



OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

AKRON, OH

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



16 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$69,200**
Opportunity Employment: **5,400**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$34,300**
Opportunity Employment: **4,700**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$42,600**
Opportunity Employment: **4,500**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,100**
Opportunity Employment: **3,100**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$40,300**
Opportunity Employment: **3,000**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$45,800**
Opportunity Employment: **2,400**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,700**
Opportunity Employment: **2,300**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$63,300**
Opportunity Employment: **2,000**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **2,000**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$103,200**
Opportunity Employment: **1,600**



FEDERAL RESERVE BANK
OF PHILADELPHIA

FEDERAL RESERVE BANK
of CLEVELAND



FEDERAL
RESERVE
BANK
of ATLANTA

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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ALBANY-SCHENECTADY-TROY, NY

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



45 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$39,900**
Opportunity Employment: **7,500**

2

REGISTERED NURSES

Annual Median Wage: **\$66,000**
Opportunity Employment: **6,600**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$40,800**
Opportunity Employment: **4,300**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$41,000**
Opportunity Employment: **4,100**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,200**
Opportunity Employment: **4,000**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,900**
Opportunity Employment: **3,600**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$41,800**
Opportunity Employment: **2,700**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,100**
Opportunity Employment: **2,400**

9

EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$59,300**
Opportunity Employment: **2,300**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$58,400**
Opportunity Employment: **2,200**



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ALBUQUERQUE, NM

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



103 RANK OUT OF 121 METRO AREAS

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**



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ALLENTOWN-BETHLEHEM-EASTON, PA-NJ

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



85 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$47,000**
Opportunity Employment: **6,100**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **3,900**

5

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,800**
Opportunity Employment: **2,100**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$56,800**
Opportunity Employment: **1,700**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$67,800**
Opportunity Employment: **1,600**

2

REGISTERED NURSES

Annual Median Wage: **\$68,100**
Opportunity Employment: **5,800**

4

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$47,600**
Opportunity Employment: **2,200**

6

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$64,000**
Opportunity Employment: **1,900**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$42,100**
Opportunity Employment: **1,600**

10

CARPENTERS

Annual Median Wage: **\$48,300**
Opportunity Employment: **1,400**



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ANCHORAGE, AK

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


31.5%
OPPORTUNITY
EMPLOYMENT


23.0%
BACHELOR'S
DEGREE REQUIRED


45.4%
LOWER-WAGE
EMPLOYMENT

2 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

OFFICE CLERKS

Annual Median Wage: **\$46,300**
Opportunity Employment: **3,500**

2

REGISTERED NURSES

Annual Median Wage: **\$85,400**
Opportunity Employment: **2,400**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$47,500**
Opportunity Employment: **1,800**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$48,500**
Opportunity Employment: **1,600**

5

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$55,900**
Opportunity Employment: **1,500**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$111,500**
Opportunity Employment: **1,300**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$59,700**
Opportunity Employment: **1,100**

8

MEDICAL ASSISTANTS

Annual Median Wage: **\$41,500**
Opportunity Employment: **1,100**

9

CARPENTERS

Annual Median Wage: **\$68,600**
Opportunity Employment: **1,100**

10

OPERATING ENGINEERS AND OTHER CONSTRUCTION EQUIPMENT OPERATORS

Annual Median Wage: **\$76,100**
Opportunity Employment: **1,000**



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ASHEVILLE, NC

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



69 RANK OUT OF 121 METRO AREAS

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

FIREFIIGHTERS

Annual Median Wage: **\$36,500**
Opportunity Employment: **1,000**

10

CARPENTERS

Annual Median Wage: **\$37,900**
Opportunity Employment: **1,000**



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ATLANTA-SANDY SPRINGS-ROSWELL, GA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



91 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,300**
Opportunity Employment: **31,800**

2

REGISTERED NURSES

Annual Median Wage: **\$70,400**
Opportunity Employment: **26,700**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,100**
Opportunity Employment: **23,200**

4

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$115,400**
Opportunity Employment: **15,400**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,600**
Opportunity Employment: **14,400**

6

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$55,400**
Opportunity Employment: **13,700**

7

CARPENTERS

Annual Median Wage: **\$39,600**
Opportunity Employment: **12,700**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **12,600**

9

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,500**
Opportunity Employment: **12,400**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$45,600**
Opportunity Employment: **12,100**



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AUGUSTA-RICHMOND COUNTY, GA-SC

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



59 RANK OUT OF 121 METRO AREAS

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: **2,100**

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$37,800**
Opportunity Employment: **1,300**

7

CARPENTERS

Annual Median Wage: **\$36,200**
Opportunity Employment: **1,200**

8

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **1,200**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$46,300**
Opportunity Employment: **1,100**

10

ELECTRICIANS

Annual Median Wage: **\$43,000**
Opportunity Employment: **1,100**



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AUSTIN-ROUND ROCK, TX

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


18.5%
OPPORTUNITY
EMPLOYMENT


30.1%
BACHELOR'S
DEGREE REQUIRED


51.5%
LOWER-WAGE
EMPLOYMENT

106 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$68,000**
Opportunity Employment: **8,600**

2

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$42,100**
Opportunity Employment: **6,500**

3

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$45,400**
Opportunity Employment: **5,800**

4

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS

Annual Median Wage: **\$43,500**
Opportunity Employment: **5,600**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,100**
Opportunity Employment: **5,100**

6

EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$56,800**
Opportunity Employment: **4,200**

7

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$69,800**
Opportunity Employment: **4,200**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$64,500**
Opportunity Employment: **4,000**

9

ELECTRICIANS

Annual Median Wage: **\$49,600**
Opportunity Employment: **3,800**

10

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$46,700**
Opportunity Employment: **3,800**



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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.

For more information, read "Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time" by Kyle Fee, Keith Wardrip, 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.



OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BALTIMORE-COLUMBIA-TOWSON, MD

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



92 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$74,800**
Opportunity Employment: **21,500**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$46,200**
Opportunity Employment: **12,800**

3

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$59,700**
Opportunity Employment: **9,400**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$44,400**
Opportunity Employment: **7,700**

5

CARPENTERS

Annual Median Wage: **\$46,400**
Opportunity Employment: **6,600**

6

ELECTRICIANS

Annual Median Wage: **\$50,300**
Opportunity Employment: **6,500**

7

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$65,200**
Opportunity Employment: **6,300**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$134,500**
Opportunity Employment: **6,100**

9

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$66,900**
Opportunity Employment: **6,100**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$47,300**
Opportunity Employment: **5,800**



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of CLEVELAND



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BATON ROUGE, LA

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 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$58,200**
Opportunity Employment: **5,600**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,500**
Opportunity Employment: **4,400**

3

WELDERS, CUTTERS, SOLDERERS, AND BRAZERS

Annual Median Wage: **\$54,300**
Opportunity Employment: **3,600**

4

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$56,000**
Opportunity Employment: **3,600**

5

ELECTRICIANS

Annual Median Wage: **\$51,300**
Opportunity Employment: **3,400**

6

CARPENTERS

Annual Median Wage: **\$40,000**
Opportunity Employment: **3,300**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$37,300**
Opportunity Employment: **3,100**

8

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$64,200**
Opportunity Employment: **2,900**

9

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,300**
Opportunity Employment: **2,800**

10

OPERATING ENGINEERS AND OTHER CONSTRUCTION EQUIPMENT OPERATORS

Annual Median Wage: **\$39,900**
Opportunity Employment: **2,200**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BIRMINGHAM-HOOVER, AL

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



4 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$59,100**
Opportunity Employment: **12,100**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$35,500**
Opportunity Employment: **9,800**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,000**
Opportunity Employment: **8,100**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **4,300**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$39,200**
Opportunity Employment: **4,300**

6

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$58,400**
Opportunity Employment: **4,000**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$119,100**
Opportunity Employment: **3,700**

8

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **3,400**

9

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,200**
Opportunity Employment: **3,100**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$50,800**
Opportunity Employment: **2,800**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BOISE CITY, ID

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



86 RANK OUT OF 121 METRO AREAS

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$40,300**
Opportunity Employment: **1,700**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,800**
Opportunity Employment: **1,600**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$53,000**
Opportunity Employment: **1,500**

9

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$47,300**
Opportunity Employment: **1,400**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$77,400**
Opportunity Employment: **1,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BOSTON-CAMBRIDGE-NASHUA, MA-NH

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


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

CONSTRUCTION LABORERS

Annual Median Wage: **\$49,200**
Opportunity Employment: **14,900**

7

CARPENTERS

Annual Median Wage: **\$58,700**
Opportunity Employment: **13,100**

8

ELECTRICIANS

Annual Median Wage: **\$63,100**
Opportunity Employment: **12,500**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$42,700**
Opportunity Employment: **11,400**

10

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$57,600**
Opportunity Employment: **11,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BOULDER, CO

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



113 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BRIDGEPORT-STAMFORD-NORWALK, CT

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



110 RANK OUT OF 121 METRO AREAS

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: **\$47,900**
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

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$64,500**
Opportunity Employment: **1,900**

7

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$50,000**
Opportunity Employment: **1,900**

8

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$50,300**
Opportunity Employment: **1,800**

9

CONSTRUCTION LABORERS

Annual Median Wage: **\$45,700**
Opportunity Employment: **1,700**

10

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$58,900**
Opportunity Employment: **1,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

