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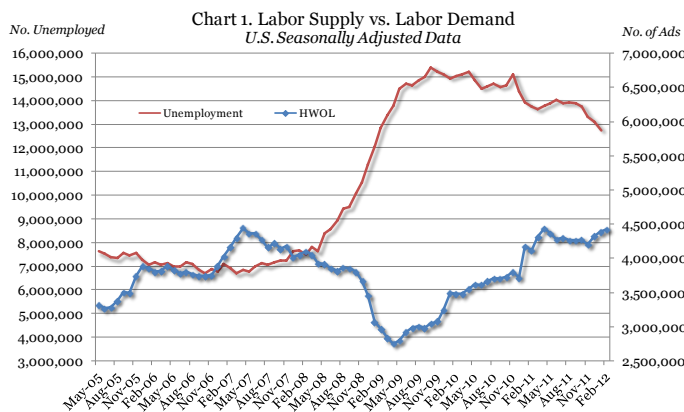
For Immediate Release 10:00 AM ET, Monday, March 5, 2012

Online Labor Demand Rises 39,900 in February, The Conference Board Reports

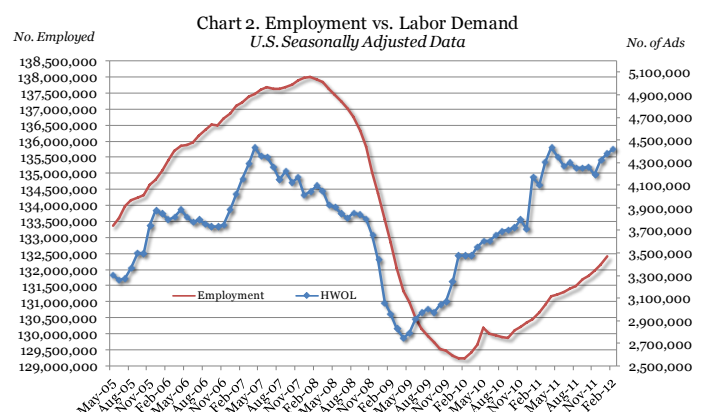
- Labor demand up 227,000 over the last 3 months
- Positive Sign: Supply/Demand rate dips below 3.0 (see Chart 3)
- NOTE: Seasonally adjusted data for the 52 largest Metropolitan Statistical Areas now available (see Tables C, 5, and 6)

NEW YORK, March 5, 2012... Online advertised vacancies rose 39,900 in February to 4,423,300, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The February rise follows gains in December 2011 and January 2012. The Supply/Demand rate stands at 2.9 unemployed for every vacancy; however, nationally there are still 8.4 million more unemployed than advertised vacancies.

“In a positive sign the Supply/Demand rate dipped below the 3.0 level for the first time since November 2008,” said June Shelp, Vice President at The Conference Board. “This reflects both significant gains in labor demand as well as drops in unemployment levels since the end of the recession. Labor demand is up 227,000 over the past three months, continuing to narrow the gap between the unemployed and available jobs. With the monthly level of job demand around 4.4 million, labor demand is back in line with the pre-recession series high in 2007.” (See Chart 3, Supply/Demand rate history)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**.

REGIONAL AND STATE HIGHLIGHTS

- In February 14 of the 20 largest States post modest gains

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Feb-12	M-O-M Change (Thousands) Feb-Jan 12	Supply/ Demand Rate ² Jan-12 for U.S.; Dec-11 for Regions and States	Recent Trend ³
United States	4,423.3	39.9	2.91	↑ 11/11
NORTHEAST	850.8	26.7	2.65	
Massachusetts	128.9	1.3	1.88	→ 6/11
New Jersey	139.5	2.7	2.88	→ 9/11
New York	254.7	2.9	3.04	→ 9/11
Pennsylvania	189.1	12.1	2.74	→ 9/11
SOUTH	1,479.2	23.8	3.21	
Florida	234.3	6.5	3.79	→ 8/11
Georgia	115.3	-2.5	3.94	↑ 9/11
Maryland	102.4	3.8	1.94	↓ 3/11
North Carolina	116.5	1.8	3.82	→ 7/11
Texas	313.6	0.6	3.11	↑ 8/11
Virginia	142.0	1.2	1.92	→ 4/11
MIDWEST	954.4	-2.7	2.85	
Illinois	165.9	-3.1	4.09	↑ 9/11
Michigan	119.1	1.3	3.48	→ 5/11
Minnesota	105.9	-0.5	1.54	→ 7/11
Missouri	84.8	2.5	2.89	→ 3/11
Ohio	173.2	4.9	2.77	↑ 11/11
Wisconsin	95.3	-1.9	2.22	→ 4/11
WEST	1,001.8	21.0	3.58	
Arizona	78.7	-0.9	3.45	↑ 8/11
California	508.5	18.4	4.36	↑ 11/11
Colorado	91.3	3.6	2.52	↑ 8/11
Washington	102.9	-3.2	2.87	↓ 8/11

