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### 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: 4,100

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

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

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **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. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $41,800
   - Opportunity Employment: 2,700

7. **EXECUTIVE SECRETARIES AND EXECUTIVE ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $59,300
   - Opportunity Employment: 2,300

8. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $38,100
   - Opportunity Employment: 2,400

9. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $58,400
   - Opportunity Employment: 2,200

10. **CONSTRUCTION LABORERS**
    - Annual Median Wage: $38,900
    - Opportunity Employment: 3,600

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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- 25.4% Opportunity Employment
- 30.0% Bachelor’s Degree Required
- 44.6% Lower-Wage Employment

Federal Reserve Bank of Philadelphia
FEDERAL RESERVE BANK OF CLEVELAND
FEDERAL RESERVE BANK OF ATLANTA

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$72,700</td>
<td>7,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,000</td>
<td>3,700</td>
</tr>
<tr>
<td>3</td>
<td>General and Operations Managers</td>
<td>$98,800</td>
<td>2,900</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,200</td>
<td>2,800</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$50,900</td>
<td>2,700</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$50,900</td>
<td>2,700</td>
</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$57,600</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$52,200</td>
<td>1,700</td>
</tr>
<tr>
<td>9</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$44,600</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>$37,400</td>
<td>1,300</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

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

**Rank of Albuquerque, NM:** 103 out of 121 metro areas

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<th>Rank</th>
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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,000</td>
<td>6,100</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$68,100</td>
<td>5,800</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$38,400</td>
<td>3,900</td>
</tr>
<tr>
<td>4</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$47,600</td>
<td>2,200</td>
</tr>
<tr>
<td>5</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,800</td>
<td>2,100</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$64,000</td>
<td>1,900</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$56,800</td>
<td>1,700</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$42,100</td>
<td>1,600</td>
</tr>
<tr>
<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$48,300</td>
<td>1,400</td>
</tr>
<tr>
<td>10</td>
<td>Carpenters</td>
<td>$48,300</td>
<td>1,400</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 21.4%
- **Bachelor’s Degree Required**: 21.5%
- **Lower-Wage Employment**: 57.1%

85 Rank Out of 121 Metro Areas

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Anchorage, AK

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Top 10 Opportunity Occupations in 2017

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

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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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

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

8. **Carpenters**
   - Annual Median Wage: $37,900
   - Opportunity Employment: 1,000

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,300</td>
<td>31,800</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$70,400</td>
<td>26,700</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>23,200</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$115,400</td>
<td>15,400</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,600</td>
<td>14,400</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$55,400</td>
<td>13,700</td>
</tr>
<tr>
<td>7</td>
<td>Carpenters</td>
<td>$39,600</td>
<td>12,700</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,400</td>
<td>12,600</td>
</tr>
<tr>
<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,500</td>
<td>12,400</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$45,600</td>
<td>12,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower-Wage Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20.9%</td>
<td>30.2%</td>
<td>48.9%</td>
</tr>
</tbody>
</table>

91 Rank out of 121 metro areas

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### Top 10 Opportunity Occupations in 2017

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

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 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. **Carpenters**
   - Annual Median Wage: $36,200
   - Opportunity Employment: 1,200

7. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $46,300
   - Opportunity Employment: 1,100

8. **Electricians**
   - Annual Median Wage: $43,000
   - Opportunity Employment: 1,100

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $37,800
   - Opportunity Employment: 1,300

10. **Police and Sheriff’s Patrol Officers**
    - Annual Median Wage: $38,400
    - Opportunity Employment: 1,200

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment**: 24.8%
- **Bachelor’s Degree Required**: 21.1%
- **Lower-Wage Employment**: 54.0%

**59** Rank out of 121 metro areas

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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$68,000</td>
<td>8,600</td>
</tr>
<tr>
<td>2</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$42,100</td>
<td>6,500</td>
</tr>
<tr>
<td>3</td>
<td>Sales Representatives, Services</td>
<td>$45,400</td>
<td>5,800</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Food Preparation and Serving Workers</td>
<td>$43,500</td>
<td>5,600</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$40,100</td>
<td>5,100</td>
</tr>
<tr>
<td>6</td>
<td>Executive Secretaries and Executive Administrative Assistants</td>
<td>$40,100</td>
<td>5,100</td>
</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$69,800</td>
<td>4,200</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$64,500</td>
<td>4,000</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$49,600</td>
<td>3,800</td>
</tr>
<tr>
<td>10</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$46,700</td>
<td>3,800</td>
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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

<table>
<thead>
<tr>
<th></th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower-Wage Employment</th>
</tr>
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<tbody>
<tr>
<td>18.5%</td>
<td></td>
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<tr>
<td>30.1%</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>51.5%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**106** rank out of 121 metro areas

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$74,800</td>
<td>21,500</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,200</td>
<td>12,800</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$59,700</td>
<td>9,400</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$44,400</td>
<td>7,700</td>
</tr>
<tr>
<td>5</td>
<td>Carpenters</td>
<td>$46,400</td>
<td>6,600</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$50,300</td>
<td>6,500</td>
</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$65,200</td>
<td>6,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$134,500</td>
<td>6,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$66,900</td>
<td>6,100</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$47,300</td>
<td>5,800</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- Opportunity Employment: 20.7%
- Bachelor’s Degree Required: 30.5%
- Lower-Wage Employment: 48.7%

Rank: 92 out of 121 metro areas

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

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<td>Registered Nurses</td>
<td>$59,100</td>
<td>12,100</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,500</td>
<td>9,800</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,000</td>
<td>8,100</td>
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<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,200</td>
<td>4,300</td>
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<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,200</td>
<td>4,300</td>
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<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$58,400</td>
<td>4,000</td>
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<td>7</td>
<td>General and Operations Managers</td>
<td>$119,100</td>
<td>3,700</td>
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<td>8</td>
<td>Maintenance and Repair Workers</td>
<td>$39,200</td>
<td>3,600</td>
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<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,200</td>
<td>3,100</td>
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<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$50,800</td>
<td>2,800</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

- **30.6%** Opportunity Employment
- **24.1%** Bachelor’s Degree Required
- **45.3%** Lower-Wage Employment

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Boise City, ID

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<tbody>
<tr>
<td>1. Registered Nurses</td>
<td>$66,100</td>
<td>4,600</td>
</tr>
<tr>
<td>2. Heavy and Tractor-Trailer Truck Drivers</td>
<td>$38,900</td>
<td>4,000</td>
</tr>
<tr>
<td>3. Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,900</td>
<td>2,700</td>
</tr>
<tr>
<td>4. Electricians</td>
<td>$47,500</td>
<td>1,900</td>
</tr>
<tr>
<td>5. Supervisors of Office and Administrative Support Workers</td>
<td>$49,500</td>
<td>1,800</td>
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<tr>
<td>6. Automotive Service Technicians and Mechanics</td>
<td>$40,300</td>
<td>1,700</td>
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<td>7. Supervisors of Retail Sales Workers</td>
<td>$37,800</td>
<td>1,600</td>
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<tr>
<td>8. Sales Representatives, Wholesale and Manufacturing</td>
<td>$53,000</td>
<td>1,500</td>
</tr>
<tr>
<td>9. Sales Representatives, Services</td>
<td>$47,300</td>
<td>1,400</td>
</tr>
<tr>
<td>10. General and Operations Managers</td>
<td>$77,400</td>
<td>1,400</td>
</tr>
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**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

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment:** 19.6%
- **Bachelor’s Degree Required:** 36.8%
- **Lower-Wage Employment:** 43.6%

**RANK OUT OF 121 METRO AREAS:** 99
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<tr>
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<td>Registered Nurses</td>
<td>$74,900</td>
<td>2,200</td>
</tr>
<tr>
<td>2</td>
<td>Maintenance and Repair Workers</td>
<td>$43,800</td>
<td>1,100</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$44,800</td>
<td>1,100</td>
</tr>
<tr>
<td>4</td>
<td>Computer User Support Specialists</td>
<td>$57,500</td>
<td>900</td>
</tr>
<tr>
<td>5</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$44,500</td>
<td>700</td>
</tr>
<tr>
<td>6</td>
<td>General and Operations Managers</td>
<td>$133,700</td>
<td>700</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$46,800</td>
<td>700</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$53,300</td>
<td>900</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Services</td>
<td>$44,500</td>
<td>700</td>
</tr>
<tr>
<td>10</td>
<td>Massage Therapists</td>
<td>$41,800</td>
<td>600</td>
</tr>
</tbody>
</table>

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<td>Registered Nurses</td>
<td>$78,400</td>
<td>5,200</td>
</tr>
<tr>
<td>2</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$109,600</td>
<td>2,500</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$47,900</td>
<td>2,400</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$190,800</td>
<td>2,300</td>
</tr>
<tr>
<td>5</td>
<td>Maintenance and Repair Workers</td>
<td>$49,500</td>
<td>2,200</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$64,500</td>
<td>1,900</td>
</tr>
<tr>
<td>7</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$50,000</td>
<td>1,900</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$50,300</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Construction Laborers</td>
<td>$45,700</td>
<td>1,700</td>
</tr>
<tr>
<td>10</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$58,900</td>
<td>1,500</td>
</tr>
</tbody>
</table>

