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Opportunity Occupations in New York State

BUREAU OF LABOR MARKET INFORMATION
DIVISION OF RESEARCH AND STATISTICS

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Executive Summary

This report examines how “job polarization” — defined as the increasing concentration of employment in the highest- and lowest-wage occupations, as jobs in middle-skill occupations disappear — has made it increasingly difficult for workers without a four-year college degree to find good-paying jobs. It also introduces the concept of “opportunity occupations” — jobs that may offer increased economic mobility for these workers. The report also details the criteria used to identify opportunity occupations and explores trends in opportunity employment in New York State and its ten labor market regions.

At the statewide level, we find that 152 job titles statewide meet the opportunity occupation criteria. Of these, 109 are in “slower-growing” opportunity occupations and 43 are in “fast-growing” opportunity occupations. It’s our hope that by identifying and promoting these occupations, we can help to address skills gaps in the workforce, reduce income inequality, and foster inclusive economic growth.

For the full list of occupations for New York State and its labor market regions, please see our [accompanying interactive dashboard](#).

Background

Starting in the 1970s, the nature of job opportunities in the U.S. began to change fundamentally (Autor, 2010). According to economist Joseph Stiglitz (2012), “...middle-class jobs — requiring a moderate level of skills, like autoworkers’ jobs — [have been disappearing] relative to those at the bottom, requiring few skills, and those at the top, requiring greater skill levels” (p. 11). This phenomenon is known as “job polarization” and is often cited as a contributing factor to income inequality in the U.S. (Autor, 2010; Katz & Murphy, 1992).

In their 2007 research report, “America's Forgotten Middle-Skill Jobs,” economists Harry Holzer and Robert Lerman define middle-skill jobs as those that “generally require some significant education and training beyond high school but less than a bachelor’s degree” (p. 8). To facilitate their analysis, Holzer and Lerman classified broad occupational categories by skill level as follows:

- **High-skill occupations:** Those in the professional/technical and managerial categories.
- **Low-skill occupations:** Those in the service and agricultural categories.
- **Middle-skill occupations:** Those in the other categories, including clerical, sales, construction, installation/repair, production, and transportation/material moving.

These skill classifications were determined based on the average education level and/or training of workers in those broad occupational categories. However, educational and training requirements can vary significantly within broad occupational categories. As such, our analysis of occupational skill levels uses education and training requirements for detailed occupations whenever possible. In particular, we focus on educational requirements as they typically present a more burdensome barrier to occupational entry.

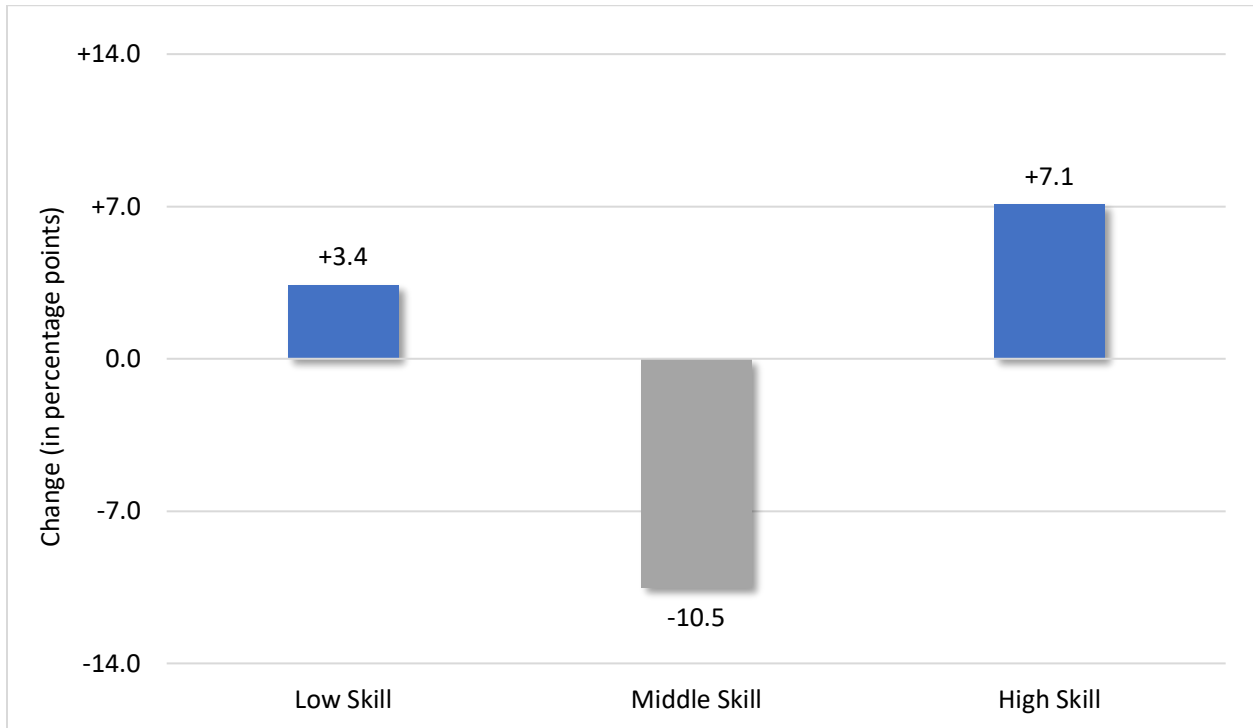
Job Polarization in New York State

Using Holzer and Lerman’s (2007) broad occupational skill categories, we see that job polarization has occurred in New York State. Figure 1 shows that the share of workers employed in middle-skill jobs

declined by 10.5 percentage points from 2003 to 2022. At the same time, the share of workers employed in low- and high-skill jobs increased by 3.4 and 7.1 percentage points, respectively.

Figure 1. A Declining Share of Middle-Skill Jobs Points to Polarization in New York State

Change in Share of Occupational Employment by Skill Level, New York State (2003 – 2022)



Source: Authors' calculations based on Occupational Employment and Wage Statistics (OEWS).

As shown in Table 1, workers with bachelor's degrees typically earn better wages and experience higher employment rates than those who do not. Yet, over half (54.2%) of prime working-age New Yorkers (ages 25-54) did not have a four-year college degree in 2022. Therefore, these workers may be ineligible for high-pay, high-skill occupations, and may find it difficult to advance in their careers. However, "opportunity occupations" can be a good way forward.

Table 1. Workers With Bachelor’s Degrees or Higher Tend to Have Better Labor Market Outcomes Than Those Who Do Not

Unemployment Rates and Weekly Earnings (Full-Time Wage and Salary Workers), Age 25 and Over by Educational Attainment, New York State (2023)

Level of Education	Unemployment Rate	Median Weekly Earnings
Master’s Degree or Higher	1.7%	\$1,731
Bachelor’s Degree	2.9%	\$1,540
Associate’s Degree	3.6%	\$1,040
Some College	3.6%	\$1,000
High School Diploma/GED	5.0%	\$950
Less than High School	6.3%	\$731
All Workers	3.5%	\$1,250

Source: Current Population Survey (CPS).

What is an Opportunity Occupation?

Researchers at Federal Reserve Banks coined the term “opportunity occupation.” They defined an “opportunity occupation” as a job that meets two basic requirements:

- Typically requires less than a bachelor’s degree for entry.
- Pays above the national annual median wage (adjusted to reflect local living costs) (Wardrip, Fee, Nelson, & Andreason, 2015; Fee, Nelson, & Wardrip, 2019).

In this report, we will look at opportunity occupations throughout New York State and its 10 labor market regions. However, due to data limitations, we modify slightly the Federal Reserve’s opportunity occupation criteria to:

- Typically requires less than a bachelor’s degree for entry.
- Pays above the area annual median wage.

In addition, we impose a third requirement:

- The occupation must be projected to experience employment growth between 2020 and 2030.

To identify an occupation’s projected rate of employment growth, we use the New York State Department of Labor’s 2020-30 Long-Term Occupational Employment Projections. Occupations that are projected to remain unchanged or shrink (i.e., a projected growth rate of 0.0% or less) are excluded.

Using the same figure and source, we also differentiate between “fast-growing” and “slower-growing” opportunity occupations. Fast-growing opportunity occupations are those projected to grow faster than the overall growth rate for the area. Slower-growing opportunity occupations are those with projected growth rates greater than zero, but less than or equal to the overall growth rate for the area.

Why are Opportunity Occupations Important?

Opportunity occupations may afford increased economic mobility to workers with less than a bachelor's degree. These occupations pay well, have relatively low barriers to entry in terms of skills, and are projected to be in demand. By identifying and promoting opportunity occupations, we hope to help jobseekers achieve better labor market outcomes, as well as assist policymakers, educators, and workforce development professionals in their efforts to bridge skills gaps, reduce income inequality, and foster inclusive economic growth.

Opportunity Occupations in New York State

Statewide Analysis

As shown in Table 2, nearly 1.5 million New Yorkers were employed in opportunity occupations in 2020, accounting for 15.2% of the state's total employment. Within opportunity employment, about 1.1 million workers were in slower-growing occupations while roughly 0.4 million were in fast-growing occupations. Employment in slower-growing opportunity occupations comprised 11.4% of the statewide total, while fast-growing opportunity occupations comprised 3.8%.