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1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

While the trend in labor demand for the U.S. is up as a whole, trends among the largest States differ significantly. In Michigan, monthly job postings in February 2012 were 79 percent above the number of postings in June 2009, which is pegged as the official end of the great recession. Other States that have seen significant increases between the end of the recession and February 2012 include: Minnesota, up 108%; Ohio, up 92%; Wisconsin, up 86%; and Indiana, up 79%. Less improvement was seen in a number of States where the housing market suffered most: Nevada, up 14%; and New Mexico, up 18%. Other states, such as Florida, where the housing market also tanked, have been more resilient. Florida labor demand is up 48% since the official end of the recession.

In February the **Northeast** gained 26,700, which included a rise of 12,100 in Pennsylvania. New York rose 2,900 in February and over the last three months was up modestly, with the New York metro area up 4.4% while other large metropolitan areas in the State dipped. (Buffalo down 3.2% and Rochester down 2.2%.) New Jersey rose 2,700 while Massachusetts gained 1,300 for a combined three-month gain of 6,600. Among the smaller States in the Northeast, the number of advertised vacancies in Connecticut rose by 1,700. Over the past three months, Connecticut has added 7,600. Maine rose 800 in February, while Rhode Island gained a mere 200. New Hampshire remained constant. (See Table 3 for other States in the region).

Labor demand in February in the **South** rose 23,800, reflecting gains in five out of six of its large States. Florida experienced the largest gain, 6,500. Over the last three months, Miami (up 4.8%) and Tampa (up 4.4%) have both shown modest strength. Maryland gained 3,800, and North Carolina rose 1,800. Virginia gained 1,200 for a combined two-month gain of 5,100. Texas rose a modest 600 for a 6-month gain of 24,800. Georgia was down 2,500 in February. Among the less populous States in the South, Arkansas gained 2,100, Tennessee rose 1,800, South Carolina increased by 900, and Louisiana gained a mere 300.

The **West** gained 21,000, reflecting gains in two out of four of its largest States. California had by far the largest increase, 18,400. Over the past 3 months, California gained 56,900 with gains in all of its larger metro areas and increases of 10%+ in San Diego (up 11.5%) and San Jose (up 10.0%). Colorado experienced the other February gain, 3,600, for a 6-month gain of 16,200. Washington dropped 3,200. Arizona fell 900. Among the less populous States in the region, Utah gained 1,600, Oregon fell by 1,100, and Nevada declined by 300 (Table 3).

The **Midwest** region fell 2,700. Illinois was down 3,100 but is still up 14,800 since September 2011. Wisconsin declined by 1,900. Minnesota lost a slim 500. Ohio experienced the largest gain, 4,900, and reached its highest level since September 2011. Missouri rose 2,500, and Michigan gained 1,300. Among the less populous States in the Midwest, Indiana gained 1,300, Kansas gained 400, and South Dakota gained 100. North Dakota fell 1,800.

The Supply/Demand rate for the U.S. in January (the latest month for which the national unemployment number is available) stood at 2.91, indicating that there are close to 3 unemployed workers for every online advertised vacancy. Nationally, there are 8.4 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the states are for December 2011, the latest month available for unemployment data. The number of advertised vacancies exceeded the number of unemployed only in North Dakota, where the Supply/Demand rate was 0.74. States with the next lowest rates included South Dakota (1.20), Nebraska (1.36), Vermont (1.39), Minnesota (1.54), Alaska (1.59), and New Hampshire (1.63) (Table 4). The State with the highest Supply/Demand rate is Mississippi (6.44), where there are over 6 unemployed workers for every online advertised vacancy. Other States where there were more than 4 unemployed workers for every advertised vacancy included Kentucky (4.51), California (4.36), Nevada (4.11), and Illinois (4.09).

It should be noted that the Supply/Demand rate only provides a measure of relative tightness of the individual State labor markets and does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies (see Occupational Highlights section).

