Job growth in the United States from 2013 through 2017 is projected to grow at a rate slightly faster than the preceding post-recession years, but for certain occupations and metropolitan areas, the outlook is much brighter. In this report, CareerBuilder and Economic Modeling Specialists International (EMSI) explore projections over a five-year period by occupation, wage group and education level for the U.S. and the 52 largest metropolitan areas. Projections are a window into the short-term future of the labor market and can be used to spot emerging trends that carry important implications for the labor force, businesses and economic planners. The analysis investigates the top occupations over the 2013-2017 timeframe and spots developments indicative of the types of jobs created nationally and in diverse urban areas.

**KEY FINDINGS**

- **The U.S. workforce is projected to grow 4.4 percent from 2013 to 2017** – faster than the 2009 to 2013 period (3.5 percent), but still down from the pre-recession 2003 to 2007 period (5.8 percent). The strongest projected growth is often found in occupations supporting the health care and energy industries, or occupations related to information technology.

- At 5 percent, high-wage occupations ($21.14 and above) are expected to grow faster than low-wage ($13.83 and below) and medium-wage ($13.84-$21.13) occupations (4.7 percent and 3.3 percent, respectively). **Of the 165 occupations projected to lose jobs, 75 percent are in the medium-wage category.** With occupations in the middle of the wage spectrum growing at a slower pace, the projections support the popular argument that the labor market is becoming increasingly polarized between high- and low-wage jobs.

- **Occupations requiring college degrees are growing significantly faster than those that do not.** Sixty-one percent of occupations expected to grow by 8 percent or more require a college degree. Associate degree and master’s degree occupations are each projected to grow 8 percent, while jobs requiring short-term on-the-job training trail at 4 percent. Bachelor’s degree jobs are projected to grow 6 percent.

- **23 of the 52 largest metro areas outpace the projected national rate of job growth.** led by three in Texas (Austin, Houston, San Antonio); Raleigh, NC and Phoenix, AZ. Washington, D.C. is poised to have the largest share of new jobs coming from the high-wage sector, but San Antonio is expected have the fastest rate of high-wage growth.

The report will first explore projections at the national level and continue with a comparison of the top 52 metro areas. For a technical explanation of the projections, as well as a detailed list of occupational projections and metro data, please refer to the sections at the end of the report.
The outlook for job growth in the U.S. through 2017 is characterized most notably by strong movement in health care, technology, and oil and gas extraction occupations. While many of these jobs pay above-average wages, demand for high-paying work typically results in subsequent demand for low-wage work. Overall, projections point to significant growth at the high and low ends of the wage scale, while many middle-wage occupations are stagnant or in decline. When looking at percentage growth projections by education requirements, however, a clear trend emerges: Jobs that typically require a college degree are expected to grow significantly faster than average, while jobs requiring less than a college degree hover near or below the national benchmark.

The following sections will look at nationwide projections by type of occupation, wage classification and educational requirements.

**THE PROJECTED FASTEST-GROWING OCCUPATIONS**

Of the 785 detailed occupations analyzed for this report, 329 are projected to grow 5 percent or more from 2013 to 2017, which is greater than the pace of overall job growth (4.4 percent). The industries and training requirements for these occupations represent the full spectrum of work in the U.S., but by examining the top segments, distinct labor market trends emerge.

Consistent with recent job reports, occupations related to health care and information technology dominate the fastest growing occupations. **Table 1** features occupations with at least 8 percent projected growth – about twice the rate for all U.S. jobs – and 30,000 projected jobs added in 2013-2017.

**Table 1: Fastest Growing Occupations: 2013-2017**

<table>
<thead>
<tr>
<th>Description</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>Change</th>
<th>% Change</th>
<th>Med. Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Care Aides</td>
<td>1,334,313</td>
<td>1,608,211</td>
<td>273,898</td>
<td>21%</td>
<td>$9.77</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>950,273</td>
<td>1,150,340</td>
<td>200,067</td>
<td>21%</td>
<td>$9.97</td>
</tr>
<tr>
<td>Market Research Analysts &amp; Marketing Specialists</td>
<td>438,851</td>
<td>499,740</td>
<td>60,889</td>
<td>14%</td>
<td>$29.10</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>537,064</td>
<td>613,450</td>
<td>76,386</td>
<td>14%</td>
<td>$15.17</td>
</tr>
<tr>
<td>Emerg. Med. Techs &amp; Paramedics</td>
<td>238,658</td>
<td>268,892</td>
<td>30,234</td>
<td>13%</td>
<td>$15.28</td>
</tr>
<tr>
<td>Software Developers, Systems Software</td>
<td>420,109</td>
<td>468,400</td>
<td>48,291</td>
<td>11%</td>
<td>$47.64</td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>626,262</td>
<td>688,020</td>
<td>61,758</td>
<td>10%</td>
<td>$43.34</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>582,734</td>
<td>642,843</td>
<td>60,109</td>
<td>10%</td>
<td>$14.35</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>2,727,171</td>
<td>2,983,874</td>
<td>256,703</td>
<td>9%</td>
<td>$32.04</td>
</tr>
<tr>
<td>Network &amp; Computer Systems Administrators</td>
<td>371,652</td>
<td>406,477</td>
<td>34,825</td>
<td>9%</td>
<td>$35.14</td>
</tr>
<tr>
<td>Pharmacy Technicians</td>
<td>364,818</td>
<td>396,793</td>
<td>31,975</td>
<td>9%</td>
<td>$14.29</td>
</tr>
<tr>
<td>Landscaping &amp; Groundskeeping Workers</td>
<td>1,227,107</td>
<td>1,338,551</td>
<td>111,444</td>
<td>9%</td>
<td>$11.07</td>
</tr>
<tr>
<td>Social and Human Service Assistants</td>
<td>376,214</td>
<td>410,625</td>
<td>34,411</td>
<td>9%</td>
<td>$14.02</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>524,040</td>
<td>564,502</td>
<td>40,462</td>
<td>8%</td>
<td>$37.98</td>
</tr>
<tr>
<td>Management Analysts</td>
<td>727,928</td>
<td>788,085</td>
<td>60,157</td>
<td>8%</td>
<td>$35.80</td>
</tr>
<tr>
<td>Cooks, Restaurant</td>
<td>1,052,514</td>
<td>1,131,878</td>
<td>79,364</td>
<td>8%</td>
<td>$10.63</td>
</tr>
<tr>
<td>Insurance Sales Agents</td>
<td>695,384</td>
<td>747,949</td>
<td>52,565</td>
<td>8%</td>
<td>$23.20</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>1,487,171</td>
<td>1,604,571</td>
<td>117,400</td>
<td>8%</td>
<td>$12.01</td>
</tr>
<tr>
<td>Licensed Practical &amp; Vocational Nurses</td>
<td>754,387</td>
<td>817,707</td>
<td>63,320</td>
<td>8%</td>
<td>$20.33</td>
</tr>
<tr>
<td>Food Prep. &amp; Serving, Incl. Fast Food</td>
<td>3,088,847</td>
<td>3,326,039</td>
<td>237,192</td>
<td>8%</td>
<td>$8.75</td>
</tr>
<tr>
<td>Receptionists &amp; Information Clerks</td>
<td>1,050,120</td>
<td>1,133,155</td>
<td>83,035</td>
<td>8%</td>
<td>$12.64</td>
</tr>
</tbody>
</table>

*Occupations with at least 8% growth and 30,000 jobs added*
Topping the list are two related health care occupations – personal care aides and home health aides. Workers in this low-paying field are responsible for assisting the day-to-day care of people who are disabled, chronically ill or the elderly who may need assistance. These occupations, which together are projected to add nearly a half million jobs through 2017, are gaining prominence as the population ages.

Several fast-growing health care occupations fall within the medium-wage category. These include medical secretaries, emergency medical technicians, medical assistants and pharmacy technicians. The one high-wage exception is registered nurses, which expect to gain more than a quarter of a million jobs by 2017. Additionally, there are several high-skill health care occupations that aren’t expected to add a large amount of jobs, but are projected to grow quickly. Examples of those are included in Table 3, which will be discussed later in the report.

As new software as a service (SaaS) companies emerge and organizations continue to invest heavily in computer and digital infrastructure, it is of no surprise that occupations related to information and computer technology are well represented in Table 1, accounting for more than 185,000 high-paying new jobs. Software applications and systems developers lead this group and are projected to grow 10 percent and 11 percent, respectively. Computer systems analysts (8 percent growth) and network and computer systems administrators (9 percent growth) are employed in a variety of industries, and are increasingly integral to businesses’ core strategic processes.

Other notable white-collar jobs with strong projected growth are market research analysts/marketing specialists and management analysts – often referred to as consultants.

It’s important to note that several occupations related to the oil and gas extraction industry — derrick operators, drill operators and petroleum engineers, for instance — are among the fastest-growing jobs by percentage growth, but will respectively add fewer jobs overall relative to the occupations featured in Table 1. For a full list of projections based on percentage growth, please see the Appendix.

### PROJECTED JOB GROWTH BY WAGE GROUP

Job growth from 2013 through 2017 will be driven by near-equal levels of high- and low-wage occupations. Occupations that fall in the middle of the wage distribution ($13.84-$21.13), meanwhile, will grow the slowest.

The ranges — $13.83 and below for low wage, $13.84-$21.13 for medium wage, and $21.14 and above for high wage — are based on research from the National Employment Law Project. The wage groups represent equal thirds as measured by total occupational employment in 2008. For this report, employment growth is projected in these thirds over the 2013-2017 timeframe. So while many observers will not consider an occupation that pays $22 per hour a high wage, per se, it was in the top third of occupations during the early stages of the recession.
At 5 percent, high-wage occupations are expected to grow faster than the other wage groups, marginally ahead of low-wage occupations (4.7 percent). However, the low-wage group will have the largest share of new jobs – 39.8 percent compared to 38.3 percent for high-wage jobs. Medium-wage occupations are projected to grow more than a percentage point slower (3.3 percent) than the average for all jobs and will make up only 21.9 percent of new jobs.

The projections suggest that by 2017 the pace of high-wage job creation will begin to reverse the post-recession trend that showed a larger share of new jobs created in low-wage occupations. This is generally good news, but comes with two important caveats. First, demand for high-wage labor typically corresponds with subsequent demand for low-wage labor in the service sector. The creation of good-paying jobs cannot exist without some multiplying effect in other occupations, including low-wage occupations.

Secondly, the projections support the popular view that the labor market is becoming increasingly polarized, squeezing out workers in medium-wage occupations. Of the 165 occupations projected to lose jobs during the report’s timeframe, 75 percent are in the medium-wage category. The majority of these occupations require either postsecondary vocational training or on-the-job training.

### PROJECTED JOB GROWTH BY EDUCATION LEVEL

Occupations that require a college degree are projected to grow significantly faster than jobs that require only on-the-job training or related work experience. In fact, 61 percent of occupations expected to grow by 8 percent or more require a college degree. On the other hand, only 13 percent of occupations expected to lose jobs between 2013 and 2017 require a college degree.

It’s important to note that required education and training levels, as reported by the Bureau of Labor Statistics, represent the typical minimum qualification for entry into particular fields. They do not denote the actual preferences of hiring managers. For instance, registered nurses are traditionally eligible for hire after completion of an associate-level program; however, many employers will only recruit graduates of baccalaureate programs. Inversely, the recession prompted many college graduates displaced by the tough job market to apply for positions typically held by less-educated workers. A recent CareerBuilder survey confirmed that employers are taking advantage of better-educated labor pools, with 32 percent of private-sector hiring managers stating they are currently hiring workers with college degrees for jobs that didn’t require them five years ago.

For the purposes of this analysis, however, education and training requirements provide an excellent window into the general direction of the labor market. At 8 percent, associate degrees and master’s degrees are projected to grow nearly twice the rate of all jobs, followed by doctoral, bachelor’s, and professional degrees (e.g. – law or medical). Lower-skill and vocational occupations that require short-term to long-term training, while continuing to be a strong source of new jobs, will not grow nearly as fast.
Looking only at the fastest-growing jobs requiring a bachelor’s degree or higher, it appears workers in allied health and other health care related occupations are the clear winners.