Table 2. Nearly 1.5 Million New Yorkers Worked in an Opportunity Occupation in 2020
Share of Total Employment by Occupation Type, New York State, 2020 and 2030

Occupation Type	2020		2030	
	Employment	Share	Employment	Share
Total, All Occupations	9,670,010	100.0%	12,083,650	100.0%
Other Occupations	8,199,200	84.8%	10,310,110	85.3%
Opportunity Occupations	1,470,810	15.2%	1,773,540	14.7%
Slower-Growing Opportunity Occupations	1,098,940	11.4%	1,266,670	10.5%
Fast-Growing Opportunity Occupations	371,870	3.8%	506,870	4.2%

Note: Detail may not add to totals due to rounding.

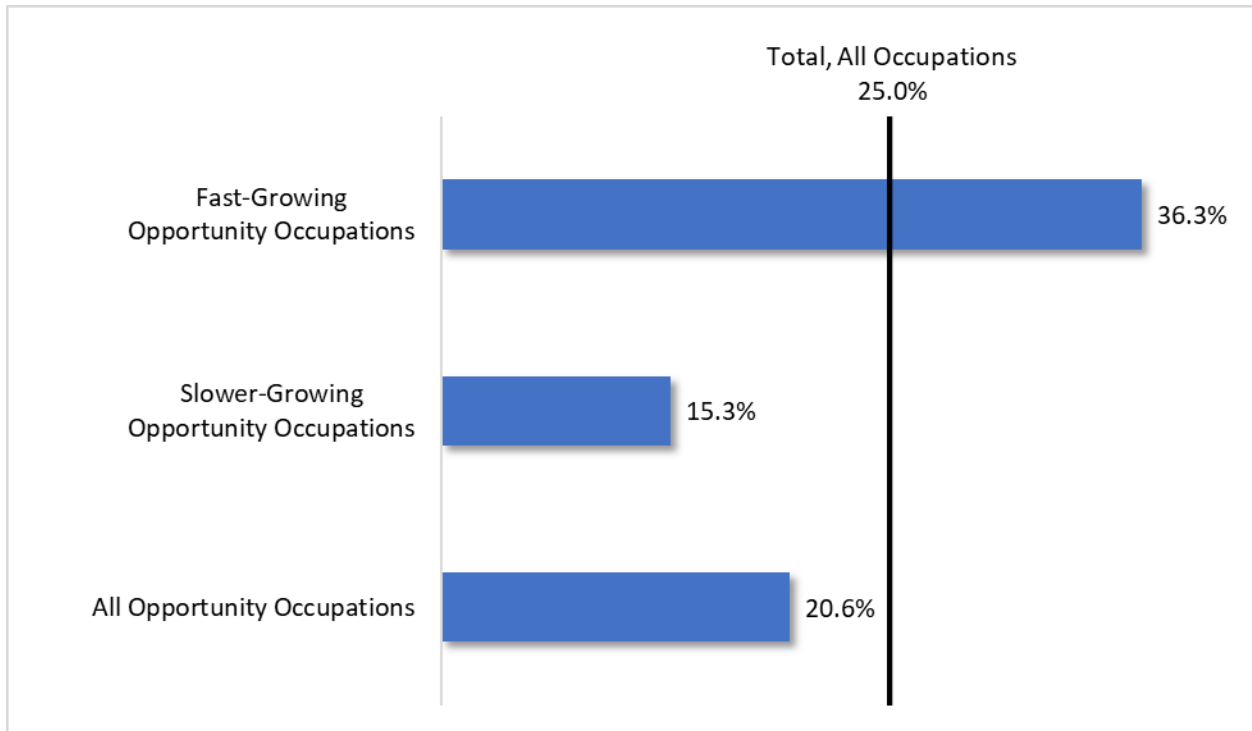
Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

According to our analysis, employment in middle-skill jobs is projected to grow by 17.5% from 2020 to 2030. However, consistent with our findings on job polarization in New York State (see Figure 1), the relative share of employment in middle-skill jobs is projected to decrease by 2.3 percentage points over the ten-year period.

At the same time, also according to our analysis, low-skill jobs are projected to grow by 3.6 percentage points, with all growth occurring in lower-paying occupations (i.e., those that pay less than the statewide median wage of \$54,276). As a result, the relative share of employment in opportunity occupations is projected to decline by 0.5 percentage points to 14.7% in 2030. Not surprisingly, the declining relative share of opportunity employment is expected to occur in slower-growing occupations. The share of employment in fast-growing opportunity occupations is projected to grow by 0.4 percentage points to 4.2% in 2030.

Figure 2. Fast-Growing Opportunity Occupations Are Expected to Outpace the All-Occupation Growth Rate by 11.3 Percentage Points

Projected Employment Growth by Occupation Type, New York State (2020 – 2030)

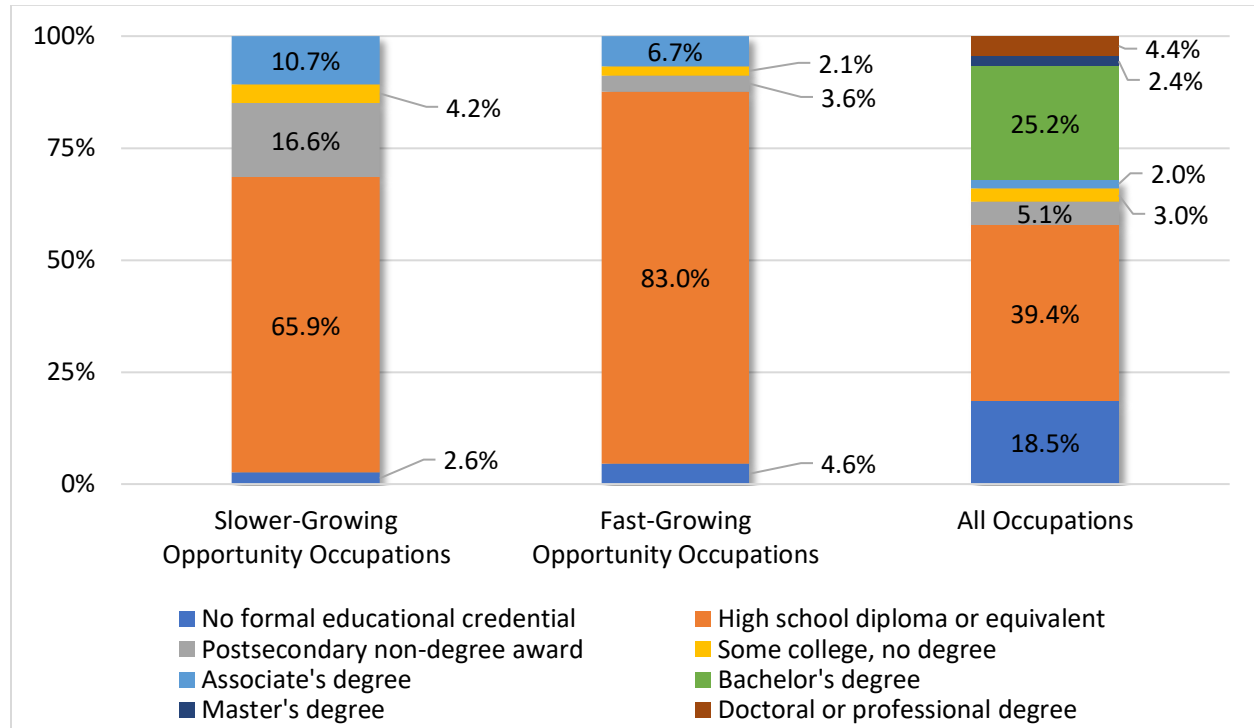


Source: Authors' calculations based on 2020-30 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

As shown in Figure 2, employment in fast-growing opportunity occupations is projected to grow at a faster rate (36.3%) than the statewide rate for all occupations (25.0%) from 2020-30. On the other hand, employment in slower-growing opportunity occupations is projected to grow at a slower rate (15.3%) than the statewide rate for all occupations over the same period. With slower-growth jobs accounting for the majority share of opportunity occupations, the overall growth rate for all opportunity occupations (20.6%) is 4.4 percentage points below the statewide rate for all occupations.