OCCUPATIONAL HIGHLIGHTS

- Labor Supply/Labor Demand trend continues to improve
- Labor demand for Office and Administrative support increases this month (Table B and Table 7)

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands) Feb-12	M-O-M Change (Thousands) Feb-Jan 12	Unemployed (Thousands) Jan-12	Supply/ Demand Rate ¹ Jan-12	Average Hourly Wage ²
Healthcare practitioners and technical	596.9	16.6	244.2	0.42	\$34.27
Computer and mathematical science	594.9	12.4	131.6	0.23	\$37.13
Sales and related	560.7	16.3	1,339.1	2.46	\$17.69
Office and administrative support	454.2	27.4	1,513.3	3.55	\$16.09
Management	435.4	4.7	610.1	1.42	\$50.69
Business and financial operations	251.0	6.7	357.4	1.46	\$32.54
Transportation and material moving	239.1	14.0	891.1	3.96	\$15.70
Food preparation and serving related	182.9	7.2	987.9	5.62	\$10.21
Architecture and engineering	168.8	6.1	141.4	0.87	\$36.32
Installation, maintenance, and repair	152.4	3.7	337.2	2.27	\$20.58

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1. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

2. BLS Occupational Employment Statistics - May 2010 estimates.

Changes for the Month of February

In February, twenty of the 22 Standard Occupational Classifications (SOC codes) that are reported separately posted gains, one declined, and one remained constant (Table 7).

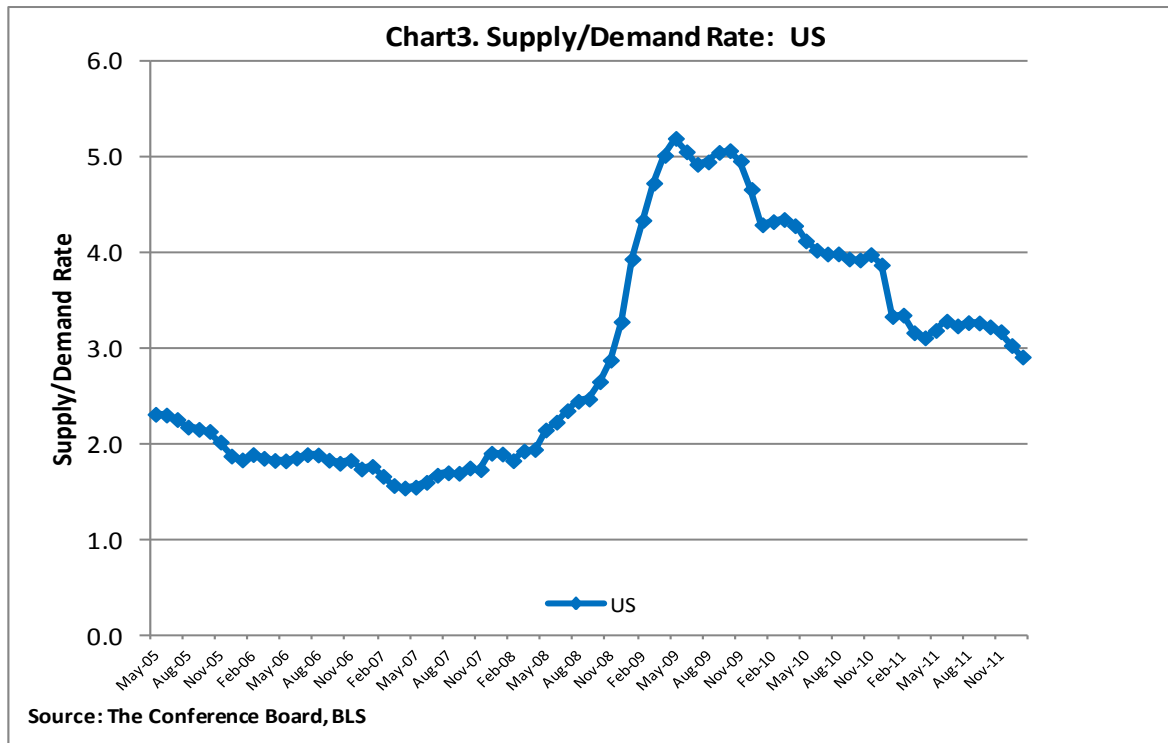
Among the top 10 occupation groups with the largest numbers of online advertised vacancies, demand for **Office and Administrative Support** occupations rose 27,400 to 454,200, after a loss of 52,200 in January. Largely responsible for the increase was higher demand for Customer Service Representatives and Executive Secretaries and Administrative Assistants. The number of unemployed in these occupations remains above the number of advertised vacancies with close to 3.6 unemployed for every advertised vacancy.

Healthcare Practitioners and Technical occupations rose 16,600 to 596,900 (Table B). Largely responsible for the rise were increased advertised vacancies for Registered Nurses. The number of advertised vacancies in this occupational category continues to be quite favorable and outnumbers job-seekers by 2.4 to 1 (0.42 S/D).

Labor demand for **Sales and Related** workers rose 16,300 to 560,700 and was led by an increase in demand for Retail Salespeople and First-Line Supervisors/Managers of Retail Sales Workers. The number of unemployed in this occupational category continues to outnumber the number of advertised vacancies by over 2 to 1 (S/D of 2.46).

