<td>$47,900</td>
<td>6,600</td>
</tr>
<tr>
<td>10</td>
<td>Medical Secretaries</td>
<td>$34,600</td>
<td>5,700</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 30.1%
- **Bachelor’s Degree Required**: 27.3%
- **Lower-Wage Employment**: 42.7%

**Rank Out of 121 Metro Areas**: 7

---

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<td>3,100</td>
</tr>
<tr>
<td>2</td>
<td>Carpenters</td>
<td>$39,200</td>
<td>1,900</td>
</tr>
<tr>
<td>3</td>
<td>Sales Representatives, Services</td>
<td>$51,600</td>
<td>1,800</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,700</td>
<td>1,700</td>
</tr>
<tr>
<td>5</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,200</td>
<td>1,600</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$55,100</td>
<td>1,500</td>
</tr>
<tr>
<td>7</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,600</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$105,900</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Computer User Support Specialists</td>
<td>$53,600</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$71,600</td>
<td>1,100</td>
</tr>
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</table>

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

**1. Registered Nurses**
- Annual Median Wage: $60,700
- Opportunity Employment: 5,900

**2. Heavy and Tractor-Trailer Truck Drivers**
- Annual Median Wage: $38,800
- Opportunity Employment: 4,600

**3. Supervisors of Retail Sales Workers**
- Annual Median Wage: $35,900
- Opportunity Employment: 3,100

**4. Bookkeeping, Accounting, and Auditing Clerks**
- Annual Median Wage: $37,100
- Opportunity Employment: 3,000

**5. Police and Sheriff’s Patrol Officers**
- Annual Median Wage: $40,700
- Opportunity Employment: 2,900

**6. Supervisors of Office and Administrative Support Workers**
- Annual Median Wage: $47,800
- Opportunity Employment: 2,600

**7. General and Operations Managers**
- Annual Median Wage: $98,300
- Opportunity Employment: 2,300

**8. Carpenters**
- Annual Median Wage: $39,900
- Opportunity Employment: 1,800

**9. Licensed Practical and Licensed Vocational Nurses**
- Annual Median Wage: $43,900
- Opportunity Employment: 1,700

**10. Automotive Service Technicians and Mechanics**
- Annual Median Wage: $41,700
- Opportunity Employment: 1,700

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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment**: 23.3%
- **Bachelor’s Degree Required**: 23.9%
- **Lower-Wage Employment**: 52.8%

73 out of 121 metro areas.
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$44,500</td>
<td>14,100</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,500</td>
<td>9,100</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$38,400</td>
<td>8,900</td>
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<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$36,800</td>
<td>6,500</td>
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<tr>
<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,100</td>
<td>6,500</td>
</tr>
<tr>
<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$41,600</td>
<td>5,800</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Food Preparation and Serving Workers</td>
<td>$36,800</td>
<td>5,200</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$44,800</td>
<td>4,400</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$72,900</td>
<td>4,400</td>
</tr>
</tbody>
</table>

**Sources:** Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BLS Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,600</td>
<td>54,900</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$73,600</td>
<td>36,900</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,900</td>
<td>29,000</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$42,000</td>
<td>27,100</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$40,700</td>
<td>18,900</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Services</td>
<td>$57,000</td>
<td>18,500</td>
</tr>
<tr>
<td>7</td>
<td>Electricians</td>
<td>$44,100</td>
<td>16,900</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$46,900</td>
<td>16,400</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$61,200</td>
<td>16,200</td>
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<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$69,600</td>
<td>14,900</td>
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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **Production Workers**
   - Annual Median Wage: $51,900
   - Opportunity Employment: 3,300

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,500
   - Opportunity Employment: 3,200

3. **Registered Nurses**
   - Annual Median Wage: $53,000
   - Opportunity Employment: 2,900

4. **General and Operations Managers**
   - Annual Median Wage: $87,800
   - Opportunity Employment: 1,500

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $36,200
   - Opportunity Employment: 1,200

6. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 1,200

7. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $35,400
   - Opportunity Employment: 1,400

8. **Construction Laborers**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 1,200

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $56,300
   - Opportunity Employment: 1,100

10. **Maintenance and Repair Workers**
    - Annual Median Wage: $41,500
    - Opportunity Employment: 2,100

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment:** 29.4%
- **Bachelor's Degree Required:** 22.3%
- **Lower-Wage Employment:** 48.3%

**Rank Out of 121 Metro Areas:** 12

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REGISTERED NURSES
Annual Median Wage: $65,200
Opportunity Employment: 8,100

SECRETARIES AND ADMINISTRATIVE ASSISTANTS
Annual Median Wage: $35,500
Opportunity Employment: 4,100

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
Annual Median Wage: $39,900
Opportunity Employment: 4,000

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
Annual Median Wage: $44,400
Opportunity Employment: 3,600

MAINTENANCE AND REPAIR WORKERS
Annual Median Wage: $38,300
Opportunity Employment: 3,200

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
Annual Median Wage: $38,000
Opportunity Employment: 2,500

MACHINISTS
Annual Median Wage: $45,400
Opportunity Employment: 2,200

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS
Annual Median Wage: $34,400
Opportunity Employment: 2,200

SUPERVISORS OF RETAIL SALES WORKERS
Annual Median Wage: $39,200
Opportunity Employment: 1,800

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
Annual Median Wage: $35,100
Opportunity Employment: 1,700

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<th>Opportunity Employment</th>
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<tr>
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<td>Registered Nurses</td>
<td>$57,100</td>
<td>3,100</td>
</tr>
<tr>
<td>2</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,400</td>
<td>1,700</td>
</tr>
<tr>
<td>3</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,000</td>
<td>1,500</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$46,000</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representatives, Services</td>
<td>$42,100</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$39,400</td>
<td>800</td>
</tr>
<tr>
<td>7</td>
<td>Electricians</td>
<td>$40,300</td>
<td>1,100</td>
</tr>
<tr>
<td>8</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$41,500</td>
<td>900</td>
</tr>
<tr>
<td>9</td>
<td>Firefighters</td>
<td>$44,700</td>
<td>600</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$40,300</td>
<td>1,100</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $72,900
   - Opportunity Employment: 15,300

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $47,200
   - Opportunity Employment: 12,200

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $41,800
   - Opportunity Employment: 10,100

4. **Sales Representatives, Services**
   - Annual Median Wage: $59,500
   - Opportunity Employment: 9,600

5. **Electricians**
   - Annual Median Wage: $50,300
   - Opportunity Employment: 9,000

6. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $64,900
   - Opportunity Employment: 7,500

7. **Carpenters**
   - Annual Median Wage: $46,200
   - Opportunity Employment: 7,000

8. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 6,800

9. **Securities, Commodities, and Financial Services Sales Agents**
   - Annual Median Wage: $55,700
   - Opportunity Employment: 6,300

10. **General and Operations Managers**
    - Annual Median Wage: $133,200
    - Opportunity Employment: 6,000

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<tr>
<td>1</td>
<td>Customer Service Representatives</td>
<td>$37,700</td>
<td>10,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,000</td>
<td>7,000</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$59,600</td>
<td>4,400</td>
</tr>
<tr>
<td>4</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,700</td>
<td>3,200</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$41,300</td>
<td>3,100</td>
</tr>
<tr>
<td>6</td>
<td>Maintenance and Repair Workers</td>
<td>$38,200</td>
<td>2,600</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$36,700</td>
<td>2,300</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$59,300</td>
<td>2,200</td>
</tr>
<tr>
<td>9</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,700</td>
<td>3,200</td>
</tr>
<tr>
<td>10</td>
<td>General and Operations Managers</td>
<td>$104,100</td>
<td>2,100</td>
</tr>
</tbody>
</table>

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**Top 10 Opportunity Occupations in 2017**

1. **Assemblers and Fabricators**
   - Annual Median Wage: $37,300
   - Opportunity Employment: 48,100

2. **Registered Nurses**
   - Annual Median Wage: $71,100
   - Opportunity Employment: 26,400

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,200
   - Opportunity Employment: 24,200

4. **Machinists**
   - Annual Median Wage: $42,200
   - Opportunity Employment: 13,000

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 12,100

6. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $63,600
   - Opportunity Employment: 10,500

7. **General and Operations Managers**
   - Annual Median Wage: $125,000
   - Opportunity Employment: 9,900

8. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 10,400

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 9,500

10. **Electricians**
    - Annual Median Wage: $65,300
    - Opportunity Employment: 12,100

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## Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $64,700
   - Opportunity Employment: 8,000

2. **Secretaries and Administrative Assistants**
   - Annual Median Wage: $39,600
   - Opportunity Employment: 4,900

3. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,800
   - Opportunity Employment: 2,500

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $43,300
   - Opportunity Employment: 1,800

5. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 1,700

6. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $43,000
   - Opportunity Employment: 1,500

7. **Computer User Support Specialists**
   - Annual Median Wage: $50,700
   - Opportunity Employment: 1,300

8. **Executive Secretaries and Executive Administrative Assistants**
   - Annual Median Wage: $54,700
   - Opportunity Employment: 1,300

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $39,900
   - Opportunity Employment: 1,100

10. **Electricians**
    - Annual Median Wage: $55,200
    - Opportunity Employment: 1,000

---

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<td>1,400</td>
</tr>
<tr>
<td>8</td>
<td><strong>Sales Representatives, Wholesale and Manufacturing</strong></td>
<td>$40,000</td>
<td>1,300</td>
</tr>
<tr>
<td>9</td>
<td><strong>Bus and Truck Mechanics and Diesel Engine Specialists</strong></td>
<td>$36,700</td>
<td>1,300</td>
</tr>
<tr>
<td>10</td>
<td><strong>General and Operations Managers</strong></td>
<td>$94,000</td>
<td>1,000</td>
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</table>

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EUGENE, OR

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<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,400</td>
<td>2,100</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$88,300</td>
<td>1,600</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,900</td>
<td>1,400</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,700</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$51,100</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$47,100</td>
<td>800</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$86,900</td>
<td>700</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$49,300</td>
<td>600</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,800</td>
<td>600</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- Opportunity Employment: 23.1%
- Bachelor’s Degree Required: 20.4%
- Lower-Wage Employment: 56.5%

- Rank: 74 out of 121 metro areas

Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BEA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS</td>
<td>$39,800</td>
<td>10,000</td>
</tr>
<tr>
<td>2</td>
<td>REGISTERED NURSES</td>
<td>$56,000</td>
<td>3,000</td>
</tr>
<tr>
<td>3</td>
<td>MAINTENANCE AND REPAIR WORKERS</td>
<td>$35,100</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING</td>
<td>$62,600</td>
<td>1,700</td>
</tr>
<tr>
<td>5</td>
<td>BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS</td>
<td>$35,200</td>
<td>1,500</td>
</tr>
<tr>
<td>6</td>
<td>GENERAL AND OPERATIONS MANAGERS</td>
<td>$84,700</td>
<td>1,300</td>
</tr>
<tr>
<td>7</td>
<td>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</td>
<td>$50,800</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</td>
<td>$43,600</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS</td>
<td>$35,400</td>
<td>1,000</td>
</tr>
<tr>
<td>10</td>
<td>SUPERVISORS OF RETAIL SALES WORKERS</td>
<td>$34,300</td>
<td>900</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$68,600</td>
<td>1,800</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,100</td>
<td>1,200</td>
</tr>
<tr>
<td>3</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$48,400</td>
<td>1,100</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,100</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$43,500</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,100</td>
<td>800</td>
</tr>
<tr>
<td>7</td>
<td>Carpenters</td>
<td>$44,800</td>
<td>800</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$58,000</td>
<td>800</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$56,500</td>
<td>700</td>
</tr>
<tr>
<td>10</td>
<td>General and Operations Managers</td>
<td>$95,700</td>
<td>700</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- Opportunity Employment: 21.2%
- Bachelor’s Degree Required: 26.7%
- Lower-Wage Employment: 52.1%