Figure 3. Slower-Growing Opportunity Occupations Tend to Require Higher Levels of Educational Attainment for Entry Relative to Their Fast-Growing Counterparts

Relative Share of Employment by Typical Education Required for Entry and Occupation Type, New York State (2020)

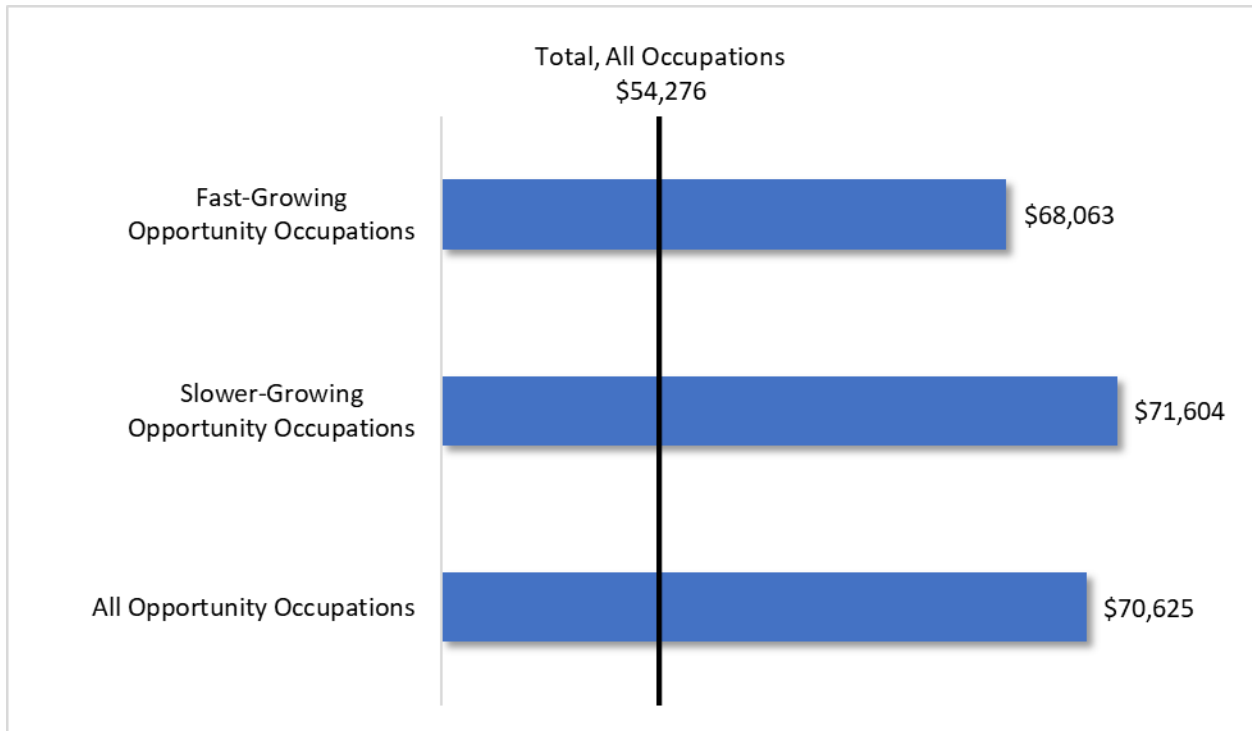


Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Slower-growing opportunity occupations typically require higher levels of educational attainment for entry relative to fast-growing opportunity occupations. As shown in Figure 3, nearly a third (31.5%) of slower-growth opportunity employment is in occupations that typically require education beyond high school. In comparison, 12.4% of fast-growth opportunity employment is in occupations that typically require education beyond high school. Note though that per the U.S. Bureau of Labor Statistics' Measures of Education and Training (2023), many opportunity occupations require either additional training, experience, or both, beyond the formal educational requirements.

Figure 4. Slower-Growing Opportunity Occupations Tend to Pay More Than Their Fast-Growing Counterparts

Annual Median Wages by Occupation Type, New York State (2020*)



**Wage information has been updated to the first quarter of 2023 by making cost-of-living adjustments*

Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Annual median wage data show the importance of opportunity occupations and the earnings potential they can afford. Per Figure 4, the annual median wage across all opportunity occupations is \$70,625, which is 30.1% higher than the annual median wage for all occupations (\$54,276). When we break out opportunity employment into fast- and slower-growing occupations, we see that the annual median wage for slower-growing opportunity occupations (\$71,604) is higher than of fast-growing opportunity occupations (\$68,063). This finding aligns with our findings related to the differences in typical education requirements between the two groups.

Figure 5. Opportunity Occupations Are Represented in Nearly All Major Occupational Groups

Number of Opportunity Occupations by Major Occupational Group* and Occupation Type, New York State



*2-digit SOC code

Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

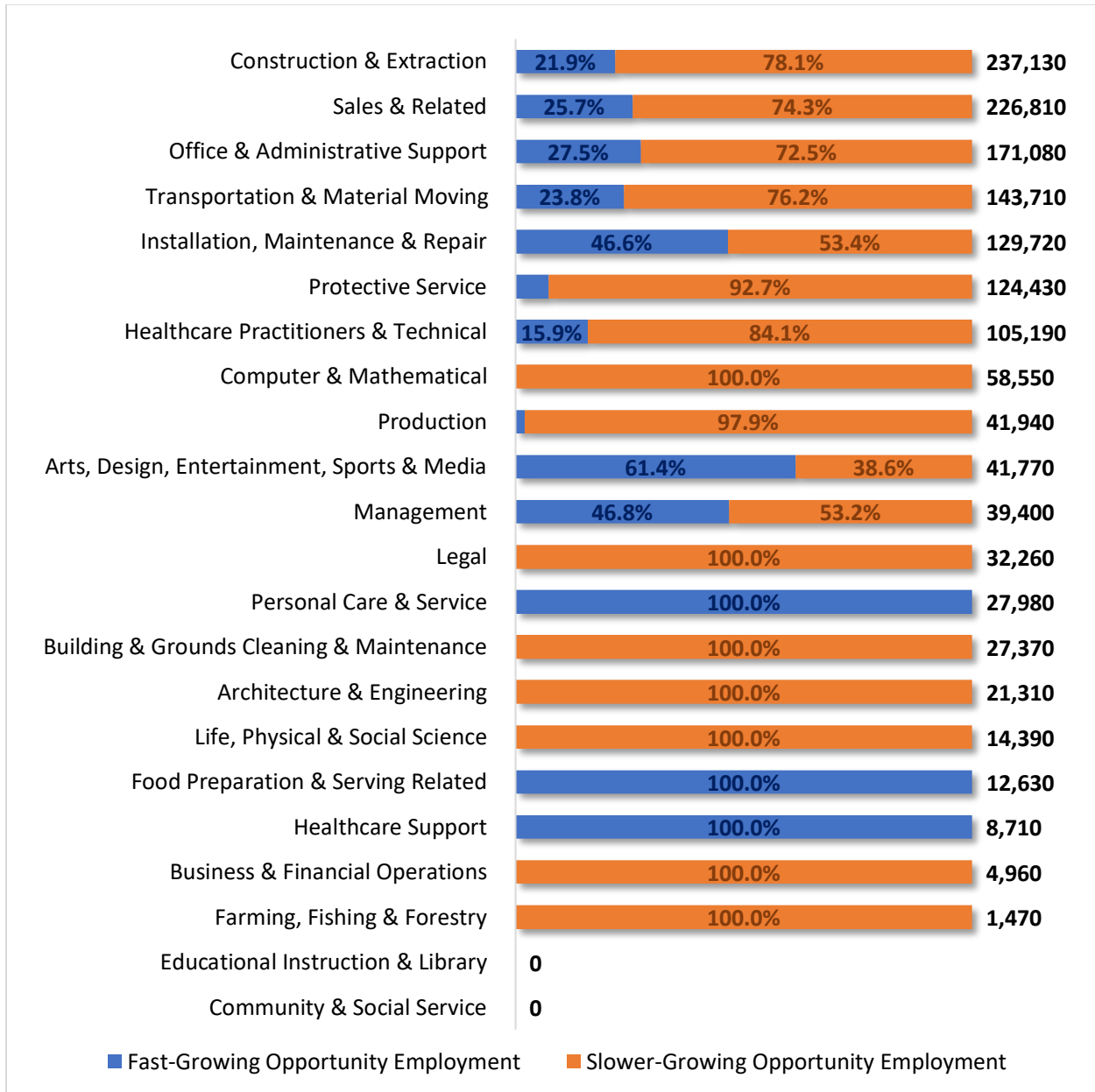
Figure 5 shows that opportunity occupations are represented in all major occupational groups except Community and Social Service (SOC 21) and Educational Instruction and Library (SOC 25) occupations. Almost half (44.1%) of the 152 statewide opportunity occupation titles are in the top three occupational

groups: Construction and Extraction (SOC 47); Installation, Maintenance, and Repair (SOC 49); and Transportation and Material Moving occupations (SOC 53), which have 28, 22, and 17 titles, respectively.

Notably, all the opportunity occupations represented in the Architecture and Engineering (SOC 17); Building and Grounds Cleaning and Maintenance (SOC 37); Life, Physical, and Social Science (SOC 19); Legal (SOC 23); Computer and Mathematical (SOC 15); Farming, Fishing, and Forestry (SOC 45); and Business and Financial Operations (SOC 13) occupational groups are slower-growing. The Personal Care and Service (SOC 39), Healthcare Support (SOC 31), and Food Preparation and Serving Related occupational groups are comprised entirely of fast-growing opportunity occupations.

Figure 6. Construction and Extraction Occupations Have the Most Opportunity Employment of Any Major Occupational Group

Total Opportunity Employment and Share of Opportunity Employment by Major Occupational Group* and Occupation Type, New York State



*2-digit SOC code

Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

The Construction and Extraction (SOC 47) occupational group contains not only the most opportunity titles (28), but also the most opportunity employment (237,130), as shown in Figure 6. Within the Construction and Extraction occupational group, nearly four out of five jobs are in slower-growing opportunity occupations.