### Table 3: 20 Fastest-Growing Occupations Requiring Bachelor’s or Higher*

<table>
<thead>
<tr>
<th>Description</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>Change</th>
<th>% Change</th>
<th>Med. Hourly Earnings</th>
<th>Education Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biomedical Engineers</td>
<td>21,273</td>
<td>26,076</td>
<td>4,803</td>
<td>23%</td>
<td>$41.66</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Interpreters &amp; Translators</td>
<td>70,490</td>
<td>81,563</td>
<td>11,073</td>
<td>16%</td>
<td>$22.39</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Meeting, Convention, &amp; Event Planners</td>
<td>87,337</td>
<td>100,429</td>
<td>13,092</td>
<td>15%</td>
<td>$22.56</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Med. Scientists, Non-Epidemiologists</td>
<td>100,742</td>
<td>115,936</td>
<td>15,194</td>
<td>15%</td>
<td>$36.95</td>
<td>Doctoral</td>
</tr>
<tr>
<td>Market Research Analysts &amp; Marketing Specialists</td>
<td>438,851</td>
<td>499,740</td>
<td>60,889</td>
<td>14%</td>
<td>$29.10</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Petroleum Engineers</td>
<td>40,853</td>
<td>46,369</td>
<td>5,516</td>
<td>14%</td>
<td>$63.67</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Biochemists &amp; Biophysicists</td>
<td>28,536</td>
<td>32,225</td>
<td>3,689</td>
<td>13%</td>
<td>$39.36</td>
<td>Doctoral</td>
</tr>
<tr>
<td>Audiologists</td>
<td>12,914</td>
<td>14,586</td>
<td>1,672</td>
<td>13%</td>
<td>$33.48</td>
<td>First professional</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>208,096</td>
<td>235,802</td>
<td>27,706</td>
<td>13%</td>
<td>$37.93</td>
<td>First professional</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapists</td>
<td>42,238</td>
<td>47,743</td>
<td>5,505</td>
<td>13%</td>
<td>$22.35</td>
<td>Master’s</td>
</tr>
<tr>
<td>Health Educators</td>
<td>58,626</td>
<td>65,676</td>
<td>7,050</td>
<td>12%</td>
<td>$24.15</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Mental Health Counselors</td>
<td>131,331</td>
<td>147,117</td>
<td>15,786</td>
<td>12%</td>
<td>$19.26</td>
<td>Master’s</td>
</tr>
<tr>
<td>Healthcare Social Workers</td>
<td>152,383</td>
<td>170,104</td>
<td>17,721</td>
<td>12%</td>
<td>$24.19</td>
<td>Master’s</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>113,478</td>
<td>126,801</td>
<td>13,323</td>
<td>12%</td>
<td>$36.55</td>
<td>Master’s</td>
</tr>
<tr>
<td>Athletic Trainers</td>
<td>21,993</td>
<td>23,933</td>
<td>2,040</td>
<td>11%</td>
<td>$20.39</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Training &amp; Development Specialists</td>
<td>231,060</td>
<td>256,355</td>
<td>25,295</td>
<td>11%</td>
<td>$27.04</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Logisticians</td>
<td>128,825</td>
<td>142,502</td>
<td>13,677</td>
<td>11%</td>
<td>$35.08</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Database Administrators</td>
<td>119,833</td>
<td>133,089</td>
<td>13,256</td>
<td>11%</td>
<td>$37.39</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Geoscientists, Except Hydrologists &amp; Geographers</td>
<td>39,114</td>
<td>43,380</td>
<td>4,266</td>
<td>11%</td>
<td>$46.53</td>
<td>Bachelor’s</td>
</tr>
<tr>
<td>Software Developers, Systems Software</td>
<td>420,109</td>
<td>468,400</td>
<td>48,291</td>
<td>11%</td>
<td>$47.64</td>
<td>Bachelor’s</td>
</tr>
</tbody>
</table>

*At least 1,000 jobs added
Topping the list is biomedical engineers, an occupation critical to the development of new medicines and the overall effectiveness of patient care. It is joined by medical scientists, biochemists and biophysicists, physical therapists, and occupational therapists – all of which rank among the highest-paying occupations by median hourly earnings. Buoyed by the booming oil and gas industry, the highest-paying occupation in this group, however, belongs to petroleum engineers ($63.67).

**PROJECTIONS BY METRO**

The U.S. workforce, as mentioned earlier, is projected to grow 4.4 percent from 2013 to 2017. That’s nearly one percentage point better than 2009 to 2013, when the labor market grew 3.5 percent, and substantially better than Detroit, Cleveland, Memphis, Buffalo and other metros with sluggish economies. On the other hand, Austin, Raleigh, Houston and other large metros – most of which are driven by technology or energy industries – far exceed the national growth rate.

This section will focus on trends among the 52 metros with at least a million people, from New York (estimated pop. 19.2 million) to Tucson (estimated pop. 1 million). The projections show how these metros are projected to perform from 2013 to 2017, identifies which metros are driving high-wage – and low-wage – job creation, and explores the tepid medium-wage job growth seen in most large metros.

CareerBuilder and EMSI project 23 large metros to eclipse the national job growth mark, led by three Texas metros – Austin (9.7 percent), Houston (8.7 percent) and San Antonio (8.6 percent). Raleigh-Cary, with a strong mix of high-tech and manufacturing industries, is fourth (8.2 percent). In addition, a group of West Coast and Intermountain West metros (Phoenix, Salt Lake City, Tucson, Portland, Denver and Riverside) rank in the top 15 for projected 2013-2017 job growth.

Detroit, despite recent growth in the automotive industry, is the only metro projected to lose jobs through 2017. Cleveland is projected to see marginal growth (0.3 percent), while Memphis (1.5 percent) and Buffalo (1.9 percent) are the only other metros under the 2 percent threshold.

Looking only at total percentage job growth, however, doesn’t give a full picture of a metro’s labor market. Parsing projected growth by wage category provides a helpful lens into the future health of metro economies.

**Figure 2: Top and Bottom Metros by Overall Projected Job Growth (2013-2017)**

![Figure 2: Top and Bottom Metros by Overall Projected Job Growth (2013-2017)](image-url)
HIGH-GROWTH METROS

Judging by projected high-wage growth, no big metro is expected to be in better shape than San Antonio. Jobs that pay $21.14 and above are projected to grow 10 percent — more than low- or mid-wage jobs. Most of San Antonio’s high-wage job growth will be centered in higher education and finance/insurance sectors.

The next three metros for high-wage growth are also in Texas or the Southwest: Austin (9.4 percent), Phoenix (9.1 percent) and Houston (8.9 percent).

Austin’s position as one the strongest markets for high-wage job growth, and job growth overall, has been fueled by its diverse industry mix. The central Texas metro is projected to see robust growth in high-wage tech industries such as custom computer programming services, computer equipment manufacturing, and engineering services. But Austin’s growth goes beyond computers and engineering: General medical and surgical hospitals, state colleges and universities, and insurance agencies and brokers are among the industries expected to add at least 1,000 jobs through 2017.

Rust Belt cities Detroit (0.7 percent) and Cleveland (1.5 percent) are projected to have the slowest growth in high-wage jobs, while a few major markets – Los Angeles (2.2 percent), Chicago (2 percent) and Philadelphia (2.1 percent) – are in the bottom 10.

When it comes to the share of new jobs that are high-wage ($21.14 and above), the Washington, D.C. metro is the clear leader, with nearly 60 percent of all new jobs projected to be in the top wage tier. A good portion of the high-wage growth is expected to come in the business and tech sectors. D.C. is projected to gain 10,000 jobs among management analysts and business operation specialists, while applications and systems software developers are projected to each grow by 16 percent.

After D.C., Seattle and Boston are the only other two metros where half or more of news jobs are projected to be high-wage. Meanwhile, Tucson – one of the top metros in overall job growth – is expected to see the second-lowest share of high-wage growth behind Detroit, at 26 percent.
The same metros that are projected to see the highest rates of high-wage job growth (Austin, Houston, San Antonio, Raleigh) are also expected to see significant low-wage growth. For these and other metros, low-wage growth is a natural corollary to high-wage growth; the more well-paying sectors that a region has, the more service-based, low-wage sectors will follow. But low-wage growth is a troubling signal for metros where bottom-tier jobs make up the preponderance of employment growth.

metros: A poor source of mid-wage jobs

CareerBuilder and EMSI’s analysis reinforces the well-documented hollowing out of medium-wage jobs in the labor market overall and especially in urban areas. Jobs that pay between $13.84 and $21.13 an hour are projected to grow 3.3 percent nationally (slower than jobs in the low- and high-wage categories), while 17 metros are projected to see declines or minimal job gains (less than 2 percent growth) in mid-wage jobs.

### Table 4:metros with highest and lowest share of high-wage new jobs (2013-2017)

<table>
<thead>
<tr>
<th>MSA Name</th>
<th>Share of New Jobs, High Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Highest</strong></td>
<td></td>
</tr>
<tr>
<td>Washington-Arlington-Alexandria, DC-VA-MD-WV</td>
<td>58%</td>
</tr>
<tr>
<td>Seattle-Tacoma-Bellevue, WA</td>
<td>54%</td>
</tr>
<tr>
<td>Boston-Cambridge-Quincy, MA-NH</td>
<td>50%</td>
</tr>
<tr>
<td>Baltimore-Towson, MD</td>
<td>50%</td>
</tr>
<tr>
<td>Kansas City, MO-KS</td>
<td>49%</td>
</tr>
<tr>
<td>San Jose-Sunnyvale-Santa Clara, CA</td>
<td>49%</td>
</tr>
<tr>
<td>Hartford-West Hartford-East Hartford, CT</td>
<td>48%</td>
</tr>
<tr>
<td>Louisville/Jefferson County, KY-IN</td>
<td>47%</td>
</tr>
<tr>
<td>Denver-Aurora-Broomfield, CO</td>
<td>46%</td>
</tr>
<tr>
<td>San Francisco-Oakland-Fremont, CA</td>
<td>46%</td>
</tr>
<tr>
<td><strong>Lowest</strong></td>
<td></td>
</tr>
<tr>
<td>Tucson, AZ</td>
<td>25%</td>
</tr>
<tr>
<td>Riverside-San Bernardino-Ontario, CA</td>
<td>26%</td>
</tr>
<tr>
<td>Las Vegas-Paradise, NV</td>
<td>26%</td>
</tr>
<tr>
<td>Los Angeles-Long Beach-Santa Ana, CA</td>
<td>28%</td>
</tr>
<tr>
<td>Orlando-Kissimmee-Sanford, FL</td>
<td>29%</td>
</tr>
<tr>
<td>New Orleans-Metairie-Kenner, LA</td>
<td>29%</td>
</tr>
<tr>
<td>Memphis, TN-MS-AR</td>
<td>29%</td>
</tr>
<tr>
<td>San Antonio-New Braunfels, TX</td>
<td>33%</td>
</tr>
<tr>
<td>Buffalo-Niagara Falls, NY</td>
<td>33%</td>
</tr>
<tr>
<td>Virginia Beach-Norfolk-Newport News, VA-NC</td>
<td>34%</td>
</tr>
</tbody>
</table>

**LOW-GROWTH METROS**

The same metros that are projected to see the highest rates of high-wage job growth (Austin, Houston, San Antonio, Raleigh) are also expected to see significant low-wage growth. For these and other metros, low-wage growth is a natural corollary to high-wage growth; the more well-paying sectors that a region has, the more service-based, low-wage sectors will follow. But low-wage growth is a troubling signal for metros where bottom-tier jobs make up the preponderance of employment growth.

Metros with the largest share of low-wage growth are typically ones that have struggled most post-recession. This includes Milwaukee, the leader in this category, with 60.3 percent of projected new jobs in the low-wage category, as well as Riverside (58 percent), Los Angeles (57 percent) and Rochester (55 percent). On the flip side, metros with the smallest share of low-wage growth have done well in the recovery – Washington, D.C. (21 percent), Seattle (22 percent) and Boston (25 percent).
Just over 1 in 5 new jobs through 2017 (22 percent) are projected to fall in the mid-wage category. But most metros are expected to fall well below the national share, led by Milwaukee (1.6 percent of all new jobs), Rochester (6.1 percent) and Chicago (7.5 percent). On the flip side, Las Vegas and Memphis are expected to have the greatest share of new jobs fall in the mid-wage area.