Labor Supply / Labor Demand Trend

For the first time in over three years, the January Supply/Demand rate has dipped below 3.0. Explained Shelp: “Although the number of unemployed still outnumbers the number of advertised vacancies, it is a significant improvement from the 5.2 unemployed for every advertised vacancy in May 2009. In roughly one year (April '08 to May '09) the S/D rate skyrocketed from just under 2 to 5.2, and over the next 33 months it has declined to within striking distance of what was the pre-recession ‘normal’ rate of about 2.0.”



Occupations in which more jobs are available than unemployed workers seeking positions include: Computer and Math; Architecture and Engineering; Life, Physical and Social Science; and Healthcare Practitioners and Technical. Among the occupations that are still relatively scarce, Construction at 17 unemployed for every ad has shown significant improvement from its high of 51 unemployed for every advertised vacancy in October 2009.

METRO AREA HIGHLIGHTS

- **NOTE:** Metro area data is now “seasonally adjusted” to allow calculation of month-to-month change. Supply/demand rates reflect the latest unemployment data available (Dec '11).
- Los Angeles, Washington DC, and Philadelphia registered large gains in February (Table C).

Table C: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) Feb-12	M-O-M Change (Thousands) Feb-Jan 12	Supply/ Demand Rate ² Jan-12 for U.S.; Dec-11 for Regions and MSA's
United States	4,423.3	39.9	2.91
NORTHEAST	850.8	26.7	2.65
Boston, MA	103.2	1.4	1.60
New York, NY	256.8	-0.5	3.16
Philadelphia, PA	89.6	4.7	2.97
SOUTH	1,479.2	23.8	3.21
Atlanta, GA	77.2	0.5	3.48
Baltimore, MD	50.3	1.1	1.87
Dallas, TX	96.6	-0.9	2.65
Houston, TX	76.3	2.9	3.29
Miami, FL	62.3	1.5	4.51
Washington, DC	154.4	8.9	1.22
MIDWEST	954.4	-2.7	2.85
Chicago, IL	127.0	-3.0	4.03
Cleveland, OH	42.4	1.3	1.92
Detroit, MI	57.3	0.8	3.58
Minneapolis-St. Paul, MN	75.3	1.1	1.39
WEST	1,001.8	21.0	3.58
Denver, CO	52.2	2.8	2.45
Los Angeles, CA	175.6	9.6	4.38
Phoenix, AZ	54.4	1.8	3.26
San Diego, CA	45.1	2.4	3.56
San Francisco, CA	101.6	2.6	2.07
San Jose, CA	49.1	1.4	1.89
Seattle-Tacoma, WA	70.2	-0.4	2.23

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.

2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

In February, 16 of the 20 large MSAs posted increases in the number of online advertised vacancies and six MSAs had S/D rates in December '11 that were below 2, indicating there were less than two unemployed for every advertised vacancy (See Table C). Overall 43 of the 52 metropolitan for which data reported also showed increases in February (Table 5).

A number of the largest metro areas have shown real strength since the official end of the recession in June 2009; three have posted increases of over 100 percent since then: Cleveland, up 120%; Minneapolis-St. Paul, up 109%; and Detroit, up 108%.

Washington, DC continues to have the most favorable Supply/Demand rate (1.22) with about one advertised vacancy for every unemployed worker. Minneapolis-St. Paul, Boston, Oklahoma City, and Salt Lake City were metropolitan locations with the next lowest Supply/Demand rates. Metro areas where the number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA — with over 8 unemployed workers for every advertised vacancy (8.36) — and Sacramento (5.05), Miami (4.51), Los Angeles (4.38), Las Vegas (4.08), and Chicago (4.03). Supply/Demand rate data are for December 2011, the latest month for which unemployment data for local areas are available (Table C & Table 6).

PROGRAM NOTES

The Conference Board Help Wanted OnLine[®] Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month on more than 1,000 major Internet job sites and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in January 2008) the online series is not a direct measure of job vacancies. The level of ads in print and online can change for reasons not related to overall job demand.

With the September, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the May 2009 release and seasonally adjusted data for the 52 largest metropolitan areas began with the February 2012 release. The HWOL data series began in May 2005.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

The underlying online job listings data for this series is provided by **Wanted Technologies Corporation**. Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

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Publication Schedule, Help Wanted Online Data Series

	Data for the Month		Release Date	
	March, 2012		April 2, 2012	
	April, 2012		April 30, 2012	
	May, 2012		May 30, 2012*	
	June, 2012		July 2, 2012	
	July, 2012		August 1, 2012*	
	August, 2012		September 5, 2012*	
	September, 2012		October 3, 2012*	
	October, 2012		October 31, 2012*	
	November, 2012		December 3, 2012	
	December, 2012		January 2, 2013*	
*Wednesday release due to holidays or data availability.				