Despite the Sales and Related (SOC 49) occupational group containing only seven opportunity titles, it ranks second for total opportunity employment (226,810). Within the group, about three out of four jobs are in slower-growing opportunity occupations. Similarly, the Office and Administrative Support (SOC 53) occupational group – which contains just four opportunity titles – ranks third for total opportunity employment (171,080).

Table 3. The Top 10 Opportunity Occupations Represent a Diverse Set of Jobs Spanning a Variety of Disciplines

Top 10 Opportunity Occupations Ranked by 2020 Employment, New York State

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage*	Typical Education Needed for Entry**	Opportunity Occupation Type
Total, All Occupations	9,670,010	25.0%	\$54,276		
Total, Opportunity Occupations	1,470,810	20.6%	\$70,625		
First-Line Supervisors of Office & Administrative Support Workers	105,800	11.8%	\$77,511	HS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	71,830	17.9%	\$73,875	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	65,890	21.5%	\$57,536	PS	Slower
Carpenters	60,180	18.1%	\$64,353	HS	Slower
Police & Sheriff's Patrol Officers	60,080	14.3%	\$83,839	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	58,310	27.9%	\$82,503	HS	Fast
Licensed Practical & Licensed Vocational Nurses	48,730	18.5%	\$59,889	PS	Slower
Production, Planning & Expediting Clerks	47,020	25.4%	\$56,163	HS	Fast
Computer User Support Specialists	45,890	18.2%	\$66,609	SC	Slower
Electricians	39,860	27.1%	\$77,894	HS	Fast

*Wage information has been updated to the first quarter of 2023 by making cost-of-living adjustments.

**Key:

- NC: No formal educational credential
- HS: High school diploma or equivalent
- PS: Postsecondary non-degree award
- SC: Some college, no degree
- AA: Associate's degree
- BA: Bachelor's degree
- MA: Master's degree
- PD: Doctoral or professional degree

Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

As shown in Table 3, the top 10 opportunity occupations span a variety of disciplines, reflecting the immense economic diversity of New York State. The occupations include law enforcement, skilled trades, sales, and computer occupations, among others.

Seven of ten occupations on the list have no formal educational requirement other than high school. The highest level of formal education required is for Computer User Support Specialists, which typically requires at least some postsecondary education.

Table 4. Several of the Top 10 Fast-Growing Opportunity Occupations Are in the Skilled Trades

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, New York State

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage*	Typical Education Needed for Entry**
Total, All Occupations	9,670,010	25.0%	\$54,276	
Total, Opportunity Occupations	1,470,810	20.6%	\$70,625	
Total, Fast-Growing Opportunity Occupations	371,870	36.3%	\$68,063	
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	58,310	27.9%	\$82,503	HS
Production, Planning & Expediting Clerks	47,020	25.4%	\$56,163	HS
Electricians	39,860	27.1%	\$77,894	HS
First-Line Supervisors of Mechanics, Installers & Repairers	27,430	26.4%	\$80,673	HS
First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	23,110	32.9%	\$66,290	HS
First-Line Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services	17,200	50.1%	\$58,169	HS
Food Service Managers	15,230	47.2%	\$78,323	HS
Chefs & Head Cooks	12,630	98.3%	\$73,917	HS
Bus & Truck Mechanics & Diesel Engine Specialists	12,510	26.2%	\$63,423	HS
Industrial Machinery Mechanics	11,280	45.5%	\$62,936	HS

*Wage information has been updated to the first quarter of 2023 by making cost-of-living adjustments

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- PD: Doctoral or professional degree

Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

As shown in Table 4, none of the top 10 fast-growing opportunity occupations require formal education beyond high school for entry. Three occupations are first-line supervisor positions, so a good way in presumably would be through the ranks of the supervised. In addition, three skilled-trades occupations rank among the top 10: Electricians, Bus and Truck Mechanics and Diesel Engine Specialists, and Industrial Machinery Mechanics. As many things change, the skilled trades affording good opportunities without needing a four-year college degree is one thing that remains the same.

Table 5. The Top 10 Slower-Growing Opportunity Occupations Typically Require Higher Levels of Education, on Average, Relative to Their Fast-Growing Counterparts

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, New York State

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage*	Typical Education Needed for Entry**
Total, All Occupations	9,670,010	25.0%	\$54,276	
Total, Opportunity Occupations	1,470,810	20.6%	\$70,625	
Total, Slower-Growing Opportunity Occupations	1,098,940	15.3%	\$71,604	
First-Line Supervisors of Office & Administrative Support Workers	105,800	11.8%	\$77,511	HS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	71,830	17.9%	\$73,875	HS
Heavy & Tractor-Trailer Truck Drivers	65,890	21.5%	\$57,536	PS
Carpenters	60,180	18.1%	\$64,353	HS
Police & Sheriff's Patrol Officers	60,080	14.3%	\$83,839	HS
Licensed Practical & Licensed Vocational Nurses	48,730	18.5%	\$59,889	PS
Computer User Support Specialists	45,890	18.2%	\$66,609	SC
Plumbers, Pipefitters & Steamfitters	29,840	21.6%	\$79,251	HS
Paralegals & Legal Assistants	28,320	20.1%	\$65,138	AA
Insurance Sales Agents	26,340	5.2%	\$80,627	HS

*Wage information has been updated to the first quarter of 2023 by making cost-of-living adjustments

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PS: Postsecondary non-degree award

SC: Some college, no degree

AA: Associate's degree

BA: Bachelor's degree

MA: Master's degree

PD: Doctoral or professional degree

Source: Authors' calculations based on 2020-30 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Table 5 shows four of the top 10 slower-growing opportunity occupations usually require formal education beyond high school. The Paralegals and Legal Assistants occupation requires the highest level of formal education: an associate's degree. The top occupation on the list is a supervisory title, which, as before, implies that joining the ranks of the supervised is the best way to gain entry.

An Overview of Opportunity Occupations by Labor Market Region

As shown in Table 6, the regional share of employment in opportunity occupations ranged from 18.5% on Long Island to 12.0% in New York City. Every region of the state except New York City has a share above that of the state (15.2%).

Table 6. Only One Region Has a Higher Share of Fast-Growing Opportunity Occupations Than the State as a Whole

Share of Employment in Opportunity Occupations by Area (2020)

Area	Share of Total Employment (%)		
	Fast-Growing Opportunity Occupations	Slower-Growing Opportunity Occupations	Total, All Opportunity Occupations
New York State	3.8	11.4	15.2
Long Island	3.8	14.8	18.5
Central New York	3.6	13.8	17.4
Western New York	3.7	13.3	17.0
Mohawk Valley	5.6	11.2	16.8
Finger Lakes	3.4	13.3	16.7
Hudson Valley	3.1	13.6	16.7
North Country	3.7	13.0	16.7
Southern Tier	1.6	13.9	15.5
Capital Region	3.0	12.5	15.4
New York City	2.7	9.3	12.0

Note: Detail may not add to totals due to rounding.

Source: Authors' calculations based on 2020-30 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Only one region, Mohawk Valley (5.6%), has a higher share of fast-growing opportunity occupations than the state as a whole. The share of fast-growing opportunity occupations ranged from 1.6% in the Southern Tier to 5.6% in the Mohawk Valley.

As might be expected given that slower-growing opportunity occupations comprise the bulk of all opportunity occupations, the results are a lot closer to what we saw for opportunity occupations than what we saw for fast-growing opportunity occupations. Only two regions, Mohawk Valley (11.2%) and New York City (9.3%), have shares lower than that of the state (11.4%). The Mohawk Valley's share is close to that of the state as a whole whereas New York City's share is 2.2 percentage points below that of the state.

Given that New York City is very much the economic powerhouse of New York State and is home to abundant economic opportunities, New York City's lower percent of opportunity occupations struck us as worthy of further investigation.

The New York City Anomaly

Looking at the overall top 20 largest occupations in New York City ranked by employment in 2020, as shown in Table 7, was instructive.

Table 7. Job Polarization Has Been More Acute in New York City Compared to Other New York State Labor Market Regions

Top 20 Largest Occupations by 2020 Employment, New York City Region

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage*	Typical Education Needed for Entry**
Total, All Occupations	4,566,620	24.9%	\$63,416	
Home Health & Personal Care Aides	338,960	38.5%	\$35,740	HS
Retail Salespersons	90,320	27.4%	\$36,695	NC
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	89,680	24.8%	\$44,467	NC
Office Clerks, General	85,870	10.0%	\$42,971	HS
General & Operations Managers	82,220	27.6%	\$143,786	BA
Registered Nurses	78,360	16.7%	\$108,976	BA
Security Guards	76,770	35.1%	\$38,290	HS
Secretaries & Administrative Assistants, Except Legal, Medical & Executive	75,830	6.9%	\$48,929	HS
Accountants & Auditors	75,600	15.0%	\$105,186	BA
Cashiers	64,330	17.3%	\$35,377	NC
Software Developers & Software Quality Assurance Analysts & Testers	61,640	35.4%	\$144,344	BA
Customer Service Representatives	60,870	12.0%	\$49,381	HS
Lawyers	59,730	18.2%	\$216,982	PD
Executive Secretaries & Executive Administrative Assistants	58,550	-10.1%	\$84,618	HS
Maintenance & Repair Workers, General	57,200	22.3%	\$53,322	HS
Laborers & Freight, Stock & Material Movers, Hand	56,490	32.7%	\$40,553	NC
Securities, Commodities & Financial Services Sales Agents	54,480	3.2%	\$176,249	BA
Financial & Investment Analysts, Financial Risk Specialists & Financial Specialists, All Other	52,610	8.3%	\$132,902	BA
First-Line Supervisors of Office & Administrative Support Workers	51,860	10.8%	\$83,073	HS
Market Research Analysts & Marketing Specialists	50,420	31.6%	\$98,349	BA

*Wage information has been updated to the first quarter of 2023 by making cost-of-living adjustments.