**FIGURE 5: METROS WITH LOWEST PROJECTED MID-WAGE JOB CHANGE (2013-2017)**

- **-4.2%**
  - Detroit-Warren-Livonia, MI
- **-1.7%**
  - Cleveland-Elyria-Mentor, OH
- **0.1%**
  - Milwaukee-Waukesha-West Allis, WI
- **0.1%**
  - Memphis, TN-MS-AR
- **0.5%**
  - Rochester, NY
- **0.7%**
  - Chicago-Joliet-Naperville, IL-IN-WI
- **1.0%**
  - Pittsburgh, PA
- **1.1%**
  - Cincinnati-Middletown, OH-KY-IN
- **1.2%**
  - Buffalo-Niagara Falls, NY
- **1.2%**
  - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
- **1.3%**
  - Louisville/Jefferson County, KY-IN
- **1.4%**
  - San Diego-Carlsbad-San Marcos, CA
- **1.5%**
  - Kansas City, MO-KS
- **1.7%**
  - Los Angeles-Long Beach-Santa Ana, CA
- **1.7%**
  - St. Louis, MO-JL
- **1.8%**
  - Providence-New Bedford-Fall River, RI-MA
- **2.0%**
  - Nashville-Davidson-Murfreesboro-Franklin, TN
This report tapped into EMSI’s extensive labor market dataset for an in-depth employment outlook for the United States and the 52 metropolitan statistical areas (MSAs) with at least one million residents. EMSI gathers and integrates economic, labor market, demographic and education data from dozens of government and private-sector sources, creating a comprehensive and current database that includes both published data and detailed estimates with full coverage of the U.S.

This report uses EMSI’s 2013.3 Class of Worker dataset. It covers standard employees (via the BLS’s Quarterly Census of Employment and Wages program and other sources) and self-employed workers (primarily via the U.S. Census Bureau’s American Community Survey).

**PROJECTIONS**

EMSI projects employment data 10 years out by first creating short-, mid- and long-term trends for every industry and county based on historical data. These are extrapolated into the future and adjusted to prevent extreme projected growth or decline. Initial projections are then adjusted using national industry projections (from the Bureau of Labor Statistics), as well as state and sub-state regional projections provided by individual states for wage-and-salary workers.

It’s important to note that EMSI projections are basically past trends extrapolated into the future, which are also informed by official federal and state projections (which in turn are informed by both statistical models and expert opinion). EMSI projections are not “forecasts” or “predictions.” Also, because the BLS publishes employment projections biennially and states projections are on varying schedules, projections may not reflect trends seen in the most recent years of data.

**EARNINGS DATA AND ANALYSIS**

EMSI’s median hourly earnings for detailed occupations are based on the BLS’s Occupational Employment Statistics (OES) program. EMSI provides earnings by occupation for the most recent year available (2012 for this analysis).

CareerBuilder and EMSI grouped occupations at the national and metro level in three wage categories, as defined by the National Employment Law Project (NELP):

- Low-wage: $13.83 per hour and below
- Mid-wage: $13.84-$21.13 per hour
- High-wage: $21.14 per hour and above

The wage ranges were adapted to include the hourly earnings for 785 classified occupations. For some metros with high or low costs of living, these ranges don’t fully reflect regional conditions. However, they provide a consistent barometer to compare and contrast each large metro.
## Appendix I: 50 Fastest Growing Occupations by Percentage Growth

<table>
<thead>
<tr>
<th>Description</th>
<th>% Change</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>Change</th>
<th>Med. Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biomedical Engineers</td>
<td>23%</td>
<td>21,273</td>
<td>26,076</td>
<td>4,803</td>
<td>$41.66</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>21%</td>
<td>1,334,313</td>
<td>1,608,211</td>
<td>273,898</td>
<td>$9.77</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>21%</td>
<td>950,273</td>
<td>1,150,340</td>
<td>200,067</td>
<td>$9.97</td>
</tr>
<tr>
<td>Derrick Operators, Oil &amp; Gas</td>
<td>19%</td>
<td>23,525</td>
<td>27,995</td>
<td>4,470</td>
<td>$22.79</td>
</tr>
<tr>
<td>Rotary Drill Operators, Oil &amp; Gas</td>
<td>19%</td>
<td>26,157</td>
<td>31,082</td>
<td>4,925</td>
<td>$24.24</td>
</tr>
<tr>
<td>Veterinary Technologists &amp; Technicians</td>
<td>18%</td>
<td>87,859</td>
<td>103,848</td>
<td>15,989</td>
<td>$14.69</td>
</tr>
<tr>
<td>Service Unit Operators, Oil, Gas, &amp; Mining</td>
<td>18%</td>
<td>61,046</td>
<td>72,266</td>
<td>11,220</td>
<td>$20.16</td>
</tr>
<tr>
<td>Roustabouts, Oil &amp; Gas</td>
<td>17%</td>
<td>63,575</td>
<td>74,401</td>
<td>10,826</td>
<td>$16.52</td>
</tr>
<tr>
<td>Interpreters &amp; Translators</td>
<td>16%</td>
<td>70,490</td>
<td>81,563</td>
<td>11,073</td>
<td>$22.39</td>
</tr>
<tr>
<td>Physical Therapist Assistants</td>
<td>16%</td>
<td>72,445</td>
<td>83,765</td>
<td>11,320</td>
<td>$25.14</td>
</tr>
<tr>
<td>Physical Therapist Aides</td>
<td>15%</td>
<td>50,770</td>
<td>58,385</td>
<td>7,615</td>
<td>$11.56</td>
</tr>
<tr>
<td>Meeting, Convention, &amp; Event Planners</td>
<td>15%</td>
<td>87,337</td>
<td>100,429</td>
<td>13,092</td>
<td>$22.56</td>
</tr>
<tr>
<td>Occupational Therapy Assistants</td>
<td>15%</td>
<td>30,817</td>
<td>35,510</td>
<td>4,693</td>
<td>$25.65</td>
</tr>
<tr>
<td>Diagnostic Medical Sonographers</td>
<td>15%</td>
<td>60,273</td>
<td>69,544</td>
<td>9,271</td>
<td>$32.09</td>
</tr>
<tr>
<td>Medical Scientists, Except Epidemiologists</td>
<td>15%</td>
<td>100,742</td>
<td>115,936</td>
<td>15,194</td>
<td>$36.95</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>14%</td>
<td>537,064</td>
<td>613,450</td>
<td>76,386</td>
<td>$15.17</td>
</tr>
<tr>
<td>Market Research Analysts &amp; Marketing Specialists</td>
<td>14%</td>
<td>438,851</td>
<td>499,740</td>
<td>60,889</td>
<td>$29.10</td>
</tr>
<tr>
<td>Petroleum Engineers</td>
<td>14%</td>
<td>40,853</td>
<td>46,369</td>
<td>5,516</td>
<td>$63.67</td>
</tr>
<tr>
<td>Emergency Medical Technicians &amp; Paramedics</td>
<td>13%</td>
<td>238,658</td>
<td>268,892</td>
<td>30,234</td>
<td>$15.28</td>
</tr>
<tr>
<td>Wellhead Pumpers</td>
<td>13%</td>
<td>15,697</td>
<td>17,752</td>
<td>2,055</td>
<td>$22.17</td>
</tr>
<tr>
<td>Marriage &amp; Family Therapists</td>
<td>13%</td>
<td>42,238</td>
<td>47,743</td>
<td>5,505</td>
<td>$22.35</td>
</tr>
<tr>
<td>Geological &amp; Petroleum Technicians</td>
<td>13%</td>
<td>16,787</td>
<td>18,841</td>
<td>2,054</td>
<td>$25.74</td>
</tr>
<tr>
<td>Audiologists</td>
<td>13%</td>
<td>12,914</td>
<td>14,586</td>
<td>1,672</td>
<td>$33.48</td>
</tr>
<tr>
<td>Geographers</td>
<td>13%</td>
<td>1,714</td>
<td>1,940</td>
<td>226</td>
<td>$35.32</td>
</tr>
<tr>
<td>Physical Therapists</td>
<td>13%</td>
<td>208,096</td>
<td>235,802</td>
<td>27,706</td>
<td>$37.93</td>
</tr>
<tr>
<td>Biochemists &amp; Biophysicists</td>
<td>13%</td>
<td>28,536</td>
<td>32,225</td>
<td>3,689</td>
<td>$39.36</td>
</tr>
<tr>
<td>Nurse Midwives</td>
<td>13%</td>
<td>6,090</td>
<td>6,856</td>
<td>766</td>
<td>$42.83</td>
</tr>
<tr>
<td>Nurse Anesthetists</td>
<td>13%</td>
<td>30,179</td>
<td>40,792</td>
<td>4,613</td>
<td>$72.20</td>
</tr>
<tr>
<td>Ambulance Drivers &amp; Attendants, Except Emergency Medical Technicians</td>
<td>12%</td>
<td>19,251</td>
<td>21,648</td>
<td>2,397</td>
<td>$11.48</td>
</tr>
<tr>
<td>Bicycle Repairers</td>
<td>12%</td>
<td>10,728</td>
<td>11,991</td>
<td>1,263</td>
<td>$11.61</td>
</tr>
<tr>
<td>Occupational Therapy Aides</td>
<td>12%</td>
<td>8,699</td>
<td>9,729</td>
<td>1,030</td>
<td>$13.14</td>
</tr>
<tr>
<td>Coaches &amp; Scouts</td>
<td>12%</td>
<td>235,169</td>
<td>263,335</td>
<td>28,166</td>
<td>$13.93</td>
</tr>
<tr>
<td>Helpers--Extraction Workers</td>
<td>12%</td>
<td>27,878</td>
<td>31,095</td>
<td>3,217</td>
<td>$15.84</td>
</tr>
<tr>
<td>Mental Health Counselors</td>
<td>12%</td>
<td>131,331</td>
<td>147,117</td>
<td>15,786</td>
<td>$19.26</td>
</tr>
<tr>
<td>Health Educators</td>
<td>12%</td>
<td>58,626</td>
<td>65,676</td>
<td>7,050</td>
<td>$24.15</td>
</tr>
<tr>
<td>Healthcare Social Workers</td>
<td>12%</td>
<td>152,383</td>
<td>170,104</td>
<td>17,721</td>
<td>$24.19</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>12%</td>
<td>196,239</td>
<td>218,815</td>
<td>22,576</td>
<td>$35.32</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>12%</td>
<td>113,478</td>
<td>126,801</td>
<td>13,323</td>
<td>$36.55</td>
</tr>
<tr>
<td>Nurse Practitioners</td>
<td>12%</td>
<td>110,545</td>
<td>124,310</td>
<td>13,765</td>
<td>$43.77</td>
</tr>
<tr>
<td>Nonfarm Animal Caretakers</td>
<td>11%</td>
<td>213,827</td>
<td>236,362</td>
<td>22,535</td>
<td>$9.95</td>
</tr>
<tr>
<td>Helpers--Pipelayers, Plumbers, Pipefitters, &amp; Steamfitters</td>
<td>11%</td>
<td>52,761</td>
<td>58,807</td>
<td>6,046</td>
<td>$12.86</td>
</tr>
</tbody>
</table>
### Appendix II: Metro Snapshots

The following snapshots look at growth and occupational projections and job growth in the 52 metropolitan statistical areas with at least one million residents. For each metro, occupations were filtered by the highest total job growth and ranked by percentage growth.

The wage curves show the percentage of workers in that metro that earn less than a given wage and the percentage that earn more among five percentile groups. For instance, workers at the 25th percentile make more than 25 percent of workers and less than 75 percent of workers.