BUFFALO-CHEEKTOWAGA-NIAGARA FALLS, NY

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



37 RANK OUT OF 121 METRO AREAS

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

CONSTRUCTION LABORERS

Annual Median Wage: **\$35,700**
Opportunity Employment: **3,900**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,900**
Opportunity Employment: **3,200**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$55,100**
Opportunity Employment: **3,000**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,000**
Opportunity Employment: **2,900**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$54,000**
Opportunity Employment: **2,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CAPE CORAL-FORT MYERS, FL

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



77 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$64,500**
Opportunity Employment: **4,600**

2

CARPENTERS

Annual Median Wage: **\$39,700**
Opportunity Employment: **2,600**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,600**
Opportunity Employment: **2,100**

4

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$37,100**
Opportunity Employment: **2,000**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$42,700**
Opportunity Employment: **1,900**

6

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

Annual Median Wage: **\$43,300**
Opportunity Employment: **1,700**

7

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$55,700**
Opportunity Employment: **1,500**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$50,600**
Opportunity Employment: **1,500**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$54,500**
Opportunity Employment: **1,500**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$36,600**
Opportunity Employment: **1,500**



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of CLEVELAND



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of ATLANTA

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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CEDAR RAPIDS, IA

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



6 RANK OUT OF 121 METRO AREAS

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

ELECTRICIANS

Annual Median Wage: **\$59,700**
Opportunity Employment: **1,000**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$61,000**
Opportunity Employment: **1,000**

8

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$56,700**
Opportunity Employment: **900**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$104,700**
Opportunity Employment: **800**

10

INDUSTRIAL MACHINERY MECHANICS

Annual Median Wage: **\$62,800**
Opportunity Employment: **700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

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



61 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$70,100**
Opportunity Employment: **7,400**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$42,000**
Opportunity Employment: **4,900**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,100**
Opportunity Employment: **4,400**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,700**
Opportunity Employment: **2,800**

5

CARPENTERS

Annual Median Wage: **\$42,500**
Opportunity Employment: **2,200**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$97,300**
Opportunity Employment: **2,000**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$49,700**
Opportunity Employment: **1,800**

8

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$43,800**
Opportunity Employment: **1,800**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$37,900**
Opportunity Employment: **1,800**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$48,800**
Opportunity Employment: **1,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CHARLOTTE-CONCORD-GASTONIA, NC-SC

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



60 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$42,500**
Opportunity Employment: **16,800**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,100**
Opportunity Employment: **11,200**

3

REGISTERED NURSES

Annual Median Wage: **\$61,300**
Opportunity Employment: **11,100**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **10,300**

5

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$41,300**
Opportunity Employment: **7,000**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,300**
Opportunity Employment: **7,000**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **6,800**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$64,400**
Opportunity Employment: **6,500**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$51,300**
Opportunity Employment: **6,100**

10

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$59,300**
Opportunity Employment: **5,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CHATTANOOGA, TN-GA

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


26.4%
OPPORTUNITY
EMPLOYMENT


20.0%
BACHELOR'S
DEGREE REQUIRED


53.6%
LOWER-WAGE
EMPLOYMENT

32 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$35,100**
Opportunity Employment: **8,800**

2

REGISTERED NURSES

Annual Median Wage: **\$56,200**
Opportunity Employment: **3,700**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,000**
Opportunity Employment: **2,300**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$35,500**
Opportunity Employment: **2,200**

5

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$38,400**
Opportunity Employment: **1,800**

6

WELDERS, CUTTERS, SOLDERERS, AND BRAZERS

Annual Median Wage: **\$43,300**
Opportunity Employment: **1,700**

7

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$35,800**
Opportunity Employment: **1,500**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$48,300**
Opportunity Employment: **1,500**

9

ELECTRICIANS

Annual Median Wage: **\$46,600**
Opportunity Employment: **1,400**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$93,000**
Opportunity Employment: **1,200**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CHICAGO-NAPERVILLE-ELGIN, IL-IN-WI

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



101 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$74,300**
Opportunity Employment: **57,600**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$49,000**
Opportunity Employment: **52,600**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$41,700**
Opportunity Employment: **44,400**

4

CONSTRUCTION LABORERS

Annual Median Wage: **\$58,400**
Opportunity Employment: **24,700**

5

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$83,000**
Opportunity Employment: **24,200**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$41,500**
Opportunity Employment: **22,900**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$60,600**
Opportunity Employment: **19,300**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$122,900**
Opportunity Employment: **19,200**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,400**
Opportunity Employment: **19,100**

10

CARPENTERS

Annual Median Wage: **\$71,300**
Opportunity Employment: **18,900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CINCINNATI, OH-KY-IN

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



13 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$64,100**
Opportunity Employment: **16,400**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,200**
Opportunity Employment: **12,700**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,200**
Opportunity Employment: **10,900**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$40,200**
Opportunity Employment: **10,500**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$39,100**
Opportunity Employment: **8,000**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,300**
Opportunity Employment: **6,900**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$45,100**
Opportunity Employment: **6,900**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$62,700**
Opportunity Employment: **5,600**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,600**
Opportunity Employment: **5,200**

10

ELECTRICIANS

Annual Median Wage: **\$47,300**
Opportunity Employment: **5,100**



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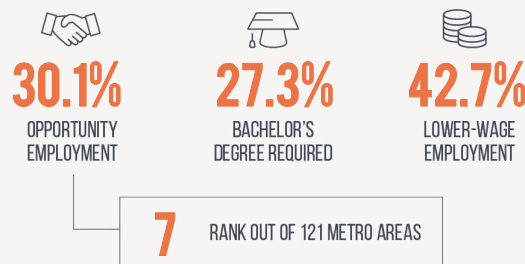
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

CLEVELAND-ELYRIA, OH

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



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$67,400**
Opportunity Employment: **17,400**

2

CUSTOMER SERVICE REPRESENTATIVES

Annual Median Wage: **\$34,500**
Opportunity Employment: **13,300**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$35,700**
Opportunity Employment: **13,000**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **10,000**

5

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,600**
Opportunity Employment: **9,800**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,600**
Opportunity Employment: **8,200**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$45,700**
Opportunity Employment: **6,900**

8

CONSTRUCTION LABORERS

Annual Median Wage: **\$47,900**
Opportunity Employment: **6,600**

9

MACHINISTS

Annual Median Wage: **\$40,100**
Opportunity Employment: **6,200**

10

MEDICAL SECRETARIES

Annual Median Wage: **\$34,600**
Opportunity Employment: **5,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
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COLORADO SPRINGS, CO

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



100 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$70,500**
Opportunity Employment: **3,100**

2

CARPENTERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **1,900**

3

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$51,600**
Opportunity Employment: **1,800**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,700**
Opportunity Employment: **1,700**

5

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **1,600**

6

ELECTRICIANS

Annual Median Wage: **\$55,100**
Opportunity Employment: **1,500**

7

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$49,600**
Opportunity Employment: **1,300**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$105,900**
Opportunity Employment: **1,200**

9

COMPUTER USER SUPPORT SPECIALISTS

Annual Median Wage: **\$53,600**
Opportunity Employment: **1,100**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$71,600**
Opportunity Employment: **1,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

COLUMBIA, 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



73 RANK OUT OF 121 METRO AREAS

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**



FEDERAL RESERVE BANK
OF PHILADELPHIA

FEDERAL RESERVE BANK
of CLEVELAND



FEDERAL
RESERVE
BANK
of ATLANTA

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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

COLUMBUS, OH

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



47 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$62,500**
Opportunity Employment: **16,100**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$44,500**
Opportunity Employment: **14,100**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,500**
Opportunity Employment: **9,100**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **8,900**

5

CONSTRUCTION LABORERS

Annual Median Wage: **\$36,800**
Opportunity Employment: **6,500**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,100**
Opportunity Employment: **6,500**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$41,600**
Opportunity Employment: **5,800**

8

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS

Annual Median Wage: **\$36,800**
Opportunity Employment: **5,200**

9

ELECTRICIANS

Annual Median Wage: **\$44,800**
Opportunity Employment: **4,400**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$72,900**
Opportunity Employment: **4,400**



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of ATLANTA

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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DALLAS-FORT WORTH-ARLINGTON, TX

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



79 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,600**
Opportunity Employment: **54,900**

2

REGISTERED NURSES

Annual Median Wage: **\$73,600**
Opportunity Employment: **36,900**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,900**
Opportunity Employment: **29,000**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$42,000**
Opportunity Employment: **27,100**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,700**
Opportunity Employment: **18,900**

6

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$57,000**
Opportunity Employment: **18,500**

7

ELECTRICIANS

Annual Median Wage: **\$44,100**
Opportunity Employment: **16,900**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$46,900**
Opportunity Employment: **16,400**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$61,200**
Opportunity Employment: **16,200**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$69,600**
Opportunity Employment: **14,900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DAVENPORT-MOLINE-ROCK ISLAND, IA-IL

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



12 RANK OUT OF 121 METRO AREAS

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

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$41,500**
Opportunity Employment: **2,100**

5

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$87,800**
Opportunity Employment: **1,500**

6

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$35,400**
Opportunity Employment: **1,400**

7

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,200**
Opportunity Employment: **1,200**

8

CONSTRUCTION LABORERS

Annual Median Wage: **\$37,800**
Opportunity Employment: **1,200**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,300**
Opportunity Employment: **1,200**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$56,300**
Opportunity Employment: **1,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DAYTON, OH

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



15 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$65,200**
Opportunity Employment: **8,100**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$35,500**
Opportunity Employment: **4,100**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,900**
Opportunity Employment: **4,000**