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OPPORTUNITY OCCUPATIONS REVISITED

BUFFALO-CHEEKTOWAGA-NIAGARA FALLS, NY

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SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

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

RANK OUT OF 121 METRO AREAS: 37

TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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

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

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

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

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

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

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

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

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

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OPPORTUNITY OCCUPATIONS REVISITED

CAPE CORAL-FORT MYERS, FL

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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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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,600</td>
<td>4,900</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$54,900</td>
<td>2,000</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,300</td>
<td>1,100</td>
</tr>
<tr>
<td>4</td>
<td>Construction Laborers</td>
<td>$39,200</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Maintenance and Repair Workers</td>
<td>$42,400</td>
<td>1,000</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$59,700</td>
<td>1,000</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$61,000</td>
<td>1,000</td>
</tr>
<tr>
<td>8</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$56,700</td>
<td>900</td>
</tr>
<tr>
<td>9</td>
<td>General and Operations Managers</td>
<td>$104,700</td>
<td>800</td>
</tr>
<tr>
<td>10</td>
<td>Industrial Machinery Mechanics</td>
<td>$62,800</td>
<td>700</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

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

**6 Rank out of 121 Metro Areas**

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

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### 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. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $49,700
   - Opportunity Employment: 1,800

7. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $37,900
   - Opportunity Employment: 1,800

8. **General and Operations Managers**
   - Annual Median Wage: $97,300
   - Opportunity Employment: 2,000

9. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $43,800
   - Opportunity Employment: 1,800

10. **Sales Representatives, Wholesale and Manufacturing**
    - Annual Median Wage: $48,800
    - Opportunity Employment: 1,700

### Sources
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<table>
<thead>
<tr>
<th>TOP 10 OPPORTUNITY OCCUPATIONS IN 2017</th>
<th>SHARE OF EMPLOYMENT BY EDUCATION AND WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>24.7% OPPORTUNITY EMPLOYMENT</td>
</tr>
<tr>
<td></td>
<td>29.0% BACHELOR’S DEGREE REQUIRED</td>
</tr>
<tr>
<td></td>
<td>46.4% LOWER-WAGE EMPLOYMENT</td>
</tr>
<tr>
<td></td>
<td>60 RANK OUT OF 121 METRO AREAS</td>
</tr>
</tbody>
</table>

**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: $41,300
- Opportunity Employment: 7,000

**8. Sales Representatives, Wholesale and Manufacturing**
- Annual Median Wage: $59,300
- Opportunity Employment: 5,500

**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: $42,500
- Opportunity Employment: 6,800

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

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## Top 10 Opportunity Occupations in 2017

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

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

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

**RANK OUT OF 121 METRO AREAS**

13
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.

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

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## Colorado Springs, CO

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$70,500</td>
<td>3,100</td>
</tr>
<tr>
<td>2</td>
<td>Carpenters</td>
<td>$39,200</td>
<td>1,900</td>
</tr>
<tr>
<td>3</td>
<td>Sales Representatives, Services</td>
<td>$51,600</td>
<td>1,800</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,700</td>
<td>1,700</td>
</tr>
<tr>
<td>5</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,200</td>
<td>1,600</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,600</td>
<td>1,300</td>
</tr>
<tr>
<td>7</td>
<td>Computer User Support Specialists</td>
<td>$53,600</td>
<td>1,100</td>
</tr>
<tr>
<td>8</td>
<td>Electricians</td>
<td>$55,100</td>
<td>1,500</td>
</tr>
<tr>
<td>9</td>
<td>General and Operations Managers</td>
<td>$105,900</td>
<td>1,200</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$71,600</td>
<td>1,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 19.4%
- **Bachelor’s Degree Required**: 28.4%
- **Lower-Wage Employment**: 52.3%

100 Rank out of 121 Metro Areas

---

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

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**OPPORTUNITY OCCUPATIONS REVISITED**

**COLUMBIA, SC**

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### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

<table>
<thead>
<tr>
<th>Education and Wages</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity Employment</td>
<td>23.3%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>23.9%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>52.8%</td>
</tr>
</tbody>
</table>

**RANK OUT OF 121 METRO AREAS: 73**

### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

<table>
<thead>
<tr>
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<th>Annual Median Wage</th>
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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$60,700</td>
<td>5,900</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$38,800</td>
<td>4,600</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$35,900</td>
<td>3,100</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,100</td>
<td>2,600</td>
</tr>
<tr>
<td>5</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$39,900</td>
<td>2,900</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$47,800</td>
<td>2,600</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$49,300</td>
<td>2,300</td>
</tr>
<tr>
<td>8</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,900</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,900</td>
<td>1,700</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$41,700</td>
<td>1,700</td>
</tr>
</tbody>
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### Columbus, OH

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<th>Opportunity Employment</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$62,500</td>
<td>16,100</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$44,500</td>
<td>14,100</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,500</td>
<td>9,100</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$38,400</td>
<td>8,900</td>
</tr>
<tr>
<td>5</td>
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<td>6,500</td>
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<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,100</td>
<td>6,500</td>
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<td>Supervisors of Food Preparation and Serving Workers</td>
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<td>5,200</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$44,800</td>
<td>4,400</td>
</tr>
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<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$72,900</td>
<td>4,400</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- Opportunity Employment: 25.3%
- Bachelor’s Degree Required: 28.8%
- Lower-Wage Employment: 45.9%

### Top 10 Opportunity Occupations in 2017

- Registered Nurses: $62,500, 16,100
- Heavy and Tractor-Trailer Truck Drivers: $44,500, 14,100
- Secretaries and Administrative Assistants: $36,500, 9,100
- Maintenance and Repair Workers: $38,400, 8,900
- Construction Laborers: $36,800, 6,500
- Bookkeeping, Accounting, and Auditing Clerks: $40,100, 6,500
- Licensed Practical and Licensed Vocational Nurses: $41,600, 5,800
- Supervisors of Food Preparation and Serving Workers: $36,800, 5,200
- Electricians: $44,800, 4,400
- Police and Sheriff’s Patrol Officers: $72,900, 4,400

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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

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

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

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

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

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

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

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<td>Registered Nurses</td>
<td>$65,200</td>
<td>8,100</td>
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<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,500</td>
<td>4,100</td>
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<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
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<td>Licensed Practical and Licensed Vocational Nurses</td>
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<td>2,500</td>
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<tr>
<td>7</td>
<td>Machinists</td>
<td>$45,400</td>
<td>2,200</td>
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<td>Supervisors of Food Preparation and Serving Workers</td>
<td>$34,400</td>
<td>2,200</td>
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<td>Supervisors of Retail Sales Workers</td>
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<td>Automotive Service Technicians and Mechanics</td>
<td>$35,100</td>
<td>1,700</td>
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<td>3,100</td>
</tr>
<tr>
<td>2</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,400</td>
<td>1,700</td>
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<td>1,500</td>
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<td>Supervisors of Office and Administrative Support Workers</td>
<td>$46,000</td>
<td>1,100</td>
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<tr>
<td>5</td>
<td>Sales Representatives, Services</td>
<td>$42,100</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$37,100</td>
<td>1,100</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$40,300</td>
<td>1,100</td>
</tr>
<tr>
<td>8</td>
<td>Police and Sheriff's Patrol Officers</td>
<td>$41,500</td>
<td>900</td>
</tr>
<tr>
<td>9</td>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$39,400</td>
<td>800</td>
</tr>
<tr>
<td>10</td>
<td>Firefighters</td>
<td>$44,700</td>
<td>600</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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

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

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

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

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

---

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<td>Customer Service Representatives</td>
<td>$37,700</td>
<td>10,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,000</td>
<td>7,000</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$59,600</td>
<td>4,400</td>
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<td>4</td>
<td>Secretaries and Administrative Assistants</td>
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<tr>
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<td>$104,100</td>
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<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$59,300</td>
<td>2,200</td>
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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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

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

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

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

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

### Opportunity Employment by Education and Wages

- **26.4%** Opportunity Employment
- **26.7%** Bachelor’s Degree Required
- **47.0%** Lower-Wage Employment

**Rank Out of 121 Metro Areas**: 31

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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

6. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $40,000
   - 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: $44,200
   - Opportunity Employment: 1,000

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

### Share of Employment by Education and Wages

- Opportunity Employment: 21.0%
- Bachelor’s Degree Required: 40.2%
- Lower-Wage Employment: 38.8%

- Rank: 89 out of 121 metro areas

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

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $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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### Top 10 Opportunity Occupations in 2017