### Atlanta

| Pop. 5,540,333 | Unemployment Rate 8.6% | 2013 Jobs 2,539,518 | 2017 Jobs 2,647,249 | % Change 4.2% | Rank 25 |


- **30%** Home Health Aides
- **28%** Personal Care Aides
- **18%** Medical Secretaries
- **13%** Registered Nurses
- **13%** Postsecondary Teachers
- **13%** Medical Assistants
- **13%** Preschool Teachers, Except Special Education
- **11%** Food Prep/Serving Workers, Incl. Fast Food
- **11%** Childcare Workers
- **11%** Market Research Analysts and Marketing Specialists
- **10%** Nursing Assistants
- **10%** Receptionists and Information Clerks
- **10%** Licensed Practical and Licensed Vocational Nurses
- **9%** Landscaping and Groundskeeping Workers
- **9%** Teacher Assistants
- **9%** Insurance Sales Agents
- **9%** Food Preparation Workers
- **8%** Elementary School Teachers, Non-Special Education
- **8%** Cooks, Restaurant
- **8%** First-Line Supervisors, Food Prep/Serving Workers

#### Wage Curve

- **10th Percentile Hourly Earnings** $13.35
- **25th Percentile Hourly Earnings** $16.36
- **Median Hourly Earnings** $20.76
- **75th Percentile Hourly Earnings** $26.52
- **90th Percentile Hourly Earnings** $34.24

#### Share of 25+ Pop. by Educational Attainment

- **Associate’s Degree and Above** 47%
- **Some College** 21%
- **High School Diploma or Less** 38%
**APPENDIX**

### CAREERBUILDER & EMSI OCCUPATIONAL PROJECTIONS: 2013-2017

#### AUSTIN

**Pop.** 1,884,891

<table>
<thead>
<tr>
<th>Unemployment</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate 5.6%</td>
<td>936,017</td>
<td>1,026,350</td>
<td>9.7%</td>
<td>1</td>
</tr>
</tbody>
</table>


- 20% Teacher Assistants
- 19% Elem. School Teachers, Non-Spec Ed
- 18% Mid. School Teachers, Non-Spec. Ed or Tech
- 18% Cooks, Restaurant
- 16% Personal Care Aides
- 16% Sec. School Teachers, Non-Spec. Ed or Tech
- 15% Medical Secretaries
- 15% Registered Nurses
- 14% Waiters & Waitresses
- 14% Landscaping & Groundkeeping Workers
- 14% Food Prep. & Serving, Incl. Fast Food
- 13% Janitors & Cleaners, Non-Maids
- 11% Maids & Housekeeping Cleaners
- 11% 1st-Line Supervisors of Food Prep & Servers
- 10% Customer Service Reps.
- 10% Maintenance & Repair
- 10% Retail Salespersons
- 10% Accountants & Auditors
- 10% Bookkeeping, Acctng., & Auditing Clerks
- 9% Cashiers

#### WAGE CURVE

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13.74</td>
<td>$16.70</td>
<td>$20.78</td>
<td>$26.32</td>
<td>$33.84</td>
</tr>
</tbody>
</table>

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate’s Degree and Above: 46%
- Some College: 22%
- High School Diploma or Less: 33%

---

#### BALTIMORE

**Pop.** 2,758,644

<table>
<thead>
<tr>
<th>Unemployment</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate 7.5%</td>
<td>1,439,714</td>
<td>1,509,001</td>
<td>4.8%</td>
<td>t-22</td>
</tr>
</tbody>
</table>


- 24% Home Health Aides
- 22% Personal Care Aides
- 17% Software Developers, Applications
- 16% Software Developers, Systems
- 14% Landscaping & Groundkeeping
- 14% Market Rsrch. Analysts & Mrktg. Specialists
- 13% Medical Secretaries
- 13% Computer Systems Analysts
- 12% Registered Nurses
- 11% Medical Assistants
- 10% Nursing Assistants
- 10% Licensed Practical & Vocational Nurses
- 10% Network & Computer Systems Admins.
- 10% Security Guards
- 10% Hairdressers & Cosmetologists
- 9% Computer User Support Specialists
- 8% Management Analysts
- 8% Postsecondary Teachers
- 8% Food Prep. & Serving, Incl. Fast Food
- 7% Business Operations Specialists, Misc.

#### WAGE CURVE

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14.53</td>
<td>$17.06</td>
<td>$22.66</td>
<td>$28.72</td>
<td>$36.44</td>
</tr>
</tbody>
</table>

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate’s Degree and Above: 41%
- Some College: 20%
- High School Diploma or Less: 39%
**BIRMINGHAM**  
Pop. 1,147,116  
Unemployment Rate 5.6%  
<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>530,500</td>
<td>550,119</td>
<td>3.7%</td>
<td>1-31</td>
</tr>
</tbody>
</table>

30% Home Health Aides  
29% Personal Care Aides  
21% Emerg. Med. Techs & Paramedics  
20% Medical Secretaries  
16% Medical Assistants  
16% Dental Hygienists  
16% Dental Assistants  
14% Cleaners of Vehicles & Equipment  
14% Software Developers, Applications  
13% Market Rsch. Analysts & Mkrg. Specialists  
11% Heating, AC, & Refrigeration Mechanics  
11% Receptionists & Information Clerks  
10% Paralegals & Legal Assistants  
10% Coaches & Scouts  
10% Physicians & Surgeons, All Other  
10% Security Guards  
10% Plumbers, Pipefitters, & Steamfitters  
9% Insurance Sales Agents  
8% Licensed Practical & Vocational Nurses  
8% Nursing Assistants

**WAGE CURVE**

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.96</td>
<td>$15.55</td>
<td>$19.14</td>
<td>$23.74</td>
<td>$29.51</td>
</tr>
</tbody>
</table>

**SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT**

- Associate’s Degree and Above: 32%
- Some College: 22%
- High School Diploma or Less: 45%

---

**BOSTON**  
Pop. 4,651,894  
Unemployment Rate 6.6%  
<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,726,545</td>
<td>2,878,799</td>
<td>5.6%</td>
<td>1-14</td>
</tr>
</tbody>
</table>

26% Home Health Aides  
24% Personal Care Aides  
23% Personal Financial Advisors  
19% Insurance Sales Agents  
18% Med. Scientists, Non-Epidemiologists  
16% Fitness Trainers & Aerobics Instructors  
15% Tellers  
14% Market Rsch. Analysts & Mkrg. Specialists  
14% Financial Analysts  
13% Medical Secretaries  
13% Claims Adjusters & Investigators  
12% Registered Nurses  
11% Hairdressers & Cosmetologists  
11% Security Guards  
10% Misc. Business Operations Specialists  
10% Landscaping & Groundskeeping  
10% Licensed Practical & Vocational Nurses  
9% Social & Human Service Specialists  
9% Receptionists & Information Clerks  
9% Computer Systems Analysts

**WAGE CURVE**

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$16.34</td>
<td>$20.01</td>
<td>$25.35</td>
<td>$32.18</td>
<td>$41.06</td>
</tr>
</tbody>
</table>

**SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT**

- Associate’s Degree and Above: 50%
- Some College: 15%
- High School Diploma or Less: 35%
### BUFFALO

Pop. 1,131,035  
Unemployment Rate 7.4%  
2013 Jobs 562,995  
2017 Jobs 573,868  
% Change 1.9%  
Rank 49


- 19% Home Health Aides
- 14% Medical Assistants
- 14% Personal Care Aides
- 14% Fitness Trainers & Aerobics Instructors
- 14% Medical Secretaries
- 14% Software Developers, Systems
- 13% Social & Human Service Assistants
- 11% Software Developers, Applications
- 11% Bill & Account Collectors
- 11% Market Rsrch. Analysts & Mrktg. Specialists
- 11% Child, Family, & School Social Workers
- 10% Landscaping & Groundskeeping
- 8% Security Guards
- 8% Self-Enrichment Education Teachers
- 8% Preschool Teachers, Non-Spec. Ed.
- 8% Food Prep. & Serving, Incl. Fast Food
- 7% Insurance Sales Agents
- 7% Electricians
- 7% Computer Systems Analysts
- 6% Cooks, Restaurant

#### WAGE CURVE

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>$12.90</td>
</tr>
<tr>
<td>25th</td>
<td>$15.52</td>
</tr>
<tr>
<td>Median</td>
<td>$19.28</td>
</tr>
<tr>
<td>75th</td>
<td>$24.15</td>
</tr>
<tr>
<td>90th</td>
<td>$30.07</td>
</tr>
</tbody>
</table>

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate's Degree and Above: 39%
- Some College: 18%
- High School Diploma or Less: 42%

---

### CHARLOTTE

Pop. 1,873,130  
Unemployment Rate 9.1%  
2013 Jobs 948,714  
2017 Jobs 996,290  
% Change 5.0%  
Rank 2-19


- 30% Personal Care Aides
- 26% Tellers
- 21% Home Health Aides
- 16% Hairdressers & Cosmetologists
- 13% Postsecondary Teachers
- 12% Management Analysts
- 11% Food Prep. & Serving, Incl. Fast Food
- 11% Landscaping & Groundskeeping
- 10% Receptionists & Information Clerks
- 9% Registered Nurses
- 9% Elem. School Teachers, Non-Spec. Ed.
- 9% Maids & Housekeeping Cleaners
- 8% Nursing Assistants
- 8% Teacher Assistants
- 8% Cooks, Restaurant
- 7% Childcare Workers
- 7% 1st-Line Supervisors: Food Prep & Servers
- 7% 1st-Line Supervisors: Office Admins.
- 7% Office Clerks, General
- 7% Janitors & Cleaners, Non-Maids

#### WAGE CURVE

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>$13.93</td>
</tr>
<tr>
<td>25th</td>
<td>$16.65</td>
</tr>
<tr>
<td>Median</td>
<td>$20.60</td>
</tr>
<tr>
<td>75th</td>
<td>$35.98</td>
</tr>
<tr>
<td>90th</td>
<td>$33.00</td>
</tr>
</tbody>
</table>

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate's Degree and Above: 40%
- Some College: 21%
- High School Diploma or Less: 39%

- Personal Care Aides (24%)
- Home Health Aides (17%)
- Medical Secretaries (16%)
- Nonfarm Animal Caretakers (14%)
- Physical Therapists (13%)
- Market Rsrch. Analysts & Mrktg. Specialists (12%)
- Food Prep. & Serving, Incl. Fast Food (10%)
- Medical Assistants (10%)
- Landscaping & Groundskeeping (10%)
- Hairdressers & Cosmetologists (9%)
- Licensed Practical & Vocational Nurses (9%)
- Cooks, Restaurant (8%)
- 1st-Line Supervisors: Food Prep & Servers (7%)
- Waiters & Waitresses (7%)
- Software Developers, Systems (7%)
- Mid. School Teachers, Non-Spec. Ed or Tech (7%)
- Receptionists & Information Clerks (7%)
- Bus Drivers, School or Special Client (7%)
- Elem. School Teachers, Non-Spec. Ed. (6%)
- Nursing Assistants (6%)

CINCINNATI
Pop. 2,158,666
Unemployment Rate 7.1%
2013 Jobs 1,058,398
2017 Jobs 1,086,226
% Change 2.6%
Rank 41


- Personal Care Aides (29%)
- Home Health Aides (16%)
- Fitness Trainers & Aerobics Instructors (15%)
- Heating, AC, and Refrigeration Mechanics (13%)
- Medical Secretaries (12%)
- Market Rsrch. Analysts & Mrktg. Specialists (11%)
- Landscaping & Groundskeeping (11%)
- Registered Nurses (10%)
- Plumbers, Pipefitters, & Steamfitters (10%)
- Medical Assistants (9%)
- Hairdressers & Cosmetologists (9%)
- Insurance Sales Agents (8%)
- Tellers (8%)
- Receptionists & Information Clerks (8%)
- Preschool Teachers, Non-Spec. Ed. (7%)
- Nursing Assistants (7%)
- Light Truck or Delivery Services Drivers (6%)
- Management Analysts (6%)
- Licensed Practical & Vocational Nurses (6%)
- Cooks, Restaurant (6%)
Appendix

Cleveland
Pop. 2,056,802

Unemployment
Rate 7.3%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,075,522</td>
<td>1,078,248</td>
<td>0.3%</td>
<td>51</td>
</tr>
</tbody>
</table>


- 41% Personal Care Aides
- 17% Home Health Aides
- 12% Hairdressers, Hairstylists, & Cosmetologists
- 10% Medical Secretaries
- 9% Registered Nurses
- 8% Nursing Assistants
- 8% Landscaping & Groundskeeping Workers
- 8% Medical Assistants
- 7% Licensed Practical & Vocational Nurses
- 7% Preschool Teachers, Non-Spec. Ed.
- 6% Receptionists & Information Clerks
- 6% Software Developers, Applications
- 6% Market Resrch. Analysts & Mrktg. Specialists
- 5% Insurance Sales Agents
- 5% Management Analysts
- 4% Food Prep. & Serving, Incl. Fast Food
- 4% Security Guards
- 4% Teacher Assistants
- 3% Office Clerks, General
- 3% Postsecondary Teachers

Wage Curve

Share of 25+ Pop. by Educational Attainment

Columbus
Pop. 1,899,598

Unemployment
Rate 9.2%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,004,302</td>
<td>1,042,096</td>
<td>3.8%</td>
<td>35</td>
</tr>
</tbody>
</table>