88 Rank out of 121 Metro Areas

*Source: Authors' calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BHA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.*
# Opportunity Occupations Revisited

## Fresno, CA

New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines opportunity employment as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called opportunity occupations. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment—a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

## Top 10 Opportunity Occupations in 2017

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<th>Opportunity Employment</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$90,800</td>
<td>5,100</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,700</td>
<td>4,700</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,500</td>
<td>2,500</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,400</td>
<td>1,900</td>
</tr>
<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$38,900</td>
<td>1,900</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$45,100</td>
<td>1,700</td>
</tr>
<tr>
<td>7</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$37,100</td>
<td>1,700</td>
</tr>
<tr>
<td>8</td>
<td>Eligibility Interviewers, Government Programs</td>
<td>$46,600</td>
<td>1,600</td>
</tr>
<tr>
<td>9</td>
<td>Correctional Officers and Jailers</td>
<td>$67,800</td>
<td>1,500</td>
</tr>
<tr>
<td>10</td>
<td>General and Operations Managers</td>
<td>$98,200</td>
<td>1,500</td>
</tr>
</tbody>
</table>

## Share of Employment by Education and Wages

- **Opportunity Employment**: 19.0%
- **Bachelor’s Degree Required**: 19.0%
- **Lower-Wage Employment**: 62.0%

- **Rank**: 104 out of 121 metro areas

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Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BIA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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<tr>
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,600</td>
<td>9,600</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$63,000</td>
<td>7,900</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>5,400</td>
</tr>
<tr>
<td>4</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$61,200</td>
<td>4,500</td>
</tr>
<tr>
<td>5</td>
<td>Industrial Machinery Mechanics</td>
<td>$46,300</td>
<td>3,300</td>
</tr>
<tr>
<td>6</td>
<td>General and Operations Managers</td>
<td>$118,200</td>
<td>3,200</td>
</tr>
<tr>
<td>7</td>
<td>Machinists</td>
<td>$43,100</td>
<td>3,200</td>
</tr>
<tr>
<td>8</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$35,500</td>
<td>3,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Production and Operating Workers</td>
<td>$58,900</td>
<td>2,800</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,800</td>
<td>2,800</td>
</tr>
</tbody>
</table>

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<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,600</td>
<td>7,400</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$37,600</td>
<td>4,100</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,600</td>
<td>2,800</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>$35,600</td>
<td>2,000</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,400</td>
<td>1,800</td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>$34,800</td>
<td>4,200</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$61,900</td>
<td>3,600</td>
</tr>
<tr>
<td>Supervisors of Retail Sales Workers</td>
<td>$40,300</td>
<td>2,000</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$54,800</td>
<td>1,900</td>
</tr>
<tr>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$48,400</td>
<td>1,600</td>
</tr>
</tbody>
</table>

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $58,200
   - Opportunity Employment: 6,700

2. **MACHINISTS**
   - Annual Median Wage: $33,900
   - Opportunity Employment: 6,200

3. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 5,100

4. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $39,500
   - Opportunity Employment: 4,600

5. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $92,800
   - Opportunity Employment: 2,900

6. **INSPECTORS, TESTERS, SORTERS, SAMPLERS, AND WEIGHERS**
   - Annual Median Wage: $34,400
   - Opportunity Employment: 2,800

7. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $51,000
   - Opportunity Employment: 2,300

8. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $34,700
   - Opportunity Employment: 2,700

9. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $34,700
   - Opportunity Employment: 2,000

10. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
    - Annual Median Wage: $35,400
    - Opportunity Employment: 2,900

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment**: 25.6%
- **Bachelor’s Degree Required**: 20.3%
- **Lower-Wage Employment**: 54.1%

41 Rank Out of 121 Metro Areas

*Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BIA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.*

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<tbody>
<tr>
<td>1</td>
<td><strong>HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS</strong></td>
<td>$44,900</td>
<td>7,200</td>
</tr>
<tr>
<td>2</td>
<td><strong>REGISTERED NURSES</strong></td>
<td>$70,700</td>
<td>5,500</td>
</tr>
<tr>
<td>3</td>
<td><strong>SECRETARIES AND ADMINISTRATIVE ASSISTANTS</strong></td>
<td>$36,900</td>
<td>4,400</td>
</tr>
<tr>
<td>4</td>
<td><strong>MAINTENANCE AND REPAIR WORKERS</strong></td>
<td>$39,200</td>
<td>3,000</td>
</tr>
<tr>
<td>5</td>
<td><strong>BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS</strong></td>
<td>$39,200</td>
<td>2,500</td>
</tr>
<tr>
<td>6</td>
<td><strong>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</strong></td>
<td>$39,200</td>
<td>2,200</td>
</tr>
<tr>
<td>7</td>
<td><strong>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</strong></td>
<td>$48,700</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td><strong>AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS</strong></td>
<td>$39,600</td>
<td>1,600</td>
</tr>
<tr>
<td>9</td>
<td><strong>SUPERVISORS OF RETAIL SALES WORKERS</strong></td>
<td>$39,700</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td><strong>POLICE AND SHERIFF’S PATROL OFFICERS</strong></td>
<td>$67,800</td>
<td>1,300</td>
</tr>
</tbody>
</table>

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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.</strong> Registered Nurses</td>
<td>$79,000</td>
<td>8,300</td>
</tr>
<tr>
<td><strong>2.</strong> Secretaries and Administrative Assistants</td>
<td>$46,000</td>
<td>7,600</td>
</tr>
<tr>
<td><strong>3.</strong> Heavy and Tractor-Trailer Truck Drivers</td>
<td>$48,100</td>
<td>3,700</td>
</tr>
<tr>
<td><strong>4.</strong> Machinists</td>
<td>$51,900</td>
<td>3,500</td>
</tr>
<tr>
<td><strong>5.</strong> Maintenance and Repair Workers</td>
<td>$45,700</td>
<td>3,500</td>
</tr>
<tr>
<td><strong>6.</strong> Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$44,000</td>
<td>3,000</td>
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<tr>
<td><strong>7.</strong> Supervisors of Office and Administrative Support Workers</td>
<td>$62,800</td>
<td>3,000</td>
</tr>
<tr>
<td><strong>8.</strong> Licensed Practical and Licensed Vocational Nurses</td>
<td>$57,200</td>
<td>2,900</td>
</tr>
<tr>
<td><strong>9.</strong> General and Operations Managers</td>
<td>$121,200</td>
<td>2,800</td>
</tr>
<tr>
<td><strong>10.</strong> Supervisors of Retail Sales Workers</td>
<td>$43,700</td>
<td>2,700</td>
</tr>
</tbody>
</table>

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**Top 10 Opportunity Occupations in 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,600
   - Opportunity Employment: 39,400

2. **Registered Nurses**
   - Annual Median Wage: $78,200
   - Opportunity Employment: 31,100

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $40,900
   - Opportunity Employment: 20,600

4. **Electricians**
   - Annual Median Wage: $54,700
   - Opportunity Employment: 17,700

5. **Sales Representatives, Services**
   - Annual Median Wage: $52,100
   - Opportunity Employment: 17,000

6. **Welders, Cutters, Solderers, and Brazers**
   - Annual Median Wage: $48,000
   - Opportunity Employment: 16,700

7. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $41,100
   - Opportunity Employment: 16,100

8. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $66,400
   - Opportunity Employment: 15,500

9. **Supervisors of Food Preparation and Serving Workers**
   - Annual Median Wage: $42,700
   - Opportunity Employment: 14,700

10. **Licensed Practical and Licensed Vocational Nurses**
    - Annual Median Wage: $47,300
    - Opportunity Employment: 13,800

**Share of Employment by Education and Wages**

- 24.0% Opportunity Employment
- 26.7% Bachelor's Degree Required
- 49.3% Lower-Wage Employment

**64 Rank out of 121 metro areas**

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### Top 10 Opportunity Occupations in 2017

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<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$55,700</td>
<td>4,300</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,200</td>
<td>3,600</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$38,700</td>
<td>1,600</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$36,400</td>
<td>1,400</td>
</tr>
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<td>5</td>
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<td>1,400</td>
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<td>7</td>
<td>General and Operations Managers</td>
<td>$138,200</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$49,500</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Electrical and Electronics Engineering Technicians</td>
<td>$61,900</td>
<td>1,000</td>
</tr>
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<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,900</td>
<td>1,000</td>
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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $63,800
   - Opportunity Employment: 20,100

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $46,000
   - Opportunity Employment: 18,200

3. **Maintenance and Repair Workers**
   - Annual Median Wage: $38,400
   - Opportunity Employment: 10,200

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 6,600

5. **Construction Laborers**
   - Annual Median Wage: $36,600
   - Opportunity Employment: 6,300

6. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $36,600
   - Opportunity Employment: 6,200

7. **General and Operations Managers**
   - Annual Median Wage: $99,000
   - Opportunity Employment: 5,500

8. **Carpenters**
   - Annual Median Wage: $44,800
   - Opportunity Employment: 4,800

9. **Electricians**
   - Annual Median Wage: $57,600
   - Opportunity Employment: 4,800

10. **Automotive Service Technicians and Mechanics**
    - Annual Median Wage: $39,900
    - Opportunity Employment: 4,700

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**Share of Employment by Education and Wages**

- **26.0%** Opportunity Employment
- **25.2%** Bachelor’s Degree Required
- **48.8%** Lower-Wage Employment

**Rank Out of 121 Metro Areas:** 38

---

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $61,400
   - Opportunity Employment: 5,800

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $43,000
   - Opportunity Employment: 5,500

3. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $75,400
   - Opportunity Employment: 3,100

4. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $35,300
   - Opportunity Employment: 2,700

5. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $38,000
   - Opportunity Employment: 2,200

6. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $35,400
   - Opportunity Employment: 1,600

7. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 1,500

8. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $47,100
   - Opportunity Employment: 1,400

9. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $48,900
   - Opportunity Employment: 1,100

10. **SALES REPRESENTATIVES, SERVICES**
    - Annual Median Wage: $43,600
    - Opportunity Employment: 1,100

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- Opportunity Employment: 23.8%
- Bachelor’s Degree Required: 22.5%
- Lower-Wage Employment: 53.7%

68 Rank out of 121 metro areas

Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BPA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**  
   - Annual Median Wage: $42,000  
   - Opportunity Employment: 10,500