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<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,400</td>
<td>2,100</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$88,300</td>
<td>1,600</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,900</td>
<td>1,400</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$39,700</td>
<td>1,100</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$51,100</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$47,100</td>
<td>800</td>
</tr>
<tr>
<td>7</td>
<td>Industrial Truck and Tractor Operators</td>
<td>$38,600</td>
<td>800</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$86,900</td>
<td>700</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$49,300</td>
<td>600</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,800</td>
<td>600</td>
</tr>
</tbody>
</table>

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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,800</td>
<td>10,000</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$56,000</td>
<td>3,000</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$35,100</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$62,600</td>
<td>1,700</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$35,200</td>
<td>1,500</td>
</tr>
<tr>
<td>6</td>
<td>General and Operations Managers</td>
<td>$84,700</td>
<td>1,300</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$50,800</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$43,600</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$35,400</td>
<td>1,000</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$34,300</td>
<td>900</td>
</tr>
</tbody>
</table>

### Occupation Employment by Education and Wages

- **Opportunity Employment**: 24.9%
- **Bachelor’s Degree Required**: 23.5%
- **Lower-Wage Employment**: 51.6%

**Rank**: 58 out of 121 metro areas

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

### Share of Employment by Education and Wages

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

**104** Rank Out of 121 Metro Areas

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## TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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<td>9,600</td>
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<tr>
<td>2</td>
<td>Registered Nurses</td>
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<td>7,900</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>5,400</td>
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<td>4</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$61,200</td>
<td>4,500</td>
</tr>
<tr>
<td>5</td>
<td>Industrial Machinery Mechanics</td>
<td>$46,300</td>
<td>3,300</td>
</tr>
<tr>
<td>6</td>
<td>General and Operations Managers</td>
<td>$118,200</td>
<td>3,200</td>
</tr>
<tr>
<td>7</td>
<td>Machinists</td>
<td>$43,100</td>
<td>3,200</td>
</tr>
<tr>
<td>8</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$35,500</td>
<td>3,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Production and Operating Workers</td>
<td>$58,900</td>
<td>2,800</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,800</td>
<td>2,800</td>
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<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Heavy and Tractor-Trailer Truck Drivers</strong></td>
<td>7,400</td>
<td>$45,600</td>
</tr>
<tr>
<td><strong>2. Secretaries and Administrative Assistants</strong></td>
<td>4,200</td>
<td>$34,800</td>
</tr>
<tr>
<td><strong>3. Maintenance and Repair Workers</strong></td>
<td>4,100</td>
<td>$37,600</td>
</tr>
<tr>
<td><strong>4. Registered Nurses</strong></td>
<td>3,600</td>
<td>$61,900</td>
</tr>
<tr>
<td><strong>5. Bookkeeping, Accounting, and Auditing Clerks</strong></td>
<td>2,800</td>
<td>$37,600</td>
</tr>
<tr>
<td><strong>6. Supervisors of Retail Sales Workers</strong></td>
<td>2,000</td>
<td>$40,300</td>
</tr>
<tr>
<td><strong>7. Automotive Service Technicians and Mechanics</strong></td>
<td>2,000</td>
<td>$35,600</td>
</tr>
<tr>
<td><strong>8. Sales Representatives, Wholesale and Manufacturing</strong></td>
<td>1,900</td>
<td>$54,800</td>
</tr>
<tr>
<td><strong>9. Supervisors of Office and Administrative Support Workers</strong></td>
<td>1,800</td>
<td>$52,400</td>
</tr>
<tr>
<td><strong>10. Police and Sheriff’s Patrol Officers</strong></td>
<td>1,600</td>
<td>$48,400</td>
</tr>
</tbody>
</table>

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$58,200</td>
<td>6,700</td>
</tr>
<tr>
<td>2</td>
<td>Machinists</td>
<td>$33,900</td>
<td>6,200</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,800</td>
<td>5,100</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$92,800</td>
<td>2,900</td>
</tr>
<tr>
<td>5</td>
<td>Inspectors, Testers, Sorters, Samplers, and Weighers</td>
<td>$34,400</td>
<td>2,800</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$51,000</td>
<td>2,300</td>
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<td>Supervisors of Retail Sales Workers</td>
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<td>2,700</td>
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<td>8</td>
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<td>2,900</td>
</tr>
<tr>
<td>9</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,500</td>
<td>4,600</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
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<td>2,000</td>
</tr>
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<tr>
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$44,900</td>
<td>7,200</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$70,700</td>
<td>5,500</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$36,900</td>
<td>4,400</td>
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<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
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<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
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<td>$67,800</td>
<td>1,300</td>
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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- Opportunity Employment: 24.9%
- Bachelor’s Degree Required: 26.9%
- Lower-Wage Employment: 48.1%

**56 RANK OUT OF 121 METRO AREAS**

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

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### 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

### Sources
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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $40,600
   - Opportunity Employment: 39,400

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

3. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $40,900
   - Opportunity Employment: 20,600

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

5. **SALES REPRESENTATIVES, SERVICES**
   - Annual Median Wage: $52,100
   - Opportunity Employment: 17,000

6. **WELDERS, CUTTERS, SOLDERERS, AND BRAZERS**
   - Annual Median Wage: $48,000
   - Opportunity Employment: 16,700

7. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $41,100
   - Opportunity Employment: 16,100

8. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $66,400
   - Opportunity Employment: 15,500

9. **SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS**
   - Annual Median Wage: $42,700
   - Opportunity Employment: 14,700

10. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
    - Annual Median Wage: $47,300
    - Opportunity Employment: 13,800

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**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: 4,300

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

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- 23.5% Opportunity Employment
- 33.0% Bachelor’s Degree Required
- 43.4% Lower-Wage Employment

**HUNTSVILLE, AL**

**REGISTERED NURSES**
- Annual Median Wage: $55,700
- Opportunity Employment: 4,300

**SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
- Annual Median Wage: $36,200
- Opportunity Employment: 4,300

**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
- Annual Median Wage: $38,700
- Opportunity Employment: 1,600

**SUPERVISORS OF RETAIL SALES WORKERS**
- Annual Median Wage: $36,400
- Opportunity Employment: 1,400

**MAINTENANCE AND REPAIR WORKERS**
- Annual Median Wage: $39,000
- Opportunity Employment: 1,400

**BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
- Annual Median Wage: $36,400
- Opportunity Employment: 1,400

**GENERAL AND OPERATIONS MANAGERS**
- Annual Median Wage: $138,200
- Opportunity Employment: 1,300

**SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
- Annual Median Wage: $49,500
- Opportunity Employment: 1,200

**ELECTRICAL AND ELECTRONICS ENGINEERING TECHNICIANS**
- Annual Median Wage: $61,900
- Opportunity Employment: 1,000

**SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
- Annual Median Wage: $52,900
- Opportunity Employment: 1,000

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

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### Top 10 Opportunity Occupations in 2017

<table>
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<tbody>
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<td>Registered Nurses</td>
<td>$63,800</td>
<td>20,100</td>
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<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,000</td>
<td>18,200</td>
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<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
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</tr>
<tr>
<td>5</td>
<td>Construction Laborers</td>
<td>$36,600</td>
<td>6,300</td>
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<tr>
<td>6</td>
<td>Supervisors of Retail Sales Workers</td>
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</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$99,000</td>
<td>5,500</td>
</tr>
<tr>
<td>8</td>
<td>Carpenters</td>
<td>$44,800</td>
<td>4,800</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$57,600</td>
<td>4,800</td>
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<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,900</td>
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### Top 10 Opportunity Occupations in 2017

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

2. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $43,000
   - Opportunity Employment: 5,500

3. **General and Operations Managers**
   - Annual Median Wage: $75,400
   - Opportunity Employment: 3,100

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $35,300
   - Opportunity Employment: 2,700

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $38,000
   - Opportunity Employment: 2,200

6. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $37,100
   - Opportunity Employment: 1,500

7. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $48,900
   - Opportunity Employment: 1,100

8. **Sales Representatives, Services**
   - Annual Median Wage: $43,600
   - Opportunity Employment: 1,100

9. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $47,100
   - Opportunity Employment: 1,400

10. **Police and Sheriff’s Patrol Officers**
    - Annual Median Wage: $35,400
    - Opportunity Employment: 1,600

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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

6. **Supervisors of Office and Administrative Support Workers**  
   - Annual Median Wage: $46,500  
   - Opportunity Employment: 3,100

7. **Sales Representatives, Services**  
   - Annual Median Wage: $39,200  
   - Opportunity Employment: 3,500

8. **Electricians**  
   - Annual Median Wage: $36,300  
   - Opportunity Employment: 3,100

### Opportunity Employment Across Metro Areas and Over Time

- **21.9%** Opportunity Employment
- **22.7%** Bachelor’s Degree Required
- **55.4%** Lower-Wage Employment

**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.

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<td>4</td>
<td>Assemblers and Fabricators</td>
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**KNOXVILLE, TN**