- 38% Personal Care Aides
- 20% Home Health Aides
- 19% Software Developers, Systems
- 13% Preschool Teachers, Non-Spec. Ed.
- 12% Medical Secretaries
- 11% Market Resrch. Analysts & Mrktg. Specialists
- 10% Medical Assistants
- 9% Nursing Assistants
- 9% Landscaping & Groundskeeping
- 9% Registered Nurses
- 9% Childcare Workers
- 9% Licensed Practical & Vocational Nurses
- 9% Receptionists & Information Clerks
- 8% Network & Computer Systems Admins.
- 8% Software Developers, Applications
- 8% Human Resources Specialists
- 8% Food Preparation Workers
- 7% Teacher Assistants
- 7% Cooks, Restaurant
- 7% Computer User Support Specialists

Wage Curve

Share of 25+ Pop. by Educational Attainment
CAREERBUILDER & EMSI OCCUPATIONAL PROJECTIONS: 2013-2017

APPENDIX

DALLAS/FORT WORTH
Pop. 6,778,110

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.4%</td>
<td>3,402,541</td>
<td>3,643,993</td>
<td>7.1%</td>
<td>7</td>
</tr>
</tbody>
</table>


- 36% Home Health Aides
- 21% Personal Care Aides
- 17% Substitute Teachers
- 17% Dental Assistants
- 17% Teacher Assistants
- 16% Market Rsrch. Analysts & Mrktg. Specialists
- 15% Medical Secretaries
- 15% Loan Officers
- 15% Elem. School Teachers, Non-Spec. Ed.
- 15% Mid. School Teachers, Non-Spec. Ed or Tech
- 14% Nursing Assistants
- 14% Registered Nurses
- 14% Cooks, Restaurant
- 13% Medical Assistants
- 13% Licensed Practical & Vocational Nurses
- 13% Landscaping & Groundskeeping
- 12% Receptionists & Information Clerks
- 12% Insurance Sales Agents
- 12% Food Prep. & Serving, Incl. Fast Food
- 12% Food Preparation Workers

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

DENVER
Pop. 2,688,494

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.8%</td>
<td>1,417,731</td>
<td>1,505,419</td>
<td>6.2%</td>
<td>12</td>
</tr>
</tbody>
</table>


- 28% Personal Care Aides
- 24% Home Health Aides
- 19% Medical Secretaries
- 15% Market Rsrch. Analysts & Mrktg. Specialists
- 14% Food Prep. & Serving, Incl. Fast Food
- 13% Registered Nurses
- 13% Nursing Assistants
- 12% Cooks, Restaurant
- 11% 1st-Line Supervisors: Food Prep & Servers
- 11% Postsecondary Teachers
- 11% Elem. School Teachers, Non-Spec. Ed.
- 11% Waiters & Waitresses
- 10% Receptionists & Information Clerks
- 9% Office Clerks, General
- 9% Teacher Assistants
- 9% Security Guards
- 8% Landscaping & Groundskeeping
- 8% Janitors & Cleaners, Non-Maids
- 7% Customer Service Reps.
- 7% Software Developers, Applications

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
Appendix


Detroit
Pop. 4,241,343

Unemployment Rate 10.4%
2013 Jobs 1,933,053
2017 Jobs 1,911,874
% Change -1.1%
Rank 52


- 33% Gaming Dealers
- 28% Personal Care Aides
- 19% Home Health Aides
- 14% Medical Secretaries
- 13% Nonfarm Animal Caretakers
- 10% Physical Therapists
- 10% Civil Engineers
- 10% Emerg. Med. Techs & Paramedics
- 9% Licensed Practical & Vocational Nurses
- 8% Registered Nurses
- 8% Market Rsch. Analysts & Mrktg. Specialists
- 7% Paralegals & Legal Assistants
- 7% Landscaping & Groundskeeping
- 7% Medical Assistants
- 7% Social & Human Service Assistants
- 6% Nursing Assistants
- 6% Cooks, Restaurant
- 6% Software Developers, Systems
- 5% Receptionists & Information Clerks
- 4% Food Prep. & Serving, Incl. Fast Food

Wage Curve

Share of 25+ Pop. by Educational Attainment

Hartford
Pop. 1,221,869

Unemployment Rate 8.4%
2013 Jobs 657,505
2017 Jobs 679,120
% Change 3.3%
Rank t-36


- 23% Home Health Aides
- 21% Personal Care Aides
- 16% Medical Secretaries
- 12% Software Developers, Applications
- 11% Medical Assistants
- 11% Market Rsch. Analysts & Mrktg. Specialists
- 9% Landscaping & Groundskeeping
- 9% Social & Human Service Assistants
- 8% Registered Nurses
- 8% Receptionists & Information Clerks
- 8% Computer Systems Analysts
- 8% Bus Drivers, School or Special Client
- 6% Food Prep. & Serving, Incl. Fast Food
- 6% Maids & Housekeeping Cleaners
- 6% Elem. School Teachers, Non-Spec. Ed.
- 5% Postsecondary Teachers
- 5% Teacher Assistants
- 5% Insurance Sales Agents
- 5% Construction Laborers
- 4% Office Clerks, General

Wage Curve

Share of 25+ Pop. by Educational Attainment
Appendix

Houston
Pop. 6,344,675
Unemployment Rate 6.5%

36% Home Health Aides
21% Teacher Assistants
19% Elem. School Teachers, Non-Spec. Ed.
19% Mid. School Teachers, Non-Spec. Ed or Tech
18% Personal Care Aides
18% Substitute Teachers
18% Market Rsrch. Analysts & Mrktg. Specialists
16% Registered Nurses
16% Sec. School Teachers, Non-Spec. Ed or Tech
16% Cooks, Restaurant
16% Food Preparation Workers
15% Nursing Assistants
14% Landscaping & Groundskeeping
14% Medical Secretaries
14% Industrial Machinery Mechanics
14% Bartenders
14% Dishwashers
13% Waiters & Waitresses
13% Security Guards
13% Hairdressers & Cosmetologists

Wage Curve

Share of 25+ Pop. by Educational Attainment

Indianapolis
Pop. 1,822,091
Unemployment Rate 7.5%

25% Home Health Aides
24% Personal Care Aides
18% Medical Secretaries
15% Medical Assistants
14% Receptionists & Information Clerks
14% Software Developers, Applications
13% Hairdressers & Cosmetologists
12% Registered Nurses
12% Nursing Assistants
11% Licensed Practical & Vocational Nurses
10% Heavy & Tractor-Trailer Truck Drivers
10% Landscaping & Groundskeeping
10% Insurance Sales Agents
8% Postsecondary Teachers
8% Elem. School Teachers, Non-Spec. Ed.
7% Office Clerks, General
5% Laborers/Freight, Stock, & Material Movers
4% Food Prep. & Serving, Incl. Fast Food
4% Waiters & Waitresses
3% Retail Salespersons

Wage Curve

Share of 25+ Pop. by Educational Attainment

2013 Jobs 3,068,818
2017 Jobs 3,335,592
% Change 8.7%
Rank 2

2013 Jobs 975,521
2017 Jobs 1,024,065
% Change 5.0%
Rank 1-19
JACKSONVILLE
Pop. 1,392,055

Unemployment Rate 8.6%
2013 Jobs 655,808
2017 Jobs 684,349
% Change 4.4%
Rank 24

31% Personal Care Aides
27% Home Health Aides
15% Tellers
13% Medical Assistants
13% Hairdressers & Cosmetologists
11% Security Guards
10% Registered Nurses
10% Nursing Assistants
10% Landscaping & Groundskeeping
9% Receptionists & Information Clerks
8% Maids & Housekeeping Cleaners
7% Food Prep. & Serving, Incl. Fast Food
7% Postsecondary Teachers
6% Accountants & Auditors
6% 1st-Line Supervisors: Office Admins.
6% Cooks, Restaurant
6% Elem. School Teachers, Non-Spec. Ed.
5% Retail Salespersons
5% Office Clerks, General
5% Bookkeeping, Acctng., & Auditing Clerks

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

KANSAS CITY
Pop. 2,091,478

Unemployment Rate 7.1%
2013 Jobs 1,074,477
2017 Jobs 1,106,479
% Change 3.0%
Rank 39

32% Home Health Aides
23% Personal Care Aides
12% Software Developers, Systems
11% Insurance Sales Agents
11% Medical Secretaries
11% Market Rsrch. Analysts & Mrktg. Specialists
10% Landscaping & Groundskeeping
9% Registered Nurses
9% Nursing Assistants
9% Licensed Practical & Vocational Nurses
8% Postsecondary Teachers
7% Receptionists & Information Clerks
7% Software Developers, Applications
5% Food Prep. & Serving, Incl. Fast Food
5% Accountants & Auditors
5% Elem. School Teachers, Non-Spec. Ed.
5% Teacher Assistants
4% Office Clerks, General
4% Laborers/Freight, Stock, & Material Movers
4% Maids & Housekeeping Cleaners

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
Appendix

**Las Vegas**

Population: 2,051,079

Unemployment Rate: 9.7%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>913,406</td>
<td>957,037</td>
<td>4.8%</td>
<td>1-22</td>
</tr>
</tbody>
</table>


- 21% Home Health Aides
- 17% Personal Care Aides
- 13% Hotel, Motel, & Resort Desk Clerks
- 10% Lawyers
- 9% Registered Nurses
- 8% Food Prep. & Serving, Incl. Fast Food
- 8% Maids & Housekeeping Cleaners
- 8% Cooks, Restaurant
- 8% Customer Service Reps.
- 8% Bartenders
- 8% Taxi Drivers & Chauffeurs
- 8% Postsecondary Teachers
- 7% Waiters & Waitresses
- 7% 1st-Line Supervisors: Food Prep & Servers
- 7% Food Preparation Workers
- 7% Receptionists & Information Clerks
- 6% Retail Salespersons
- 6% Janitors & Cleaners, Non-Maids
- 6% Laborers, Freight, Stock, & Material Movers
- 5% Gaming Dealers

### Wage Curve

- 10th Percentile Hourly Earnings: $12.27
- 25th Percentile Hourly Earnings: $14.88
- Median Hourly Earnings: $18.73
- 75th Percentile Hourly Earnings: $23.55
- 90th Percentile Hourly Earnings: $28.98

### Share of 25+ Pop. by Educational Attainment

- Associate’s Degree and Above: 28%
- Some College: 25%
- High School Diploma or Less: 47%

---

**Los Angeles**

Population: 13,079,058

Unemployment Rate: 9.8%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,302,048</td>
<td>6,485,853</td>
<td>2.9%</td>
<td>40</td>
</tr>
</tbody>
</table>


- 20% Personal Care Aides
- 19% Home Health Aides
- 18% Emerg. Med. Techs & Paramedics
- 12% Nursing Assistants
- 12% Medical Secretaries
- 12% Pharmacy Technicians
- 11% Food Prep. & Serving, Incl. Fast Food
- 11% Cooks, Restaurant
- 11% Painters, Construction & Maintenance
- 10% Licensed Practical & Vocational Nurses
- 10% Coaches & Scouts
- 9% Maids & Housekeeping Cleaners
- 9% Waiters & Waitresses
- 9% Registered Nurses
- 9% Medical Assistants
- 9% Market Rsrch. Analysts & Mrktg. Specialists
- 8% Food Preparation Workers
- 8% 1st-Line Supervisors: Food Prep & Servers
- 8% Hosts & Hostesses, Restaurant/Cafe
- 8% Self-Enrichment Ed. Teachers

### Wage Curve

- 10th Percentile Hourly Earnings: $14.43
- 25th Percentile Hourly Earnings: $17.54
- Median Hourly Earnings: $22.17
- 75th Percentile Hourly Earnings: $28.42
- 90th Percentile Hourly Earnings: $36.63

### Share of 25+ Pop. by Educational Attainment

- Associate’s Degree and Above: 37%
- Some College: 20%
- High School Diploma or Less: 44%

---

23
## LOUISVILLE
Pop. 1,318,763

| Unemployment Rate 8.2% | 2013 Jobs 666,295 | 2017 Jobs 681,922 | % Change 2.3% | Rank 43 |

### 20 FASTEST GROWING OCCUPATIONS (2013-2017)
- 24% Home Health Aides
- 22% Personal Care Aides
- 22% Physical Therapists
- 18% Medical Secretaries
- 14% Medical Assistants
- 14% Dental Assistants
- 12% Pharmacy Technicians
- 11% Software Developers, Applications
- 10% Light Truck or Delivery Services Drivers
- 9% Registered Nurses
- 9% Insurance Sales Agents
- 9% Licensed Practical & Vocational Nurses
- 9% Management Analysts
- 8% Nursing Assistants
- 8% Receptionists & Information Clerks
- 8% Insurance Claims & Policy Processing Clerks
- 6% Laborers/Freight, Stock, & Material Movers
- 6% Cooks, Restaurant
- 6% Postsecondary Teachers
- 5% Customer Service Reps.