2. **Registered Nurses**  
   - Annual Median Wage: $60,100  
   - Opportunity Employment: 8,700

3. **Licensed Practical and Licensed Vocational Nurses**  
   - Annual Median Wage: $43,600  
   - Opportunity Employment: 5,200

4. **Bookkeeping, Accounting, and Auditing Clerks**  
   - Annual Median Wage: $36,300  
   - Opportunity Employment: 4,500

5. **Supervisors of Retail Sales Workers**  
   - Annual Median Wage: $40,100  
   - Opportunity Employment: 4,100

6. **Sales Representatives, Services**  
   - Annual Median Wage: $49,300  
   - Opportunity Employment: 3,900

7. **Supervisors of Office and Administrative Support Workers**  
   - Annual Median Wage: $52,300  
   - Opportunity Employment: 3,800

8. **Carpenters**  
   - Annual Median Wage: $39,200  
   - Opportunity Employment: 3,500

9. **Electricians**  
   - Annual Median Wage: $46,500  
   - Opportunity Employment: 3,100

10. **Loan Interviewers and Clerks**  
    - Annual Median Wage: $44,200  
    - Opportunity Employment: 2,900

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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $67,400
   - Opportunity Employment: 1,800

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 1,300

3. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $51,600
   - Opportunity Employment: 1,100

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $36,500
   - Opportunity Employment: 1,000

5. **General and Operations Managers**
   - Annual Median Wage: $102,400
   - Opportunity Employment: 1,000

6. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 900

7. **Industrial Machinery Mechanics**
   - Annual Median Wage: $47,800
   - Opportunity Employment: 900

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $37,500
   - Opportunity Employment: 800

9. **Plumbers, Pipefitters, and Steamfitters**
   - Annual Median Wage: $72,600
   - Opportunity Employment: 800

10. **Carpenters**
    - Annual Median Wage: $41,400
    - Opportunity Employment: 700

---

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TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. Secretaries and Administrative Assistants
   - Annual Median Wage: $35,400
   - Opportunity Employment: 18,000

2. Registered Nurses
   - Annual Median Wage: $64,500
   - Opportunity Employment: 16,300

3. Heavy and Tractor-Trailer Truck Drivers
   - Annual Median Wage: $45,700
   - Opportunity Employment: 16,000

4. Assemblers and Fabricators
   - Annual Median Wage: $38,300
   - Opportunity Employment: 14,900

5. Maintenance and Repair Workers
   - Annual Median Wage: $37,500
   - Opportunity Employment: 9,400

6. Bookkeeping, Accounting, and Auditing Clerks
   - Annual Median Wage: $39,700
   - Opportunity Employment: 7,400

7. Construction Laborers
   - Annual Median Wage: $38,600
   - Opportunity Employment: 7,200

8. Supervisors of Retail Sales Workers
   - Annual Median Wage: $36,300
   - Opportunity Employment: 5,900

9. General and Operations Managers
   - Annual Median Wage: $105,200
   - Opportunity Employment: 5,800

10. Sales Representatives, Wholesale and Manufacturing
    - Annual Median Wage: $57,600
    - Opportunity Employment: 5,200

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**KNOXVILLE, TN**

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<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,200</td>
<td>7,100</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$36,800</td>
<td>3,600</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$36,800</td>
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<tr>
<td>Sales Representatives, Services</td>
<td>$34,900</td>
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<tr>
<td>General and Operations Managers</td>
<td>$104,200</td>
<td>1,900</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$56,200</td>
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<td>$47,000</td>
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<td>$51,100</td>
<td>1,900</td>
</tr>
</tbody>
</table>

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- Opportunity Employment: 26.1%
- Bachelor’s Degree Required: 21.5%
- Lower-Wage Employment: 52.3%

36 Rank Out of 121 Metro Areas

**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

**Sources:** Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BLS Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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**Top 10 Opportunity Occupations in 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $42,400
   - Opportunity Employment: 4,500

2. **Registered Nurses**
   - Annual Median Wage: $64,400
   - Opportunity Employment: 3,300

3. **Carpenters**
   - Annual Median Wage: $38,400
   - Opportunity Employment: 2,800

4. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,500
   - Opportunity Employment: 2,400

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $37,600
   - Opportunity Employment: 1,900

6. **Industrial Truck and Tractor Operators**
   - Annual Median Wage: $40,000
   - Opportunity Employment: 1,900

7. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 1,700

8. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $54,600
   - Opportunity Employment: 1,700

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 1,700

10. **Supervisors of Office and Administrative Support Workers**
    - Annual Median Wage: $53,200
    - Opportunity Employment: 1,200

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<td>Assemblers and Fabricators</td>
<td>$37,100</td>
<td>5,500</td>
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<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$39,300</td>
<td>3,200</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$73,500</td>
<td>3,100</td>
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<td>Computer User Support Specialists</td>
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<td>9</td>
<td>Carpenters</td>
<td>$44,500</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Machinists</td>
<td>$49,000</td>
<td>1,100</td>
</tr>
</tbody>
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**SHARED OF EMPLOYMENT BY EDUCATION AND WAGES**

22.9% Opportunity Employment
15.7% Bachelor’s Degree Required
61.4% Lower-Wage Employment

**RANK OUT OF 121 METRO AREAS**

75

### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$87,400</td>
<td>11,700</td>
</tr>
<tr>
<td>2</td>
<td>Maintenance and Repair Workers</td>
<td>$45,300</td>
<td>10,200</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative</td>
<td>$38,000</td>
<td>8,700</td>
</tr>
<tr>
<td></td>
<td>Assistants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,900</td>
<td>6,500</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,600</td>
<td>6,100</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Gaming Workers</td>
<td>$57,500</td>
<td>5,300</td>
</tr>
<tr>
<td>7</td>
<td>Carpenters</td>
<td>$45,000</td>
<td>7,500</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Services</td>
<td>$48,800</td>
<td>6,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$49,800</td>
<td>5,400</td>
</tr>
<tr>
<td>10</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$48,600</td>
<td>5,000</td>
</tr>
</tbody>
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### Top 10 Opportunity Occupations in 2017

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<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assemblers and Fabricators</td>
<td>$45,800</td>
<td>14,100</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$61,400</td>
<td>5,600</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,300</td>
<td>3,400</td>
</tr>
<tr>
<td>4</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,000</td>
<td>3,000</td>
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<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$36,500</td>
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<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,100</td>
<td>1,600</td>
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<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$47,300</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$45,300</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$45,300</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$50,000</td>
<td>1,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **29.8%** Opportunity Employment
- **23.2%** Bachelor’s Degree Required
- **47.0%** Lower-Wage Employment

**Rank Out of 121 Metro Areas:** 8

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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$62,300</td>
<td>7,100</td>
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<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,500</td>
<td>6,200</td>
</tr>
<tr>
<td>3</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,900</td>
<td>3,500</td>
</tr>
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<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,200</td>
<td>2,500</td>
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<td>5</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$46,100</td>
<td>2,500</td>
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<td>6</td>
<td>General and Operations Managers</td>
<td>$35,100</td>
<td>2,300</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$35,900</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$35,100</td>
<td>1,800</td>
</tr>
</tbody>
</table>

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **Registered Nurses**
   - Annual Median Wage: $94,200
   - Opportunity Employment: 69,000

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 42,300

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $45,100
   - Opportunity Employment: 34,100

4. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $103,900
   - Opportunity Employment: 26,500

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $51,100
   - Opportunity Employment: 25,500

6. **Carpenters**
   - Annual Median Wage: $52,200
   - Opportunity Employment: 25,400

7. **General and Operations Managers**
   - Annual Median Wage: $130,100
   - Opportunity Employment: 25,300

8. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $54,500
   - Opportunity Employment: 21,300

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $53,300
   - Opportunity Employment: 23,000

10. **Sales Representatives, Services**
    - Annual Median Wage: $54,500
    - Opportunity Employment: 21,300

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **15.4%** Opportunity Employment
- **27.0%** Bachelor’s Degree Required
- **57.6%** Lower-Wage Employment

**RANK OUT OF 121 METRO AREAS**: 119
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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $63,000
   - Opportunity Employment: 11,600

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $45,100
   - Opportunity Employment: 8,600

3. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 6,100

4. **LIGHT TRUCK OR DELIVERY SERVICES DRIVERS**
   - Annual Median Wage: $34,500
   - Opportunity Employment: 5,200

5. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $37,900
   - Opportunity Employment: 4,500

6. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $34,700
   - Opportunity Employment: 3,600

7. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $57,000
   - Opportunity Employment: 3,300

8. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $50,100
   - Opportunity Employment: 3,600

9. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $43,200
   - Opportunity Employment: 3,400

10. **ELECTRICIANS**
    - Annual Median Wage: $58,200
    - Opportunity Employment: 3,000

---

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## TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **REGISTERED NURSES**
   - Annual Median Wage: $76,900
   - Opportunity Employment: 5,100

2. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $40,100
   - Opportunity Employment: 4,300

3. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $45,900
   - Opportunity Employment: 3,900

4. **SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $38,100
   - Opportunity Employment: 2,400

5. **CARPENTERS**
   - Annual Median Wage: $55,800
   - Opportunity Employment: 2,100

6. **COMPUTER USER SUPPORT SPECIALISTS**
   - Annual Median Wage: $51,600
   - Opportunity Employment: 1,600

7. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 3,700

8. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $42,600
   - Opportunity Employment: 2,400

9. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $51,600
   - Opportunity Employment: 1,600

10. **POLICE AND SHERIFF’S PATROL OFFICERS**
    - Annual Median Wage: $65,600
    - Opportunity Employment: 1,500

## SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment**: 25.3%
- **Bachelor’s Degree Required**: 29.7%
- **Lower-Wage Employment**: 45.0%

**Rank Out of 121 Metro Areas**: 48

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<tr>
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,800</td>
<td>15,600</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$34,400</td>
<td>8,600</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$65,000</td>
<td>7,500</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$35,500</td>
<td>5,600</td>
</tr>
<tr>
<td>5</td>
<td>Light Truck or Delivery Services Drivers</td>
<td>$35,100</td>
<td>5,400</td>
</tr>
<tr>
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<td>$37,600</td>
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<td>$40,000</td>
<td>4,000</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$42,700</td>
<td>3,800</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,900</td>
<td>3,200</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$53,900</td>
<td>3,100</td>
</tr>
</tbody>
</table>

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<td>2</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$47,300</td>
<td>16,700</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$41,800</td>
<td>15,900</td>
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<tr>
<td>4</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,200</td>
<td>12,900</td>
</tr>
<tr>
<td>5</td>
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<td>$72,600</td>
<td>12,000</td>
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<td>8</td>
<td>Electricians</td>
<td>$42,800</td>
<td>10,200</td>
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<tr>
<td>9</td>
<td>General and Operations Managers</td>
<td>$116,200</td>
<td>7,700</td>
</tr>
<tr>
<td>10</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$62,800</td>
<td>7,600</td>
</tr>
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</table>