**Key:

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PS: Postsecondary non-degree award

SC: Some college, no degree

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Source: Authors' calculations based on 2020-2030 NYS Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

The results show that many of New York City's top 20 occupations, which account for over a third (35.5%) of the city's total employment, are either low-skill, low-paying jobs or high-skill, high-paying jobs. Twelve occupations typically require a high school diploma or less for entry, while eight require a bachelor's degree or higher. Seven of the eight high-skill jobs have six figure annual median wages and 10 of the 12 low-skill jobs pay less than the all-occupation median wage (\$63,416).

The two low-skill jobs that have a median annual wage above that of city's all-occupation median wage are Executive Secretaries and Executive Administrative Assistants (\$84,618) and First-Line Supervisors of Office and Administrative Support Workers (\$83,073). Of those two occupations, only First-Line

Supervisors of Office and Administrative Support Workers meet the criteria to be considered an opportunity occupation as the Executive Secretaries and Executive Administrative Assistants workforce in New York City is projected to decline by 10.1% from 2020 to 2030.

This doesn't mean that opportunity occupations can't be found in the city; they can be, just like in the other regions. However, it may be indicative of the acuteness of job polarization in the city relative to other New York State labor market regions.

Please see the appendix for more information on opportunity occupations in New York State's 10 labor market regions.

Concluding Thoughts

Job polarization, in addition to other socioeconomic trends, has made it harder for those without a four-year college degree to find good-paying jobs. This is a concern in New York State, where 54.2% of prime working-age (25 to 54 years old) adults lack a four-year degree. However, opportunity occupations can offer a path forward; these are good-paying, in-demand jobs with relatively low barriers to entry. By promoting opportunity occupations, policymakers, educators, and workforce development professionals can empower workers, bridge skill gaps, and help make New York's economy more inclusive.

Please visit our [interactive opportunity occupation dashboard](#), which contains the full list of occupations for New York State and its 10 labor market regions.

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Appendix

Opportunity Occupations in New York’s Labor Market Regions

Presented below are each region’s top 10 opportunity occupations overall, as well as their top 10 fast- and slower-growing opportunity occupations. All were sorted by employment in 2020, highest to lowest. Note that in all cases the “Typical Education Needed for Entry” and the education most commonly attained by workers in the occupation may differ. Also, as previously mentioned, many opportunity occupations require experience and/or training the formal educational requirements. Further detail can be found on the [opportunity occupations dashboard](#).

The data in the following tables are derived from the authors’ calculations based on 2020-2030 New York State Long-Term Occupational Projections, Occupational Employment and Wage Statistics (OEWS), and data from the 2022 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS).

Also, please note that educational requirements are abbreviated as follows:

- **NC:** No formal educational credential
- **HS:** High school diploma or equivalent
- **PS:** Postsecondary non-degree award
- **SC:** Some college, no degree
- **AA:** Associate’s degree
- **BA:** Bachelor’s degree
- **MA:** Master’s degree
- **PD:** Doctoral or professional degree

Capital Region

The Capital Region is Projected to Add Almost 16,500 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Capital Region

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	563,600	23.2%	\$50,860		
Total, Opportunity Occupations	87,070	18.9%	\$63,367		
First-Line Supervisors of Office & Administrative Support Workers	6,020	12.3%	\$65,714	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	6,010	21.3%	\$52,803	PS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	4,070	17.0%	\$67,206	HS	Slower
Licensed Practical & Licensed Vocational Nurses	4,020	18.7%	\$51,811	PS	Slower
Carpenters	3,350	15.2%	\$58,298	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	2,830	25.4%	\$66,269	HS	Fast
Production, Planning & Expediting Clerks	2,570	21.8%	\$51,033	HS	Slower
Computer User Support Specialists	2,310	14.7%	\$57,832	SC	Slower
Police & Sheriff’s Patrol Officers	2,290	14.8%	\$65,123	HS	Slower
Electricians	2,220	23.4%	\$69,153	HS	Fast

Fast-Growing Opportunity Occupations are Projected to Grow by Nearly 35% in the Capital Region

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Capital Region

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	563,600	23.2%	\$50,860	
Total, Opportunity Occupations	87,070	18.9%	\$63,367	
Total, Fast-Growing Opportunity Occupations	16,860	34.7%	\$65,001	
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	2,830	25.4%	\$66,269	HS
Electricians	2,220	23.4%	\$69,153	HS
First-Line Supervisors of Mechanics, Installers & Repairers	1,980	24.2%	\$74,958	HS
Industrial Machinery Mechanics	1,080	43.5%	\$65,339	HS
Bus & Truck Mechanics & Diesel Engine Specialists	920	25.0%	\$53,548	HS
Food Service Managers	870	44.8%	\$64,658	HS
Extruding, Forming, Pressing & Compacting Machine Setters, Operators & Tenders	820	32.9%	\$61,137	HS
Chefs & Head Cooks	620	91.9%	\$64,214	HS
Massage Therapists	580	82.8%	\$53,470	PS
Community Health Workers	540	40.7%	\$59,512	HS

The Capital Region's Slower-Growing Opportunity Occupations Pay Almost 24% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Capital Region

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	563,600	23.2%	\$50,860	
Total, Opportunity Occupations	87,070	18.9%	\$63,367	
Total, Slower-Growing Opportunity Occupations	70,210	15.1%	\$63,026	
First-Line Supervisors of Office & Administrative Support Workers	6,020	12.3%	\$65,714	HS
Heavy & Tractor-Trailer Truck Drivers	6,010	21.3%	\$52,803	PS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	4,070	17.0%	\$67,206	HS
Licensed Practical & Licensed Vocational Nurses	4,020	18.7%	\$51,811	PS
Carpenters	3,350	15.2%	\$58,298	HS
Production, Planning & Expediting Clerks	2,570	21.8%	\$51,033	HS
Computer User Support Specialists	2,310	14.7%	\$57,832	SC
Police & Sheriff's Patrol Officers	2,290	14.8%	\$65,123	HS
Insurance Sales Agents	2,160	6.5%	\$78,404	HS
First-Line Supervisors of Production & Operating Workers	2,020	22.8%	\$79,661	HS

Central New York

Central New York is Projected to Add Over 13,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Central New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	367,650	24.6%	\$49,143		
Total, All Opportunity Occupations	63,800	20.5%	\$60,285		
Heavy & Tractor-Trailer Truck Drivers	4,940	21.7%	\$52,147	PS	Slower
First-Line Supervisors of Office & Administrative Support Workers	3,820	11.3%	\$63,779	HS	Slower
Licensed Practical & Licensed Vocational Nurses	3,290	17.3%	\$51,703	PS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,920	17.1%	\$65,181	HS	Slower
Automotive Service Technicians & Mechanics	2,410	33.6%	\$49,511	PS	Fast
Carpenters	2,250	14.7%	\$53,342	HS	Slower
Production, Planning & Expediting Clerks	1,950	24.1%	\$52,691	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	1,780	25.8%	\$64,262	HS	Fast
Police & Sheriff's Patrol Officers	1,740	14.4%	\$72,570	HS	Slower
First-Line Supervisors of Production & Operating Workers	1,630	25.2%	\$68,922	HS	Fast

Fast-Growing Opportunity Occupations are Projected to Grow by Over 36% in Central New York

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Central New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	367,650	24.6%	\$49,143	
Total, All Opportunity Occupations	63,800	20.5%	\$60,285	
Total, Fast-Growing Opportunity Occupations	13,180	36.4%	\$59,949	
Automotive Service Technicians & Mechanics	2,410	33.6%	\$49,511	PS
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	1,780	25.8%	\$64,262	HS
First-Line Supervisors of Production & Operating Workers	1,630	25.2%	\$68,922	HS
Bus & Truck Mechanics & Diesel Engine Specialists	1,050	32.4%	\$53,111	HS
Self-Enrichment Teachers	1,020	52.0%	\$49,286	HS
Industrial Machinery Mechanics	940	48.9%	\$65,930	HS
Welders, Cutters, Solderers & Brazers	900	25.6%	\$49,940	HS
Food Service Managers	680	57.4%	\$60,442	HS
Chefs & Head Cooks	360	88.9%	\$66,911	HS
Respiratory Therapists	350	25.7%	\$80,187	AA