### WAGE CURVE

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.54</td>
<td>$15.05</td>
<td>$18.66</td>
<td>$23.56</td>
<td>$29.57</td>
</tr>
</tbody>
</table>

### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

<table>
<thead>
<tr>
<th>Associate's Degree and Above</th>
<th>Some College</th>
<th>High School Diploma or Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>31%</td>
<td>22%</td>
<td>46%</td>
</tr>
</tbody>
</table>

## MEMPHIS
Pop. 1,345,167

| Unemployment Rate 9.5% | 2013 Jobs 658,043 | 2017 Jobs 667,879 | % Change 1.5% | Rank 50 |

### 20 FASTEST GROWING OCCUPATIONS (2013-2017)
- 33% Home Health Aides
- 31% Social & Human Service Assistants
- 21% Hairdressers & Cosmetologists
- 18% Medical Secretaries
- 17% Landscaping & Groundskeeping
- 16% Personal Care Aides
- 16% Emerg. Med. Techs & Paramedics
- 11% Clergy
- 10% Cargo & Freight Agents
- 9% Food Prep. & Serving, Incl. Fast Food
- 9% Medical Assistants
- 8% Registered Nurses
- 8% Receptionists & Information Clerks
- 7% Nursing Assistants
- 7% Licensed Practical & Vocational Nurses
- 6% Pharmacy Technicians
- 5% Janitors & Cleaners, Non-Maids
- 5% Security Guards
- 5% Childcare Workers
- 5% Postsecondary Teachers

### WAGE CURVE

<table>
<thead>
<tr>
<th>10th Percentile Hourly Earnings</th>
<th>25th Percentile Hourly Earnings</th>
<th>Median Hourly Earnings</th>
<th>75th Percentile Hourly Earnings</th>
<th>90th Percentile Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.17</td>
<td>$14.57</td>
<td>$18.10</td>
<td>$22.56</td>
<td>$28.28</td>
</tr>
</tbody>
</table>

### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

<table>
<thead>
<tr>
<th>Associate's Degree and Above</th>
<th>Some College</th>
<th>High School Diploma or Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>31%</td>
<td>23%</td>
<td>46%</td>
</tr>
</tbody>
</table>
**Appendix**

**Miami**
- Population: 5,790,649
- Unemployment Rate: 7.5%
- **20 Fastest Growing Occupations (2013-2017):**
  - 17% Home Health Aides
  - 16% Personal Care Aides
  - 13% Paralegals & Legal Assistants
  - 12% Security Guards
  - 11% Landscaping & Groundskeeping
  - 10% Postsecondary Teachers
  - 9% Lawyers
  - 9% Management Analysts
  - 8% Nursing Assistants
  - 7% Elem. School Teachers, Non-Spec. Ed.
  - 7% Insurance Sales Agents
  - 6% Registered Nurses
  - 6% Cooks, Restaurant
  - 6% Receptionists & Information Clerks
  - 5% Customer Service Reps.
  - 5% Waiters & Waitresses
  - 5% Food Prep. & Serving, Incl. Fast Food
  - 5% Janitors & Cleaners, Non-Maids
  - 5% Accountants & Auditors
  - 4% Office Clerks, General

**Wage Curve**

**Share of 25+ Pop. by Educational Attainment**

---

**Milwaukee**
- Population: 1,577,751
- Unemployment Rate: 7.6%
- **20 Fastest Growing Occupations (2013-2017):**
  - 21% Home Health Aides
  - 17% Personal Care Aides
  - 11% Medical Secretaries
  - 10% Maids & Housekeeping Cleaners
  - 10% Cooks, Restaurant
  - 10% Medical Assistants
  - 10% Market Rsrch. Analysts & Mrktg. Specialists
  - 10% Coaches & Scouts
  - 9% Landscaping & Groundskeeping
  - 8% Registered Nurses
  - 8% Waiters & Waitresses
  - 8% Postsecondary Teachers
  - 8% Insurance Sales Agents
  - 8% Food Preparation Workers
  - 7% Bartenders
  - 7% Licensed Practical & Vocational Nurses
  - 6% Food Prep. & Serving, Incl. Fast Food
  - 6% Receptionists & Information Clerks
  - 6% Hairdressers & Cosmetologists
  - 6% 1st-Line Supervisors: Food Prep & Servers

**Wage Curve**

**Share of 25+ Pop. by Educational Attainment**

---

**Notes:**
- 2013 Jobs: 2,529,199
- 2017 Jobs: 2,621,613
- % Change: 3.7%
- Rank: 1-31

**Notes:**
- 2013 Jobs: 862,586
- 2017 Jobs: 879,564
- % Change: 2.0%
- Rank: 1-46
### MINNEAPOLIS

**Pop. 3,379,047**

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.9%</td>
<td>1,940,358</td>
<td>2,014,575</td>
<td>3.8%</td>
<td>t-28</td>
</tr>
</tbody>
</table>


- 25% Home Health Aides
- 20% Personal Care Aides
- 18% Medical Secretaries
- 13% Medical Assistants
- 12% Registered Nurses
- 12% Self-Enrichment Education Teachers
- 11% Market Rsrch. Analysts & Mrktg. Specialists
- 11% Social & Human Service Assistants
- 10% Hairdressers & Cosmetologists
- 10% Licensed Practical & Vocational Nurses
- 9% Electricians
- 9% Landscaping & Groundskeeping
- 9% Nursing Assistants
- 8% Insurance Sales Agents
- 8% Heavy & Tractor-Trailer Truck Drivers
- 8% Receptionists & Information Clerks
- 7% Postsecondary Teachers
- 7% Human Resources Specialists
- 7% Security Guards
- 6% Maintenance & Repair

#### WAGE CURVE

10th Percentile Hourly Earnings: $15.05
25th Percentile Hourly Earnings: $18.29
Median Hourly Earnings: $22.61
75th Percentile Hourly Earnings: $28.18
90th Percentile Hourly Earnings: $35.09

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate’s Degree and Above: 47%
- Some College: 22%
- High School Diploma or Less: 31%

### NASHVILLE

**Pop. 1,670,856**

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.8%</td>
<td>895,455</td>
<td>926,463</td>
<td>3.5%</td>
<td>35</td>
</tr>
</tbody>
</table>


- 21% Personal Care Aides
- 17% Home Health Aides
- 12% Landscaping & Groundskeeping
- 12% Hairdressers & Cosmetologists
- 11% Registered Nurses
- 10% Nursing Assistants
- 10% Elem. School Teachers, Non-Spec. Ed.
- 10% Medical Assistants
- 9% Food Prep. & Serving, Incl. Fast Food
- 9% Teacher Assistants
- 8% Accountants & Auditors
- 8% Receptionists & Information Clerks
- 8% Security Guards
- 8% Insurance Sales Agents
- 8% Licensed Practical & Vocational Nurses
- 6% Cooks, Restaurant
- 5% Retail Salespersons
- 5% Heavy & Tractor-Trailer Truck Drivers
- 5% Bookkeeping, Acctngl. & Auditing Clerks
- 4% Office Clerks, General

#### WAGE CURVE

10th Percentile Hourly Earnings: $12.34
Median Hourly Earnings: $18.71
75th Percentile Hourly Earnings: $23.58
90th Percentile Hourly Earnings: $30.07

#### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate’s Degree and Above: 36%
- Some College: 21%
- High School Diploma or Less: 43%
## Appendix

### New Orleans

**Unemployment Rate**: 7.2%

<table>
<thead>
<tr>
<th>Year</th>
<th>Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>586,564</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>618,166</td>
<td>5.4%</td>
<td>17</td>
</tr>
</tbody>
</table>

- 29% Bus Drivers, School or Special Client
- 29% Bus Drivers, Transit & Intercity
- 28% Home Health Aides
- 26% Personal Care Aides
- 18% Actors
- 17% Accountants & Auditors
- 13% Cooks, Restaurant
- 13% Bartenders
- 12% Waiters & Waitresses
- 12% Elem. School Teachers, Non-Spec. Ed.
- 10% Security Guards
- 9% Registered Nurses
- 9% Nursing Assistants
- 9% Mid. School Teachers, Non-Spec. Ed or Tech
- 9% Sec. School Teachers, Non-Spec. Ed or Tech
- 8% Food Prep. & Serving, Incl. Fast Food
- 7% Food Preparation Workers
- 7% 1st-Line Supervisors: Food Prep & Servers
- 6% Bookkeeping, Acctg., & Auditing Clerks
- 6% Maids & Housekeeping Cleaners

### New York

**Unemployment Rate**: 8.0%

<table>
<thead>
<tr>
<th>Year</th>
<th>Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>9,251,962</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>9,558,579</td>
<td>3.3%</td>
<td>1-36</td>
</tr>
</tbody>
</table>

- 20% Personal Care Aides
- 19% Home Health Aides
- 15% Medical Secretaries
- 12% Fitness Trainers & Aerobics Instructors
- 12% Pharmacy Technicians
- 11% Landscaping & Groundskeeping
- 11% Market Rsrch. Analysts & Mktg. Specialists
- 11% Hairdressers & Cosmetologists
- 11% Self-Enrichment Education Teachers
- 11% Software Developers, Systems
- 10% Cooks, Restaurant
- 10% Personal Financial Advisors
- 9% Licensed Practical & Vocational Nurses
- 9% Preschool Teachers, Non-Spec. Ed.
- 8% Food Prep. & Serving, Incl. Fast Food
- 8% Waiters & Waitresses
- 8% Financial Analysts
- 8% Social & Human Service Assistants
- 8% Medical Assistants
- 8% Teachers & Instructors, All Other

### Wage Curve

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Hourly Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>10th</td>
<td>$12.66</td>
</tr>
<tr>
<td>25th</td>
<td>$15.10</td>
</tr>
<tr>
<td>Median</td>
<td>$18.73</td>
</tr>
<tr>
<td>75th</td>
<td>$23.39</td>
</tr>
<tr>
<td>90th</td>
<td>$29.64</td>
</tr>
</tbody>
</table>

### Share of 25+ Pop. by Educational Attainment

- Associate’s Degree and Above: 32%
- Some College: 22%
- High School Diploma or Less: 46%
### Appendix

#### Oklahoma City

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.8%</td>
<td>658,390</td>
<td>692,154</td>
<td>5.1%</td>
<td>18</td>
</tr>
</tbody>
</table>

- 19% Home Health Aides
- 16% Medical Secretaries
- 15% Landscaping & Groundskeeping
- 15% Personal Care Aides
- 13% Management Analysts
- 12% Hairdressers & Cosmetologists
- 11% Food Prep. & Serving, Incl. Fast Food
- 11% Insurance Sales Agents
- 10% Registered Nurses
- 10% Accountants & Auditors
- 10% Teacher Assistants
- 9% Security Guards
- 9% Receptionists & Information Clerks
- 9% Medical Assistants
- 8% Nursing Assistants
- 8% Elem. School Teachers, Non-Spec. Ed.
- 7% Postsecondary Teachers
- 7% Cooks, Restaurant
- 6% Customer Service Reps.
- 5% Waiters & Waitresses

#### Wage Curve

- 10th Percentile Hourly Earnings: $12.31
- 25th Percentile Hourly Earnings: $14.81
- Median Hourly Earnings: $18.51
- 75th Percentile Hourly Earnings: $23.31
- 90th Percentile Hourly Earnings: $29.73

#### Share of 25+ Pop. by Educational Attainment

- Associate’s Degree and Above: 33%
- Some College: 26%
- High School Diploma or Less: 41%

---

#### Orlando

<table>
<thead>
<tr>
<th>Unemployment Rate</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.9%</td>
<td>1,113,552</td>
<td>1,192,034</td>
<td>7.0%</td>
<td>8</td>
</tr>
</tbody>
</table>

- 33% Personal Care Aides
- 27% Home Health Aides
- 22% Medical Secretaries
- 17% Landscaping & Groundskeeping
- 14% Security Guards
- 13% Medical Assistants
- 12% Lawyers
- 12% Nursing Assistants
- 12% Registered Nurses
- 12% Licensed Practical & Vocational Nurses
- 11% Receptionists & Information Clerks
- 11% Hairdressers & Cosmetologists
- 11% Customer Service Reps.
- 10% Management Analysts
- 10% Telemarketers
- 9% Elem. School Teachers, Non-Spec. Ed.
- 9% Postsecondary Teachers
- 9% Teacher Assistants
- 9% Office Clerks, General
- 9% 1st-Line Supervisors: Office Admins.