4

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$44,400**
Opportunity Employment: **3,600**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$38,300**
Opportunity Employment: **3,200**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,000**
Opportunity Employment: **2,500**

7

MACHINISTS

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

8

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS

Annual Median Wage: **\$34,400**
Opportunity Employment: **2,200**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **1,800**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$35,100**
Opportunity Employment: **1,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DELTONA-DAYTONA BEACH-ORMOND BEACH, FL

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



116 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$57,100**
Opportunity Employment: **3,100**

2

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,400**
Opportunity Employment: **1,700**

3

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,000**
Opportunity Employment: **1,500**

4

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$40,300**
Opportunity Employment: **1,100**

5

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$46,000**
Opportunity Employment: **1,100**

6

ELECTRICIANS

Annual Median Wage: **\$37,100**
Opportunity Employment: **1,100**

7

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$42,100**
Opportunity Employment: **900**

8

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$41,500**
Opportunity Employment: **900**

9

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **800**

10

FIREFIIGHTERS

Annual Median Wage: **\$44,700**
Opportunity Employment: **600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DENVER-AURORA-LAKEWOOD, CO

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


21.4%
OPPORTUNITY
EMPLOYMENT


32.0%
BACHELOR'S
DEGREE REQUIRED


46.5%
LOWER-WAGE
EMPLOYMENT

84 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DES MOINES-WEST DES MOINES, IA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



3 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

CUSTOMER SERVICE REPRESENTATIVES

Annual Median Wage: **\$37,700**
Opportunity Employment: **10,600**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$46,000**
Opportunity Employment: **7,000**

3

REGISTERED NURSES

Annual Median Wage: **\$59,600**
Opportunity Employment: **4,400**

4

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$37,700**
Opportunity Employment: **3,200**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$41,300**
Opportunity Employment: **3,100**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,200**
Opportunity Employment: **2,600**

7

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,900**
Opportunity Employment: **2,400**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,700**
Opportunity Employment: **2,300**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$59,300**
Opportunity Employment: **2,200**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$104,100**
Opportunity Employment: **2,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DETROIT-WARREN-DEARBORN, MI

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


26.4%
OPPORTUNITY
EMPLOYMENT


26.7%
BACHELOR'S
DEGREE REQUIRED


47.0%
LOWER-WAGE
EMPLOYMENT

31 RANK OUT OF 121 METRO AREAS

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

ELECTRICIANS

Annual Median Wage: **\$65,300**
Opportunity Employment: **12,100**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$63,600**
Opportunity Employment: **10,500**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **10,400**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$125,000**
Opportunity Employment: **9,900**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$44,700**
Opportunity Employment: **9,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

DURHAM-CHAPEL HILL, 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



89 RANK OUT OF 121 METRO AREAS

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: **\$44,200**
Opportunity Employment: **1,000**



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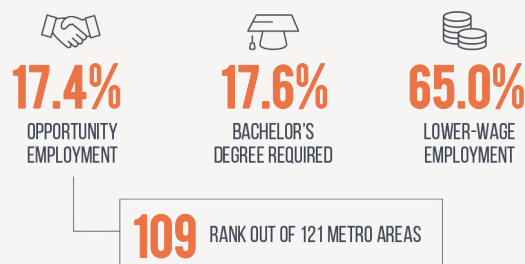
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

EL PASO, TX

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



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$36,800**
Opportunity Employment: **5,200**

2

REGISTERED NURSES

Annual Median Wage: **\$68,100**
Opportunity Employment: **4,300**

3

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,200**
Opportunity Employment: **2,100**

4

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$41,500**
Opportunity Employment: **2,000**

5

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$44,300**
Opportunity Employment: **1,800**

6

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$68,100**
Opportunity Employment: **1,500**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$47,700**
Opportunity Employment: **1,400**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$40,000**
Opportunity Employment: **1,300**

9

BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

Annual Median Wage: **\$36,700**
Opportunity Employment: **1,300**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$94,000**
Opportunity Employment: **1,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

EUGENE, OR

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



74 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$45,400**
Opportunity Employment: **2,100**

2

REGISTERED NURSES

Annual Median Wage: **\$88,300**
Opportunity Employment: **1,600**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,900**
Opportunity Employment: **1,400**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,700**
Opportunity Employment: **1,100**

5

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$51,100**
Opportunity Employment: **900**

6

CARPENTERS

Annual Median Wage: **\$47,100**
Opportunity Employment: **800**

7

INDUSTRIAL TRUCK AND TRACTOR OPERATORS

Annual Median Wage: **\$38,600**
Opportunity Employment: **800**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$86,900**
Opportunity Employment: **700**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$49,300**
Opportunity Employment: **600**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,800**
Opportunity Employment: **600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

FAYETTEVILLE-SPRINGDALE-ROGERS, AR-MO

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



58 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,800**
Opportunity Employment: **10,000**

2

REGISTERED NURSES

Annual Median Wage: **\$56,000**
Opportunity Employment: **3,000**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$35,100**
Opportunity Employment: **2,300**

4

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$62,600**
Opportunity Employment: **1,700**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$35,200**
Opportunity Employment: **1,500**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$84,700**
Opportunity Employment: **1,300**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$50,800**
Opportunity Employment: **1,300**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,600**
Opportunity Employment: **1,100**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$35,400**
Opportunity Employment: **1,000**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$34,300**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

FORT COLLINS, CO

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


21.2%
OPPORTUNITY
EMPLOYMENT


26.7%
BACHELOR'S
DEGREE REQUIRED


52.1%
LOWER-WAGE
EMPLOYMENT

88 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$68,600**
Opportunity Employment: **1,800**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,100**
Opportunity Employment: **1,200**

3

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$48,400**
Opportunity Employment: **1,100**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$39,100**
Opportunity Employment: **1,100**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$43,500**
Opportunity Employment: **900**

6

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$49,100**
Opportunity Employment: **800**

7

CARPENTERS

Annual Median Wage: **\$44,800**
Opportunity Employment: **800**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$58,000**
Opportunity Employment: **800**

9

ELECTRICIANS

Annual Median Wage: **\$56,500**
Opportunity Employment: **700**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$95,700**
Opportunity Employment: **700**



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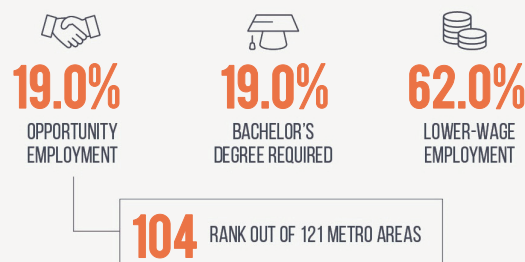
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$90,800**
Opportunity Employment: **5,100**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,700**
Opportunity Employment: **4,700**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,500**
Opportunity Employment: **2,500**

4

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$53,400**
Opportunity Employment: **1,900**

5

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,900**
Opportunity Employment: **1,900**

6

CARPENTERS

Annual Median Wage: **\$45,100**
Opportunity Employment: **1,700**

7

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$37,100**
Opportunity Employment: **1,700**

8

ELIGIBILITY INTERVIEWERS, GOVERNMENT PROGRAMS

Annual Median Wage: **\$46,600**
Opportunity Employment: **1,600**

9

CORRECTIONAL OFFICERS AND JAILERS

Annual Median Wage: **\$67,800**
Opportunity Employment: **1,500**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$98,200**
Opportunity Employment: **1,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

GRAND RAPIDS-WYOMING, MI

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



54 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,600**
Opportunity Employment: **9,600**

2

REGISTERED NURSES

Annual Median Wage: **\$63,000**
Opportunity Employment: **7,900**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,100**
Opportunity Employment: **5,400**

4

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$61,200**
Opportunity Employment: **4,500**

5

INDUSTRIAL MACHINERY MECHANICS

Annual Median Wage: **\$46,300**
Opportunity Employment: **3,300**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$118,200**
Opportunity Employment: **3,200**

7

MACHINISTS

Annual Median Wage: **\$43,100**
Opportunity Employment: **3,200**

8

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$35,500**
Opportunity Employment: **3,100**

9

SUPERVISORS OF PRODUCTION AND OPERATING WORKERS

Annual Median Wage: **\$58,900**
Opportunity Employment: **2,800**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,800**
Opportunity Employment: **2,800**



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OPPORTUNITY OCCUPATIONS REVISITED

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Across Metro Areas and Over Time

GREENSBORO-HIGH POINT, NC

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


24.9%
OPPORTUNITY
EMPLOYMENT


21.8%
BACHELOR'S
DEGREE REQUIRED


53.3%
LOWER-WAGE
EMPLOYMENT

57 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$45,600**
Opportunity Employment: **7,400**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$34,800**
Opportunity Employment: **4,200**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,600**
Opportunity Employment: **4,100**

4

REGISTERED NURSES

Annual Median Wage: **\$61,900**
Opportunity Employment: **3,600**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,600**
Opportunity Employment: **2,800**

6

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,300**
Opportunity Employment: **2,000**

7

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$35,600**
Opportunity Employment: **2,000**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$54,800**
Opportunity Employment: **1,900**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,400**
Opportunity Employment: **1,800**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$48,400**
Opportunity Employment: **1,600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
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Across Metro Areas and Over Time

GREENVILLE-ANDERSON-MAULDIN, SC

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



41 RANK OUT OF 121 METRO AREAS

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

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$35,400**
Opportunity Employment: **2,900**

7

INSPECTORS, TESTERS, SORTERS, SAMPLERS, AND WEIGHERS

Annual Median Wage: **\$34,400**
Opportunity Employment: **2,800**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$34,700**
Opportunity Employment: **2,700**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$51,000**
Opportunity Employment: **2,300**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$34,700**
Opportunity Employment: **2,000**



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For more information, read "Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time," by Kyle Fee, Keith Wardrip, 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.



OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

HARRISBURG-CARLISLE, PA

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



56 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$44,900**
Opportunity Employment: **7,200**

2

REGISTERED NURSES

Annual Median Wage: **\$70,700**
Opportunity Employment: **5,500**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,900**
Opportunity Employment: **4,400**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **3,000**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$39,200**
Opportunity Employment: **2,500**

6

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$56,600**
Opportunity Employment: **2,200**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$48,700**
Opportunity Employment: **1,900**

8

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,600**
Opportunity Employment: **1,600**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,700**
Opportunity Employment: **1,400**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$67,800**
Opportunity Employment: **1,300**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

HARTFORD-WEST HARTFORD-EAST HARTFORD, CT

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



51 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$79,000**
Opportunity Employment: **8,300**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$46,000**
Opportunity Employment: **7,600**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$48,100**
Opportunity Employment: **3,700**

4

MACHINISTS

Annual Median Wage: **\$51,900**
Opportunity Employment: **3,500**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$45,700**
Opportunity Employment: **3,500**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$44,000**
Opportunity Employment: **3,000**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$62,800**
Opportunity Employment: **3,000**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$57,200**
Opportunity Employment: **2,900**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$121,200**
Opportunity Employment: **2,800**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$43,700**
Opportunity Employment: **2,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

HOUSTON-THE WOODLANDS-SUGAR LAND, TX

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



64 RANK OUT OF 121 METRO AREAS

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

HUNTSVILLE, AL

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



72 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$55,700**
Opportunity Employment: **4,300**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,200**
Opportunity Employment: **3,600**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$38,700**
Opportunity Employment: **1,600**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,400**
Opportunity Employment: **1,400**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,000**
Opportunity Employment: **1,400**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,400**
Opportunity Employment: **1,400**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$138,200**
Opportunity Employment: **1,300**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$49,500**
Opportunity Employment: **1,200**

9

ELECTRICAL AND ELECTRONICS ENGINEERING TECHNICIANS

Annual Median Wage: **\$61,900**
Opportunity Employment: **1,000**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,900**
Opportunity Employment: **1,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

INDIANAPOLIS-CARMEL-ANDERSON, IN

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



38 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

JACKSON, MS

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



68 RANK OUT OF 121 METRO AREAS

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

JACKSONVILLE, FL

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



82 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

KALAMAZOO-PORTAGE, MI

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



66 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

KANSAS CITY, MO-KS

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



10 RANK OUT OF 121 METRO AREAS

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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FEDERAL RESERVE BANK
OF CLEVELAND



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of ATLANTA

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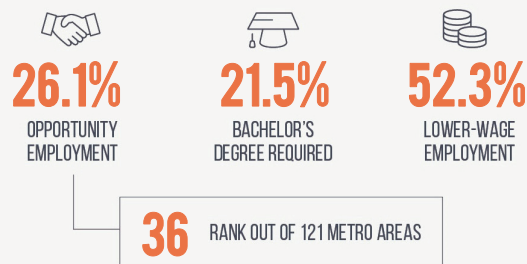
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

KNOXVILLE, TN

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



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,200**
Opportunity Employment: **7,100**

2

REGISTERED NURSES

Annual Median Wage: **\$56,200**
Opportunity Employment: **6,000**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$36,800**
Opportunity Employment: **3,600**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,300**
Opportunity Employment: **3,500**

5

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$36,800**
Opportunity Employment: **3,000**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,500**
Opportunity Employment: **2,700**

7

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$34,900**
Opportunity Employment: **2,200**

8

ELECTRICIANS

Annual Median Wage: **\$47,000**
Opportunity Employment: **2,000**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$104,200**
Opportunity Employment: **1,900**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$51,100**
Opportunity Employment: **1,900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LANCASTER, PA

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



52 RANK OUT OF 121 METRO AREAS

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$38,600**
Opportunity Employment: **1,700**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$54,600**
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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LANSING-EAST LANSING, MI

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



11 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

ASSEMBLERS AND FABRICATORS

Annual Median Wage: **\$37,100**
Opportunity Employment: **5,500**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$39,300**
Opportunity Employment: **3,200**

3

REGISTERED NURSES

Annual Median Wage: **\$73,500**
Opportunity Employment: **3,100**

4

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,800**
Opportunity Employment: **2,500**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$36,600**
Opportunity Employment: **2,000**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,500**
Opportunity Employment: **1,700**

7

COMPUTER USER SUPPORT SPECIALISTS

Annual Median Wage: **\$50,000**
Opportunity Employment: **1,400**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$127,500**
Opportunity Employment: **1,200**

9

CARPENTERS

Annual Median Wage: **\$44,500**
Opportunity Employment: **1,100**

10

MACHINISTS

Annual Median Wage: **\$49,000**
Opportunity Employment: **1,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LAS VEGAS-HENDERSON-PARADISE, NV

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



75 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$87,400**
Opportunity Employment: **11,700**

2

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$45,300**
Opportunity Employment: **10,200**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$38,000**
Opportunity Employment: **8,700**

4

CARPENTERS

Annual Median Wage: **\$45,000**
Opportunity Employment: **7,500**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,900**
Opportunity Employment: **6,500**

6

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$48,800**
Opportunity Employment: **6,100**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,600**
Opportunity Employment: **6,100**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$49,800**
Opportunity Employment: **5,400**

9

SUPERVISORS OF GAMING WORKERS

Annual Median Wage: **\$57,500**
Opportunity Employment: **5,300**

10

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$48,600**
Opportunity Employment: **5,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LEXINGTON-FAYETTE, KY

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



8 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

ASSEMBLERS AND FABRICATORS

Annual Median Wage: **\$45,800**
Opportunity Employment: **14,100**

2

REGISTERED NURSES

Annual Median Wage: **\$61,400**
Opportunity Employment: **5,600**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,300**
Opportunity Employment: **3,400**

4

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$35,000**
Opportunity Employment: **3,000**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,500**
Opportunity Employment: **1,700**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,100**
Opportunity Employment: **1,600**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$47,000**
Opportunity Employment: **1,300**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$81,200**
Opportunity Employment: **1,200**

9

ELECTRICIANS

Annual Median Wage: **\$45,300**
Opportunity Employment: **1,100**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$50,000**
Opportunity Employment: **1,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LITTLE ROCK-NORTH LITTLE ROCK-CONWAY, AR

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



42 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$62,300**
Opportunity Employment: **7,100**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,500**
Opportunity Employment: **6,200**

3

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,900**
Opportunity Employment: **3,500**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,200**
Opportunity Employment: **2,500**

5

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$46,100**
Opportunity Employment: **2,500**

6

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$35,500**
Opportunity Employment: **2,300**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$85,100**
Opportunity Employment: **2,300**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$49,700**
Opportunity Employment: **1,900**

9

CARPENTERS

Annual Median Wage: **\$35,100**
Opportunity Employment: **1,800**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$35,900**
Opportunity Employment: **1,800**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LOS ANGELES-LONG BEACH-ANAHEIM, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



119 RANK OUT OF 121 METRO AREAS

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: **\$58,400**
Opportunity Employment: **24,600**

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

LOUISVILLE/JEFFERSON COUNTY, KY-IN

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



30 RANK OUT OF 121 METRO AREAS

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

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$50,100**
Opportunity Employment: **3,600**

7

CONSTRUCTION LABORERS

Annual Median Wage: **\$34,700**
Opportunity Employment: **3,600**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,200**
Opportunity Employment: **3,400**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$57,000**
Opportunity Employment: **3,300**

10

ELECTRICIANS

Annual Median Wage: **\$58,200**
Opportunity Employment: **3,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MADISON, WI

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



48 RANK OUT OF 121 METRO AREAS

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

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,900**
Opportunity Employment: **3,700**

5

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$38,100**
Opportunity Employment: **2,400**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$42,600**
Opportunity Employment: **2,400**

7

CARPENTERS

Annual Median Wage: **\$55,800**
Opportunity Employment: **2,100**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$57,400**
Opportunity Employment: **2,100**

9

COMPUTER USER SUPPORT SPECIALISTS

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MEMPHIS, TN-MS-AR

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



26 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,800**
Opportunity Employment: **15,600**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$34,400**
Opportunity Employment: **8,600**

3

REGISTERED NURSES

Annual Median Wage: **\$65,000**
Opportunity Employment: **7,500**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$35,500**
Opportunity Employment: **5,600**

5

LIGHT TRUCK OR DELIVERY SERVICES DRIVERS

Annual Median Wage: **\$35,100**
Opportunity Employment: **5,400**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,600**
Opportunity Employment: **4,200**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,000**
Opportunity Employment: **4,000**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$42,700**
Opportunity Employment: **3,800**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$53,900**
Opportunity Employment: **3,200**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$53,900**
Opportunity Employment: **3,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MIAMI-FORT LAUDERDALE-WEST PALM BEACH, FL

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



118 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$65,400**
Opportunity Employment: **41,000**

2

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$47,300**
Opportunity Employment: **16,700**

3

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$41,800**
Opportunity Employment: **15,900**

4

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$53,200**
Opportunity Employment: **12,900**

5

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$72,600**
Opportunity Employment: **12,000**