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

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

**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

#### 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

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower-Wage Employment</th>
<th>Rank Out of 121 Metro Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>25.1%</td>
<td>19.0%</td>
<td>55.9%</td>
<td>52</td>
<td></td>
</tr>
</tbody>
</table>

#### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$42,400</td>
<td>4,500</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$64,400</td>
<td>3,300</td>
</tr>
<tr>
<td>3</td>
<td>Carpenters</td>
<td>$38,400</td>
<td>2,800</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$39,500</td>
<td>2,400</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,600</td>
<td>1,900</td>
</tr>
<tr>
<td>6</td>
<td>Industrial Truck and Tractor Operators</td>
<td>$40,000</td>
<td>1,900</td>
</tr>
<tr>
<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$44,700</td>
<td>1,700</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$38,600</td>
<td>1,700</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$54,600</td>
<td>1,700</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$53,200</td>
<td>1,200</td>
</tr>
</tbody>
</table>


For more information, see “Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time” by Kyle Fee, Kartik 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.
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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assemblers and Fabricators</td>
<td>$37,100</td>
<td>5,500</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$39,300</td>
<td>3,200</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$73,500</td>
<td>3,100</td>
</tr>
<tr>
<td>4</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,800</td>
<td>2,500</td>
</tr>
<tr>
<td>5</td>
<td>Maintenance and Repair Workers</td>
<td>$36,600</td>
<td>2,000</td>
</tr>
<tr>
<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,500</td>
<td>1,700</td>
</tr>
<tr>
<td>7</td>
<td>Computer User Support Specialists</td>
<td>$50,000</td>
<td>1,400</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$127,500</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Carpenters</td>
<td>$44,500</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Machinists</td>
<td>$49,000</td>
<td>1,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **29.4%** Opportunity Employment
- **24.9%** Bachelor’s Degree Required
- **45.7%** Lower-Wage Employment

RANK OUT OF 121 METRO AREAS

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**Sources:** Authors’ calculations using data from BLS Occupational Employment Statistics (May 2017), Burning Glass Technologies (2015–2017), 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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Las Vegas-Henderson-Paradise, NV

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

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**Share of Employment by Education and Wages**

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

**Rank Out of 121 Metro Areas:** 75

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<tbody>
<tr>
<td>1</td>
<td>Assemblers and Fabricators</td>
<td>$45,800</td>
<td>14,100</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$61,400</td>
<td>5,600</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$41,300</td>
<td>3,400</td>
</tr>
<tr>
<td>4</td>
<td>Secretaries and Administrative Assistants</td>
<td>$35,000</td>
<td>3,000</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$36,500</td>
<td>1,700</td>
</tr>
<tr>
<td>6</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,100</td>
<td>1,600</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$47,000</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$81,200</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$45,300</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$50,000</td>
<td>1,100</td>
</tr>
</tbody>
</table>

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### 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: 6,300

4. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $46,100
   - Opportunity Employment: 2,500

5. **General and Operations Managers**
   - Annual Median Wage: $85,100
   - Opportunity Employment: 2,300

6. **Carpenters**
   - Annual Median Wage: $35,100
   - Opportunity Employment: 1,800

7. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $49,700
   - Opportunity Employment: 1,900

8. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $35,900
   - Opportunity Employment: 1,800

### Opportunity Employment by Education and Wages

- **Opportunity Employment**: 25.6%
- **Bachelor’s Degree Required**: 25.3%
- **Lower-Wage Employment**: 49.2%

**Rank Out of 121 Metro Areas**: 42
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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$94,200</td>
<td>69,000</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$44,700</td>
<td>42,300</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$45,100</td>
<td>34,100</td>
</tr>
<tr>
<td>4</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$103,900</td>
<td>26,500</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$51,100</td>
<td>25,500</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$52,200</td>
<td>25,400</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$130,100</td>
<td>25,300</td>
</tr>
<tr>
<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$58,400</td>
<td>24,600</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$53,300</td>
<td>23,000</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Services</td>
<td>$54,500</td>
<td>21,300</td>
</tr>
</tbody>
</table>

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

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

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

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

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

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

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

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

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

**ELECTRICIANS**
Annual Median Wage: $58,200
Opportunity Employment: 3,000
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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$76,900</td>
<td>5,100</td>
</tr>
<tr>
<td>2</td>
<td>Maintenance and Repair Workers</td>
<td>$40,100</td>
<td>4,300</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,900</td>
<td>3,900</td>
</tr>
<tr>
<td>4</td>
<td>Secretaries and Administrative Assistants</td>
<td>$38,100</td>
<td>2,400</td>
</tr>
<tr>
<td>5</td>
<td>Carpenters</td>
<td>$55,800</td>
<td>2,100</td>
</tr>
<tr>
<td>6</td>
<td>Computer User Support Specialists</td>
<td>$51,600</td>
<td>1,600</td>
</tr>
<tr>
<td>7</td>
<td>Construction Laborers</td>
<td>$42,600</td>
<td>2,400</td>
</tr>
<tr>
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<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,900</td>
<td>3,700</td>
</tr>
<tr>
<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$65,600</td>
<td>1,500</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$57,400</td>
<td>2,100</td>
</tr>
</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **25.3%** opportunity employment
- **29.7%** bachelor's degree required
- **45.0%** lower-wage employment

**48** rank out of 121 metro areas

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

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**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: $35,100
   - 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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**Miami-Fort Lauderdale-West Palm Beach, FL**

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **Opportunity Employment:** 15.5%
- **Bachelor’s Degree Required:** 21.9%
- **Lower-Wage Employment:** 62.6%

**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

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

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**Top 10 Opportunity Occupations in 2017**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Customer Service Representatives</td>
<td>$37,500</td>
<td>17,900</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$69,000</td>
<td>11,200</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,300</td>
<td>8,800</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$39,500</td>
<td>8,300</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,200</td>
<td>7,000</td>
</tr>
<tr>
<td>6</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,800</td>
<td>5,300</td>
</tr>
<tr>
<td>7</td>
<td>Computer-Controlled Machine Tool Operators</td>
<td>$43,800</td>
<td>4,300</td>
</tr>
<tr>
<td>8</td>
<td>Machinists</td>
<td>$41,500</td>
<td>5,200</td>
</tr>
<tr>
<td>9</td>
<td>Carpenters</td>
<td>$49,700</td>
<td>4,000</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$65,300</td>
<td>6,000</td>
</tr>
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### Top 10 Opportunity Occupations in 2017

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<tr>
<td>1</td>
<td>Customer Service Representatives</td>
<td>$38,700</td>
<td>35,600</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$82,500</td>
<td>28,100</td>
</tr>
<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$48,600</td>
<td>19,100</td>
</tr>
<tr>
<td>4</td>
<td>Secretaries and Administrative Assistants</td>
<td>$42,000</td>
<td>14,500</td>
</tr>
<tr>
<td>5</td>
<td>Maintenance and Repair Workers</td>
<td>$44,700</td>
<td>14,400</td>
</tr>
<tr>
<td>6</td>
<td>Carpenters</td>
<td>$52,500</td>
<td>10,300</td>
</tr>
<tr>
<td>7</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$67,000</td>
<td>9,900</td>
</tr>
<tr>
<td>8</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$44,300</td>
<td>12,600</td>
</tr>
<tr>
<td>9</td>
<td>Light Truck or Delivery Services Drivers</td>
<td>$38,600</td>
<td>10,100</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Services</td>
<td>$56,500</td>
<td>9,600</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

- Opportunity Employment: 28.0%
- Bachelor’s Degree Required: 30.6%
- Lower-Wage Employment: 41.4%

**Rank:** 18 out of 121 metro areas

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### 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. Firefighters**
- 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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**Top 10 Opportunity Occupations in 2017**

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

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

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

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

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

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

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

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

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

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

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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New Haven, CT

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<td>Secretaries and Administrative Assistants</td>
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<td>4,900</td>
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<tr>
<td>3</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,800</td>
<td>3,000</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$46,800</td>
<td>2,300</td>
</tr>
<tr>
<td>5</td>
<td>CONSTRUCTION LABORERS</td>
<td>$44,900</td>
<td>1,800</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$45,400</td>
<td>1,600</td>
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<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

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

2. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $36,300
   - Opportunity Employment: 7,100

3. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $42,800
   - Opportunity Employment: 5,400

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

5. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $49,700
   - Opportunity Employment: 3,500

6. **POLICE AND SHERIFF’S PATROL OFFICERS**
   - Annual Median Wage: $41,900
   - Opportunity Employment: 3,500

7. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $48,400
   - Opportunity Employment: 3,100

8. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $37,400
   - Opportunity Employment: 3,300

9. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $100,000
   - Opportunity Employment: 3,500

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

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- 25.2% Opportunity Employment
- 21.3% Bachelor’s Degree Required
- 53.5% Lower-Wage Employment