Central New York's Slower-Growing Opportunity Occupations Pay Almost 23% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Central New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	367,650	24.6%	\$49,143	
Total, All Opportunity Occupations	63,800	20.5%	\$60,285	
Total, Slower-Growing Opportunity Occupations	50,620	16.4%	\$60,371	
Heavy & Tractor-Trailer Truck Drivers	4,940	21.7%	\$52,147	PS
First-Line Supervisors of Office & Administrative Support Workers	3,820	11.3%	\$63,779	HS
Licensed Practical & Licensed Vocational Nurses	3,290	17.3%	\$51,703	PS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,920	17.1%	\$65,181	HS
Carpenters	2,250	14.7%	\$53,342	HS
Production, Planning & Expediting Clerks	1,950	24.1%	\$52,691	HS
Police & Sheriff's Patrol Officers	1,740	14.4%	\$72,570	HS
Inspectors, Testers, Sorters, Samplers & Weighers	1,620	4.3%	\$50,163	HS
Computer User Support Specialists	1,560	16.7%	\$64,341	SC
First-Line Supervisors of Mechanics, Installers & Repairers	1,490	23.5%	\$71,881	HS

Finger Lakes

The Finger Lakes Region is Projected to Add Almost 19,500 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Finger Lakes

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	592,220	23.8%	\$48,485		
Total, All Opportunity Occupations	98,620	19.5%	\$60,139		
First-Line Supervisors of Office & Administrative Support Workers	5,990	10.7%	\$64,972	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	5,180	21.0%	\$50,753	PS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	5,010	17.6%	\$65,563	HS	Slower
Licensed Practical & Licensed Vocational Nurses	4,220	18.5%	\$51,964	PS	Slower
Construction Laborers	4,060	20.9%	\$48,926	NC	Slower
Computer User Support Specialists	3,850	16.9%	\$56,412	SC	Slower
Automotive Service Technicians & Mechanics	3,740	35.3%	\$49,868	PS	Fast
Carpenters	3,650	16.2%	\$52,307	HS	Slower
Production, Planning & Expediting Clerks	3,560	22.5%	\$50,933	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	3,270	24.5%	\$66,052	HS	Fast

Fast-Growing Opportunity Occupations are Projected to Grow by Nearly 33% in the Finger Lakes

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Finger Lakes

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	592,220	23.8%	\$48,485	
Total, All Opportunity Occupations	98,620	19.5%	\$60,139	
Total, Fast-Growing Opportunity Occupations	20,110	32.5%	\$61,009	
Automotive Service Technicians & Mechanics	3,740	35.3%	\$49,868	PS
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	3,270	24.5%	\$66,052	HS
Electricians	2,300	23.9%	\$65,420	HS
First-Line Supervisors of Mechanics, Installers & Repairers	2,220	30.2%	\$67,325	HS
Industrial Machinery Mechanics	1,540	44.2%	\$61,253	HS
Bus & Truck Mechanics & Diesel Engine Specialists	1,010	28.7%	\$53,949	HS
Food Service Managers	810	38.3%	\$59,630	HS
Respiratory Therapists	440	31.8%	\$83,385	AA
Diagnostic Medical Sonographers	420	26.2%	\$83,749	AA
Security & Fire Alarm Systems Installers	400	35.0%	\$52,256	HS

Slower-Growing Opportunity Occupations Pay Over 23% More Than the All-Occupation Median Wage in the Finger Lake Region

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Finger Lakes

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	592,220	23.8%	\$48,485	
Total, All Opportunity Occupations	98,620	19.5%	\$60,139	
Total, Slower-Growing Opportunity Occupations	78,510	16.2%	\$59,719	
First-Line Supervisors of Office & Administrative Support Workers	5,990	10.7%	\$64,972	HS
Heavy & Tractor-Trailer Truck Drivers	5,180	21.0%	\$50,753	PS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	5,010	17.6%	\$65,563	HS
Licensed Practical & Licensed Vocational Nurses	4,220	18.5%	\$51,964	PS
Construction Laborers	4,060	20.9%	\$48,926	NC
Computer User Support Specialists	3,850	16.9%	\$56,412	SC
Carpenters	3,650	16.2%	\$52,307	HS
Production, Planning & Expediting Clerks	3,560	22.5%	\$50,933	HS
First-Line Supervisors of Production & Operating Workers	2,790	17.2%	\$67,848	HS
Machinists	2,710	22.1%	\$49,843	HS

Hudson Valley

The Hudson Valley is Projected to Add Nearly 33,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Hudson Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	963,660	26.1%	\$52,542		
Total, All Opportunity Occupations	161,160	20.4%	\$66,951		
Bookkeeping, Accounting & Auditing Clerks	10,840	12.7%	\$52,567	SC	Slower
First-Line Supervisors of Office & Administrative Support Workers	10,180	13.9%	\$76,467	HS	Slower
First-Line Supervisors of Retail Sales Workers	8,960	12.5%	\$52,751	HS	Slower
Carpenters	7,840	17.9%	\$66,253	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	7,550	21.3%	\$60,859	PS	Slower
Licensed Practical & Licensed Vocational Nurses	6,740	22.4%	\$64,419	PS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	6,440	18.5%	\$77,072	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	5,090	29.3%	\$81,567	HS	Fast
Police & Sheriff's Patrol Officers	4,660	15.5%	\$97,872	HS	Slower
Electricians	3,720	26.3%	\$74,298	HS	Fast

Fast-Growing Opportunity Occupations are Projected to Grow by Over 38% in the Hudson Valley

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Hudson Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	963,660	26.1%	\$52,542	
Total, All Opportunity Occupations	161,160	20.4%	\$66,951	
Total, Fast-Growing Opportunity Occupations	30,260	38.1%	\$69,694	
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	5,090	29.3%	\$81,567	HS
Electricians	3,720	26.3%	\$74,298	HS
First-Line Supervisors of Mechanics, Installers & Repairers	3,360	29.8%	\$83,142	HS
Food Service Managers	1,720	52.9%	\$80,122	HS
First-Line Supervisors of Housekeeping & Janitorial Workers	1,600	26.9%	\$57,632	HS
Exercise Trainers & Group Fitness Instructors	1,380	88.4%	\$60,241	HS
Industrial Machinery Mechanics	1,270	39.4%	\$64,441	HS
Bus & Truck Mechanics & Diesel Engine Specialists	1,260	30.2%	\$66,447	HS
Musicians & Singers	920	51.1%	\$68,419	NC
Physical Therapist Assistants	890	46.1%	\$68,289	AA

The Hudson Valley's Slower-Growing Opportunity Occupations Pay Almost 27% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Hudson Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education
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				Needed for Entry
Total, All Occupations	963,660	26.1%	\$52,542	
Total, All Opportunity Occupations	161,160	20.4%	\$66,951	
Total, Slower-Growing Opportunity Occupations	130,900	16.3%	\$66,605	
Bookkeeping, Accounting & Auditing Clerks	10,840	12.7%	\$52,567	SC
First-Line Supervisors of Office & Administrative Support Workers	10,180	13.9%	\$76,467	HS
First-Line Supervisors of Retail Sales Workers	8,960	12.5%	\$52,751	HS
Carpenters	7,840	17.9%	\$66,253	HS
Heavy & Tractor-Trailer Truck Drivers	7,550	21.3%	\$60,859	PS
Licensed Practical & Licensed Vocational Nurses	6,740	22.4%	\$64,419	PS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	6,440	18.5%	\$77,072	HS
Police & Sheriff's Patrol Officers	4,660	15.5%	\$97,872	HS
Computer User Support Specialists	3,670	13.1%	\$66,552	SC
Production, Planning & Expediting Clerks	3,590	25.3%	\$59,221	HS

Long Island

Long Island is Projected to Add More Than 54,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Long Island

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	1,322,950	26.3%	\$53,787		
Total, All Opportunity Occupations	245,170	22.1%	\$68,049		
Maintenance & Repair Workers, General	15,380	24.9%	\$53,930	HS	Slower
First-Line Supervisors of Office & Administrative Support Workers	14,800	11.9%	\$78,620	HS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	12,350	18.5%	\$77,210	HS	Slower
First-Line Supervisors of Retail Sales Workers	11,890	13.9%	\$55,398	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	11,320	23.4%	\$61,182	PS	Slower
Carpenters	10,860	19.6%	\$70,274	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	7,270	31.6%	\$76,955	HS	Fast
Plumbers, Pipefitters & Steamfitters	6,760	23.8%	\$82,042	HS	Slower
Electricians	6,570	28.6%	\$76,439	HS	Fast
Insurance Sales Agents	5,950	7.9%	\$82,031	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by 42% on Long Island

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Long Island

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	1,322,950	26.3%	\$53,787	
Total, All Opportunity Occupations	245,170	22.1%	\$68,049	
Total, Fast-Growing Opportunity Occupations	49,810	42.0%	\$73,818	

Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	7,270	31.6%	\$76,955	HS
Electricians	6,570	28.6%	\$76,439	HS
First-Line Supervisors of Mechanics, Installers & Repairers	3,750	30.9%	\$85,516	HS
First-Line Supervisors of Production & Operating Workers	3,570	30.5%	\$78,204	HS
Exercise Trainers & Group Fitness Instructors	3,120	103.2%	\$61,751	HS
Food Service Managers	2,130	47.9%	\$80,459	HS
Industrial Machinery Mechanics	1,990	59.8%	\$63,365	HS
Phlebotomists	1,690	33.7%	\$53,790	PS
Bus & Truck Mechanics & Diesel Engine Specialists	1,660	31.9%	\$64,760	HS
Automotive Body & Related Repairers	1,630	70.6%	\$57,451	HS