6

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$46,900**
Opportunity Employment: **11,900**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$45,200**
Opportunity Employment: **11,000**

8

ELECTRICIANS

Annual Median Wage: **\$42,800**
Opportunity Employment: **10,200**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$116,200**
Opportunity Employment: **7,700**

10

SECURITIES, COMMODITIES, AND FINANCIAL SERVICES SALES AGENTS

Annual Median Wage: **\$62,800**
Opportunity Employment: **7,600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MILWAUKEE-WAUKESHA-WEST ALLIS, WI

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



14 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

CUSTOMER SERVICE REPRESENTATIVES

Annual Median Wage: **\$37,500**
Opportunity Employment: **17,900**

2

REGISTERED NURSES

Annual Median Wage: **\$69,000**
Opportunity Employment: **11,200**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,300**
Opportunity Employment: **8,800**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,500**
Opportunity Employment: **8,300**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,200**
Opportunity Employment: **7,000**

6

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$65,300**
Opportunity Employment: **6,000**

7

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$37,800**
Opportunity Employment: **5,300**

8

MACHINISTS

Annual Median Wage: **\$41,500**
Opportunity Employment: **5,200**

9

COMPUTER-CONTROLLED MACHINE TOOL OPERATORS

Annual Median Wage: **\$43,800**
Opportunity Employment: **4,300**

10

CARPENTERS

Annual Median Wage: **\$49,700**
Opportunity Employment: **4,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MINNEAPOLIS-ST. PAUL-BLOOMINGTON, MN-WI

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


28.0%
OPPORTUNITY
EMPLOYMENT


30.6%
BACHELOR'S
DEGREE REQUIRED


41.4%
LOWER-WAGE
EMPLOYMENT

18 RANK OUT OF 121 METRO AREAS

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

LIGHT TRUCK OR DELIVERY SERVICES DRIVERS

Annual Median Wage: **\$38,600**
Opportunity Employment: **10,100**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$67,000**
Opportunity Employment: **9,900**

10

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$56,500**
Opportunity Employment: **9,600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

MYRTLE BEACH-CONWAY-NORTH MYRTLE BEACH, SC-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


16.5%
OPPORTUNITY
EMPLOYMENT


11.1%
BACHELOR'S
DEGREE REQUIRED


72.4%
LOWER-WAGE
EMPLOYMENT

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

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$40,900**
Opportunity Employment: **800**

8

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

Annual Median Wage: **\$37,900**
Opportunity Employment: **800**

9

FIREFIIGHTERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **800**

10

OPERATING ENGINEERS AND OTHER CONSTRUCTION EQUIPMENT OPERATORS

Annual Median Wage: **\$34,800**
Opportunity Employment: **700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

NASHVILLE-DAVIDSON—MURFREESBORO—FRANKLIN, TN

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



34 RANK OUT OF 121 METRO AREAS

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

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,300**
Opportunity Employment: **6,600**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$41,200**
Opportunity Employment: **6,500**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$54,800**
Opportunity Employment: **5,500**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$102,600**
Opportunity Employment: **4,500**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$42,600**
Opportunity Employment: **4,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

NEW HAVEN, CT

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



67 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$82,200**
Opportunity Employment: **5,300**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$43,600**
Opportunity Employment: **4,900**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$46,800**
Opportunity Employment: **3,000**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$46,800**
Opportunity Employment: **2,300**

5

CONSTRUCTION LABORERS

Annual Median Wage: **\$44,900**
Opportunity Employment: **1,800**

6

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$45,400**
Opportunity Employment: **1,600**

7

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$46,200**
Opportunity Employment: **1,600**

8

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,800**
Opportunity Employment: **1,500**

9

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$58,200**
Opportunity Employment: **1,400**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$66,800**
Opportunity Employment: **1,300**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

NEW ORLEANS-METairie, LA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



50 RANK OUT OF 121 METRO AREAS

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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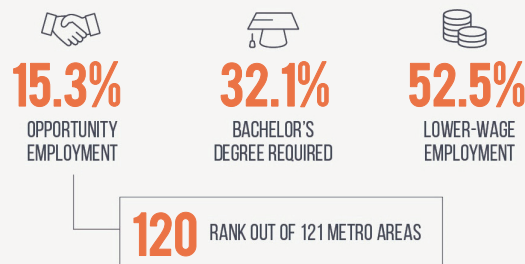
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

NEW YORK-NEWARK-JERSEY CITY, NY-NJ-PA

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



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$90,000**
Opportunity Employment: **97,600**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$49,000**
Opportunity Employment: **63,200**

3

CONSTRUCTION LABORERS

Annual Median Wage: **\$46,800**
Opportunity Employment: **59,100**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$46,200**
Opportunity Employment: **44,900**

5

CARPENTERS

Annual Median Wage: **\$60,800**
Opportunity Employment: **44,500**

6

ELECTRICIANS

Annual Median Wage: **\$75,700**
Opportunity Employment: **42,600**

7

SECURITIES, COMMODITIES, AND FINANCIAL SERVICES SALES AGENTS

Annual Median Wage: **\$136,000**
Opportunity Employment: **37,800**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$55,100**
Opportunity Employment: **36,200**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$77,500**
Opportunity Employment: **35,100**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$65,000**
Opportunity Employment: **29,700**



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For more information, read "Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time," by Kyle Fee, Keith Wardrip, 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.



OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

NORTH PORT-SARASOTA-BRADENTON, FL

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



97 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$63,000**
Opportunity Employment: **5,000**

2

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,000**
Opportunity Employment: **2,900**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,800**
Opportunity Employment: **2,300**

4

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,600**
Opportunity Employment: **2,200**

5

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS

Annual Median Wage: **\$37,800**
Opportunity Employment: **2,000**

6

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,400**
Opportunity Employment: **1,900**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$44,900**
Opportunity Employment: **1,800**

8

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$52,200**
Opportunity Employment: **1,800**

9

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$39,700**
Opportunity Employment: **1,400**

10

ELECTRICIANS

Annual Median Wage: **\$45,800**
Opportunity Employment: **1,200**



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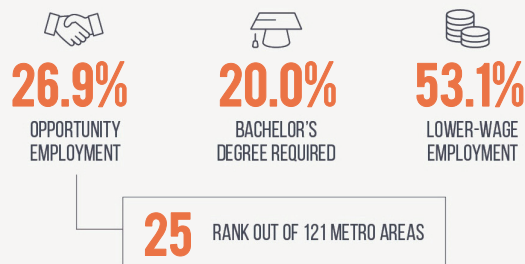
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

OGDEN-CLEARFIELD, UT

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



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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
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Across Metro Areas and Over Time

OKLAHOMA CITY, OK

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



40 RANK OUT OF 121 METRO AREAS

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 RETAIL SALES WORKERS

Annual Median Wage: **\$34,600**
Opportunity Employment: **4,900**

5

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$51,100**
Opportunity Employment: **4,100**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$93,600**
Opportunity Employment: **3,800**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,700**
Opportunity Employment: **3,700**

8

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$41,200**
Opportunity Employment: **3,000**

9

EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$43,500**
Opportunity Employment: **2,900**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$38,700**
Opportunity Employment: **2,800**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

OMAHA-COUNCIL BLUFFS, NE-IA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



35 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **12,900**

2

REGISTERED NURSES

Annual Median Wage: **\$61,700**
Opportunity Employment: **8,300**

3

CARPENTERS

Annual Median Wage: **\$40,900**
Opportunity Employment: **4,100**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **4,000**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,500**
Opportunity Employment: **3,800**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$89,800**
Opportunity Employment: **2,800**

7

ELECTRICIANS

Annual Median Wage: **\$48,300**
Opportunity Employment: **2,700**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,300**
Opportunity Employment: **2,700**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,800**
Opportunity Employment: **2,300**

10

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$59,900**
Opportunity Employment: **2,200**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
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Across Metro Areas and Over Time

ORLANDO-KISSIMMEE-SANFORD, FL

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



107 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$62,600**
Opportunity Employment: **12,900**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$40,100**
Opportunity Employment: **10,700**

3

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,800**
Opportunity Employment: **8,800**

4

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$49,900**
Opportunity Employment: **6,900**

5

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$47,800**
Opportunity Employment: **6,400**

6

CARPENTERS

Annual Median Wage: **\$40,100**
Opportunity Employment: **5,700**

7

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$46,600**
Opportunity Employment: **5,200**

8

ELECTRICIANS

Annual Median Wage: **\$41,000**
Opportunity Employment: **5,200**

9

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$56,000**
Opportunity Employment: **5,200**

10

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,800**
Opportunity Employment: **5,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

OXNARD-THOUSAND OAKS-VENTURA, CA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



112 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$80,200**
Opportunity Employment: **3,500**

2

CARPENTERS

Annual Median Wage: **\$53,100**
Opportunity Employment: **2,100**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$47,500**
Opportunity Employment: **2,000**

4

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$123,700**
Opportunity Employment: **1,500**

5

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$58,400**
Opportunity Employment: **1,400**

6

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$51,100**
Opportunity Employment: **1,400**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$55,800**
Opportunity Employment: **1,300**

8

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$113,600**
Opportunity Employment: **1,200**

9

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$54,600**
Opportunity Employment: **1,000**

10

ELECTRICIANS

Annual Median Wage: **\$55,700**
Opportunity Employment: **1,000**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PALM BAY-MELBOURNE-TITUSVILLE, FL