50 Rank Out Of 121 Metro Areas

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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$90,000</td>
<td>97,600</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$49,000</td>
<td>63,200</td>
</tr>
<tr>
<td>3</td>
<td>Construction Laborers</td>
<td>$46,800</td>
<td>59,100</td>
</tr>
<tr>
<td>4</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$46,200</td>
<td>44,900</td>
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<tr>
<td>5</td>
<td>Carpenters</td>
<td>$60,800</td>
<td>44,500</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$75,700</td>
<td>42,600</td>
</tr>
<tr>
<td>7</td>
<td>Securities, Commodities, and Financial Services Sales Agents</td>
<td>$136,000</td>
<td>37,800</td>
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<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$55,100</td>
<td>36,200</td>
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<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$77,500</td>
<td>35,100</td>
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<tr>
<td>10</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$65,000</td>
<td>29,700</td>
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### 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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### 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

### Opportunity Employment by Education and Wages

- **Opportunity Employment:** 26.9%
- **Bachelor’s Degree Required:** 20.0%
- **Lower-Wage Employment:** 53.1%

**Rank Out of 121 Metro Areas:** 25

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

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$62,500</td>
<td>9,100</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,000</td>
<td>8,400</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,800</td>
<td>6,100</td>
</tr>
<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$34,600</td>
<td>4,900</td>
</tr>
<tr>
<td>5</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$51,100</td>
<td>4,100</td>
</tr>
<tr>
<td>6</td>
<td>General and Operations Managers</td>
<td>$93,600</td>
<td>3,800</td>
</tr>
<tr>
<td>7</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,700</td>
<td>3,700</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Services</td>
<td>$41,200</td>
<td>3,000</td>
</tr>
<tr>
<td>9</td>
<td>Executive Secretaries and Executive Administrative Assistants</td>
<td>$43,500</td>
<td>2,900</td>
</tr>
<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$38,700</td>
<td>2,800</td>
</tr>
</tbody>
</table>

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<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$39,400</td>
<td>12,900</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$61,700</td>
<td>8,300</td>
</tr>
<tr>
<td>3</td>
<td>Carpenters</td>
<td>$40,900</td>
<td>4,100</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$39,300</td>
<td>4,000</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,500</td>
<td>3,800</td>
</tr>
<tr>
<td>6</td>
<td>Electricians</td>
<td>$48,300</td>
<td>2,700</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,800</td>
<td>2,300</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$89,800</td>
<td>2,800</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,300</td>
<td>2,700</td>
</tr>
<tr>
<td>10</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$59,900</td>
<td>2,200</td>
</tr>
</tbody>
</table>

**Share of Employment by Education and Wages**

- **Opportunity Employment**: 26.3%
- **Bachelor’s Degree Required**: 26.4%
- **Lower-Wage Employment**: 47.3%

**Rank Out of 121 Metro Areas**: 35

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

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**ORLANDO-KISSIMMEE-SANFORD, FL**

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

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

<table>
<thead>
<tr>
<th>Education</th>
<th>Share of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity Employment</td>
<td>18.4%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>20.8%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>60.7%</td>
</tr>
</tbody>
</table>

**RANK OUT OF 121 METRO AREAS**: 107

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</thead>
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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$80,200</td>
<td>3,500</td>
</tr>
<tr>
<td>2</td>
<td>Carpenters</td>
<td>$53,100</td>
<td>2,100</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$47,500</td>
<td>2,000</td>
</tr>
<tr>
<td>4</td>
<td>General and Operations Managers</td>
<td>$123,700</td>
<td>1,500</td>
</tr>
<tr>
<td>5</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$58,400</td>
<td>1,400</td>
</tr>
<tr>
<td>6</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$51,100</td>
<td>1,400</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$55,800</td>
<td>1,300</td>
</tr>
<tr>
<td>8</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$113,600</td>
<td>1,200</td>
</tr>
<tr>
<td>9</td>
<td>Sales Representatives, Services</td>
<td>$54,600</td>
<td>1,000</td>
</tr>
<tr>
<td>10</td>
<td>Electricians</td>
<td>$55,700</td>
<td>1,000</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

<table>
<thead>
<tr>
<th>Education and Wages</th>
<th>Share</th>
</tr>
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<tbody>
<tr>
<td>Opportunity Employment</td>
<td>16.8%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>22.1%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>61.2%</td>
</tr>
</tbody>
</table>

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**OPPORTUNITY OCCUPATIONS REVISITED**

**Palm Bay-Melbourne-Titusville, FL**

SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

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

**Top 10 Opportunity Occupations in 2017**

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

2. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 1,700

3. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $48,700
   - Opportunity Employment: 1,400

4. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $43,600
   - Opportunity Employment: 1,200

5. **Sales Representatives, Services**
   - Annual Median Wage: $42,200
   - Opportunity Employment: 1,200

6. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $46,200
   - Opportunity Employment: 1,100

7. **Electricians**
   - Annual Median Wage: $45,300
   - 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

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

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## Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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**Top 10 Opportunity Occupations in 2017**

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

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

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

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

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

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

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

8. **Correctional Officers and Jailers**
   - Annual Median Wage: $46,600
   - Opportunity Employment: 8,300

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

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### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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<th>Opportunity Employment</th>
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<tr>
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<td>Registered Nurses</td>
<td>$63,200</td>
<td>18,100</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$45,000</td>
<td>14,200</td>
</tr>
<tr>
<td>3</td>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>10,600</td>
</tr>
<tr>
<td>4</td>
<td>Construction Laborers</td>
<td>$38,600</td>
<td>9,700</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$37,100</td>
<td>10,600</td>
</tr>
<tr>
<td>6</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$44,600</td>
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</tr>
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<td>7</td>
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<td>9</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$37,200</td>
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<tr>
<td>10</td>
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<td>$63,000</td>
<td>5,100</td>
</tr>
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### Top 10 Opportunity Occupations in Portland-South Portland, ME

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. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $56,800
   - Opportunity Employment: 1,100

7. **Sales Representatives, Services**
   - Annual Median Wage: $59,800
   - Opportunity Employment: 900

8. **General and Operations Managers**
   - Annual Median Wage: $101,700
   - Opportunity Employment: 1,200

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $43,500
   - Opportunity Employment: 1,000

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

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Secretaries and Administrative Assistants</td>
<td>$39,300</td>
<td>14,300</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$46,100</td>
<td>13,800</td>
</tr>
<tr>
<td>3</td>
<td>Registered Nurses</td>
<td>$92,000</td>
<td>12,500</td>
</tr>
<tr>
<td>4</td>
<td>Carpenters</td>
<td>$50,400</td>
<td>10,000</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$41,400</td>
<td>9,600</td>
</tr>
<tr>
<td>6</td>
<td>Maintenance and Repair Workers</td>
<td>$39,300</td>
<td>9,500</td>
</tr>
<tr>
<td>7</td>
<td>Medical Assistants</td>
<td>$38,900</td>
<td>6,100</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$105,800</td>
<td>6,100</td>
</tr>
<tr>
<td>9</td>
<td>Electricians</td>
<td>$73,700</td>
<td>5,900</td>
</tr>
<tr>
<td>10</td>
<td>Medical Secretaries</td>
<td>$40,100</td>
<td>5,900</td>
</tr>
</tbody>
</table>

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<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$75,200</td>
<td>11,000</td>
</tr>
<tr>
<td>2</td>
<td>Secretaries and Administrative Assistants</td>
<td>$41,000</td>
<td>6,100</td>
</tr>
<tr>
<td>3</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$41,700</td>
<td>4,600</td>
</tr>
<tr>
<td>4</td>
<td>Carpenters</td>
<td>$48,000</td>
<td>3,700</td>
</tr>
<tr>
<td>5</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$38,900</td>
<td>2,800</td>
</tr>
<tr>
<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$58,200</td>
<td>2,500</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$45,100</td>
<td>2,800</td>
</tr>
<tr>
<td>8</td>
<td>Construction Laborers</td>
<td>$41,100</td>
<td>3,300</td>
</tr>
<tr>
<td>9</td>
<td>Secretaries and Administrative Assistants</td>
<td>$46,200</td>
<td>4,200</td>
</tr>
<tr>
<td>10</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$59,200</td>
<td>2,400</td>
</tr>
</tbody>
</table>

### Opportunity Employment by Education and Wages

- **23.7%** Opportunity Employment
- **26.3%** Bachelor’s Degree Required
- **50.0%** Lower-Wage Employment

RANK OUT OF 121 METRO AREAS: **70**

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### 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

### Share of Employment by Education and Wages

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

**Rank out of 121 Metro Areas**: 98

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Oppportunity Occupations Revisited

Raleigh, NC

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Opportunity Employment by Education and Wages

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

Rank out of 121 Metro Areas: 80

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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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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