Long Island's Slower-Growing Opportunity Occupations Pay Over 25% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Long Island

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	1,322,950	26.3%	\$53,787	
Total, All Opportunity Occupations	245,170	22.1%	\$68,049	
Total, Slower-Growing Opportunity Occupations	195,360	17.0%	\$67,281	
Maintenance & Repair Workers, General	15,380	24.9%	\$53,930	HS
First-Line Supervisors of Office & Administrative Support Workers	14,800	11.9%	\$78,620	HS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	12,350	18.5%	\$77,210	HS
First-Line Supervisors of Retail Sales Workers	11,890	13.9%	\$55,398	HS
Heavy & Tractor-Trailer Truck Drivers	11,320	23.4%	\$61,182	PS
Carpenters	10,860	19.6%	\$70,274	HS
Plumbers, Pipefitters & Steamfitters	6,760	23.8%	\$82,042	HS
Insurance Sales Agents	5,950	7.9%	\$82,031	HS
Licensed Practical & Licensed Vocational Nurses	5,850	18.6%	\$65,014	PS
Police & Sheriff's Patrol Officers	5,710	15.6%	\$97,595	HS

Mohawk Valley

The Mohawk Valley is Projected to Add More Than 7,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Mohawk Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	199,000	23.8%	\$45,866		
Total, All Opportunity Occupations	33,380	21.3%	\$51,912		
Maintenance & Repair Workers, General	2,560	23.8%	\$47,186	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	2,490	24.9%	\$50,626	PS	Fast
Licensed Practical & Licensed Vocational Nurses	2,090	15.3%	\$50,749	PS	Slower

First-Line Supervisors of Office & Administrative Support Workers	1,960	12.2%	\$63,208	HS	Slower
Construction Laborers	1,540	20.8%	\$46,522	NC	Slower
Highway Maintenance Workers	1,470	14.3%	\$48,564	HS	Slower
Automotive Service Technicians & Mechanics	1,200	27.5%	\$47,854	PS	Fast
Police & Sheriff's Patrol Officers	1,190	14.3%	\$66,674	HS	Slower
Industrial Truck & Tractor Operators	1,180	39.8%	\$49,104	NC	Fast
Carpenters	1,140	15.8%	\$52,253	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by Over 31% in the Mohawk Valley

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Mohawk Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	199,000	23.8%	\$45,866	
Total, All Opportunity Occupations	33,380	21.3%	\$51,912	
Total, Fast-Growing Opportunity Occupations	11,190	31.1%	\$50,627	
Heavy & Tractor-Trailer Truck Drivers	2,490	24.9%	\$50,626	PS
Automotive Service Technicians & Mechanics	1,200	27.5%	\$47,854	PS
Industrial Truck & Tractor Operators	1,180	39.8%	\$49,104	NC
First-Line Supervisors of Production & Operating Workers	780	24.4%	\$63,749	HS
Production, Planning & Expediting Clerks	770	24.7%	\$47,995	HS
First-Line Supervisors of Mechanics, Installers & Repairers	680	25.0%	\$65,452	HS
Bus & Truck Mechanics & Diesel Engine Specialists	520	34.6%	\$50,478	HS
First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	440	29.5%	\$57,962	HS
Welders, Cutters, Solderers & Brazers	340	29.4%	\$47,983	HS
Industrial Machinery Mechanics	320	43.8%	\$53,234	HS

The Mohawk Valley's Slower-Growing Opportunity Occupations Pay Almost 15% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Mohawk Valley

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	199,000	23.8%	\$45,866	
Total, All Opportunity Occupations	33,380	21.3%	\$51,912	
Total, Slower-Growing Opportunity Occupations	22,190	16.4%	\$52,624	
Maintenance & Repair Workers, General	2,560	23.8%	\$47,186	HS
Licensed Practical & Licensed Vocational Nurses	2,090	15.3%	\$50,749	PS
First-Line Supervisors of Office & Administrative Support Workers	1,960	12.2%	\$63,208	HS
Construction Laborers	1,540	20.8%	\$46,522	NC
Highway Maintenance Workers	1,470	14.3%	\$48,564	HS
Police & Sheriff's Patrol Officers	1,190	14.3%	\$66,674	HS
Carpenters	1,140	15.8%	\$52,253	HS

Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,110	18.0%	\$64,260	HS
Insurance Sales Agents	780	5.1%	\$63,498	HS
First-Line Supervisors of Construction Trades & Extraction Workers	600	18.3%	\$66,640	HS

New York City

New York City is Projected to Add Nearly 106,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, New York City

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	4,566,620	24.9%	\$63,416		
Total, All Opportunity Occupations	548,260	19.3%	\$83,396		
First-Line Supervisors of Office & Administrative Support Workers	51,860	10.8%	\$83,073	HS	Slower
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	33,810	26.6%	\$88,116	HS	Fast
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	33,540	17.5%	\$78,959	HS	Slower
Carpenters	24,520	19.3%	\$74,374	HS	Slower
Computer User Support Specialists	23,710	20.4%	\$76,234	SC	Slower
Electricians	18,970	28.4%	\$88,374	HS	Fast
Advertising Sales Agents	17,730	10.0%	\$104,460	HS	Slower
Paralegals & Legal Assistants	15,540	20.5%	\$68,799	AA	Slower
Licensed Practical & Licensed Vocational Nurses	14,460	18.5%	\$65,378	PS	Slower
First-Line Supervisors of Non-Retail Sales Workers	14,270	6.3%	\$133,330	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by Almost 36% in New York City

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, New York City

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	4,566,620	24.9%	\$63,416	
Total, All Opportunity Occupations	548,260	19.3%	\$83,396	
Total, Fast-Growing Opportunity Occupations	122,610	35.6%	\$82,090	
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	33,810	26.6%	\$88,116	HS
Electricians	18,970	28.4%	\$88,374	HS
Food Service Managers	6,920	41.3%	\$80,306	HS
Flight Attendants	6,770	51.6%	\$65,992	HS
First-Line Supervisors of Housekeeping & Janitorial Workers	6,450	25.1%	\$64,013	HS
Chefs & Head Cooks	6,190	92.9%	\$79,210	HS
Miscellaneous First-Line Supervisors, Protective Service Workers	5,800	31.0%	\$65,017	HS
Musicians & Singers	4,870	57.1%	\$79,079	NC
Audio & Video Technicians	4,680	38.9%	\$67,052	PS

Diagnostic Medical Sonographers	2,960	30.1%	\$100,114	AA
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New York City's Slower-Growing Opportunity Occupations Pay Over 32% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, New York City

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	4,566,620	24.9%	\$63,416	
Total, All Opportunity Occupations	548,260	19.3%	\$83,396	
Total, Slower-Growing Opportunity Occupations	425,650	14.6%	\$83,923	
First-Line Supervisors of Office & Administrative Support Workers	51,860	10.8%	\$83,073	HS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	33,540	17.5%	\$78,959	HS
Carpenters	24,520	19.3%	\$74,374	HS
Computer User Support Specialists	23,710	20.4%	\$76,234	SC
Advertising Sales Agents	17,730	10.0%	\$104,460	HS
Paralegals & Legal Assistants	15,540	20.5%	\$68,799	AA
Licensed Practical & Licensed Vocational Nurses	14,460	18.5%	\$65,378	PS
First-Line Supervisors of Non-Retail Sales Workers	14,270	6.3%	\$133,330	HS
Bus Drivers, Transit & Intercity	13,190	19.0%	\$89,753	HS
Plumbers, Pipefitters & Steamfitters	12,480	21.6%	\$81,189	HS

North Country

The North Country is Projected to Add Nearly 5,000 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, North Country

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	157,980	22.4%	\$45,834		
Total, All Opportunity Occupations	26,430	18.4%	\$52,688		
Heavy & Tractor-Trailer Truck Drivers	2,090	16.7%	\$49,848	PS	Slower
Carpenters	1,510	11.3%	\$51,806	HS	Slower
Licensed Practical & Licensed Vocational Nurses	1,340	14.9%	\$50,056	PS	Slower
Construction Laborers	1,340	20.1%	\$48,670	NC	Slower
Highway Maintenance Workers	1,340	14.9%	\$49,480	HS	Slower
First-Line Supervisors of Office & Administrative Support Workers	1,320	14.4%	\$59,795	HS	Slower
Automotive Service Technicians & Mechanics	1,180	14.4%	\$48,012	PS	Slower
Police & Sheriff's Patrol Officers	880	13.6%	\$72,563	HS	Slower
Electricians	850	24.7%	\$63,470	HS	Fast
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	720	19.4%	\$60,590	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by Over 30% in the North Country