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<td>Customer Service Representatives</td>
<td>$37,500</td>
<td>17,900</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$69,000</td>
<td>11,200</td>
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<tr>
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,300</td>
<td>8,800</td>
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<td>Machinists</td>
<td>$41,500</td>
<td>5,200</td>
</tr>
<tr>
<td>9</td>
<td>Computer-Controlled Machine Tool Operators</td>
<td>$43,800</td>
<td>4,300</td>
</tr>
<tr>
<td>10</td>
<td>Carpenters</td>
<td>$49,700</td>
<td>4,000</td>
</tr>
</tbody>
</table>

### Sources

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**Top 10 Opportunity Occupations in 2017**

1. **Customer Service Representatives**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 35,600

2. **Registered Nurses**
   - Annual Median Wage: $82,500
   - Opportunity Employment: 28,100

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $48,600
   - Opportunity Employment: 19,100

4. **Secretaries and Administrative Assistants**
   - Annual Median Wage: $42,000
   - Opportunity Employment: 14,500

5. **Maintenance and Repair Workers**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 14,400

6. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $44,300
   - Opportunity Employment: 12,600

7. **Carpenters**
   - Annual Median Wage: $52,500
   - Opportunity Employment: 10,300

8. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $67,000
   - Opportunity Employment: 9,900

9. **Sales Representatives, Services**
   - Annual Median Wage: $56,500
   - Opportunity Employment: 9,600

10. **Light Truck or Delivery Services Drivers**
    - Annual Median Wage: $38,600
    - Opportunity Employment: 10,100

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**Opportunity Employment:**
16.5%  
**Bachelor’s Degree Required:**
11.1%  
**Lower-Wage Employment:**
72.4%  
114  
**RANK OUT OF 121 METRO AREAS**

### Top 10 Opportunity Occupations in 2017

1. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 2,100

2. **Registered Nurses**
   - Annual Median Wage: $61,100
   - Opportunity Employment: 2,000

3. **General and Operations Managers**
   - Annual Median Wage: $75,100
   - Opportunity Employment: 1,600

4. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $41,100
   - Opportunity Employment: 1,000

5. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 900

6. **Carpenters**
   - Annual Median Wage: $34,700
   - Opportunity Employment: 900

7. **Heating, Air Conditioning, and Refrigeration Mechanics and Installers**
   - Annual Median Wage: $37,900
   - Opportunity Employment: 800

8. **Operating Engineers and Other Construction Equipment Operators**
   - Annual Median Wage: $34,800
   - Opportunity Employment: 700

9. **Firefighters**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 800

10. **Police and Sheriff’s Patrol Officers**
    - Annual Median Wage: $40,900
    - Opportunity Employment: 800

---

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**Top 10 Opportunity Occupations in 2017**

1. **Assemblers and Fabricators**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 19,300

2. **Registered Nurses**
   - Annual Median Wage: $61,700
   - Opportunity Employment: 16,000

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $42,800
   - Opportunity Employment: 15,600

4. **Maintenance and Repair Workers**
   - Annual Median Wage: $37,500
   - Opportunity Employment: 8,600

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $40,200
   - Opportunity Employment: 7,300

6. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $41,200
   - Opportunity Employment: 6,500

7. **General and Operations Managers**
   - Annual Median Wage: $102,600
   - Opportunity Employment: 4,500

8. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $54,800
   - Opportunity Employment: 5,500

9. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $36,300
   - Opportunity Employment: 6,600

10. **Automotive Service Technicians and Mechanics**
    - Annual Median Wage: $42,600
    - Opportunity Employment: 4,500

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$82,200</td>
<td>5,300</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$43,600</td>
<td>4,900</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,800</td>
<td>3,000</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$46,800</td>
<td>2,300</td>
</tr>
<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$44,900</td>
<td>1,800</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$45,400</td>
<td>1,600</td>
</tr>
<tr>
<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$46,200</td>
<td>1,600</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$43,800</td>
<td>1,500</td>
</tr>
<tr>
<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$58,200</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$66,800</td>
<td>1,300</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- Opportunity Employment: 23.8%
- Bachelor’s Degree Required: 27.6%
- Lower-Wage Employment: 48.6%

**Rank:** 67 out of 121 metro areas

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **Registered Nurses**
   - Annual Median Wage: $66,200
   - Opportunity Employment: 12,100

2. **Maintenance and Repair Workers**
   - Annual Median Wage: $36,300
   - Opportunity Employment: 7,100

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $42,800
   - Opportunity Employment: 5,400

4. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $40,900
   - Opportunity Employment: 4,900

5. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $49,700
   - Opportunity Employment: 3,500

6. **General and Operations Managers**
   - Annual Median Wage: $100,000
   - Opportunity Employment: 3,500

7. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $41,900
   - Opportunity Employment: 3,500

8. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $37,400
   - Opportunity Employment: 3,300

9. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $48,400
   - Opportunity Employment: 3,100

10. **Carpenters**
    - Annual Median Wage: $39,800
    - Opportunity Employment: 2,900

---

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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$90,000</td>
<td>97,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$49,000</td>
<td>63,200</td>
</tr>
<tr>
<td>3</td>
<td>Construction Laborers</td>
<td>$46,800</td>
<td>59,100</td>
</tr>
<tr>
<td>4</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$136,000</td>
<td>37,800</td>
</tr>
<tr>
<td>5</td>
<td>Carpenters</td>
<td>$60,800</td>
<td>44,500</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$75,700</td>
<td>42,600</td>
</tr>
<tr>
<td>7</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$136,000</td>
<td>37,800</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$55,100</td>
<td>36,200</td>
</tr>
<tr>
<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$77,500</td>
<td>35,100</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$65,000</td>
<td>29,700</td>
</tr>
</tbody>
</table>

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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$63,000</td>
<td>5,000</td>
</tr>
<tr>
<td>2</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,000</td>
<td>2,900</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,800</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,600</td>
<td>2,200</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Food Preparation and Serving Workers</td>
<td>$37,800</td>
<td>2,000</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,400</td>
<td>1,900</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$44,900</td>
<td>1,800</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Services</td>
<td>$52,200</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$39,700</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td>Electricians</td>
<td>$45,800</td>
<td>1,200</td>
</tr>
</tbody>
</table>

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**Share of Employment by Education and Wages**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower Wage Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>26.9%</td>
<td>20.0%</td>
<td>53.1%</td>
</tr>
</tbody>
</table>

**Top 10 Opportunity Occupations in 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $42,600
   - Opportunity Employment: 4,500

2. **General and Operations Managers**
   - Annual Median Wage: $71,400
   - Opportunity Employment: 3,900

3. **Maintenance and Repair Workers**
   - Annual Median Wage: $36,700
   - Opportunity Employment: 2,400

4. **Registered Nurses**
   - Annual Median Wage: $60,200
   - Opportunity Employment: 2,100

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $37,400
   - Opportunity Employment: 1,900

6. **Carpenters**
   - Annual Median Wage: $41,400
   - Opportunity Employment: 1,900

7. **Electricians**
   - Annual Median Wage: $52,700
   - Opportunity Employment: 1,600

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 1,600

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $61,000
   - Opportunity Employment: 1,500

10. **Welders, Cutters, Solderers, and Brazers**
    - Annual Median Wage: $42,800
    - Opportunity Employment: 1,300

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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $62,500
   - Opportunity Employment: 9,100

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,000
   - Opportunity Employment: 8,400

3. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $36,800
   - Opportunity Employment: 6,100

4. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $51,100
   - Opportunity Employment: 4,100

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 3,700

6. **Executive Secretaries and Executive Administrative Assistants**
   - Annual Median Wage: $43,500
   - Opportunity Employment: 2,900

7. **General and Operations Managers**
   - Annual Median Wage: $93,600
   - Opportunity Employment: 3,800

8. **Sales Representatives, Services**
   - Annual Median Wage: $41,200
   - Opportunity Employment: 3,000

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 2,800

10. **Supervisors of Retail Sales Workers**
    - Annual Median Wage: $34,600
    - Opportunity Employment: 4,900

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### Opportunity Occupations in 2017

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<th>Position</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Heavy and Tractor-Trailer Truck Drivers</strong></td>
<td>$39,400</td>
<td>12,900</td>
</tr>
<tr>
<td>2</td>
<td><strong>Registered Nurses</strong></td>
<td>$61,700</td>
<td>8,300</td>
</tr>
<tr>
<td>3</td>
<td><strong>Carpenters</strong></td>
<td>$40,900</td>
<td>4,100</td>
</tr>
<tr>
<td>4</td>
<td><strong>Maintenance and Repair Workers</strong></td>
<td>$39,300</td>
<td>4,000</td>
</tr>
<tr>
<td>5</td>
<td><strong>Bookkeeping, Accounting, and Auditing Clerks</strong></td>
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</tr>
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<td>7</td>
<td><strong>Supervisors of Retail Sales Workers</strong></td>
<td>$59,900</td>
<td>2,200</td>
</tr>
<tr>
<td>8</td>
<td><strong>Supervisors of Office and Administrative Support Workers</strong></td>
<td>$52,800</td>
<td>2,300</td>
</tr>
</tbody>
</table>

**Sources:** Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BLS Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on rounded opportunity employment values.

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$62,600</td>
<td>12,900</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,100</td>
<td>10,700</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$40,800</td>
<td>8,800</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$49,900</td>
<td>6,900</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$47,800</td>
<td>6,400</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Services</td>
<td>$46,600</td>
<td>5,200</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$56,000</td>
<td>5,200</td>
</tr>
<tr>
<td>8</td>
<td>Electricians</td>
<td>$41,000</td>
<td>5,200</td>
</tr>
<tr>
<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,800</td>
<td>5,100</td>
</tr>
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</table>

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Oxnard-Thousand Oaks-Ventura, CA

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<table>
<thead>
<tr>
<th>TOP 10 OPPORTUNITY OCCUPATIONS IN 2017</th>
<th>OPPORTUNITY EMPLOYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REGISTERED NURSES</strong></td>
<td>16.8%</td>
</tr>
<tr>
<td>Annual Median Wage: $80,200</td>
<td>Opportunity Employment: 3,500</td>
</tr>
<tr>
<td><strong>CARPENTERS</strong></td>
<td>22.1%</td>
</tr>
<tr>
<td>Annual Median Wage: $53,100</td>
<td>Opportunity Employment: 2,100</td>
</tr>
<tr>
<td><strong>BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS</strong></td>
<td>61.2%</td>
</tr>
<tr>
<td>Annual Median Wage: $47,500</td>
<td>Opportunity Employment: 2,000</td>
</tr>
<tr>
<td><strong>GENERAL AND OPERATIONS MANAGERS</strong></td>
<td>112</td>
</tr>
<tr>
<td>Annual Median Wage: $123,700</td>
<td>Opportunity Employment: 1,500</td>
</tr>
<tr>
<td><strong>SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $58,400</td>
<td>Opportunity Employment: 1,400</td>
</tr>
<tr>
<td><strong>PLUMBERS, PIPEFITTERS, AND STEAMFITTERS</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $51,100</td>
<td>Opportunity Employment: 1,400</td>
</tr>
<tr>
<td><strong>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $55,800</td>
<td>Opportunity Employment: 1,300</td>
</tr>
<tr>
<td><strong>POLICE AND SHERIFF’S PATROL OFFICERS</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $113,600</td>
<td>Opportunity Employment: 1,200</td>
</tr>
<tr>
<td><strong>SALES REPRESENTATIVES, SERVICES</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $54,600</td>
<td>Opportunity Employment: 1,000</td>
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<tr>
<td><strong>ELECTRICIANS</strong></td>
<td></td>
</tr>
<tr>
<td>Annual Median Wage: $55,700</td>
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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $64,800
   - Opportunity Employment: 4,100

2. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 1,700

3. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $48,700
   - Opportunity Employment: 1,400

4. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $43,600
   - Opportunity Employment: 1,200

5. **SALES REPRESENTATIVES, SERVICES**
   - Annual Median Wage: $42,200
   - Opportunity Employment: 1,200

6. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $46,200
   - Opportunity Employment: 1,100

7. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $48,200
   - Opportunity Employment: 900

8. **ELECTRICIANS**
   - Annual Median Wage: $45,300
   - Opportunity Employment: 1,100

9. **CARPENTERS**
   - Annual Median Wage: $36,700
   - Opportunity Employment: 1,000

10. **PLUMBERS, PIPEFITTERS, AND STEAMFITTERS**
    - Annual Median Wage: $44,900
    - Opportunity Employment: 900

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment**: 21.2%
- **Bachelor’s Degree Required**: 24.9%
- **Lower-Wage Employment**: 53.9%

87 RANK OUT OF 121 METRO AREAS

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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $76,500
   - Opportunity Employment: 46,500

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $46,400
   - Opportunity Employment: 26,000

3. **Maintenance and Repair Workers**
   - Annual Median Wage: $40,800
   - Opportunity Employment: 23,200

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $43,100
   - Opportunity Employment: 17,800

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $54,400
   - Opportunity Employment: 15,600

6. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $43,100
   - Opportunity Employment: 12,600

7. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $75,100
   - Opportunity Employment: 11,900

8. **Carpenters**
   - Annual Median Wage: $54,700
   - Opportunity Employment: 12,400

9. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $43,600
   - Opportunity Employment: 12,900

10. **Supervisors of Office and Administrative Support Workers**
    - Annual Median Wage: $60,800
    - Opportunity Employment: 11,500

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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**
   - Annual Median Wage: $75,500
   - Opportunity Employment: 23,000

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $42,800
   - Opportunity Employment: 17,300

3. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 13,100

4. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $50,600
   - Opportunity Employment: 12,400

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 10,700

6. **General and Operations Managers**
   - Annual Median Wage: $97,400
   - Opportunity Employment: 9,800

7. **Carpenters**
   - Annual Median Wage: $42,900
   - Opportunity Employment: 8,200

8. **Correctional Officers and Jailer**
   - Annual Median Wage: $45,600
   - Opportunity Employment: 8,300

9. **Sales Representatives, Services**
   - Annual Median Wage: $45,900
   - Opportunity Employment: 7,900

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<th>Opportunity Employment</th>
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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$63,200</td>
<td>18,100</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,000</td>
<td>14,200</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>10,600</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,700</td>
<td>7,700</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$44,600</td>
<td>6,000</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,000</td>
<td>5,700</td>
</tr>
<tr>
<td>7</td>
<td>Carpenters</td>
<td>$51,600</td>
<td>6,100</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$37,200</td>
<td>5,800</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$63,000</td>
<td>5,100</td>
</tr>
<tr>
<td>10</td>
<td>Construction Laborers</td>
<td>$38,600</td>
<td>9,700</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Top 10 Opportunity Occupations in 2017</th>
<th>Portland-South Portland, ME</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Registered Nurses</strong></td>
<td>Annual Median Wage: $67,200</td>
</tr>
<tr>
<td>Opportunity Employment: 2,800</td>
<td></td>
</tr>
<tr>
<td><strong>Supervisors of Retail Sales Workers</strong></td>
<td>Annual Median Wage: $40,700</td>
</tr>
<tr>
<td>Opportunity Employment: 1,400</td>
<td></td>
</tr>
<tr>
<td><strong>Bookkeeping, Accounting, and Auditing Clerks</strong></td>
<td>Annual Median Wage: $40,100</td>
</tr>
<tr>
<td>Opportunity Employment: 1,400</td>
<td></td>
</tr>
<tr>
<td><strong>Sales Representatives, Wholesale and Manufacturing</strong></td>
<td>Annual Median Wage: $56,800</td>
</tr>
<tr>
<td>Opportunity Employment: 1,100</td>
<td></td>
</tr>
<tr>
<td><strong>Sales Representatives, Services</strong></td>
<td>Annual Median Wage: $59,800</td>
</tr>
<tr>
<td>Opportunity Employment: 900</td>
<td></td>
</tr>
<tr>
<td><strong>Heavy and Tractor-Trailer Truck Drivers</strong></td>
<td>Annual Median Wage: $39,600</td>
</tr>
<tr>
<td>Opportunity Employment: 2,200</td>
<td></td>
</tr>
<tr>
<td><strong>Carpenters</strong></td>
<td>Annual Median Wage: $38,400</td>
</tr>
<tr>
<td>Opportunity Employment: 1,400</td>
<td></td>
</tr>
<tr>
<td><strong>General and Operations Managers</strong></td>
<td>Annual Median Wage: $101,700</td>
</tr>
<tr>
<td>Opportunity Employment: 1,200</td>
<td></td>
</tr>
<tr>
<td><strong>Automotive Service Technicians and Mechanics</strong></td>
<td>Annual Median Wage: $43,500</td>
</tr>
<tr>
<td>Opportunity Employment: 1,000</td>
<td></td>
</tr>
<tr>
<td><strong>Firefighters</strong></td>
<td>Annual Median Wage: $39,300</td>
</tr>
<tr>
<td>Opportunity Employment: 800</td>
<td></td>
</tr>
</tbody>
</table>

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **Secretaries and Administrative Assistants**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 14,300

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $46,100
   - Opportunity Employment: 13,800

3. **Registered Nurses**
   - Annual Median Wage: $92,000
   - Opportunity Employment: 12,500

4. **Carpenters**
   - Annual Median Wage: $50,400
   - Opportunity Employment: 10,000

5. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $41,400
   - Opportunity Employment: 9,600

6. **Medical Assistants**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 6,100

7. **Electricians**
   - Annual Median Wage: $73,700
   - Opportunity Employment: 5,900

8. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 5,900

9. **General and Operations Managers**
   - Annual Median Wage: $105,800
   - Opportunity Employment: 5,900

10. **Medical Secretaries**
    - Annual Median Wage: $40,100
    - Opportunity Employment: 5,900

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **26.5%**: Opportunity Employment
- **28.5%**: Bachelor’s Degree Required
- **45.0%**: Lower-Wage Employment

RANK OUT OF 121 METRO AREAS
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New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines **opportunity employment** as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called **opportunity occupations**. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment — a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Electricians</strong></td>
<td>$55,000</td>
<td>3,100</td>
</tr>
<tr>
<td>2</td>
<td><strong>General and Operations Managers</strong></td>
<td>$72,500</td>
<td>2,600</td>
</tr>
<tr>
<td>3</td>
<td><strong>Registered Nurses</strong></td>
<td>$59,900</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td><strong>Carpenters</strong></td>
<td>$39,000</td>
<td>2,000</td>
</tr>
<tr>
<td>5</td>
<td><strong>Heavy and Tractor-Trailer Truck Drivers</strong></td>
<td>$42,200</td>
<td>1,700</td>
</tr>
<tr>
<td>6</td>
<td><strong>Maintenance and Repair Workers</strong></td>
<td>$36,700</td>
<td>1,600</td>
</tr>
<tr>
<td>7</td>
<td><strong>Sales Representatives, Services</strong></td>
<td>$44,100</td>
<td>1,200</td>
</tr>
<tr>
<td>8</td>
<td><strong>Supervisors of Office and Administrative Support Workers</strong></td>
<td>$45,500</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td><strong>Computer User Support Specialists</strong></td>
<td>$39,300</td>
<td>1,000</td>
</tr>
<tr>
<td>10</td>
<td><strong>Supervisors of Construction Trades and Extraction Workers</strong></td>
<td>$53,800</td>
<td>900</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 19.8%
- **Bachelor’s Degree Required**: 24.4%
- **Lower-Wage Employment**: 55.8%

98 rank out of 121 metro areas

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OPPORTUNITY OCCUPATIONS REVISITED

RALEIGH, NC

New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines opportunity employment as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called opportunity occupations. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment—a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **22.3%** Opportunity Employment
- **31.3%** Bachelor’s Degree Required
- **46.3%** Lower-Wage Employment

80 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $36,200
   - Opportunity Employment: 5,900

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $42,500
   - Opportunity Employment: 5,600

3. **REGISTERED NURSES**
   - Annual Median Wage: $63,100
   - Opportunity Employment: 5,400

4. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $39,700
   - Opportunity Employment: 5,100

5. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 4,000

6. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 3,800

7. **SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS**
   - Annual Median Wage: $60,800
   - Opportunity Employment: 3,300

8. **CARPENTERS**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 3,000

9. **ELECTRICIANS**
   - Annual Median Wage: $41,100
   - Opportunity Employment: 2,900

10. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
    - Annual Median Wage: $40,600
    - Opportunity Employment: 2,700

Sources: Authors' calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BIA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $48,300
   - Opportunity Employment: 2,700

2. **Registered Nurses**
   - Annual Median Wage: $64,300
   - Opportunity Employment: 2,500

3. **Maintenance and Repair Workers**
   - Annual Median Wage: $40,400
   - Opportunity Employment: 1,700

4. **Helpers—Production Workers**
   - Annual Median Wage: $37,000
   - Opportunity Employment: 1,600

5. **Industrial Truck and Tractor Operators**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 1,600

6. **Welders, Cutters, Solderers, and Brazers**
   - Annual Median Wage: $39,200
   - Opportunity Employment: 1,100

7. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 1,000

8. **Electricians**
   - Annual Median Wage: $49,100
   - Opportunity Employment: 900

9. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $61,200
   - Opportunity Employment: 1,000

10. **Licensed Practical and Licensed Vocational Nurses**
    - Annual Median Wage: $46,200
    - Opportunity Employment: 1,100

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<table>
<thead>
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<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,200</td>
<td>4,000</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$78,000</td>
<td>3,000</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,200</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Carpenters</td>
<td>$51,000</td>
<td>2,200</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,400</td>
<td>1,800</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$44,400</td>
<td>1,200</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$107,100</td>
<td>1,200</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$54,300</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$54,300</td>
<td>1,100</td>
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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $67,600
   - Opportunity Employment: 9,200

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 9,000

3. **Secretaries and Administrative Assistants**
   - Annual Median Wage: $37,000
   - Opportunity Employment: 6,000

4. **Maintenance and Repair Workers**
   - Annual Median Wage: $36,900
   - Opportunity Employment: 5,400