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

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

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

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

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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,200</td>
<td>4,000</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$78,000</td>
<td>3,000</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,200</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Carpenters</td>
<td>$51,000</td>
<td>2,200</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$40,400</td>
<td>1,800</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$44,400</td>
<td>1,200</td>
</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$107,100</td>
<td>1,200</td>
</tr>
<tr>
<td>8</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$54,300</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$54,300</td>
<td>1,100</td>
</tr>
<tr>
<td>10</td>
<td>Sales Representatives, Services</td>
<td>$50,600</td>
<td>1,100</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- Opportunity Employment: 24.0%
- Bachelor’s Degree Required: 18.8%
- Lower-Wage Employment: 57.2%

**Rank Out of 121 Metro Areas:** 65

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<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$67,600</td>
<td>9,200</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,700</td>
<td>9,000</td>
</tr>
<tr>
<td>3</td>
<td>Secretaries and Administrative Assistants</td>
<td>$37,000</td>
<td>6,000</td>
</tr>
<tr>
<td>4</td>
<td>Maintenance and Repair Workers</td>
<td>$36,900</td>
<td>5,400</td>
</tr>
<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$42,400</td>
<td>4,700</td>
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<td>Bookkeeping, Accounting, and Auditing Clerks</td>
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<td>Supervisors of Retail Sales Workers</td>
<td>$40,900</td>
<td>3,400</td>
</tr>
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<td>8</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$56,900</td>
<td>3,300</td>
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<td>9</td>
<td>Electricians</td>
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<tr>
<td>10</td>
<td>Automotive Service Technicians and Mechanics</td>
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<td>3,200</td>
</tr>
</tbody>
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**RIVERSIDE-SAN BERNARDINO-ONTARIO, CA**

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

- **Opportunity Employment**: 20.6%
- **Bachelor’s Degree Required**: 15.7%
- **Lower-Wage Employment**: 63.7%

**RANK OUT OF 121 METRO AREAS**: 93

### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $46,500
   - Opportunity Employment: 25,300

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

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

4. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $57,100
   - Opportunity Employment: 8,600

5. **General and Operations Managers**
   - Annual Median Wage: $111,000
   - Opportunity Employment: 8,400

6. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $54,300
   - Opportunity Employment: 8,200

7. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $48,100
   - Opportunity Employment: 7,200

8. **Sales Representatives, Services**
   - Annual Median Wage: $46,200
   - Opportunity Employment: 6,400

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $43,800
   - Opportunity Employment: 7,200

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

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**Top 10 Opportunity Occupations in 2017**

1. **Registered Nurses**
   - Annual Median Wage: $63,400
   - Opportunity Employment: 6,900

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

3. **Heavy and Tractor-Trailer Truck Drivers**
   - Annual Median Wage: $43,600
   - Opportunity Employment: 4,200

4. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $38,300
   - Opportunity Employment: 3,900

5. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $41,400
   - Opportunity Employment: 3,400

6. **Computer User Support Specialists**
   - Annual Median Wage: $45,600
   - Opportunity Employment: 2,900

7. **Machinists**
   - Annual Median Wage: $46,700
   - Opportunity Employment: 2,800

8. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $38,000
   - Opportunity Employment: 3,000

9. **Carpenters**
   - Annual Median Wage: $42,200
   - Opportunity Employment: 2,900

10. **Supervisors of Office and Administrative Support Workers**
    - Annual Median Wage: $56,500
    - Opportunity Employment: 2,200

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**Sacramento–Roseville–Arden-Arcade, CA**

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### 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. **General and Operations Managers**
   - Annual Median Wage: $111,600
   - Opportunity Employment: 5,200

7. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $39,600
   - Opportunity Employment: 4,500

8. **Medical Secretaries**
   - Annual Median Wage: $44,900
   - Opportunity Employment: 4,800

9. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $44,000
   - Opportunity Employment: 4,300

10. **Maintenance and Repair Workers**
    - Annual Median Wage: $39,800
    - Opportunity Employment: 6,500

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<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>$38,700</td>
<td>2,900</td>
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<tr>
<td>Registered Nurses</td>
<td>$84,800</td>
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</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$43,100</td>
<td>1,800</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$39,700</td>
<td>1,600</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$36,500</td>
<td>1,300</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$37,500</td>
<td>1,200</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$39,100</td>
<td>1,200</td>
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<tr>
<td>General and Operations Managers</td>
<td>$95,800</td>
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</tr>
<tr>
<td>Psychiatric Aides</td>
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</tr>
<tr>
<td>Medical Assistants</td>
<td>$36,200</td>
<td>1,100</td>
</tr>
</tbody>
</table>

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**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: 4,600

7. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**  
   Annual Median Wage: $55,500  
   Opportunity Employment: 3,800

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

9. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**  
   Annual Median Wage: $52,400  
   Opportunity Employment: 3,800

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

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### Top 10 Opportunity Occupations in 2017

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

### Opportunity Employment by Education and Wages

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

### Sources

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **REGISTERED NURSES**
   - Annual Median Wage: $94,200
   - Opportunity Employment: 15,900

3. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $44,000
   - Opportunity Employment: 8,100

5. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $121,600
   - Opportunity Employment: 6,200

7. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $54,100
   - Opportunity Employment: 5,600

9. **PLUMBERS, PIPEFITTERS, AND STEAMFITTERS**
   - Annual Median Wage: $51,900
   - Opportunity Employment: 4,900

2. **CARPENTERS**
   - Annual Median Wage: $51,200
   - Opportunity Employment: 8,200

4. **ELECTRICIANS**
   - Annual Median Wage: $60,300
   - Opportunity Employment: 7,100

6. **SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS**
   - Annual Median Wage: $56,300
   - Opportunity Employment: 5,700

8. **SALES REPRESENTATIVES, SERVICES**
   - Annual Median Wage: $50,000
   - Opportunity Employment: 5,100

10. **SECURITIES, COMMODITIES, AND FINANCIAL SERVICES SALES AGENTS**
    - Annual Median Wage: $47,700
    - Opportunity Employment: 4,300

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**San Francisco-Oakland-Hayward, CA**

**Registered Nurses**
- Annual Median Wage: $129,300
- Opportunity Employment: 24,700

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

**Maintenance and Repair Workers**
- Annual Median Wage: $50,300
- Opportunity Employment: 15,800

**Construction Laborers**
- Annual Median Wage: $53,900
- Opportunity Employment: 15,100

**Plumbers, Pipefitters, and Steamfitters**
- Annual Median Wage: $59,400
- Opportunity Employment: 9,300

**General and Operations Managers**
- Annual Median Wage: $149,600
- Opportunity Employment: 8,400

**Sales Representatives, Services**
- Annual Median Wage: $67,500
- Opportunity Employment: 8,800

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

**Automotive Service Technicians and Mechanics**
- Annual Median Wage: $50,100
- Opportunity Employment: 8,300

**Police and Sheriff’s Patrol Officers**
- Annual Median Wage: $109,500
- Opportunity Employment: 8,200

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### Top 10 Opportunity Occupations in 2017

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

### Share of Employment by Education and Wages

- **Opportunity Employment:** 15.5%
- **Bachelor’s Degree Required:** 42.3%
- **Lower-Wage Employment:** 42.2%

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>117</td>
<td><strong>RANK OUT OF 121 METRO AREAS</strong></td>
<td></td>
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</tr>
</tbody>
</table>

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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$112,700</td>
<td>2,600</td>
</tr>
<tr>
<td>2</td>
<td>Maintenance and Repair Workers</td>
<td>$47,000</td>
<td>2,000</td>
</tr>
<tr>
<td>3</td>
<td>General and Operations Managers</td>
<td>$109,600</td>
<td>1,600</td>
</tr>
<tr>
<td>4</td>
<td>Carpenters</td>
<td>$64,200</td>
<td>1,600</td>
</tr>
<tr>
<td>5</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$53,800</td>
<td>1,500</td>
</tr>
<tr>
<td>6</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$58,100</td>
<td>1,400</td>
</tr>
<tr>
<td>7</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$48,600</td>
<td>1,200</td>
</tr>
<tr>
<td>8</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$48,900</td>
<td>1,000</td>
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<tr>
<td>9</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$58,900</td>
<td>1,000</td>
</tr>
<tr>
<td>10</td>
<td>Electricians</td>
<td>$66,500</td>
<td>900</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **20.9%** Opportunity Employment
- **21.0%** Bachelor’s Degree Required
- **58.1%** Lower-Wage Employment

90 Rank Out of 121 Metro Areas
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
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<td>2,800</td>
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<td>2</td>
<td>Registered Nurses</td>
<td>$61,800</td>
<td>2,400</td>
</tr>
<tr>
<td>3</td>
<td>Industrial Truck and Tractor Operators</td>
<td>$35,800</td>
<td>2,100</td>
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<tr>
<td>4</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,700</td>
<td>1,300</td>
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<tr>
<td>5</td>
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<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$43,600</td>
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</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$40,200</td>
<td>1,100</td>
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<tr>
<td>8</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$41,700</td>
<td>900</td>
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<td>9</td>
<td>Carpenters</td>
<td>$38,600</td>
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</tbody>
</table>