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



87 RANK OUT OF 121 METRO AREAS

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

ELECTRICIANS

Annual Median Wage: **\$45,300**
Opportunity Employment: **1,100**

7

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$46,200**
Opportunity Employment: **1,100**

8

CARPENTERS

Annual Median Wage: **\$36,700**
Opportunity Employment: **1,000**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$48,200**
Opportunity Employment: **900**

10

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$44,900**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-DE-MD

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



95 RANK OUT OF 121 METRO AREAS

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

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$43,600**
Opportunity Employment: **12,900**

7

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,100**
Opportunity Employment: **12,600**

8

CARPENTERS

Annual Median Wage: **\$54,700**
Opportunity Employment: **12,400**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$75,100**
Opportunity Employment: **11,900**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$60,800**
Opportunity Employment: **11,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PHOENIX-MESA-SCOTTSDALE, AZ

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



76 RANK OUT OF 121 METRO AREAS

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$41,600**
Opportunity Employment: **9,900**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$97,400**
Opportunity Employment: **9,800**

8

CORRECTIONAL OFFICERS AND JAILERS

Annual Median Wage: **\$45,600**
Opportunity Employment: **8,300**

9

CARPENTERS

Annual Median Wage: **\$42,900**
Opportunity Employment: **8,200**

10

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$45,900**
Opportunity Employment: **7,900**



FEDERAL RESERVE BANK
OF PHILADELPHIA

FEDERAL RESERVE BANK
OF CLEVELAND



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PITTSBURGH, PA

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



55 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$63,200**
Opportunity Employment: **18,100**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$45,000**
Opportunity Employment: **14,200**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,100**
Opportunity Employment: **10,600**

4

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,600**
Opportunity Employment: **9,700**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,700**
Opportunity Employment: **7,700**

6

CARPENTERS

Annual Median Wage: **\$51,600**
Opportunity Employment: **6,100**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$44,600**
Opportunity Employment: **6,000**

8

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$37,200**
Opportunity Employment: **5,800**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,000**
Opportunity Employment: **5,700**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$63,000**
Opportunity Employment: **5,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PORTLAND-SOUTH PORTLAND, ME

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



94 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$67,200**
Opportunity Employment: **2,800**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,600**
Opportunity Employment: **2,200**

3

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,700**
Opportunity Employment: **1,400**

4

CARPENTERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **1,400**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,100**
Opportunity Employment: **1,400**

6

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$101,700**
Opportunity Employment: **1,200**

7

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$56,800**
Opportunity Employment: **1,100**

8

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,500**
Opportunity Employment: **1,000**

9

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$59,800**
Opportunity Employment: **900**

10

FIREFIIGHTERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **800**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PORTLAND-VANCOUVER-HILLSBORO, OR-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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



27 RANK OUT OF 121 METRO AREAS

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

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **9,500**

7

MEDICAL ASSISTANTS

Annual Median Wage: **\$38,900**
Opportunity Employment: **6,100**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$105,800**
Opportunity Employment: **6,100**

9

ELECTRICIANS

Annual Median Wage: **\$73,700**
Opportunity Employment: **5,900**

10

MEDICAL SECRETARIES

Annual Median Wage: **\$40,100**
Opportunity Employment: **5,900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PROVIDENCE-WARWICK, RI-MA

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



70 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$75,200**
Opportunity Employment: **11,000**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$41,000**
Opportunity Employment: **6,100**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$41,700**
Opportunity Employment: **4,600**

4

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$46,200**
Opportunity Employment: **4,200**

5

CARPENTERS

Annual Median Wage: **\$48,000**
Opportunity Employment: **3,700**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$41,100**
Opportunity Employment: **3,300**

7

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$38,900**
Opportunity Employment: **2,800**

8

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$45,100**
Opportunity Employment: **2,800**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$58,200**
Opportunity Employment: **2,500**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$59,200**
Opportunity Employment: **2,400**



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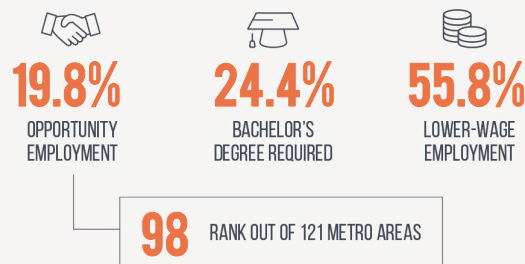
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

PROVO-OREM, UT

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

ELECTRICIANS

Annual Median Wage: **\$55,000**
Opportunity Employment: **3,100**

2

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$72,500**
Opportunity Employment: **2,600**

3

REGISTERED NURSES

Annual Median Wage: **\$59,900**
Opportunity Employment: **2,300**

4

CARPENTERS

Annual Median Wage: **\$39,000**
Opportunity Employment: **2,000**

5

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$42,200**
Opportunity Employment: **1,700**

6

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$36,700**
Opportunity Employment: **1,600**

7

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$44,100**
Opportunity Employment: **1,200**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$45,500**
Opportunity Employment: **1,100**

9

COMPUTER USER SUPPORT SPECIALISTS

Annual Median Wage: **\$39,300**
Opportunity Employment: **1,000**

10

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$53,800**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

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



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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
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Across Metro Areas and Over Time

READING, PA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


25.4%
OPPORTUNITY
EMPLOYMENT


20.6%
BACHELOR'S
DEGREE REQUIRED


54.0%
LOWER-WAGE
EMPLOYMENT

46 RANK OUT OF 121 METRO AREAS

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

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$46,200**
Opportunity Employment: **1,100**

7

WELDERS, CUTTERS, SOLDERERS, AND BRAZERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **1,100**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$61,200**
Opportunity Employment: **1,000**

9

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,700**
Opportunity Employment: **1,000**

10

ELECTRICIANS

Annual Median Wage: **\$49,100**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

RENO, NV

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


24.0%
OPPORTUNITY
EMPLOYMENT


18.8%
BACHELOR'S
DEGREE REQUIRED


57.2%
LOWER-WAGE
EMPLOYMENT

65 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$47,200**
Opportunity Employment: **4,000**

2

REGISTERED NURSES

Annual Median Wage: **\$78,000**
Opportunity Employment: **3,000**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$37,200**
Opportunity Employment: **2,300**

4

CARPENTERS

Annual Median Wage: **\$51,000**
Opportunity Employment: **2,200**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,400**
Opportunity Employment: **1,800**

6

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$44,400**
Opportunity Employment: **1,200**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$107,100**
Opportunity Employment: **1,200**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$54,300**
Opportunity Employment: **1,100**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$54,300**
Opportunity Employment: **1,100**

10

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$50,600**
Opportunity Employment: **1,100**



FEDERAL RESERVE BANK
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FEDERAL RESERVE BANK
OF CLEVELAND



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of ATLANTA

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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

RICHMOND, VA

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



43 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

RIVERSIDE-SAN BERNARDINO-ONTARIO, CA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



93 RANK OUT OF 121 METRO AREAS

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,800**
Opportunity Employment: **7,200**

9

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$46,200**
Opportunity Employment: **6,400**

10

ELECTRICIANS

Annual Median Wage: **\$54,400**
Opportunity Employment: **6,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

ROCHESTER, NY

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



83 RANK OUT OF 121 METRO AREAS

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SACRAMENTO—ROSEVILLE—ARDEN-ARCADE, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



44 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$120,500**
Opportunity Employment: **13,400**

2

CARPENTERS

Annual Median Wage: **\$52,900**
Opportunity Employment: **8,900**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,600**
Opportunity Employment: **7,700**

4

CONSTRUCTION LABORERS

Annual Median Wage: **\$43,400**
Opportunity Employment: **6,700**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$43,300**
Opportunity Employment: **6,700**

6

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,800**
Opportunity Employment: **6,500**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$111,600**
Opportunity Employment: **5,200**

8

MEDICAL SECRETARIES

Annual Median Wage: **\$44,900**
Opportunity Employment: **4,800**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,600**
Opportunity Employment: **4,500**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$44,000**
Opportunity Employment: **4,300**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SALEM, OR

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



19 RANK OUT OF 121 METRO AREAS

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SALT LAKE CITY, UT

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



81 RANK OUT OF 121 METRO AREAS

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

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$86,800**
Opportunity Employment: **5,600**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **5,300**

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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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SAN ANTONIO-NEW BRAUNFELS, TX

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



78 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$40,900**
Opportunity Employment: **13,000**

2

REGISTERED NURSES

Annual Median Wage: **\$67,400**
Opportunity Employment: **12,900**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$37,200**
Opportunity Employment: **7,600**

4

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$45,700**
Opportunity Employment: **6,200**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,500**
Opportunity Employment: **6,000**

6

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$51,900**
Opportunity Employment: **5,100**

7

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,900**
Opportunity Employment: **4,800**

8

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$59,600**
Opportunity Employment: **4,600**

9

ELECTRICIANS

Annual Median Wage: **\$45,200**
Opportunity Employment: **4,600**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$39,900**
Opportunity Employment: **4,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SAN DIEGO-CARLSBAD, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



115 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$94,200**
Opportunity Employment: **15,900**

2

CARPENTERS

Annual Median Wage: **\$51,200**
Opportunity Employment: **8,200**

3

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$44,000**
Opportunity Employment: **8,100**

4

ELECTRICIANS

Annual Median Wage: **\$60,300**
Opportunity Employment: **7,100**

5

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$121,600**
Opportunity Employment: **6,200**

6

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$56,300**
Opportunity Employment: **5,700**

7

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$54,100**
Opportunity Employment: **5,600**