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $42,400
   - Opportunity Employment: 4,700

6. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $40,400
   - Opportunity Employment: 4,000

7. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $40,900
   - Opportunity Employment: 3,400

8. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $56,900
   - Opportunity Employment: 3,300

9. **Electricians**
   - Annual Median Wage: $45,200
   - Opportunity Employment: 3,300

10. **Automotive Service Technicians and Mechanics**
    - Annual Median Wage: $46,600
    - Opportunity Employment: 3,200

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $46,500
   - Opportunity Employment: 25,300

2. **REGISTERED NURSES**
   - Annual Median Wage: $95,100
   - Opportunity Employment: 21,800

3. **CARPENTERS**
   - Annual Median Wage: $45,700
   - Opportunity Employment: 14,000

4. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $57,100
   - Opportunity Employment: 8,600

5. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $111,000
   - Opportunity Employment: 8,400

6. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $54,300
   - Opportunity Employment: 8,200

7. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $48,100
   - Opportunity Employment: 7,200

8. **SALES REPRESENTATIVES, SERVICES**
   - Annual Median Wage: $46,200
   - Opportunity Employment: 6,400

9. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $43,800
   - Opportunity Employment: 7,200

10. **ELECTRICIANS**
    - Annual Median Wage: $54,400
    - Opportunity Employment: 6,100

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TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. REGISTERED NURSES
   - Annual Median Wage: $63,400
   - Opportunity Employment: 6,900

2. MAINTENANCE AND REPAIR WORKERS
   - Annual Median Wage: $39,400
   - Opportunity Employment: 5,400

3. HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS
   - Annual Median Wage: $43,600
   - Opportunity Employment: 4,200

4. BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS
   - Annual Median Wage: $38,300
   - Opportunity Employment: 3,900

5. LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
   - Annual Median Wage: $41,400
   - Opportunity Employment: 3,400

6. SUPERVISORS OF RETAIL SALES WORKERS
   - Annual Median Wage: $38,000
   - Opportunity Employment: 3,000

7. COMPUTER USER SUPPORT SPECIALISTS
   - Annual Median Wage: $45,600
   - Opportunity Employment: 2,900

8. CARPENTERS
   - Annual Median Wage: $42,200
   - Opportunity Employment: 2,900

9. MACHINISTS
   - Annual Median Wage: $46,700
   - Opportunity Employment: 2,800

10. SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS
    - Annual Median Wage: $56,500
    - Opportunity Employment: 2,200

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<th>Opportunity Employment</th>
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</thead>
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<td>Registered Nurses</td>
<td>$120,500</td>
<td>13,400</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$52,900</td>
<td>8,900</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,600</td>
<td>7,700</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$43,400</td>
<td>6,700</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$43,300</td>
<td>6,700</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$43,300</td>
<td>6,700</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>$111,600</td>
<td>5,200</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>$44,000</td>
<td>4,800</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>$44,000</td>
<td>4,300</td>
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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $38,700
   - Opportunity Employment: 2,900

2. **REGISTERED NURSES**
   - Annual Median Wage: $84,800
   - Opportunity Employment: 2,200

3. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $43,100
   - Opportunity Employment: 1,800

4. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $39,700
   - Opportunity Employment: 1,600

5. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $36,500
   - Opportunity Employment: 1,300

6. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $37,500
   - Opportunity Employment: 1,200

7. **CARPENTERS**
   - Annual Median Wage: $39,100
   - Opportunity Employment: 1,200

8. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $95,800
   - Opportunity Employment: 1,200

9. **PSYCHIATRIC AIDES**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 1,100

10. **MEDICAL ASSISTANTS**
    - Annual Median Wage: $36,200
    - Opportunity Employment: 1,100

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **27.9%** Opportunity Employment
- **21.6%** Bachelor’s Degree Required
- **50.5%** Lower-Wage Employment

**SALEM, OR**

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**Opportunity Employment by Education and Wages**

- **Opportunity Employment:** 22.1%
- **Bachelor’s Degree Required:** 26.7%
- **Lower-Wage Employment:** 51.2%

**Rank Out of 121 Metro Areas:** 81

**Top 10 Opportunity Occupations in 2017**

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $44,900
   - Opportunity Employment: 12,000

2. **Registered Nurses**
   - Annual Median Wage: $63,000
   - Opportunity Employment: 7,300

3. **Sales Representatives, Services**
   - Annual Median Wage: $39,100
   - Opportunity Employment: 5,600

4. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 5,300

5. **General and Operations Managers**
   - Annual Median Wage: $86,800
   - Opportunity Employment: 5,600

6. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,200
   - Opportunity Employment: 4,400

7. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $55,500
   - Opportunity Employment: 3,800

8. **Carpenters**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 3,800

9. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $52,400
   - Opportunity Employment: 3,800

10. **Electricians**
    - Annual Median Wage: $55,000
    - Opportunity Employment: 3,600

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,900</td>
<td>13,000</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$67,400</td>
<td>12,900</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,200</td>
<td>7,600</td>
</tr>
<tr>
<td>4</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$45,700</td>
<td>6,200</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,500</td>
<td>6,000</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Services</td>
<td>$51,900</td>
<td>5,100</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,900</td>
<td>4,800</td>
</tr>
<tr>
<td>8</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$59,600</td>
<td>4,600</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$45,200</td>
<td>4,600</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,900</td>
<td>4,500</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 22.4%
- **Bachelor’s Degree Required**: 22.8%
- **Lower-Wage Employment**: 54.8%

**Rank out of 121 Metro Areas**: 78
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$94,200</td>
<td>15,900</td>
</tr>
<tr>
<td>2</td>
<td>Carpenters</td>
<td>$51,200</td>
<td>8,200</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$44,000</td>
<td>8,100</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$121,600</td>
<td>6,200</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$54,100</td>
<td>5,600</td>
</tr>
<tr>
<td>6</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$51,900</td>
<td>4,900</td>
</tr>
<tr>
<td>7</td>
<td>Electricians</td>
<td>$60,300</td>
<td>7,100</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$56,300</td>
<td>5,700</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Services</td>
<td>$50,000</td>
<td>5,100</td>
</tr>
<tr>
<td>10</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$47,700</td>
<td>4,300</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

<table>
<thead>
<tr>
<th>Education Required</th>
<th>Share of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity</td>
<td>16.2%</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>28.1%</td>
</tr>
<tr>
<td>Lower-Wage</td>
<td>55.7%</td>
</tr>
</tbody>
</table>

### San Diego-Carlsbad, CA

San Diego-Carlsbad, CA had an annual median wage of $47,700 and an opportunity employment rate of 15.9%. The region ranked 115th out of 121 metro areas.
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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$129,300</td>
<td>24,700</td>
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<tr>
<td>2</td>
<td>Carpenters</td>
<td>$64,000</td>
<td>17,600</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$50,300</td>
<td>15,800</td>
</tr>
<tr>
<td>4</td>
<td>Construction Laborers</td>
<td>$53,900</td>
<td>15,100</td>
</tr>
<tr>
<td>5</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$59,400</td>
<td>9,300</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Services</td>
<td>$67,500</td>
<td>8,800</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$149,600</td>
<td>8,400</td>
</tr>
<tr>
<td>8</td>
<td>Electricians</td>
<td>$88,400</td>
<td>8,400</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$50,100</td>
<td>8,300</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$109,500</td>
<td>8,200</td>
</tr>
</tbody>
</table>

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$139,000</td>
<td>11,000</td>
</tr>
<tr>
<td>2</td>
<td>Maintenance and Repair Workers</td>
<td>$48,800</td>
<td>7,900</td>
</tr>
<tr>
<td>3</td>
<td>Sales Representatives, Services</td>
<td>$73,600</td>
<td>6,200</td>
</tr>
<tr>
<td>4</td>
<td>Electricians</td>
<td>$74,900</td>
<td>5,600</td>
</tr>
<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$51,100</td>
<td>4,700</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$60,600</td>
<td>4,700</td>
</tr>
<tr>
<td>7</td>
<td>Medical Secretaries</td>
<td>$52,000</td>
<td>4,600</td>
</tr>
<tr>
<td>8</td>
<td>Computer User Support Specialists</td>
<td>$73,500</td>
<td>4,400</td>
</tr>
<tr>
<td>9</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$48,600</td>
<td>4,100</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,600</td>
<td>3,400</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Share of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity Employment</td>
<td>15.5%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>42.3%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>42.2%</td>
</tr>
</tbody>
</table>

**117 RANK OUT OF 121 METRO AREAS**

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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $112,700
   - Opportunity Employment: 2,600

2. **Maintenance and Repair Workers**
   - Annual Median Wage: $47,000
   - Opportunity Employment: 2,000

3. **General and Operations Managers**
   - Annual Median Wage: $109,600
   - Opportunity Employment: 1,600

4. **Carpenters**
   - Annual Median Wage: $64,200
   - Opportunity Employment: 1,600

5. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $53,800
   - Opportunity Employment: 1,500

6. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $48,600
   - Opportunity Employment: 1,200

7. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $48,900
   - Opportunity Employment: 1,000

8. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $58,100
   - Opportunity Employment: 1,400

9. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $58,900
   - Opportunity Employment: 1,000

10. **Electricians**
    - Annual Median Wage: $66,500
    - Opportunity Employment: 900

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,100</td>
<td>2,800</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$61,800</td>
<td>2,400</td>
</tr>
<tr>
<td>3</td>
<td>Industrial Truck and Tractor Operators</td>
<td>$35,800</td>
<td>2,100</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,700</td>
<td>1,300</td>
</tr>
<tr>
<td>5</td>
<td>General and Operations Managers</td>
<td>$89,600</td>
<td>1,200</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$43,600</td>
<td>1,200</td>
</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$40,200</td>
<td>1,100</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$41,700</td>
<td>900</td>
</tr>
<tr>
<td>9</td>
<td>Carpenters</td>
<td>$38,600</td>
<td>900</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$60,300</td>
<td>900</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- Opportunity Employment: 23.6%
- Bachelor’s Degree Required: 20.5%
- Lower-Wage Employment: 55.9%
- Rank Out of 121 Metro Areas: 71
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<tr>
<th>Opportunity Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$44,300</td>
<td>5,300</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$34,800</td>
<td>2,800</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,400</td>
<td>1,700</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$35,900</td>
<td>1,500</td>
</tr>
<tr>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$47,400</td>
<td>1,400</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$58,900</td>
<td>4,600</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,100</td>
<td>2,400</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,400</td>
<td>1,600</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$53,400</td>
<td>1,500</td>
</tr>
<tr>
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<td>$37,400</td>
<td>1,100</td>
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**Registered Nurses**
Annual Median Wage: $80,800
Opportunity Employment: 18,400