#### Wage Curve

- 10th Percentile Hourly Earnings: $11.99
- 25th Percentile Hourly Earnings: $14.29
- Median Hourly Earnings: $17.57
- 75th Percentile Hourly Earnings: $21.86
- 90th Percentile Hourly Earnings: $27.66

#### Share of 25+ Pop. by Educational Attainment

- Associate’s Degree and Above: 37%
- Some College: 22%
- High School Diploma or Less: 41%
CAREERBUILDER & EMSI OCCUPATIONAL PROJECTIONS: 2013-2017

APPENDIX

PHILADELPHIA
Pop. 6,051,706
Unemployment Rate 8.4%
2013 Jobs 2,892,568
2017 Jobs 2,961,840
% Change 2.4%
Rank 42

23% Personal Care Aides
17% Home Health Aides
12% Hairdressers & Cosmetologists
10% Medical Secretaries
9% Market Rsrch. Analysts & Mrktg. Specialists
9% Landscape & Groundskeeping
8% Cooks, Restaurant
7% Security Guards
6% Registered Nurses
6% Waiters & Waitresses
5% Food Prep. & Serving, Incl. Fast Food
5% Childcare Workers
5% Nursing Assistants
5% Maids & Housekeeping Cleaners
5% Heavy & Tractor-Trailer Truck Drivers
4% Receptionists & Information Clerks
3% Office Clerks, General
3% Accountants & Auditors
3% Postsecondary Teachers
2% Janitors & Cleaners, Non-Maids

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

PHOENIX
Pop. 4,413,879
Unemployment Rate 6.9%
2013 Jobs 1,974,455
2017 Jobs 2,131,525
% Change 8.0%
Rank 5

31% Plumbers, Pipefitters, & Steamfitters
31% Heating, AC, and Refrigeration Mechanics
23% Personal Care Aides
22% Home Health Aides
21% Electricians
19% Security Guards
18% Market Rsrch. Analysts & Mrktg. Specialists
17% Software Developers, Systems
16% Medical Secretaries
15% Software Developers, Applications
15% Postsecondary Teachers
15% Medical Assistants
14% Nursing Assistants
14% Food Prep. & Serving, Incl. Fast Food
14% Janitors & Cleaners, Non-Maids
14% Registered Nurses
14% Securities, Commodities, & Financial Services Sales Agents
13% Receptionists & Information Clerks
13% Computer User Support Specialists
12% Management Analysts

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
APPENDIX CAREERBUILDER & EMSI OCCUPATIONAL PROJECTIONS: 2013-2017

**PITTSBURGH**
Pop. 2,356,400

<table>
<thead>
<tr>
<th>Unemployment Rate 7.0%</th>
<th>2013 Jobs 1,215,107</th>
<th>2017 Jobs 1,239,203</th>
<th>% Change 2.0%</th>
<th>Rank t-46</th>
</tr>
</thead>
</table>

25% Gaming Dealers
19% Personal Care Aides
16% Home Health Aides
13% Physical Therapists
11% Medical Secretaries
10% Market Rsch. Analysts & Mktg. Specialists
9% Emerg. Med. Techs & Paramedics
8% Landscaping & Groundskeeping
7% Security Guards
7% Medical Assistants
6% Insurance Sales Agents
6% Licensed Practical & Vocational Nurses
6% Operating Engineers & Construct. Equip. Operators
5% Nursing Assistants
5% Registered Nurses
5% Receptionists & Information Clerks
5% Cooks, Restaurant
4% Postsecondary Teachers
4% Bus Drivers, School or Special Client
4% Waiters & Waitresses

**WAGE CURVE**

**SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT**

---

**PORTLAND**
Pop. 2,324,607

<table>
<thead>
<tr>
<th>Unemployment Rate 7.5%</th>
<th>2013 Jobs 1,158,107</th>
<th>2017 Jobs 1,236,382</th>
<th>% Change 6.8%</th>
<th>Rank t-9</th>
</tr>
</thead>
</table>

26% Home Health Aides
18% Personal Care Aides
17% Management Analysts
16% Medical Secretaries
15% Landscaping & Groundskeeping
13% Receptionists & Information Clerks
12% Registered Nurses
12% Nursing Assistants
10% Food Prep. & Serving, Incl. Fast Food
10% Waiters & Waitresses
10% Customer Service Reps.
9% Cooks, Restaurant
9% Sales Reps., Wholesale & Manufacturing
9% Maids & Housekeeping Cleaners
9% Childcare Workers
7% Office Clerks, General
6% Laborers/Freight, Stock, & Material Movers
6% Postsecondary Teachers
5% Bookkeeping, Acctng., & Auditing Clerks
5% Retail Salespersons

**WAGE CURVE**

**SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT**
**PROVIDENCE**  
Pop. 1,598,039  
| Unemployment Rate 9.4% | 2013 Jobs 729,214 | 2017 Jobs 751,669 | % Change 3.1% | Rank 38 |

- 21% Personal Care Aides
- 21% Home Health Aides
- 16% Mental Health Counselors
- 13% Market Rsrch. Analysts & Mrktg. Specialists
- 12% Software Developers, Applications
- 10% Licensed Practical & Vocational Nurses
- 10% Insurance Sales Agents
- 10% Medical Secretaries
- 10% Landscaping & Groundskeeping
- 9% Software Developers, Systems
- 8% Registered Nurses
- 8% Postsecondary Teachers
- 7% Maids & Housekeeping Cleaners
- 7% Social & Human Service Assistants
- 6% Receptionists & Information Clerks
- 6% Cooks, Restaurant
- 6% Nursing Assistants
- 6% Management Analysts
- 5% Food Prep. & Serving, Incl. Fast Food
- 5% Accountants & Auditors

**RALEIGH**  
Pop. 1,228,411

| Unemployment Rate 7.3% | 2013 Jobs 578,813 | 2017 Jobs 626,095 | % Change 8.2% | Rank 4 |

- 18% Management Analysts
- 18% Landscaping & Groundskeeping
- 17% Registered Nurses
- 16% Janitors & Cleaners, Non-Maids
- 12% Receptionists & Information Clerks
- 12% Elem. School Teachers, Non-Spec. Ed.
- 12% Food Prep. & Serving, Incl. Fast Food
- 11% Office Clerks, General
- 11% Postsecondary Teachers
- 10% Nursing Assistants
- 10% Software Developers, Applications
- 10% Maids & Housekeeping Cleaners
- 10% Customer Service Reps.
- 9% Accountants & Auditors
- 9% 1st-Line Supervisors: Office Admins.
- 9% Waiters & Waitresses
- 8% Bookkeeping, Acctg., & Auditing Clerks
- 8% Cashiers
- 6% Retail Salespersons
- 4% Sec. & Admin Assts., Non-Legal, Med, & Exec

41% Home Health Aides
25% Personal Care Aides
21% Medical Secretaries
17% Medical Assistants
14% Market Rsrch. Analysts & Mrktg. Specialists
14% Landscaping & Groundskeeping
13% Bill & Account Collectors
13% Software Developers, Applications
12% Registered Nurses
12% Elem. School Teachers, Non-Spec. Ed.
11% Mid. School Teachers, Non-Spec. Ed or Tech
11% Nursing Assistants
11% Teacher Assistants
10% Receptionists & Information Clerks
10% Postsecondary Teachers
10% Licensed Practical & Vocational Nurses
9% Food Prep. & Serving, Incl. Fast Food
7% Construction Laborers
7% Childcare Workers
7% Sales Representatives, Services, All Other

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

RIVERSIDE / SAN BERNARDINO
Pop. 4,451,389


22% Personal Care Aides
19% Home Health Aides
15% Security Guards
14% Food Prep. & Serving, Incl. Fast Food
12% Retail Salespersons
12% Nursing Assistants
11% Registered Nurses
11% Cooks, Restaurant
10% Maids & Housekeeping Cleaners
10% Customer Service Reps.
10% Waiters & Waitresses
10% Laborers/Freight, Stock, & Material Movers
9% Landscaping & Groundskeeping
8% Stock Clerks & Order Fillers
7% Cashiers
7% Heavy & Tractor-Trailer Truck Drivers
6% Janitors & Cleaners, Non-Maids
6% Elem. School Teachers, Non-Spec. Ed.
5% Office Clerks, General
5% Childcare Workers

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
Appendix

CAREERBUILDER & EMSI OCCUPATIONAL PROJECTIONS: 2013-2017

ROCHESTER
Pop. 1,059,021
Unemployment Rate 7.0%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>526,726</td>
<td>537,507</td>
<td>2.0%</td>
<td>46</td>
</tr>
</tbody>
</table>

19% Personal Care Aides
16% Home Health Aides
16% Telemarketers
15% Fitness Trainers & Aerobics Instructors
11% Landscaping & Groundskeeping
11% Social & Human Service Assistants
10% Postsecondary Teachers
8% Market Rsch. Analysts & Mrktg. Specialists
7% Customer Service Reps.
7% Registered Nurses
7% Hairdressers & Cosmetologists
6% Food Prep. & Serving, Incl. Fast Food
6% Receptionists & Information Clerks
6% Nursing Assistants
5% Accountants & Auditors
5% Security Guards
4% Office Clerks, General
3% Waiters & Waitresses
3% 1st-Line Supervisors: Office Admins.
3% Bookkeeping, Accntg., & Auditing Clerks

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

SACRAMENTO
Pop. 2,224,932
Unemployment Rate 8.9%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>982,822</td>
<td>1,022,697</td>
<td>4.1%</td>
<td>t-26</td>
</tr>
</tbody>
</table>

27% Home Health Aides
19% Personal Care Aides
14% Medical Secretaries
14% Nursing Assistants
12% Insurance Sales Agents
11% Medical Assistants
10% Food Prep. & Serving, Incl. Fast Food
10% Cooks, Restaurant
10% Registered Nurses
10% Security Guards
9% Waiters & Waitresses
9% Maids & Housekeeping Cleaners
9% Receptionists & Information Clerks
7% Postsecondary Teachers
6% Management Analysts
6% Customer Service Reps.
6% Landscaping & Groundskeeping
6% Janitors & Cleaners, Non-Maids
6% Heavy & Tractor-Trailer Truck Drivers
5% Retail Salespersons

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
SALT LAKE CITY
Pop. 1,184,211

35% Personal Care Aides
33% Home Health Aides
18% Electricians
17% Insurance Sales Agents
16% Software Developers, Applications
13% Landscaping & Groundskeeping
12% Postsecondary Teachers
12% Receptionists & Information Clerks
12% Registered Nurses
11% Operating Engineers & Construct. Equip. Operators
10% Nursing Assistants
10% Maintenance & Repair
9% Elem. School Teachers, Non-Spec. Ed.
9% Maids & Housekeeping Cleaners
9% Laborers/Freight, Stock, & Material Movers
9% Office Clerks, General
9% Customer Service Reps.
9% Accountants & Auditors
8% Teacher Assistants
8% Bookkeeping, Acctng., & Auditing Clerks

Unemployment Rate 4.3%
2013 Jobs 720,861
2017 Jobs 774,483
% Change 7.4%
Rank 6

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

SAN ANTONIO
Pop. 2,289,692

30% Home Health Aides
18% Personal Care Aides
17% Teacher Assistants
17% Nursing Assistants
16% Elem. School Teachers, Non-Spec. Ed.
16% Mid. School Teachers, Non-Spec. Ed or Tech
15% Medical Secretaries
15% Maids & Housekeeping Cleaners
14% Registered Nurses
14% Cooks, Restaurant
14% Sec. School Teachers, Non-Spec. Ed or Tech
13% Insurance Sales Agents
12% Food Prep. & Serving, Incl. Fast Food
12% Licensed Practical & Vocational Nurses
12% Landscaping & Groundskeeping
12% Waiters & Waitresses
11% Postsecondary Teachers
11% Janitors & Cleaners, Non-Maids
11% 1st-Line Supervisors: Food Prep & Servers
9% Childcare Workers