8

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$50,000**
Opportunity Employment: **5,100**

9

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$51,900**
Opportunity Employment: **4,900**

10

SECURITIES, COMMODITIES, AND FINANCIAL SERVICES SALES AGENTS

Annual Median Wage: **\$47,700**
Opportunity Employment: **4,300**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SAN FRANCISCO-OAKLAND-HAYWARD, CA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



111 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$129,300**
Opportunity Employment: **24,700**

2

CARPENTERS

Annual Median Wage: **\$64,000**
Opportunity Employment: **17,600**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$50,300**
Opportunity Employment: **15,800**

4

CONSTRUCTION LABORERS

Annual Median Wage: **\$53,900**
Opportunity Employment: **15,100**

5

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$59,400**
Opportunity Employment: **9,300**

6

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$67,500**
Opportunity Employment: **8,800**

7

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$149,600**
Opportunity Employment: **8,400**

8

ELECTRICIANS

Annual Median Wage: **\$88,400**
Opportunity Employment: **8,400**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$50,100**
Opportunity Employment: **8,300**

10

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$109,500**
Opportunity Employment: **8,200**



FEDERAL RESERVE BANK
OF PHILADELPHIA

FEDERAL RESERVE BANK
OF CLEVELAND



FEDERAL
RESERVE
BANK
of ATLANTA

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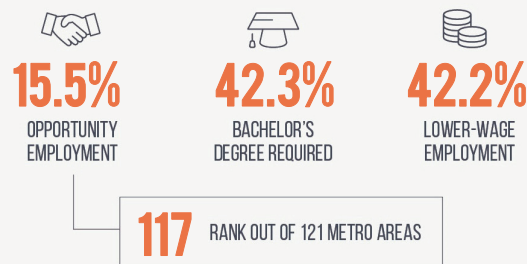
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SAN JOSE-SUNNYVALE-SANTA CLARA, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$139,000**
Opportunity Employment: **11,000**

2

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$48,800**
Opportunity Employment: **7,900**

3

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$73,600**
Opportunity Employment: **6,200**

4

ELECTRICIANS

Annual Median Wage: **\$74,900**
Opportunity Employment: **5,600**

5

CONSTRUCTION LABORERS

Annual Median Wage: **\$51,100**
Opportunity Employment: **4,700**

6

CARPENTERS

Annual Median Wage: **\$60,600**
Opportunity Employment: **4,700**

7

MEDICAL SECRETARIES

Annual Median Wage: **\$52,000**
Opportunity Employment: **4,600**

8

COMPUTER USER SUPPORT SPECIALISTS

Annual Median Wage: **\$73,500**
Opportunity Employment: **4,400**

9

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$48,600**
Opportunity Employment: **4,100**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$49,600**
Opportunity Employment: **3,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SANTA ROSA, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



90 RANK OUT OF 121 METRO AREAS

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

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$58,100**
Opportunity Employment: **1,400**

7

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$48,600**
Opportunity Employment: **1,200**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$58,900**
Opportunity Employment: **1,000**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$48,900**
Opportunity Employment: **1,000**

10

ELECTRICIANS

Annual Median Wage: **\$66,500**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SAVANNAH, GA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



71 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$43,100**
Opportunity Employment: **2,800**

2

REGISTERED NURSES

Annual Median Wage: **\$61,800**
Opportunity Employment: **2,400**

3

INDUSTRIAL TRUCK AND TRACTOR OPERATORS

Annual Median Wage: **\$35,800**
Opportunity Employment: **2,100**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,700**
Opportunity Employment: **1,300**

5

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$89,600**
Opportunity Employment: **1,200**

6

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,600**
Opportunity Employment: **1,200**

7

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$40,200**
Opportunity Employment: **1,100**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$41,700**
Opportunity Employment: **900**

9

CARPENTERS

Annual Median Wage: **\$38,600**
Opportunity Employment: **900**

10

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$60,300**
Opportunity Employment: **900**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SCRANTON—WILKES-BARRE—HAZLETON, PA

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



49 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$44,300**
Opportunity Employment: **5,300**

2

REGISTERED NURSES

Annual Median Wage: **\$58,900**
Opportunity Employment: **4,600**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$34,800**
Opportunity Employment: **2,800**

4

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,100**
Opportunity Employment: **2,400**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,400**
Opportunity Employment: **1,700**

6

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$53,400**
Opportunity Employment: **1,600**

7

CONSTRUCTION LABORERS

Annual Median Wage: **\$35,900**
Opportunity Employment: **1,500**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$53,400**
Opportunity Employment: **1,500**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$47,400**
Opportunity Employment: **1,400**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$37,400**
Opportunity Employment: **1,100**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SEATTLE-TACOMA-BELLEVUE, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES


24.5%
OPPORTUNITY
EMPLOYMENT


33.2%
BACHELOR'S
DEGREE REQUIRED


42.4%
LOWER-WAGE
EMPLOYMENT

62 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$80,800**
Opportunity Employment: **18,400**

2

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$45,100**
Opportunity Employment: **17,600**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$48,100**
Opportunity Employment: **16,100**

4

CARPENTERS

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

5

CONSTRUCTION LABORERS

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

6

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$43,500**
Opportunity Employment: **13,800**

7

ELECTRICIANS

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

8

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$44,700**
Opportunity Employment: **10,500**

9

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$59,100**
Opportunity Employment: **8,000**

10

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$56,900**
Opportunity Employment: **7,500**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SIoux FALLS, SD

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



63 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$55,900**
Opportunity Employment: **3,500**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$38,700**
Opportunity Employment: **3,100**

3

CARPENTERS

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

4

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$59,000**
Opportunity Employment: **1,200**

5

ELECTRICIANS

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

6

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$35,400**
Opportunity Employment: **900**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$44,600**
Opportunity Employment: **700**

8

CEMENT MASONS AND CONCRETE FINISHERS

Annual Median Wage: **\$38,200**
Opportunity Employment: **700**

9

EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$38,700**
Opportunity Employment: **700**

10

WELDERS, CUTTERS, SOLDERERS, AND BRAZERS

Annual Median Wage: **\$36,200**
Opportunity Employment: **700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SPOKANE-SPOKANE VALLEY, WA

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



9 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,800**
Opportunity Employment: **3,200**

2

REGISTERED NURSES

Annual Median Wage: **\$74,400**
Opportunity Employment: **2,900**

3

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$36,300**
Opportunity Employment: **2,700**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,700**
Opportunity Employment: **2,300**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,700**
Opportunity Employment: **2,000**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$39,300**
Opportunity Employment: **1,800**

7

CARPENTERS

Annual Median Wage: **\$49,500**
Opportunity Employment: **1,500**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$53,200**
Opportunity Employment: **1,400**

9

ELECTRICIANS

Annual Median Wage: **\$53,400**
Opportunity Employment: **1,200**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,500**
Opportunity Employment: **1,200**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SPRINGFIELD, MA-CT

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



23 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$76,800**
Opportunity Employment: **4,700**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$46,200**
Opportunity Employment: **4,400**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$41,800**
Opportunity Employment: **3,200**

4

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$40,600**
Opportunity Employment: **3,000**

5

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **2,300**

6

LIGHT TRUCK OR DELIVERY SERVICES DRIVERS

Annual Median Wage: **\$37,200**
Opportunity Employment: **2,300**

7

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$63,600**
Opportunity Employment: **1,800**

8

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,700**
Opportunity Employment: **1,800**

9

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$53,400**
Opportunity Employment: **1,800**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$95,900**
Opportunity Employment: **1,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SPRINGFIELD, MO

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



33 RANK OUT OF 121 METRO AREAS

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**



FEDERAL RESERVE BANK
OF PHILADELPHIA

FEDERAL RESERVE BANK
of CLEVELAND



FEDERAL
RESERVE
BANK
of ATLANTA

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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

ST. LOUIS, MO-IL

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



5 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$62,600**
Opportunity Employment: **27,100**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$35,400**
Opportunity Employment: **25,100**

3

CUSTOMER SERVICE REPRESENTATIVES

Annual Median Wage: **\$34,200**
Opportunity Employment: **21,000**

4

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$47,800**
Opportunity Employment: **14,700**

5

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,800**
Opportunity Employment: **13,400**

6

CONSTRUCTION LABORERS

Annual Median Wage: **\$50,700**
Opportunity Employment: **10,200**

7

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,900**
Opportunity Employment: **9,400**

8

ASSEMBLERS AND FABRICATORS

Annual Median Wage: **\$34,500**
Opportunity Employment: **9,400**

9

CARPENTERS

Annual Median Wage: **\$62,400**
Opportunity Employment: **8,000**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$45,200**
Opportunity Employment: **7,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

STOCKTON-LODI, 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.

