



Opportunity Occupations in Ohio:

Identification, Online Postings, and Employer Education Preferences

A January 2016 analysis looked at administrative, survey, and online job ads data to see which occupations in Ohio did not require a 4-year degree and also paid a decent wage. The authors found that while most jobs not requiring a 4-year degree are low paying, there are some occupations that do pay well. This analysis also found that Ohio's 8 largest metros each had higher shares of employment than the national average in occupations accessible to individuals without a 4-year degree and paying a decent wage. Here are more of their findings.

THE TOP 5 LIST OF MOST COMMON OPPORTUNITY OCCUPATIONS IN OHIO'S 8 LARGEST METROS BY NUMBER OF JOBS BEGINS WITH REGISTERED NURSES



110,140 Registered nurses



55,300 General and operations managers



50,940 Bookkeeping, accounting, and auditing clerks



50,860 Heavy and tractor-trailer truck drivers



40,990 Maintenance and repair workers (general)

Read it all:

<http://tinyurl.com/z4d4g6u>

op·por·tu·ni·ty oc·cu·pa·tion

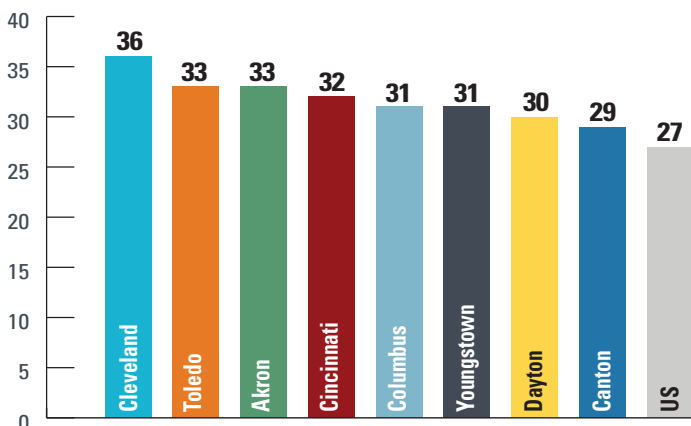
(noun)

Occupation that generally requires less than a 4-year college degree and pays workers at least the national median annual wage: \$35,540 in 2014, adjusted for local consumption prices.

WHERE THE OPPORTUNITY OCCUPATIONS ARE

Based on national administrative and survey data for occupation-specific education requirements, **27%** of national employment in 2014 can be considered an opportunity occupation. But when real-time online job ads were used to capture the educational preferences of employers, this share declines to **20.3%**. Ohio metros have higher shares of opportunity occupation employment than the nation. Cleveland leads with **36%** of employment in opportunity occupations, while Canton, Dayton, and Youngstown rank in the bottom.

Percent of employment in opportunity occupations, 2014



GREATER SHARES OF THESE JOBS, BUT ACCESS VARIES

In each of the 8 metros, there are occupations that survey data show are mostly available to those without a bachelor's degree but for which online job postings indicate otherwise.

The practice of such "up-credentialing" is not found in online job ads for a majority of opportunity occupations in the metros. Those subject to up-credentialing include



General and operations managers

First-line supervisors of office and administrative support workers



Computer systems analysts

Executive secretaries and executive administrative assistants



Why the educational preferences of employers in online job ads vary to the degree that they do for certain occupations is unknown and will be a focus of future research.

The Federal Reserve Bank of Cleveland's community development team conducts applied research, analyzes data and trends, provides technical assistance to organizations, and convenes meetings to bring together key players in community and economic development. The aim is to promote economic growth and financial stability, especially in low- and moderate-income areas, and to deepen the understanding of issues affecting communities.

Search a comprehensive collection of Federal Reserve community development resources related to affordable housing, neighborhood revitalization, workforce development, and more at fedcommunities.org.

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Kyle Fee and Lisa Nelson, Federal Reserve Bank of Cleveland

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