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. **SECRETARIES AND ADMINISTRATIVE ASSISTANTS**
   - Annual Median Wage: $35,400
   - Opportunity Employment: 18,000

2. **REGISTERED NURSES**
   - Annual Median Wage: $64,500
   - Opportunity Employment: 16,300

3. **HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**
   - Annual Median Wage: $45,700
   - Opportunity Employment: 16,000

4. **ASSEMBLERS AND FABRICATORS**
   - Annual Median Wage: $38,300
   - Opportunity Employment: 14,900

5. **MAINTENANCE AND REPAIR WORKERS**
   - Annual Median Wage: $37,500
   - Opportunity Employment: 9,400

6. **BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS**
   - Annual Median Wage: $39,700
   - Opportunity Employment: 7,400

7. **CONSTRUCTION LABORERS**
   - Annual Median Wage: $38,600
   - Opportunity Employment: 7,200

8. **SUPERVISORS OF RETAIL SALES WORKERS**
   - Annual Median Wage: $36,300
   - Opportunity Employment: 5,900

9. **GENERAL AND OPERATIONS MANAGERS**
   - Annual Median Wage: $105,200
   - Opportunity Employment: 5,800

10. **SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING**
    - Annual Median Wage: $57,600
    - Opportunity Employment: 5,200

**SHARE OF EMPLOYMENT BY EDUCATION AND WAGES**

- **29.6%** OPPORTUNITY EMPLOYMENT
- **27.1%** BACHELOR’S DEGREE REQUIRED
- **43.3%** LOWER-WAGE EMPLOYMENT

10 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.

For more information, see “Opportunity Occupations Revisited: Exploring Employment for Sub-Baccalaureate Workers Across Metro Areas and Over Time” by Kyle Fee, Karthi Wandrep, 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.