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES



39 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,400**
Opportunity Employment: **6,900**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$38,400**
Opportunity Employment: **3,000**

3

REGISTERED NURSES

Annual Median Wage: **\$111,300**
Opportunity Employment: **3,000**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$43,100**
Opportunity Employment: **2,400**

5

CONSTRUCTION LABORERS

Annual Median Wage: **\$51,000**
Opportunity Employment: **1,700**

6

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$40,000**
Opportunity Employment: **1,600**

7

CORRECTIONAL OFFICERS AND JAILERS

Annual Median Wage: **\$69,700**
Opportunity Employment: **1,500**

8

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$54,700**
Opportunity Employment: **1,400**

9

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$40,000**
Opportunity Employment: **1,300**

10

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$109,200**
Opportunity Employment: **1,300**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

SYRACUSE, NY

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



24 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$42,700**
Opportunity Employment: **4,300**

2

REGISTERED NURSES

Annual Median Wage: **\$63,200**
Opportunity Employment: **3,900**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$37,900**
Opportunity Employment: **3,100**

4

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$38,300**
Opportunity Employment: **2,700**

5

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$39,100**
Opportunity Employment: **2,600**

6

BUS DRIVERS, SCHOOL OR SPECIAL CLIENT

Annual Median Wage: **\$37,300**
Opportunity Employment: **2,100**

7

CONSTRUCTION LABORERS

Annual Median Wage: **\$38,500**
Opportunity Employment: **1,900**

8

SECURITY GUARDS

Annual Median Wage: **\$41,800**
Opportunity Employment: **1,800**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$37,000**
Opportunity Employment: **1,800**

10

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$41,900**
Opportunity Employment: **1,700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

TAMPA-ST. PETERSBURG-CLEARWATER, FL

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



105 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$66,400**
Opportunity Employment: **20,800**

2

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **12,700**

3

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$43,200**
Opportunity Employment: **8,800**

4

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$39,400**
Opportunity Employment: **8,600**

5

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$53,100**
Opportunity Employment: **8,100**

6

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$47,700**
Opportunity Employment: **6,800**

7

SALES REPRESENTATIVES, SERVICES

Annual Median Wage: **\$47,800**
Opportunity Employment: **6,000**

8

ELECTRICIANS

Annual Median Wage: **\$40,100**
Opportunity Employment: **5,700**

9

HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS

Annual Median Wage: **\$38,400**
Opportunity Employment: **5,500**

10

INSURANCE SALES AGENTS

Annual Median Wage: **\$48,800**
Opportunity Employment: **5,200**



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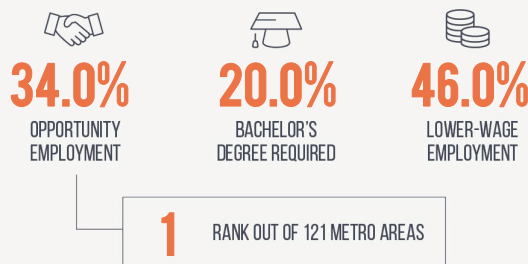
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

TOLEDO, OH

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



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 REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

TRENTON, NJ

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



102 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$76,400**
Opportunity Employment: **3,200**

2

SECRETARIES AND ADMINISTRATIVE ASSISTANTS

Annual Median Wage: **\$48,300**
Opportunity Employment: **3,100**

3

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$45,600**
Opportunity Employment: **1,700**

4

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$46,100**
Opportunity Employment: **1,700**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$46,500**
Opportunity Employment: **1,100**

6

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$56,100**
Opportunity Employment: **1,000**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$42,600**
Opportunity Employment: **800**

8

SUPERVISORS OF TRANSPORTATION AND MATERIAL MOVING WORKERS

Annual Median Wage: **\$63,000**
Opportunity Employment: **800**

9

SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS

Annual Median Wage: **\$47,000**
Opportunity Employment: **700**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$52,900**
Opportunity Employment: **700**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

TUCSON, AZ

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



96 RANK OUT OF 121 METRO AREAS

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

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$36,300**
Opportunity Employment: **1,900**

7

CORRECTIONAL OFFICERS AND JAILERS

Annual Median Wage: **\$40,500**
Opportunity Employment: **1,800**

8

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$81,500**
Opportunity Employment: **1,700**

9

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$59,300**
Opportunity Employment: **1,500**

10

COMPUTER USER SUPPORT SPECIALISTS

Annual Median Wage: **\$48,700**
Opportunity Employment: **1,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

TULSA, OK

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


27.9%
OPPORTUNITY
EMPLOYMENT


22.4%
BACHELOR'S
DEGREE REQUIRED


49.6%
LOWER-WAGE
EMPLOYMENT

20 RANK OUT OF 121 METRO AREAS

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**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

URBAN HONOLULU, HI

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



108 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$104,900**
Opportunity Employment: **6,400**

2

CONSTRUCTION LABORERS

Annual Median Wage: **\$61,900**
Opportunity Employment: **4,000**

3

CARPENTERS

Annual Median Wage: **\$77,100**
Opportunity Employment: **3,800**

4

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$119,700**
Opportunity Employment: **3,100**

5

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$56,200**
Opportunity Employment: **2,900**

6

ELECTRICIANS

Annual Median Wage: **\$78,700**
Opportunity Employment: **2,600**

7

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$47,400**
Opportunity Employment: **2,400**

8

PAINTERS, CONSTRUCTION AND MAINTENANCE

Annual Median Wage: **\$52,700**
Opportunity Employment: **1,600**

9

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$70,700**
Opportunity Employment: **1,500**

10

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$79,500**
Opportunity Employment: **1,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA-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



29 RANK OUT OF 121 METRO AREAS

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

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

Annual Median Wage: **\$47,200**
Opportunity Employment: **5,000**

7

ELECTRICIANS

Annual Median Wage: **\$49,200**
Opportunity Employment: **4,800**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$40,700**
Opportunity Employment: **4,500**

9

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$52,600**
Opportunity Employment: **4,100**

10

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$43,700**
Opportunity Employment: **4,000**



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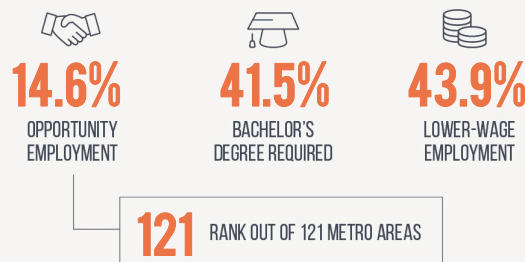
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA-MD-WV

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



TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

REGISTERED NURSES

Annual Median Wage: **\$78,300**
Opportunity Employment: **26,900**

2

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$155,400**
Opportunity Employment: **13,900**

3

CARPENTERS

Annual Median Wage: **\$47,200**
Opportunity Employment: **13,300**

4

POLICE AND SHERIFF'S PATROL OFFICERS

Annual Median Wage: **\$70,400**
Opportunity Employment: **12,600**

5

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$49,500**
Opportunity Employment: **12,600**

6

ELECTRICIANS

Annual Median Wage: **\$57,000**
Opportunity Employment: **10,900**

7

SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS

Annual Median Wage: **\$70,900**
Opportunity Employment: **10,600**

8

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$49,700**
Opportunity Employment: **10,500**

9

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$48,700**
Opportunity Employment: **10,000**

10

SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS

Annual Median Wage: **\$62,900**
Opportunity Employment: **9,600**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

WICHITA, KS

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



17 RANK OUT OF 121 METRO AREAS

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1

AIRCRAFT STRUCTURE, SURFACES, RIGGING, AND SYSTEMS ASSEMBLERS

Annual Median Wage: **\$54,700**
Opportunity Employment: **7,600**

2

REGISTERED NURSES

Annual Median Wage: **\$55,100**
Opportunity Employment: **4,500**

3

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$34,900**
Opportunity Employment: **3,100**

4

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

Annual Median Wage: **\$41,300**
Opportunity Employment: **3,100**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$35,600**
Opportunity Employment: **2,500**

6

INSPECTORS, TESTERS, SORTERS, SAMPLERS, AND WEIGHERS

Annual Median Wage: **\$49,100**
Opportunity Employment: **2,400**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$36,300**
Opportunity Employment: **1,900**

8

INDUSTRIAL MACHINERY MECHANICS

Annual Median Wage: **\$57,600**
Opportunity Employment: **1,800**

9

GENERAL AND OPERATIONS MANAGERS

Annual Median Wage: **\$90,900**
Opportunity Employment: **1,500**

10

ELECTRICIANS

Annual Median Wage: **\$55,300**
Opportunity Employment: **1,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

WINSTON-SALEM, 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



21 RANK OUT OF 121 METRO AREAS

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

MAINTENANCE AND REPAIR WORKERS

Annual Median Wage: **\$39,200**
Opportunity Employment: **2,300**

5

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

Annual Median Wage: **\$36,500**
Opportunity Employment: **1,800**

6

LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

Annual Median Wage: **\$44,000**
Opportunity Employment: **1,600**

7

SUPERVISORS OF RETAIL SALES WORKERS

Annual Median Wage: **\$38,900**
Opportunity Employment: **1,600**

8

SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING

Annual Median Wage: **\$56,800**
Opportunity Employment: **1,600**

9

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

Annual Median Wage: **\$36,800**
Opportunity Employment: **1,400**

10

MEDICAL ASSISTANTS

Annual Median Wage: **\$33,700**
Opportunity Employment: **1,400**



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OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

WORCESTER, MA-CT

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



53 RANK OUT OF 121 METRO AREAS

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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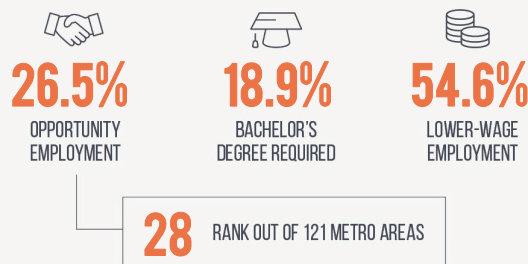
OPPORTUNITY OCCUPATIONS REVISITED

Exploring Employment for
Sub-Baccalaureate Workers
Across Metro Areas and Over Time

YORK-HANOVER, PA

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



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**



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