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Feb-11	Jan-12	Feb-12	Feb-Jan 12	Feb-11	Jan-12	Feb-12	Feb-Jan 12
United States	4,107.7	4,383.4	4,423.3	39.9	2,389.4	2,730.8	2,748.2	17.4
New England	259.6	263.5	266.7	3.2	148.0	166.0	164.8	-1.2
Middle Atlantic	554.6	560.6	584.1	23.5	326.8	367.3	363.8	-3.5
South Atlantic	837.6	835.1	855.4	20.3	491.3	529.1	538.2	9.1
East North Central	567.6	618.5	621.7	3.2	311.8	387.2	371.5	-15.7
East South Central	168.2	178.9	183.1	4.2	97.1	109.0	113.0	4.0
West North Central	302.2	338.6	332.7	-6.0	167.6	203.7	197.6	-6.1
West South Central	390.3	441.4	440.7	-0.7	214.8	271.9	266.9	-5.0
Mountain	291.4	302.4	306.6	4.2	175.3	201.0	199.3	-1.7
Pacific	652.4	678.4	695.2	16.8	396.0	439.8	446.2	6.4

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Feb-11	Jan-12	Feb-12	Feb-11	Jan-12	Feb-12
United States	2.68	2.84	2.86	1.56	1.77	1.78
New England	3.34	3.40	3.44	1.90	2.14	2.12
Middle Atlantic	2.71	2.74	2.86	1.60	1.80	1.78
South Atlantic	2.86	2.83	2.90	1.68	1.80	1.83
East North Central	2.42	2.65	2.67	1.33	1.66	1.59
East South Central	1.95	2.06	2.11	1.12	1.26	1.30
West North Central	2.76	3.07	3.01	1.53	1.84	1.79
West South Central	2.24	2.52	2.51	1.23	1.55	1.52
Mountain	2.64	2.74	2.78	1.59	1.82	1.80
Pacific	2.65	2.75	2.82	1.61	1.78	1.81

Source: The Conference Board

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.
2. Regions are as defined by the U.S. Census Bureau.