### SHARE OF EMPLOYMENT BY EDUCATION AND WAGES

<table>
<thead>
<tr>
<th>Education and Wage</th>
<th>Share</th>
</tr>
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<tbody>
<tr>
<td>Opportunity Employment</td>
<td>23.6%</td>
</tr>
<tr>
<td>Bachelor’s Degree Required</td>
<td>20.5%</td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>55.9%</td>
</tr>
</tbody>
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<td>2,800</td>
</tr>
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<td>4</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
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<td>2,400</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,400</td>
<td>1,700</td>
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<td>6</td>
<td>Supervisors of Office and Administrative Support Workers</td>
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<td>1,600</td>
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<td>7</td>
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### Top 10 Opportunity Occupations in 2017

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

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

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

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

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

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

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

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

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

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

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### Top 10 Opportunity Occupations in 2017

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<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$55,900</td>
<td>3,500</td>
</tr>
<tr>
<td>2</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$38,700</td>
<td>3,100</td>
</tr>
<tr>
<td>3</td>
<td>Carpenters</td>
<td>$36,300</td>
<td>1,300</td>
</tr>
<tr>
<td>4</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>$59,000</td>
<td>1,200</td>
</tr>
<tr>
<td>5</td>
<td>Electricians</td>
<td>$42,200</td>
<td>900</td>
</tr>
<tr>
<td>6</td>
<td>Maintenance and Repair Workers</td>
<td>$35,400</td>
<td>900</td>
</tr>
<tr>
<td>7</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$44,600</td>
<td>700</td>
</tr>
<tr>
<td>8</td>
<td>Cement Masons and Concrete Finishers</td>
<td>$38,200</td>
<td>700</td>
</tr>
<tr>
<td>9</td>
<td>Executive Secretaries and Executive Administrative Assistants</td>
<td>$38,700</td>
<td>700</td>
</tr>
<tr>
<td>10</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>$36,200</td>
<td>700</td>
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**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. **Carpenters**
   - Annual Median Wage: $49,500
   - Opportunity Employment: 1,500

7. **Electricians**
   - Annual Median Wage: $53,400
   - Opportunity Employment: 1,200

8. **Sales Representatives, Wholesale and Manufacturing**
   - Annual Median Wage: $53,200
   - Opportunity Employment: 1,400

9. **Construction Laborers**
   - Annual Median Wage: $39,300
   - Opportunity Employment: 1,800

10. **Supervisors of Retail Sales Workers**
    - Annual Median Wage: $39,500
    - Opportunity Employment: 1,200

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### 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. **Police and Sheriff’s Patrol Officers**
   - Annual Median Wage: $63,600
   - Opportunity Employment: 1,800

7. **Licensed Practical and Licensed Vocational Nurses**
   - Annual Median Wage: $53,400
   - Opportunity Employment: 1,800

8. **Bookkeeping, Accounting, and Auditing Clerks**
   - Annual Median Wage: $40,700
   - Opportunity Employment: 1,800

9. **General and Operations Managers**
   - Annual Median Wage: $95,900
   - Opportunity Employment: 1,700

10. **Light Truck or Delivery Services Drivers**
    - Annual Median Wage: $37,200
    - Opportunity Employment: 2,300

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# Opportunity Occupations Revisited

**Springfield, 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

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Share of Employment</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity Employment</td>
<td>26.3%</td>
<td></td>
</tr>
<tr>
<td>Bachelor's Degree Required</td>
<td>18.1%</td>
<td></td>
</tr>
<tr>
<td>Lower-Wage Employment</td>
<td>55.6%</td>
<td></td>
</tr>
</tbody>
</table>

33 RANK OUT OF 121 METRO AREAS

## Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
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<tbody>
<tr>
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<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$40,700</td>
<td>7,300</td>
</tr>
<tr>
<td>2</td>
<td>Registered Nurses</td>
<td>$54,300</td>
<td>4,600</td>
</tr>
<tr>
<td>3</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$39,800</td>
<td>1,400</td>
</tr>
<tr>
<td>4</td>
<td>Construction Laborers</td>
<td>$35,100</td>
<td>1,300</td>
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</tr>
<tr>
<td>7</td>
<td>General and Operations Managers</td>
<td>$86,200</td>
<td>1,100</td>
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<tr>
<td>8</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,800</td>
<td>1,200</td>
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<td>9</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$38,800</td>
<td>1,100</td>
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**OPPORTUNITY OCCUPATIONS REVISITED**

**ST. LOUIS, MO-IL**

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**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

<table>
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<tr>
<th>Education Level</th>
<th>Opportunity Employment</th>
<th>Bachelor’s Degree Required</th>
<th>Lower-Wage Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.3%</td>
<td>26.9%</td>
<td>42.8%</td>
<td></td>
</tr>
</tbody>
</table>

**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. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $39,800
   - Opportunity Employment: 13,400

5. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $38,900
   - Opportunity Employment: 9,400

6. **CARPENTERS**
   - Annual Median Wage: $62,400
   - Opportunity Employment: 8,000

7. **SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $35,400
   - Opportunity Employment: 25,100

8. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $47,800
   - Opportunity Employment: 14,700

9. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $50,700
   - Opportunity Employment: 10,200

10. **ASSEMBLERS AND FABRICATORS**
    - Annual Median Wage: $34,500
    - Opportunity Employment: 9,400

11. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
    - Annual Median Wage: $45,200
    - Opportunity Employment: 7,400

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**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 Retail Sales Workers**
   - Annual Median Wage: $40,000
   - Opportunity Employment: 1,300

9. **Supervisors of Office and Administrative Support Workers**
   - Annual Median Wage: $54,700
   - Opportunity Employment: 1,400

10. **General and Operations Managers**
    - Annual Median Wage: $109,200
    - Opportunity Employment: 1,300

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **26.0%** Opportunity Employment
- **14.3%** Bachelor’s Degree Required
- **59.7%** Lower-Wage Employment

**RANK OUT OF 121 METRO AREAS**

39
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**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. **Construction Laborers**
   - Annual Median Wage: $38,500
   - Opportunity Employment: 1,900

7. **Automotive Service Technicians and Mechanics**
   - Annual Median Wage: $37,000
   - Opportunity Employment: 1,800

8. **Security Guards**
   - Annual Median Wage: $41,800
   - Opportunity Employment: 1,800

9. **Supervisors of Retail Sales Workers**
   - Annual Median Wage: $41,900
   - Opportunity Employment: 1,700

10. **Bus Drivers, School or Special Client**
    - Annual Median Wage: $37,300
    - Opportunity Employment: 2,100

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

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

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

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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, SERVICES**  
   Annual Median Wage: $47,800  
   Opportunity Employment: 6,000

7. **HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS**  
   Annual Median Wage: $38,400  
   Opportunity Employment: 5,500

8. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**  
   Annual Median Wage: $47,700  
   Opportunity Employment: 6,800

9. **ELECTRICIANS**  
   Annual Median Wage: $40,100  
   Opportunity Employment: 5,700

10. **INSURANCE SALES AGENTS**  
    Annual Median Wage: $48,800  
    Opportunity Employment: 5,200

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<td>Registered Nurses</td>
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<td>2,900</td>
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<tr>
<td>5</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$44,800</td>
<td>2,900</td>
</tr>
<tr>
<td>6</td>
<td>Construction Laborers</td>
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</tr>
<tr>
<td>8</td>
<td>Helpers—Production Workers</td>
<td>$34,400</td>
<td>1,800</td>
</tr>
<tr>
<td>9</td>
<td>Secretaries and Administrative Assistants</td>
<td>$34,800</td>
<td>3,600</td>
</tr>
<tr>
<td>10</td>
<td>Secretary and Administrative Assistants</td>
<td>$34,800</td>
<td>3,600</td>
</tr>
</tbody>
</table>

### Share of Employment by Education and Wages

- **Opportunity Employment**: 34.0%
- **Bachelor’s Degree Required**: 20.0%
- **Lower-Wage Employment**: 46.0%

1 Rank out of 121 metro areas.

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

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

1. **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. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $46,500
   - Opportunity Employment: 1,100

5. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $42,600
   - Opportunity Employment: 800

6. **LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES**
   - Annual Median Wage: $56,100
   - Opportunity Employment: 1,000

7. **SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS**
   - Annual Median Wage: $47,000
   - Opportunity Employment: 700

8. **SUPERVISORS OF TRANSPORTATION AND MATERIAL MOVING WORKERS**
   - Annual Median Wage: $63,000
   - Opportunity Employment: 800

9. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $52,900
   - Opportunity Employment: 700

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

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**TOP 10 OPPORTUNITY OCCUPATIONS IN 2017**