**Maintenance and Repair Workers**
Annual Median Wage: $45,100
Opportunity Employment: 17,600

**Heavy and Tractor-Trailer Truck Drivers**
Annual Median Wage: $48,100
Opportunity Employment: 16,100

**Construcion Laborers**
Annual Median Wage: $45,700
Opportunity Employment: 14,200

**Electricians**
Annual Median Wage: $64,500
Opportunity Employment: 10,500

**Sales Representatives, Wholesale and Manufacturing**
Annual Median Wage: $59,100
Opportunity Employment: 8,000

**Carpenters**
Annual Median Wage: $57,200
Opportunity Employment: 15,800

**Secretaries and Administrative Assistants**
Annual Median Wage: $43,500
Opportunity Employment: 13,800

**Bookkeeping, Accounting, and Auditing Clerks**
Annual Median Wage: $44,700
Opportunity Employment: 10,500

**Sales Representatives, Services**
Annual Median Wage: $56,900
Opportunity Employment: 7,500

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**REGISTERED NURSES**
- Annual Median Wage: $55,900
- Opportunity Employment: 3,500

**CARPENTERS**
- Annual Median Wage: $36,300
- Opportunity Employment: 1,300

**ELECTRICIANS**
- Annual Median Wage: $42,200
- Opportunity Employment: 900

**SUPERVISORS OF RETAIL SALES WORKERS**
- Annual Median Wage: $44,600
- Opportunity Employment: 700

**EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS**
- Annual Median Wage: $38,700
- Opportunity Employment: 700

**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
- Annual Median Wage: $38,700
- Opportunity Employment: 3,100

**SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
- Annual Median Wage: $59,000
- Opportunity Employment: 1,200

**MAINTENANCE AND REPAIR WORKERS**
- Annual Median Wage: $35,400
- Opportunity Employment: 900

**CEMENT MASONs AND CONCRETE FINISHERs**
- Annual Median Wage: $38,200
- Opportunity Employment: 700

**WELDERS, CUTTERS, SOLDERERS, AND BRAZERS**
- Annual Median Wage: $36,200
- Opportunity Employment: 700

**EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS**
- Annual Median Wage: $38,700
- Opportunity Employment: 700

**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
- Annual Median Wage: $38,700
- Opportunity Employment: 3,100

**SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
- Annual Median Wage: $59,000
- Opportunity Employment: 1,200

**MAINTENANCE AND REPAIR WORKERS**
- Annual Median Wage: $35,400
- Opportunity Employment: 900

**CEMENT MASONs AND CONCRETE FINISHERs**
- Annual Median Wage: $38,200
- Opportunity Employment: 700

**WELDERS, CUTTERS, SOLDERERS, AND BRAZERS**
- Annual Median Wage: $36,200
- Opportunity Employment: 700

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OPPORTUNITY OCCUPATIONS REVISITED
SPOKANE-SPOKANE VALLEY, WA

New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines **opportunity employment** as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called **opportunity occupations**. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment — a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,800</td>
<td>3,200</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$74,400</td>
<td>2,900</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,300</td>
<td>2,700</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$37,700</td>
<td>2,300</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,700</td>
<td>2,000</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$49,500</td>
<td>1,500</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$53,400</td>
<td>1,200</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,500</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$53,400</td>
<td>1,200</td>
</tr>
<tr>
<td>10</td>
<td>Construction Laborers</td>
<td>$39,300</td>
<td>1,800</td>
</tr>
<tr>
<td>11</td>
<td>Maintenance and Repair Workers</td>
<td>$37,700</td>
<td>2,300</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment**: 29.7%
- **Bachelor’s Degree Required**: 21.1%
- **Lower-Wage Employment**: 49.2%

9 RANK OUT OF 121 METRO AREAS

---

Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BHA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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<table>
<thead>
<tr>
<th>Top 10 Opportunity Occupations in 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Registered Nurses</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$76,800</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>4,700</strong></td>
</tr>
<tr>
<td><strong>Heavy and Tractor-Trailer Truck Drivers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$46,200</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>4,400</strong></td>
</tr>
<tr>
<td><strong>Maintenance and Repair Workers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$41,800</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>3,200</strong></td>
</tr>
<tr>
<td><strong>Secretaries and Administrative Assistants</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$40,600</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>3,000</strong></td>
</tr>
<tr>
<td><strong>Supervisors of Retail Sales Workers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$39,400</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>2,300</strong></td>
</tr>
<tr>
<td><strong>Light Truck or Delivery Services Drivers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$37,200</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>2,300</strong></td>
</tr>
<tr>
<td><strong>Police and Sheriff’s Patrol Officers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$63,600</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>1,800</strong></td>
</tr>
<tr>
<td><strong>Bookkeeping, Accounting, and Auditing Clerks</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$40,700</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>1,800</strong></td>
</tr>
<tr>
<td><strong>Licensed Practical and Licensed Vocational Nurses</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$53,400</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>1,800</strong></td>
</tr>
<tr>
<td><strong>General and Operations Managers</strong></td>
</tr>
<tr>
<td>Annual Median Wage: <strong>$95,900</strong></td>
</tr>
<tr>
<td>Opportunity Employment: <strong>1,700</strong></td>
</tr>
</tbody>
</table>

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 7,300

2. **REGISTERED NURSES**
   - Annual Median Wage: $54,300
   - Opportunity Employment: 4,600

3. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $39,800
   - Opportunity Employment: 1,400

4. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $35,100
   - Opportunity Employment: 1,300

5. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $52,700
   - Opportunity Employment: 1,300

6. **SALES REPRESENTATIVES, SERVICES**
   - Annual Median Wage: $33,500
   - Opportunity Employment: 1,200

7. **WELDERS, CUTTERS, SOLDERERS, AND BRAZERS**
   - Annual Median Wage: $36,800
   - Opportunity Employment: 1,200

8. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $38,800
   - Opportunity Employment: 1,200

9. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $86,200
   - Opportunity Employment: 1,100

10. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
    - Annual Median Wage: $38,800
    - Opportunity Employment: 1,100

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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment**: 26.3%
- **Bachelor’s Degree Required**: 18.1%
- **Lower-Wage Employment**: 55.6%

**RANK OUT OF 121 METRO AREAS**: 33
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<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$62,600</td>
<td>27,100</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,400</td>
<td>25,100</td>
</tr>
<tr>
<td>3</td>
<td>Customer Service Representatives</td>
<td>$34,200</td>
<td>21,000</td>
</tr>
<tr>
<td>4</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,800</td>
<td>14,700</td>
</tr>
<tr>
<td>5</td>
<td>Maintenance and Repair Workers</td>
<td>$39,800</td>
<td>13,400</td>
</tr>
<tr>
<td>6</td>
<td>Construction Laborers</td>
<td>$50,700</td>
<td>10,200</td>
</tr>
<tr>
<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,900</td>
<td>9,400</td>
</tr>
<tr>
<td>8</td>
<td>Assemblers and Fabricators</td>
<td>$34,500</td>
<td>9,400</td>
</tr>
<tr>
<td>9</td>
<td>Carpenters</td>
<td>$62,400</td>
<td>8,000</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$45,200</td>
<td>7,400</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

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<th>Rank</th>
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<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,400</td>
<td>6,900</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$38,400</td>
<td>3,000</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$111,300</td>
<td>3,000</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$43,100</td>
<td>2,400</td>
</tr>
<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$51,000</td>
<td>1,700</td>
</tr>
<tr>
<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,000</td>
<td>1,600</td>
</tr>
<tr>
<td>7</td>
<td>Correctional Officers and Jailers</td>
<td>$69,700</td>
<td>1,500</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$54,700</td>
<td>1,400</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$40,000</td>
<td>1,300</td>
</tr>
<tr>
<td>10</td>
<td>General and Operations Managers</td>
<td>$109,200</td>
<td>1,300</td>
</tr>
</tbody>
</table>

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<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$42,700</td>
<td>4,300</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$63,200</td>
<td>3,900</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,900</td>
<td>3,100</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,300</td>
<td>2,700</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$39,100</td>
<td>2,600</td>
</tr>
<tr>
<td>6</td>
<td>Bus Drivers, School or Special Client</td>
<td>$37,300</td>
<td>2,100</td>
</tr>
<tr>
<td>7</td>
<td>Construction Laborers</td>
<td>$38,500</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td>Security Guards</td>
<td>$41,800</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$37,000</td>
<td>1,800</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$41,900</td>
<td>1,700</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment**: 26.9%
- **Bachelor’s Degree Required**: 24.5%
- **Lower-Wage Employment**: 48.6%

**RANK OUT OF 121 METRO AREAS**: 24

---

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$66,400</td>
<td>20,800</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,200</td>
<td>12,700</td>
</tr>
<tr>
<td>3</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,200</td>
<td>8,800</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,400</td>
<td>8,600</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,100</td>
<td>8,100</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$47,800</td>
<td>6,800</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Services</td>
<td>$47,800</td>
<td>6,000</td>
</tr>
<tr>
<td>8</td>
<td>Electricians</td>
<td>$40,100</td>
<td>5,700</td>
</tr>
<tr>
<td>9</td>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$38,400</td>
<td>5,500</td>
</tr>
<tr>
<td>10</td>
<td>Insurance Sales Agents</td>
<td>$48,800</td>
<td>5,200</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 18.9%
- **Bachelor’s Degree Required**: 23.1%
- **Lower-Wage Employment**: 58.0%

105 Rank Out of 121 Metro Areas

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Toledo, OH

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**Top 10 Opportunity Occupations in 2017**

1. **Assemblers and Fabricators**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 7,900

2. **Registered Nurses**
   - Annual Median Wage: $62,600
   - Opportunity Employment: 5,000

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 5,000

4. **Secretaries and Administrative Assistants**
   - Annual Median Wage: $34,800
   - Opportunity Employment: 3,600

5. **Machinists**
   - Annual Median Wage: $55,900
   - Opportunity Employment: 2,900

6. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,600
   - Opportunity Employment: 2,900

7. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $44,800
   - Opportunity Employment: 2,000

8. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $37,400
   - Opportunity Employment: 1,900

9. **Construction Laborers**
   - Annual Median Wage: $35,800
   - Opportunity Employment: 1,800

10. ** Helpers--Production Workers**
    - Annual Median Wage: $34,400
    - Opportunity Employment: 1,800

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**OPPORTUNITY OCCUPATIONS IN 2017**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$76,400</td>
<td>3,200</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$48,300</td>
<td>3,100</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,600</td>
<td>1,700</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$46,500</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$42,600</td>
<td>800</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Food Preparation and Serving Workers</td>
<td>$47,000</td>
<td>700</td>
</tr>
<tr>
<td>7</td>
<td>Maintenance and Repair Workers</td>
<td>$46,100</td>
<td>1,700</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$56,100</td>
<td>1,000</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Transportation and Material Moving Workers</td>
<td>$52,900</td>
<td>700</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$52,900</td>
<td>700</td>
</tr>
</tbody>
</table>

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- 19.3% Opportunity Employment
- 39.1% Bachelor’s Degree Required
- 41.5% Lower-Wage Employment

**102 RANK OUT OF 121 METRO AREAS**

Sources: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BIA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $71,300
   - Opportunity Employment: 5,300

2. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $48,000
   - Opportunity Employment: 2,400

3. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $37,900
   - Opportunity Employment: 2,300

4. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $47,900
   - Opportunity Employment: 2,300

5. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $36,800
   - Opportunity Employment: 2,000