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted									
Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)		New Ads ² (Thousands)			M-O-M Change (Thousands)
	Feb-11	Jan-12	Feb-12	Feb-Jan 12		Feb-11	Jan-12	Feb-12	Feb-Jan 12
United States	4,107.7	4,383.4	4,423.3	39.9		2,389.4	2,730.8	2,748.2	17.4
Alabama	41.5	40.7	42.3	1.6		24.1	23.7	27.0	3.3
Alaska	17.1	15.7	16.6	0.9		9.0	9.3	10.2	0.9
Arizona	79.0	79.6	78.7	-0.9		45.6	53.0	52.9	-0.1
Arkansas	26.2	29.5	31.6	2.1		14.7	18.2	19.4	1.1
California	470.3	490.1	508.5	18.4		280.9	312.3	323.6	11.3
Colorado	79.2	87.7	91.3	3.6		49.1	57.4	62.2	4.7
Connecticut	61.7	63.1	64.8	1.7		34.1	38.1	40.2	2.1
Delaware	15.1	14.8	15.7	0.9		8.8	9.2	10.0	0.8
Florida	231.2	227.8	234.3	6.5		143.9	152.1	156.7	4.5
Georgia	113.8	117.8	115.3	-2.5		61.2	70.7	67.4	-3.2
Hawaii	15.9	15.1	16.2	1.1		11.1	11.5	12.0	0.5
Idaho	18.0	19.8	19.4	-0.4		12.1	14.0	12.7	-1.3
Illinois	159.6	169.0	165.9	-3.1		81.0	109.6	93.9	-15.8
Indiana	63.6	68.7	70.1	1.3		34.2	41.3	41.7	0.4
Iowa	44.2	45.2	46.8	1.5		21.8	25.7	25.3	-0.4
Kansas	35.1	35.0	35.4	0.4		18.0	20.3	19.8	-0.5
Kentucky	38.7	41.8	43.3	1.5		21.4	26.8	25.6	-1.2
Louisiana	43.2	45.9	46.1	0.3		24.8	29.0	28.0	-1.0
Maine	20.5	19.5	20.3	0.8		9.9	10.2	10.9	0.7
Maryland	103.8	98.6	102.4	3.8		57.7	59.8	60.5	0.6
Massachusetts	126.6	127.6	128.9	1.3		72.9	83.2	80.1	-3.1
Michigan	107.0	117.8	119.1	1.3		64.5	78.4	76.5	-1.9
Minnesota	92.9	106.4	105.9	-0.5		54.7	67.1	64.6	-2.5
Mississippi	18.2	20.9	21.4	0.6		10.1	12.1	12.1	0.0
Missouri	76.5	82.2	84.8	2.5		44.0	53.6	53.4	-0.2
Montana	15.5	15.7	15.7	0.1		7.2	8.6	8.1	-0.6
Nebraska	27.9	30.2	31.8	1.7		17.4	20.6	20.8	0.2
Nevada	40.4	38.4	38.1	-0.3		26.5	27.4	25.7	-1.7
New Hampshire	22.6	22.8	22.8	0.0		13.8	15.1	14.7	-0.4
New Jersey	136.7	136.8	139.5	2.7		83.9	89.1	89.2	0.0
New Mexico	22.3	23.6	23.5	-0.1		13.8	15.1	14.5	-0.6
New York	254.8	251.8	254.7	2.9		147.1	167.3	158.7	-8.6
North Carolina	109.6	114.7	116.5	1.8		67.6	77.5	75.8	-1.7
North Dakota	13.1	15.5	13.7	-1.8		6.5	8.6	7.4	-1.2
Ohio	152.1	168.3	173.2	4.9		90.8	112.0	111.9	-0.1
Oklahoma	42.3	48.9	49.9	1.0		25.0	31.5	31.5	0.0
Oregon	49.8	52.8	51.7	-1.1		32.1	35.5	34.7	-0.9
Pennsylvania	162.2	177.1	189.1	12.1		94.9	110.0	115.2	5.3
Rhode Island	16.8	17.3	17.5	0.2		10.2	11.9	11.2	-0.6
South Carolina	49.9	50.0	50.9	0.9		30.1	30.8	31.9	1.0
South Dakota	13.8	15.6	15.7	0.1		6.2	8.3	7.4	-0.8
Tennessee	70.5	75.1	76.9	1.8		41.3	47.2	48.2	1.0
Texas	279.0	313.0	313.6	0.6		150.5	195.0	188.3	-6.7
Utah	30.4	30.9	32.5	1.6		18.1	20.7	19.9	-0.8
Vermont	11.8	13.3	12.6	-0.6		6.7	8.5	7.2	-1.2
Virginia	139.0	140.7	142.0	1.2		76.7	86.6	86.0	-0.6
Washington	100.1	106.1	102.9	-3.2		63.0	71.8	65.8	-6.1
West Virginia	16.9	18.2	18.3	0.1		9.1	10.6	9.9	-0.8
Wisconsin	86.9	97.1	95.3	-1.9		45.2	54.8	52.6	-2.2
Wyoming	7.1	7.9	8.3	0.4		3.7	4.4	4.5	0.0