Unemployment Rate 6.5%
2013 Jobs 1,015,708
2017 Jobs 1,102,613
% Change 8.6%
Rank 3

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
## SAN DIEGO

<table>
<thead>
<tr>
<th>Pop.</th>
<th>3,212,098</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unemployment Rate</strong></td>
<td>7.8%</td>
</tr>
</tbody>
</table>

| **2013 Jobs** | 1,570,805 |
| **2017 Jobs** | 1,629,384 |
| **% Change** | 3.7% |
| **Rank** | t-31 |

### 20 FASTEST GROWING OCCUPATIONS (2013-2017)

- 18% Home Health Aides
- 16% Personal Care Aides
- 14% Med. Scientists, Except Epidemiologists
- 12% Nursing Assistants
- 12% Market Res. Analysts & Mktg. Specialists
- 12% Medical Secretaries
- 12% Painters, Construction & Maintenance
- 11% Cooks, Restaurant
- 10% Insurance Sales Agents
- 10% Food Prep. & Serving, Incl. Fast Food
- 10% Postsecondary Teachers
- 9% Waiters & Waitresses
- 9% Licensed Practical & Vocational Nurses
- 9% Medical Assistants
- 8% Maids & Housekeeping Cleaners
- 8% Software Developers, Systems
- 8% Dishwashers
- 8% Food Preparation Workers
- 8% Management Analysts
- 8% 1st-Line Supervisors: Food Prep & Servers

### WAGE CURVE

- 10th Percentile Hourly Earnings: $14.11
- 25th Percentile Hourly Earnings: $17.26
- Median Hourly Earnings: $21.62
- 75th Percentile Hourly Earnings: $27.13
- 90th Percentile Hourly Earnings: $34.54

### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate's Degree and Above: 42%
- Some College: 23%
- High School Diploma or Less: 35%

## SAN FRANCISCO

<table>
<thead>
<tr>
<th>Pop.</th>
<th>4,475,272</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unemployment Rate</strong></td>
<td>6.9%</td>
</tr>
</tbody>
</table>

| **2013 Jobs** | 2,336,501 |
| **2017 Jobs** | 2,424,191 |
| **% Change** | 3.8% |
| **Rank** | t-28 |

### 20 FASTEST GROWING OCCUPATIONS (2013-2017)

- 19% Personal Care Aides
- 19% Home Health Aides
- 12% Software Developers, Systems
- 12% Cooks, Restaurant
- 11% Market Res. Analysts & Mktg. Specialists
- 11% Food Prep. & Serving, Incl. Fast Food
- 10% Nursing Assistants
- 10% Waiters & Waitresses
- 10% Software Developers, Applications
- 9% Maids & Housekeeping Cleaners
- 9% Food Preparation Workers
- 9% 1st-Line Supervisors: Food Prep & Servers
- 9% Management Analysts
- 8% Security Guards
- 8% Childcare Workers
- 6% Computer Systems Analysts
- 6% Janitors & Cleaners, Non-Maids
- 6% Postsecondary Teachers
- 5% Registered Nurses
- 5% Office Clerks, General

### WAGE CURVE

- 10th Percentile Hourly Earnings: $17.19
- 25th Percentile Hourly Earnings: $21.17
- Median Hourly Earnings: $27.04
- 75th Percentile Hourly Earnings: $34.57
- 90th Percentile Hourly Earnings: $44.01

### SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

- Associate's Degree and Above: 50%
- Some College: 19%
- High School Diploma or Less: 31%
SAN JOSE
Pop. 1,909,384

<table>
<thead>
<tr>
<th>Unemployment</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate 7.2%</td>
<td>1,043,313</td>
<td>1,081,273</td>
<td>3.6%</td>
<td>34</td>
</tr>
</tbody>
</table>


23% Home Health Aides
22% Personal Care Aides
13% Food Prep. & Serving, Incl. Fast Food
12% Nursing Assistants
11% Market Rsrch. Analysts & Mrktg. Specialists
10% Childcare Workers
9% Postsecondary Teachers
8% Maids & Housekeeping Cleaners
8% Software Developers, Applications
8% Computer User Support Specialists
8% Customer Service Reps.
8% Cooks, Restaurant
7% Waiters & Waitresses
7% Software Developers, Systems
7% Management Analysts
6% Registered Nurses
6% Retail Salespersons
5% Computer Systems Analysts
5% Cashiers
5% Office Clerks, General

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

SEATTLE
Pop. 3,593,738

<table>
<thead>
<tr>
<th>Unemployment</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate 5.8%</td>
<td>1,964,285</td>
<td>2,071,979</td>
<td>5.5%</td>
<td>16</td>
</tr>
</tbody>
</table>


19% Home Health Aides
16% Personal Care Aides
15% Market Rsrch. Analysts & Mrktg. Specialists
15% Software Developers, Systems
13% Medical Secretaries
12% Computer User Support Specialists
11% Computer Systems Analysts
11% Management Analysts
11% Software Developers, Applications
10% Receptionists & Information Clerks
10% Registered Nurses
9% Aircraft Structure, Surfaces, Rigging, & Systems Assemblers
9% Customer Service Reps.
8% Landscaping & Groundskeeping
8% Sales Representatives, Services, All Other
8% Office Clerks, General
8% Food Prep. & Serving, Incl. Fast Food
7% Sales Reps, Wholesale & Manufct., Non-Tech/Sci.
7% Cooks, Restaurant
6% Childcare Workers

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT
### St. Louis

Population: 2,839,188

<table>
<thead>
<tr>
<th>Unemployment Rate 7.9%</th>
<th>2013 Jobs 1,407,947</th>
<th>2017 Jobs 1,438,555</th>
<th>% Change 2.2%</th>
<th>Rank t-44</th>
</tr>
</thead>
</table>


17% Home Health Aides  
15% Personal Care Aides  
14% Landscaping & Groundskeeping  
13% Heating, AC, and Refrig. Mechanics  
11% Paralegals & Legal Assistants  
11% Medical Secretaries  
10% Securities, Commodities, & Financial Services Sales Agents  
9% Registered Nurses  
9% Market Rsrch. Analysts & Mrktg. Specialists  
8% Medical Assistants  
8% Hairdressers & Cosmetologists  
7% Plumbers, Pipefitters, & Steamfitters  
7% Pharmacy Technicians  
6% Licensed Practical & Vocational Nurses  
6% Nursing Assistants  
6% Security Guards  
6% Receptionists & Information Clerks  
6% Insurance Sales Agents  
6% Management Analysts  
5% Lawyers

### Wage Curve

![Wage Curve Graph]

### Share of 25+ Pop. by Educational Attainment

![Share of 25+ Pop. by Educational Attainment Graph]

### Tampa

Population: 2,882,384

<table>
<thead>
<tr>
<th>Unemployment Rate 7.3%</th>
<th>2013 Jobs 1,251,892</th>
<th>2017 Jobs 1,302,732</th>
<th>% Change 4.1%</th>
<th>Rank t-26</th>
</tr>
</thead>
</table>


34% Personal Care Aides  
23% Home Health Aides  
21% Medical Secretaries  
21% Security Guards  
15% Landscaping & Groundskeeping  
15% Heating, AC, and Refrig. Mechanics  
15% Telemarketers  
13% Janitors & Cleaners, Non-Maids  
13% Paralegals & Legal Assistants  
12% Medical Assistants  
11% Software Developers, Applications  
9% Postsecondary Teachers  
9% Management Analysts  
9% Lawyers  
9% Insurance Sales Agents  
8% Registered Nurses  
8% Receptionists & Information Clerks  
8% Customer Service Reps.  
8% Bill & Account Collectors  
7% Licensed Practical & Vocational Nurses

### Wage Curve

![Wage Curve Graph]

### Share of 25+ Pop. by Educational Attainment

![Share of 25+ Pop. by Educational Attainment Graph]
### Tucson

**Unemployment Rate:** 7.2%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>407,779</td>
<td>435,615</td>
<td>6.8%</td>
<td>t-9</td>
</tr>
</tbody>
</table>


- 24% Telemarketers
- 22% Personal Care Aides
- 21% Home Health Aides
- 18% Licensed Practical & Vocational Nurses
- 16% Nursing Assistants
- 16% Customer Service Reps.
- 16% Medical Secretaries
- 14% Food Prep. & Serving, Incl. Fast Food
- 12% Receptionists & Information Clerks
- 12% Medical Assistants
- 11% Cooks, Restaurant
- 10% Registered Nurses
- 10% Cashiers
- 9% Retail Salespersons
- 9% Waiters & Waitresses
- 9% 1st-Line Supervisors: Food Prep & Servers
- 8% Landscaping & Groundskeeping
- 8% Bookkeeping, Accounting, & Auditing Clerks
- 8% Office Clerks, General
- 8% 1st-Line Supervisors: Office Admins.

### Virginia Beach / Norfolk

**Unemployment Rate:** 6.2%

<table>
<thead>
<tr>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>877,581</td>
<td>921,073</td>
<td>5.0%</td>
<td>t-19</td>
</tr>
</tbody>
</table>


- 52% Home Health Aides
- 29% Personal Care Aides
- 28% Medical Secretaries
- 16% Medical Assistants
- 12% Software Developers, Applications
- 11% Hairdressers, Hairstylists, and Cosmetologists
- 11% Receptionists and Information Clerks
- 10% Landscaping and Groundskeeping Workers
- 9% Postsecondary Teachers
- 9% Licensed Practical & Vocational Nurses
- 9% Elem. School Teachers, Non-Spec. Ed.
- 9% Mid. School Teachers, Non-Spec. Ed or Tech
- 9% Cooks, Restaurant
- 8% Registered Nurses
- 8% Nursing Assistants
- 8% Teacher Assistants
- 7% Business Operations Specialists, All Other
- 7% Waiters and Waitresses
- 6% Security Guards
- 6% Management Analysts
WASH D.C.
Pop. 5,883,254

<table>
<thead>
<tr>
<th>Unemployment</th>
<th>2013 Jobs</th>
<th>2017 Jobs</th>
<th>% Change</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate 5.7%</td>
<td>3,322,761</td>
<td>3,542,828</td>
<td>6.6%</td>
<td>11</td>
</tr>
</tbody>
</table>

- 29% Home Health Aides
- 24% Personal Care Aides
- 20% Medical Secretaries
- 18% Dental Assistants
- 17% Market Rsch. Analysts & Mrktg. Specialists
- 17% Social and Human Service Assistants
- 17% Meeting, Convention, and Event Planners
- 16% Software Developers, Applications
- 16% Software Developers, Systems
- 15% Medical Assistants
- 13% Computer Programmers
- 13% Training and Development Specialists
- 13% Self-Enrichment Education Teachers
- 12% Landscaping and Groundskeeping Workers
- 12% Licensed Practical & Vocational Nurses
- 11% Registered Nurses
- 11% Computer Systems Analysts
- 11% Elem. School Teachers, Non-Spec. Ed.
- 11% Teacher Assistants
- 11% Nursing Assistants

WAGE CURVE

SHARE OF 25+ POP. BY EDUCATIONAL ATTAINMENT

ABOUT EMSI
Economic Modeling Specialists Intl., a CareerBuilder company, turns labor market data into useful information that helps organizations understand the connection between economies, people, and work. Using sound economic principles and good data, we build user-friendly services that help educational institutions, workforce planners, and regional developers build a better workforce and improve the economic conditions in their regions. For more information, visit www.economicmodeling.com.

ABOUT CAREERBUILDER®
CareerBuilder is the global leader in human capital solutions, helping companies target and attract great talent. Its online career site, CareerBuilder.com®, is the largest in the United States with more than 24 million unique visitors and 1 million jobs. CareerBuilder works with the world’s top employers, providing everything from labor market intelligence to talent management software and other recruitment solutions. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company and The McClatchy Company (NYSE:MNI), CareerBuilder and its subsidiaries operate in the United States, Europe, South America, Canada and Asia. For more information, visit www.careerbuilder.com.

MEDIA CONTACT
Ryan Hunt
ryan.hunt@careerbuilder.com

http://www.twitter.com/CareerBuilderPR