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, North Country

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	157,980	22.4%	\$45,834	
Total, All Opportunity Occupations	26,430	18.4%	\$52,688	
Total, Fast-Growing Opportunity Occupations	5,900	30.2%	\$55,441	
Electricians	850	24.7%	\$63,470	HS
First-Line Supervisors of Mechanics, Installers & Repairers	640	26.6%	\$65,485	HS
Production, Planning & Expediting Clerks	480	25.0%	\$48,251	HS
Computer User Support Specialists	400	22.5%	\$54,200	SC
First-Line Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services	390	33.3%	\$52,456	HS
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	390	28.2%	\$63,070	HS
Industrial Machinery Mechanics	390	33.3%	\$61,779	HS
Bus & Truck Mechanics & Diesel Engine Specialists	330	33.3%	\$49,970	HS
Heating, Air Conditioning & Refrigeration Mechanics & Installers	300	26.7%	\$51,595	PS
Food Service Managers	270	40.7%	\$61,867	HS

The North Country Region's Slower-Growing Opportunity Occupations Pay Almost 14% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, North Country

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	157,980	22.4%	\$45,834	
Total, All Opportunity Occupations	26,430	18.4%	\$52,688	
Total, Slower-Growing Opportunity Occupations	20,530	15.0%	\$52,116	
Heavy & Tractor-Trailer Truck Drivers	2,090	16.7%	\$49,848	PS
Carpenters	1,510	11.3%	\$51,806	HS
Licensed Practical & Licensed Vocational Nurses	1,340	14.9%	\$50,056	PS
Construction Laborers	1,340	20.1%	\$48,670	NC
Highway Maintenance Workers	1,340	14.9%	\$49,480	HS
First-Line Supervisors of Office & Administrative Support Workers	1,320	14.4%	\$59,795	HS
Automotive Service Technicians & Mechanics	1,180	14.4%	\$48,012	PS
Police & Sheriff's Patrol Officers	880	13.6%	\$72,563	HS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	720	19.4%	\$60,590	HS
First-Line Supervisors of Production & Operating Workers	660	16.7%	\$66,731	HS

Southern Tier

(Note that in this region all ten opportunity occupations are slower-growing. Therefore, the lists for all opportunity occupations and slower-growing opportunity occupations are identical.)

The Southern Tier is Projected to Add More Than 7,500 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Southern Tier

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	282,380	22.6%	\$48,290		
Total, All Opportunity Occupations	43,650	17.4%	\$59,095		
Heavy & Tractor-Trailer Truck Drivers	3,160	21.2%	\$49,297	PS	Slower
First-Line Supervisors of Office & Administrative Support Workers	2,880	10.4%	\$65,401	HS	Slower
Licensed Practical & Licensed Vocational Nurses	1,970	14.7%	\$51,223	PS	Slower
Production, Planning & Expediting Clerks	1,570	21.7%	\$52,167	HS	Slower
Computer User Support Specialists	1,470	12.2%	\$63,875	SC	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,470	17.0%	\$64,740	HS	Slower
First-Line Supervisors of Production & Operating Workers	1,410	21.3%	\$70,658	HS	Slower
Carpenters	1,400	8.6%	\$51,164	HS	Slower
Life, Physical & Social Science Technicians, All Other	1,380	14.5%	\$60,969	AA	Slower
Highway Maintenance Workers	1,340	13.4%	\$49,377	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by Nearly 37% in the Southern Tier

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Southern Tier

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	282,380	22.6%	\$48,290	
Total, All Opportunity Occupations	43,650	17.4%	\$59,095	
Total, Fast-Growing Opportunity Occupations	4,470	36.5%	\$61,358	
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	680	23.5%	\$65,102	HS
Industrial Machinery Mechanics	590	45.8%	\$62,366	HS
Self-Enrichment Teachers	560	39.3%	\$48,436	HS
Bus & Truck Mechanics & Diesel Engine Specialists	490	24.5%	\$51,764	HS
Food Service Managers	430	41.9%	\$62,364	HS
Physical Therapist Assistants	220	45.5%	\$55,198	AA
Chefs & Head Cooks	200	70.0%	\$64,957	HS
Respiratory Therapists	160	31.3%	\$77,802	AA
Diagnostic Medical Sonographers	150	26.7%	\$79,023	AA
Maintenance Workers, Machinery	140	28.6%	\$50,932	HS

The Southern Tier's Slower-Growing Opportunity Occupations Pay 21% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Southern Tier

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	282,380	22.6%	\$48,290	
Total, All Opportunity Occupations	43,650	17.4%	\$59,095	
Total, Slower-Growing Opportunity Occupations	39,180	15.2%	\$58,415	
Heavy & Tractor-Trailer Truck Drivers	3,160	21.2%	\$49,297	PS
First-Line Supervisors of Office & Administrative Support Workers	2,880	10.4%	\$65,401	HS
Licensed Practical & Licensed Vocational Nurses	1,970	14.7%	\$51,223	PS
Production, Planning & Expediting Clerks	1,570	21.7%	\$52,167	HS
Computer User Support Specialists	1,470	12.2%	\$63,875	SC
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,470	17.0%	\$64,740	HS
First-Line Supervisors of Production & Operating Workers	1,410	21.3%	\$70,658	HS
Carpenters	1,400	8.6%	\$51,164	HS
Life, Physical & Social Science Technicians, All Other	1,380	14.5%	\$60,969	AA
Highway Maintenance Workers	1,340	13.4%	\$49,377	HS

Western New York

Western New York is Projected to Add Nearly 23,500 Opportunity Occupations From 2020 to 2030

Top 10 Opportunity Occupations Ranked by 2020 Employment, Western New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry	Opportunity Occupation Type
Total, All Occupations	653,970	26.0%	\$47,838		
Total, All Opportunity Occupations	111,350	21.0%	\$60,415		
First-Line Supervisors of Office & Administrative Support Workers	7,340	12.1%	\$64,073	HS	Slower
Heavy & Tractor-Trailer Truck Drivers	6,870	22.7%	\$52,978	PS	Slower
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	5,060	17.6%	\$63,923	HS	Slower
Licensed Practical & Licensed Vocational Nurses	4,970	18.1%	\$51,675	PS	Slower
Carpenters	3,520	13.4%	\$52,172	HS	Slower
Production, Planning & Expediting Clerks	3,410	26.7%	\$50,733	HS	Fast
Automotive Service Technicians & Mechanics	3,120	34.6%	\$48,779	PS	Fast
First-Line Supervisors of Production & Operating Workers	3,070	22.8%	\$69,036	HS	Slower
Computer User Support Specialists	2,960	18.6%	\$58,067	SC	Slower
Police & Sheriff's Patrol Officers	2,950	14.9%	\$79,537	HS	Slower

Fast-Growing Opportunity Occupations are Projected to Grow by Almost 38% in Western New York

Top 10 Fast-Growing Opportunity Occupations Ranked by 2020 Employment, Western New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	653,970	26.0%	\$47,838	
Total, All Opportunity Occupations	111,350	21.0%	\$60,415	
Total, Fast-Growing Opportunity Occupations	24,270	37.5%	\$58,403	
Production, Planning & Expediting Clerks	3,410	26.7%	\$50,733	HS
Automotive Service Technicians & Mechanics	3,120	34.6%	\$48,779	PS
Sales Representatives of Services, Except Advertising, Insurance, Financial Services & Travel	2,660	28.6%	\$76,518	HS
First-Line Supervisors of Mechanics, Installers & Repairers	2,100	27.6%	\$68,988	HS
First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1,940	30.9%	\$57,834	HS
Industrial Machinery Mechanics	1,330	46.6%	\$63,389	HS
First-Line Supervisors of Personal Service & Entertainment & Recreation Workers, Except Gambling Services	1,310	51.9%	\$51,595	HS
Bus & Truck Mechanics & Diesel Engine Specialists	1,180	28.0%	\$53,736	HS
Food Service Managers	1,090	48.6%	\$60,790	HS
Automotive Body & Related Repairers	690	56.5%	\$48,147	HS

Western New York's Slower-Growing Opportunity Occupations Pay Over 27% More Than the All-Occupation Median Wage

Top 10 Slower-Growing Opportunity Occupations Ranked by 2020 Employment, Western New York

Title	2020 Employment	2020-30 Projected Growth	Median Annual Wage	Typical Education Needed for Entry
Total, All Occupations	653,970	26.0%	\$47,838	
Total, All Opportunity Occupations	111,350	21.0%	\$60,415	
Total, Slower-Growing Opportunity Occupations	87,080	16.4%	\$60,833	
First-Line Supervisors of Office & Administrative Support Workers	7,340	12.1%	\$64,073	HS
Heavy & Tractor-Trailer Truck Drivers	6,870	22.7%	\$52,978	PS
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	5,060	17.6%	\$63,923	HS
Licensed Practical & Licensed Vocational Nurses	4,970	18.1%	\$51,675	PS
Carpenters	3,520	13.4%	\$52,172	HS
First-Line Supervisors of Production & Operating Workers	3,070	22.8%	\$69,036	HS
Computer User Support Specialists	2,960	18.6%	\$58,067	SC
Police & Sheriff's Patrol Officers	2,950	14.9%	\$79,537	HS
Machinists	2,650	23.4%	\$53,490	HS
Electricians	2,580	22.9%	\$67,660	HS