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Feb-11	Jan-12	Feb-12	Jan-12 for U.S.; Dec-11 for States	Jan-12 for U.S.; Dec-11 for States	Jan-12 for U.S.; Dec-11 for States	Jan-12 for U.S.; Dec-11 for States
United States	2.68	2.84	2.86	8.3	12,758.00	4,383.4	2.91
Alabama	1.96	1.91	1.98	8.1	174.12	44.2	3.94
Alaska	4.70	4.27	4.50	7.3	27.05	17.0	1.59
Arizona	2.49	2.52	2.49	8.7	274.07	79.5	3.45
Arkansas	1.92	2.15	2.31	7.7	105.29	27.1	3.88
California	2.60	2.69	2.79	11.1	2,021.20	463.3	4.36
Colorado	2.96	3.21	3.35	7.9	215.99	85.6	2.52
Connecticut	3.25	3.34	3.43	8.2	154.53	62.8	2.46
Delaware	3.56	3.45	3.65	7.4	31.89	15.5	2.06
Florida	2.50	2.47	2.54	9.9	912.94	240.9	3.79
Georgia	2.43	2.48	2.43	9.7	459.28	116.6	3.94
Hawaii	2.52	2.39	2.56	6.6	41.89	16.1	2.61
Idaho	2.36	2.60	2.54	8.4	64.11	21.7	2.95
Illinois	2.41	2.55	2.50	9.8	647.29	158.2	4.09
Indiana	2.04	2.16	2.21	9.0	284.80	70.5	4.04
Iowa	2.63	2.73	2.82	5.6	93.49	45.2	2.07
Kansas	2.34	2.32	2.34	6.3	95.51	33.4	2.86
Kentucky	1.84	2.00	2.08	9.1	190.72	42.3	4.51
Louisiana	2.07	2.24	2.25	6.8	140.21	47.6	2.94
Maine	2.94	2.80	2.92	7.0	48.67	20.1	2.42
Maryland	3.49	3.29	3.41	6.7	201.31	103.8	1.94
Massachusetts	3.62	3.65	3.69	6.8	239.27	127.6	1.88
Michigan	2.26	2.53	2.56	9.3	431.49	123.8	3.48
Minnesota	3.13	3.59	3.57	5.7	167.87	109.0	1.54
Mississippi	1.36	1.55	1.59	10.4	139.79	21.7	6.44
Missouri	2.54	2.68	2.76	8.0	245.25	84.8	2.89
Montana	3.10	3.12	3.13	6.8	34.08	16.1	2.12
Nebraska	2.85	3.00	3.17	4.1	41.35	30.3	1.36
Nevada	3.07	2.91	2.89	12.6	166.29	40.4	4.11
New Hampshire	3.03	3.05	3.05	5.1	38.32	23.4	1.63
New Jersey	3.05	3.00	3.06	9.0	410.72	142.7	2.88
New Mexico	2.34	2.51	2.50	6.6	61.99	24.3	2.55
New York	2.66	2.64	2.67	8.0	768.23	253.0	3.04
North Carolina	2.45	2.54	2.58	9.9	446.40	116.8	3.82
North Dakota	3.53	4.07	3.61	3.3	12.54	17.0	0.74
Ohio	2.58	2.90	2.98	8.1	469.29	169.1	2.77
Oklahoma	2.43	2.78	2.84	6.1	107.47	46.9	2.29
Oregon	2.49	2.65	2.59	8.9	177.92	53.8	3.31
Pennsylvania	2.55	2.79	2.98	7.6	485.34	177.0	2.74
Rhode Island	2.92	3.07	3.10	10.8	60.84	18.3	3.33
South Carolina	2.32	2.31	2.35	9.5	206.47	50.6	4.08
South Dakota	3.08	3.45	3.47	4.2	19.11	15.9	1.20
Tennessee	2.28	2.42	2.47	8.7	269.31	78.3	3.44
Texas	2.28	2.53	2.53	7.8	959.44	308.2	3.11
Utah	2.25	2.31	2.43	6.0	80.29	33.5	2.40
Vermont	3.24	3.66	3.49	5.1	18.34	13.2	1.39
Virginia	3.32	3.30	3.33	6.2	262.49	136.9	1.92
Washington	2.85	3.05	2.96	8.5	297.43	103.7	2.87
West Virginia	2.17	2.34	2.35	7.9	61.67	19.0	3.25
Wisconsin	2.85	3.18	3.12	7.1	215.77	97.3	2.22
Wyoming	2.45	2.68	2.82	5.8	16.93	8.1	2.10