6. **CORRECTIONAL OFFICERS AND JAILERS**
   - Annual Median Wage: $47,300
   - Opportunity Employment: 1,800

7. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $59,300
   - Opportunity Employment: 1,500

8. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $81,500
   - Opportunity Employment: 1,700

9. **COMPUTER USER SUPPORT SPECIALISTS**
   - Annual Median Wage: $48,700
   - Opportunity Employment: 1,400

10. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
    - Annual Median Wage: $36,300
    - Opportunity Employment: 1,900

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- 20.0% Opportunity Employment
- 24.2% Bachelor’s Degree Required
- 55.8% Lower-Wage Employment
- Rank: 96 out of 121 metro areas

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $60,000
   - Opportunity Employment: 6,500

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $41,500
   - Opportunity Employment: 5,700

3. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $39,700
   - Opportunity Employment: 4,200

4. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $34,700
   - Opportunity Employment: 3,700

5. **WELDERS, CUTTERS, SOLDERERS, AND BRAZERS**
   - Annual Median Wage: $44,700
   - Opportunity Employment: 3,300

6. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $41,500
   - Opportunity Employment: 2,400

7. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $49,400
   - Opportunity Employment: 2,200

8. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $95,600
   - Opportunity Employment: 2,100

9. **MACHINISTS**
   - Annual Median Wage: $44,100
   - Opportunity Employment: 2,100

10. **SALES REPRESENTATIVES, SERVICES**
    - Annual Median Wage: $46,200
    - Opportunity Employment: 2,000

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- Opportunity Employment: 27.9%
- Bachelor’s Degree Required: 22.4%
- Lower-Wage Employment: 49.6%

TULSA, OK

**REGISTERED NURSES**
- Annual Median Wage: $60,000
- Opportunity Employment: 6,500

**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
- Annual Median Wage: $41,500
- Opportunity Employment: 5,700

**BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
- Annual Median Wage: $39,700
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**SUPERVISORS OF RETAIL SALES WORKERS**
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- Annual Median Wage: $44,700
- Opportunity Employment: 3,300

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- Annual Median Wage: $41,500
- Opportunity Employment: 2,400

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- Annual Median Wage: $49,400
- Opportunity Employment: 2,200

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- Annual Median Wage: $44,100
- Opportunity Employment: 2,100

**SALES REPRESENTATIVES, SERVICES**
- Annual Median Wage: $46,200
- Opportunity Employment: 2,000

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### Top 10 Opportunity Occupations in 2017

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<tr>
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<td>Registered Nurses</td>
<td>$104,900</td>
<td>6,400</td>
</tr>
<tr>
<td>2</td>
<td>Construction Laborers</td>
<td>$61,900</td>
<td>4,000</td>
</tr>
<tr>
<td>3</td>
<td>Carpenters</td>
<td>$77,100</td>
<td>3,800</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$119,700</td>
<td>3,100</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$56,200</td>
<td>2,900</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$78,700</td>
<td>2,600</td>
</tr>
<tr>
<td>7</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,400</td>
<td>2,400</td>
</tr>
<tr>
<td>8</td>
<td>Painters, Construction and Maintenance</td>
<td>$52,700</td>
<td>1,600</td>
</tr>
<tr>
<td>9</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$70,700</td>
<td>1,500</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$79,500</td>
<td>1,400</td>
</tr>
</tbody>
</table>

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $62,500
   - Opportunity Employment: 9,000

2. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 6,700

3. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 6,600

4. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $38,000
   - Opportunity Employment: 5,200

5. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 5,200

6. **ELECTRICIANS**
   - Annual Median Wage: $49,200
   - Opportunity Employment: 4,800

7. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $52,600
   - Opportunity Employment: 4,100

8. **PLUMBERS, PIPEFITTERS, AND STEAMFITTERS**
   - Annual Median Wage: $47,200
   - Opportunity Employment: 5,000

9. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 4,500

10. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
    - Annual Median Wage: $43,700
    - Opportunity Employment: 4,000

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$78,300</td>
<td>26,900</td>
</tr>
<tr>
<td>2</td>
<td>General and Operations Managers</td>
<td>$155,400</td>
<td>13,900</td>
</tr>
<tr>
<td>3</td>
<td>Carpenters</td>
<td>$47,200</td>
<td>13,300</td>
</tr>
<tr>
<td>4</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$70,400</td>
<td>12,600</td>
</tr>
<tr>
<td>5</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,500</td>
<td>12,600</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$70,900</td>
<td>10,600</td>
</tr>
<tr>
<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$48,700</td>
<td>10,000</td>
</tr>
<tr>
<td>8</td>
<td>Electricians</td>
<td>$57,000</td>
<td>10,900</td>
</tr>
<tr>
<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$49,700</td>
<td>10,500</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$62,900</td>
<td>9,600</td>
</tr>
</tbody>
</table>

**Share of Employment by Education and Wages**

- **14.6%** Opportunity Employment
- **41.5%** Bachelor’s Degree Required
- **43.9%** Lower-wage Employment

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aircraft Structure, Surfaces, Rigging, and Systems Assemblers</td>
<td>$54,700</td>
<td>7,600</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$55,100</td>
<td>4,500</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$34,900</td>
<td>3,100</td>
</tr>
<tr>
<td>4</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,300</td>
<td>3,100</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$35,600</td>
<td>2,500</td>
</tr>
<tr>
<td>6</td>
<td>Inspectors, Testers, Sorters, Samplers, and Weighers</td>
<td>$49,100</td>
<td>2,400</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$36,300</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td>Industrial Machinery Mechanics</td>
<td>$57,600</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>General and Operations Managers</td>
<td>$90,900</td>
<td>1,500</td>
</tr>
<tr>
<td>10</td>
<td>Electricians</td>
<td>$55,300</td>
<td>1,400</td>
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### Top 10 Opportunity Occupations in 2017

1. **Registered Nurses**  
   - Annual Median Wage: $60,800  
   - Opportunity Employment: 5,600

2. **Heavy and Tractor-Trailer Truck Drivers**  
   - Annual Median Wage: $40,900  
   - Opportunity Employment: 3,500

3. **Secretaries and Administrative Assistants**  
   - Annual Median Wage: $35,700  
   - Opportunity Employment: 3,100

4. **Bookkeeping, Accounting, and Auditing Clerks**  
   - Annual Median Wage: $36,500  
   - Opportunity Employment: 1,800

5. **Supervisors of Retail Sales Workers**  
   - Annual Median Wage: $38,900  
   - Opportunity Employment: 1,600

6. **Automotive Service Technicians and Mechanics**  
   - Annual Median Wage: $36,800  
   - Opportunity Employment: 1,400

7. **Licensed Practical and Licensed Vocational Nurses**  
   - Annual Median Wage: $44,000  
   - Opportunity Employment: 1,600

8. **Sales Representatives, Wholesale and Manufacturing**  
   - Annual Median Wage: $56,800  
   - Opportunity Employment: 1,600

9. **Medical Assistants**  
   - Annual Median Wage: $33,700  
   - Opportunity Employment: 1,400

10. **Maintenance and Repair Workers**  
    - Annual Median Wage: $39,200  
    - Opportunity Employment: 2,300

### Opportunity Employment by Education and Wages

- 27.4% Opportunity Employment
- 21.5% Bachelor’s Degree Required
- 51.1% Lower-Wage Employment

**Winston-Salem, NC**

**Registered Nurses**  
- Annual Median Wage: $60,800  
- Opportunity Employment: 5,600

---

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### Top 10 Opportunity Occupations in 2017

#### 1. Registered Nurses
- Annual Median Wage: $80,000
- Opportunity Employment: 4,900

#### 2. Heavy and Tractor-Trailer Truck Drivers
- Annual Median Wage: $48,200
- Opportunity Employment: 4,000

#### 3. Secretaries and Administrative Assistants
- Annual Median Wage: $43,100
- Opportunity Employment: 3,000

#### 4. Maintenance and Repair Workers
- Annual Median Wage: $42,100
- Opportunity Employment: 2,400

#### 5. Bookkeeping, Accounting, and Auditing Clerks
- Annual Median Wage: $42,500
- Opportunity Employment: 2,200

#### 6. Medical Secretaries
- Annual Median Wage: $42,400
- Opportunity Employment: 1,900

#### 7. Police and Sheriff’s Patrol Officers
- Annual Median Wage: $60,400
- Opportunity Employment: 1,800

#### 8. Licensed Practical and Licensed Vocational Nurses
- Annual Median Wage: $57,100
- Opportunity Employment: 1,700

#### 9. General and Operations Managers
- Annual Median Wage: $115,300
- Opportunity Employment: 1,600

#### 10. Construction Laborers
- Annual Median Wage: $42,900
- Opportunity Employment: 1,500

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**Sources:** Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BIA Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked by unrounded opportunity employment values.

For more information, read “Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time,” by Kyle Fee, Karthi War drip, and Lisa Nelson and published by the Federal Reserve Banks of Cleveland and Philadelphia, 2019 (available at www.philadelphiafed.org/community-development/publications/special-reports). The views expressed here are those of the authors and do not necessarily represent the views of the Federal Reserve Banks of Philadelphia, Cleveland, Atlanta, or the Federal Reserve System.
New research explores the economic opportunity available in 121 of the largest metro areas in the U.S. The report defines opportunity employment as jobs accessible to workers without a bachelor’s degree and typically paying above the national annual median wage ($37,690), adjusted up or down to reflect the local cost of living. Occupations characterized by a high level of opportunity employment are called opportunity occupations. Nationally, the research finds that 21.6 percent of total employment can be classified as opportunity employment — a figure that varies greatly across the metro areas analyzed. In this region and nationally, the largest opportunity occupations represent a true cross section of the jobs available in today’s economy.

### Top 10 Opportunity Occupations in 2017

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $44,400
   - Opportunity Employment: 3,300

2. **Registered Nurses**
   - Annual Median Wage: $64,400
   - Opportunity Employment: 2,700

3. **Construction Laborers**
   - Annual Median Wage: $37,300
   - Opportunity Employment: 1,700

4. **Maintenance and Repair Workers**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 1,600

5. **Shipping, Receiving, and Traffic Clerks**
   - Annual Median Wage: $38,400
   - Opportunity Employment: 1,100

6. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $62,700
   - Opportunity Employment: 1,100

7. **Electricians**
   - Annual Median Wage: $47,300
   - Opportunity Employment: 1,100

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $39,200
   - Opportunity Employment: 1,100

9. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $43,200
   - Opportunity Employment: 1,000

10. **Bookkeeping, Accounting, and Auditing Clerks**
    - Annual Median Wage: $36,800
    - Opportunity Employment: 1,000

**Share of Employment by Education and Wages**

- **Opportunity Employment**: 26.5%
- **Bachelor’s Degree Required**: 18.9%
- **Lower-Wage Employment**: 54.6%

**Rank Out of 121 Metro Areas**: 28

**Sources**: Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), BLS Regional Price Parities (2016), and American Community Survey Five-Year Public Use Microdata Sample (2012–2016). Values are rounded to the nearest 100. Occupations are ranked on unrounded opportunity employment values.

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