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<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Registered Nurses</td>
<td>$71,300</td>
<td>5,300</td>
</tr>
<tr>
<td>2</td>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$48,000</td>
<td>2,400</td>
</tr>
<tr>
<td>3</td>
<td>Supervisors of Retail Sales Workers</td>
<td>$37,900</td>
<td>2,300</td>
</tr>
<tr>
<td>4</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$47,900</td>
<td>2,300</td>
</tr>
<tr>
<td>5</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$36,800</td>
<td>2,000</td>
</tr>
<tr>
<td>6</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$36,300</td>
<td>1,900</td>
</tr>
<tr>
<td>7</td>
<td>Correctional Officers and Jailers</td>
<td>$40,500</td>
<td>1,800</td>
</tr>
<tr>
<td>8</td>
<td>General and Operations Managers</td>
<td>$81,500</td>
<td>1,700</td>
</tr>
<tr>
<td>9</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$59,300</td>
<td>1,500</td>
</tr>
<tr>
<td>10</td>
<td>Computer User Support Specialists</td>
<td>$48,700</td>
<td>1,400</td>
</tr>
</tbody>
</table>

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### Top 10 Opportunity Occupations in 2017

<table>
<thead>
<tr>
<th>Rank</th>
<th>Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>REGISTERED NURSES</td>
<td>$60,000</td>
<td>6,500</td>
</tr>
<tr>
<td>2</td>
<td>HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS</td>
<td>$41,500</td>
<td>5,700</td>
</tr>
<tr>
<td>3</td>
<td>BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS</td>
<td>$39,700</td>
<td>4,200</td>
</tr>
<tr>
<td>4</td>
<td>SUPERVISORS OF RETAIL SALES WORKERS</td>
<td>$34,700</td>
<td>3,700</td>
</tr>
<tr>
<td>5</td>
<td>WELDERS, CUTTERS, SOLDERERS, AND BRAZERS</td>
<td>$44,700</td>
<td>3,300</td>
</tr>
<tr>
<td>6</td>
<td>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</td>
<td>$41,500</td>
<td>2,400</td>
</tr>
<tr>
<td>7</td>
<td>SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</td>
<td>$49,400</td>
<td>2,200</td>
</tr>
<tr>
<td>8</td>
<td>GENERAL AND OPERATIONS MANAGERS</td>
<td>$95,600</td>
<td>2,100</td>
</tr>
<tr>
<td>9</td>
<td>MACHINISTS</td>
<td>$44,100</td>
<td>2,100</td>
</tr>
<tr>
<td>10</td>
<td>SALES REPRESENTATIVES, SERVICES</td>
<td>$46,200</td>
<td>2,000</td>
</tr>
</tbody>
</table>

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**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. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $47,400
   - Opportunity Employment: 2,400

7. **PLUMBERS, PIPEFITTERS, AND STEAMFITTERS**
   - Annual Median Wage: $70,700
   - Opportunity Employment: 1,500

8. **ELECTRICIANS**
   - Annual Median Wage: $78,700
   - Opportunity Employment: 2,600

9. **PAINTERS, CONSTRUCTION AND MAINTENANCE**
   - Annual Median Wage: $52,700
   - Opportunity Employment: 1,600

10. **SUPERVISORS OF CONSTRUCTION TRades AND EXTRACTION WORKERS**
    - Annual Median Wage: $79,500
    - Opportunity Employment: 1,400

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **17.7%** Opportunity Employment
- **20.5%** Bachelor’s Degree Required
- **61.8%** Lower-Wage Employment

108 RANK OUT OF 121 METRO AREAS

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<table>
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<tr>
<th>Opportunity Occupation</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>$62,500</td>
<td>9,000</td>
</tr>
<tr>
<td>Maintenance and Repair Workers</td>
<td>$37,100</td>
<td>6,600</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$38,600</td>
<td>5,200</td>
</tr>
<tr>
<td>Electricians</td>
<td>$49,200</td>
<td>4,800</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$52,600</td>
<td>4,100</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$38,900</td>
<td>6,700</td>
</tr>
<tr>
<td>Supervisors of Retail Sales Workers</td>
<td>$38,000</td>
<td>5,200</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$47,200</td>
<td>5,000</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$40,700</td>
<td>4,500</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>$43,700</td>
<td>4,000</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Top 10 Opportunity Occupations in 2017</th>
<th>Annual Median Wage</th>
<th>Opportunity Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>$78,300</td>
<td>26,900</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>$155,400</td>
<td>13,900</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$47,200</td>
<td>13,300</td>
</tr>
<tr>
<td>Police and Sheriff’s Patrol Officers</td>
<td>$70,400</td>
<td>12,600</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>$49,500</td>
<td>12,600</td>
</tr>
<tr>
<td>Supervisors of Construction Trades and Extraction Workers</td>
<td>$70,900</td>
<td>10,600</td>
</tr>
<tr>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>$48,700</td>
<td>10,000</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>$62,900</td>
<td>9,600</td>
</tr>
</tbody>
</table>

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## TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

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

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<tr>
<th>Top 10 Opportunity Occupations in 2017</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REGISTERED NURSES</strong></td>
<td><strong>Annual Median Wage:</strong> $60,800</td>
<td><strong>Opportunity Employment:</strong> 5,600</td>
</tr>
<tr>
<td><strong>SECRETARIES AND ADMINISTRATIVE ASSISTANTS</strong></td>
<td><strong>Annual Median Wage:</strong> $35,700</td>
<td><strong>Opportunity Employment:</strong> 3,100</td>
</tr>
<tr>
<td><strong>BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS</strong></td>
<td><strong>Annual Median Wage:</strong> $36,500</td>
<td><strong>Opportunity Employment:</strong> 1,800</td>
</tr>
<tr>
<td><strong>SUPERVISORS OF RETAIL SALES WORKERS</strong></td>
<td><strong>Annual Median Wage:</strong> $38,900</td>
<td><strong>Opportunity Employment:</strong> 1,600</td>
</tr>
<tr>
<td><strong>AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS</strong></td>
<td><strong>Annual Median Wage:</strong> $36,800</td>
<td><strong>Opportunity Employment:</strong> 1,400</td>
</tr>
<tr>
<td><strong>HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS</strong></td>
<td><strong>Annual Median Wage:</strong> $40,900</td>
<td><strong>Opportunity Employment:</strong> 3,500</td>
</tr>
<tr>
<td><strong>MAINTENANCE AND REPAIR WORKERS</strong></td>
<td><strong>Annual Median Wage:</strong> $39,200</td>
<td><strong>Opportunity Employment:</strong> 2,300</td>
</tr>
<tr>
<td><strong>LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES</strong></td>
<td><strong>Annual Median Wage:</strong> $44,000</td>
<td><strong>Opportunity Employment:</strong> 1,600</td>
</tr>
<tr>
<td><strong>SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING</strong></td>
<td><strong>Annual Median Wage:</strong> $56,800</td>
<td><strong>Opportunity Employment:</strong> 1,600</td>
</tr>
<tr>
<td><strong>MEDICAL ASSISTANTS</strong></td>
<td><strong>Annual Median Wage:</strong> $33,700</td>
<td><strong>Opportunity Employment:</strong> 1,400</td>
</tr>
</tbody>
</table>

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

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

**RANK OUT OF 121 METRO AREAS:** 21

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**Worcester, MA-CT**

**Registered Nurses**
Annual Median Wage: $80,000
Opportunity Employment: 4,900

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

**Bookkeeping, Accounting, and Auditing Clerks**
Annual Median Wage: $42,500
Opportunity Employment: 2,200

**Police and Sheriff’s Patrol Officers**
Annual Median Wage: $60,400
Opportunity Employment: 1,800

**General and Operations Managers**
Annual Median Wage: $115,300
Opportunity Employment: 1,600

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

**Maintenance and Repair Workers**
Annual Median Wage: $42,100
Opportunity Employment: 2,400

**Medical Secretaries**
Annual Median Wage: $42,400
Opportunity Employment: 1,900

**Licensed Practical and Licensed Vocational Nurses**
Annual Median Wage: $57,100
Opportunity Employment: 1,700

**Construction Laborers**
Annual Median Wage: $42,900
Opportunity Employment: 1,500

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

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

### TOP 10 OPPORTUNITY OCCUPATIONS IN 2017

1. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $44,400
   - Opportunity Employment: 3,300

2. **REGISTERED NURSES**
   - Annual Median Wage: $64,400
   - Opportunity Employment: 2,700

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

4. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $39,400
   - Opportunity Employment: 1,600

5. **SHIPPING, RECEIVING, AND TRAFFIC CLERKS**
   - Annual Median Wage: $38,400
   - Opportunity Employment: 1,100

6. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
   - Annual Median Wage: $62,700
   - Opportunity Employment: 1,100

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

8. **AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS**
   - Annual Median Wage: $39,200
   - Opportunity Employment: 1,100

9. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $43,200
   - Opportunity Employment: 1,000

10. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
    - Annual Median Wage: $36,800
    - Opportunity Employment: 1,000

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

For more information, see “Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time,” by Kyle Fer, Karthi Waraporn, and Lisa Nelson and published by the Federal Reserve Banks of Cleveland and Philadelphia, 2019 (available at www.philadelphia.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.