

Appendix 2: Top 10 Up-Credentialed Opportunity Occupations by MSA

MSA	Occupation	Share of Ads requesting less than 4 year degree	Employment, 2014
Akron	General and Operations Managers	29.6%	4090
Akron	First-Line Supervisors of Office and Administrative Support Workers	38.7%	2960
Akron	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	16.9%	1900
Akron	Computer Systems Analysts	13.9%	1620
Akron	Human Resources Specialists	33.5%	910
Akron	Administrative Services Managers	34.2%	820
Akron	Industrial Production Managers	18.3%	800
Akron	Paralegals and Legal Assistants	46.7%	670
Akron	First-Line Supervisors of Non-Retail Sales Workers	47.4%	570
Akron	Dental Hygienists	45.8%	480
Canton	General and Operations Managers	40.2%	2130
Canton	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	17.2%	540
Canton	Human Resources Specialists	31.5%	340
Canton	Industrial Production Managers	12.8%	320
Canton	Administrative Services Managers	29.9%	220
Canton	Dental Hygienists	47.8%	210
Canton	Computer Systems Analysts	10.3%	190
Canton	Wholesale and Retail Buyers, Except Farm Products	18.0%	130
Canton	Paralegals and Legal Assistants	45.8%	130
Canton	Advertising Sales Agents	44.7%	130
Cincinnati	General and Operations Managers	24.5%	13190
Cincinnati	First-Line Supervisors of Office and Administrative Support Workers	44.6%	9280
Cincinnati	Computer Systems Analysts	10.4%	5850
Cincinnati	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	19.5%	5070
Cincinnati	First-Line Supervisors of Production and Operating Workers	48.2%	4630
Cincinnati	Human Resources Specialists	35.3%	4140
Cincinnati	Administrative Services Managers	30.2%	2340
Cincinnati	Industrial Production Managers	16.8%	2290
Cincinnati	Paralegals and Legal Assistants	43.7%	1690
Cincinnati	Dental Hygienists	45.8%	1690
Cleveland	General and Operations Managers	24.4%	13820
Cleveland	First-Line Supervisors of Office and Administrative Support Workers	35.5%	8490
Cleveland	Computer Systems Analysts	11.7%	6060
Cleveland	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	18.0%	5430
Cleveland	Human Resources Specialists	30.2%	3360
Cleveland	Computer User Support Specialists	45.9%	3040
Cleveland	Industrial Production Managers	18.4%	2580
Cleveland	Administrative Services Managers	26.6%	2340
Cleveland	Radiologic Technologists	38.5%	2010
Cleveland	Paralegals and Legal Assistants	33.9%	1920
Columbus	General and Operations Managers	21.1%	11820
Columbus	First-Line Supervisors of Office and Administrative Support Workers	43.2%	9430
Columbus	Computer Systems Analysts	9.0%	9110
Columbus	Executive Secretaries and Executive Administrative Assistants	46.3%	7620
Columbus	Human Resources Specialists	33.3%	4510
Columbus	Computer User Support Specialists	46.5%	4200
Columbus	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	20.0%	3570
Columbus	First-Line Supervisors of Production and Operating Workers	45.7%	3130
Columbus	Loan Officers	46.4%	3030
Columbus	Administrative Services Managers	29.9%	2280
Dayton	General and Operations Managers	26.4%	4330
Dayton	Computer Systems Analysts	11.8%	1990
Dayton	First-Line Supervisors of Production and Operating Workers	46.1%	1510
Dayton	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	20.3%	1420
Dayton	Human Resources Specialists	39.7%	1200
Dayton	Vocational Education Teachers, Postsecondary	0.0%	750
Dayton	Industrial Production Managers	19.0%	690
Dayton	First-Line Supervisors of Non-Retail Sales Workers	49.0%	670
Dayton	Administrative Services Managers	23.0%	590
Dayton	Web Developers	12.8%	520
Toledo	General and Operations Managers	26.5%	3390
Toledo	First-Line Supervisors of Production and Operating Workers	32.1%	1760
Toledo	Executive Secretaries and Executive Administrative Assistants	45.2%	1210
Toledo	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	18.6%	1170
Toledo	Human Resources Specialists	39.7%	820
Toledo	Industrial Production Managers	15.0%	700
Toledo	Administrative Services Managers	26.3%	570
Toledo	Dental Hygienists	45.8%	490
Toledo	Computer Systems Analysts	13.8%	460
Toledo	Vocational Education Teachers, Postsecondary	3.7%	380
Youngstown	General and Operations Managers	48.2%	2530

Youngstown	Executive Secretaries and Executive Administrative Assistants	43.4%	650
Youngstown	Industrial Production Managers	36.7%	490
Youngstown	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	18.6%	460
Youngstown	Human Resources Specialists	40.4%	430
Youngstown	Administrative Services Managers	14.5%	330
Youngstown	Dental Hygienists	45.8%	300
Youngstown	Vocational Education Teachers, Postsecondary	3.7%	260
Youngstown	Paralegals and Legal Assistants	24.4%	180
Youngstown	Computer Systems Analysts	16.1%	150

Sources: Bureau of Labor Statistics, O*NET; Burning Glass Technologies, and authors' calculations

Appendix 2 for Opportunity Occupations in Ohio: Identification, Online Postings, and Employer Education Preferences report, produced in January 2016 by the Community Development Department at the Federal Reserve Bank of Cleveland