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Feb-11	Jan-12	Feb-12	Feb-Jan 12	Feb-11	Jan-12	Feb-12	Feb-Jan 12
Birmingham, AL	12.3	12.6	13.5	0.9	7.7	8.2	9.5	1.4
Phoenix, AZ	49.8	52.5	54.4	1.8	28.7	35.7	36.9	1.2
Tucson, AZ	11.9	11.3	12.1	0.8	8.0	8.3	8.7	0.4
Los Angeles, CA	159.2	166.0	175.6	9.6	97.4	113.7	117.6	3.8
Riverside, CA	26.2	27.2	28.4	1.2	16.3	18.3	19.1	0.8
Sacramento, CA	22.3	24.7	26.0	1.3	13.1	15.9	16.6	0.7
San Diego, CA	39.7	42.7	45.1	2.4	24.8	29.2	30.2	1.0
San Francisco, CA	92.4	99.0	101.6	2.6	57.7	64.8	66.2	1.4
San Jose, CA	47.3	47.7	49.1	1.4	26.1	28.0	29.1	1.1
Denver, CO	43.6	49.4	52.2	2.8	26.2	32.8	36.2	3.4
Hartford, CT	23.6	25.0	26.2	1.2	13.6	15.8	16.9	1.1
Washington, DC	151.2	145.5	154.4	8.9	84.4	92.3	95.2	2.9
Jacksonville, FL	19.7	19.2	19.9	0.7	12.6	13.7	13.6	-0.1
Miami, FL	57.6	60.8	62.3	1.5	33.6	39.7	40.2	0.5
Orlando, FL	32.1	32.3	34.0	1.7	20.7	23.6	23.5	-0.1
Tampa, FL	39.4	40.3	41.5	1.3	24.6	27.7	28.3	0.5
Atlanta, GA	73.0	76.6	77.2	0.5	39.5	49.7	46.0	-3.7
Honolulu, HI	12.9	12.4	13.3	0.9	9.8	10.1	10.7	0.6
Chicago, IL	119.8	130.0	127.0	-3.0	61.0	82.6	73.4	-9.2
Indianapolis, IN	24.9	27.5	28.6	1.1	13.8	17.6	18.2	0.5
Louisville, KY	15.7	17.1	17.7	0.6	8.7	11.3	10.9	-0.4
New Orleans, LA	13.3	13.5	14.0	0.4	8.6	9.6	9.6	0.0
Baltimore, MD	51.2	49.2	50.3	1.1	31.0	32.7	32.5	-0.2
Boston, MA	98.7	101.8	103.2	1.4	56.8	67.7	65.3	-2.5
Detroit, MI	49.8	56.5	57.3	0.8	30.1	39.0	37.3	-1.7
Minneapolis-St. Paul, MN	65.1	74.2	75.3	1.1	39.0	49.2	48.4	-0.8
Kansas City, MO	31.2	33.7	35.1	1.4	18.0	22.8	22.6	-0.2
St. Louis, MO	35.9	37.1	39.0	1.9	21.5	25.6	26.2	0.6
Las Vegas, NV	28.7	26.9	26.7	-0.2	19.5	19.7	18.8	-0.9
Buffalo, NY	16.1	14.9	14.9	0.0	9.6	9.9	9.4	-0.5
New York, NY	250.4	257.3	256.8	-0.5	150.6	172.3	165.9	-6.4
Rochester, NY	13.2	12.5	12.3	-0.1	8.3	9.0	8.3	-0.7
Charlotte, NC	31.8	31.2	32.6	1.4	19.5	21.7	21.8	0.2
Cincinnati, OH	28.2	28.2	30.3	2.1	16.2	19.2	19.4	0.1
Cleveland, OH	36.6	41.1	42.4	1.3	23.2	28.6	28.5	-0.1
Columbus, OH	31.6	33.6	35.4	1.8	19.0	23.8	23.4	-0.4
Oklahoma City, OK	17.5	20.0	21.6	1.6	11.3	13.6	14.6	1.0
Portland, OR	31.8	34.5	33.4	-1.1	20.3	24.7	22.8	-1.9
Philadelphia, PA	81.5	84.8	89.6	4.7	46.4	54.4	56.4	2.0
Pittsburgh, PA	37.4	38.0	42.3	4.2	24.2	25.6	28.2	2.6
Providence, RI	22.0	22.4	22.5	0.0	14.2	15.2	15.0	-0.1
Memphis, TN	14.1	14.3	14.7	0.3	8.3	9.2	9.2	0.1
Nashville, TN	23.8	25.1	26.3	1.2	14.1	17.0	17.4	0.4
Austin, TX	28.2	29.4	30.1	0.7	17.3	21.0	20.2	-0.8
Dallas, TX	85.4	97.5	96.6	-0.9	44.5	61.8	58.3	-3.5
Houston, TX	63.0	73.4	76.3	2.9	33.2	47.3	46.0	-1.3
San Antonio, TX	25.9	29.2	29.3	0.1	16.4	21.0	20.1	-1.0
Salt Lake City, UT	18.9	20.0	20.7	0.7	11.7	13.8	13.3	-0.5
Richmond, VA	19.4	20.4	21.7	1.3	12.0	14.3	14.5	0.2
Virginia Beach, VA	21.0	21.1	22.2	1.2	13.2	14.6	14.8	0.2
Seattle-Tacoma, WA	64.9	70.5	70.2	-0.4	40.6	50.3	45.1	-5.3
Milwaukee, WI	30.5	30.9	33.0	2.1	15.8	19.8	18.9	-0.8

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.

3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Feb-11	Jan-12	Feb-12	Dec-11	Dec-11	Dec-11	Dec-11
Birmingham, AL	2.40	2.42	2.60	7.8	40.7	13.3	3.05
Phoenix, AZ	2.34	2.47	2.56	7.9	167.8	51.4	3.26
Tucson, AZ	2.45	2.32	2.48	7.9	38.2	12.8	2.99
Los Angeles, CA	2.46	2.57	2.72	10.9	703.2	160.4	4.38
Riverside, CA	1.50	1.53	1.60	12.8	227.2	27.2	8.36
Sacramento, CA	2.19	2.39	2.52	11.2	116.0	22.9	5.05
San Diego, CA	2.55	2.70	2.85	9.3	147.3	41.4	3.56
San Francisco, CA	4.18	4.41	4.53	8.9	199.1	96.4	2.07
San Jose, CA	5.27	5.20	5.35	9.3	85.6	45.2	1.89
Denver, CO	3.17	3.53	3.73	8.2	114.5	46.7	2.45
Hartford, CT	3.94	4.15	4.36	8.4	50.3	25.4	1.98
Washington, DC	4.92	4.68	4.97	5.8	179.5	146.8	1.22
Jacksonville, FL	2.85	2.79	2.90	9.4	64.7	21.1	3.06
Miami, FL	1.98	2.09	2.14	9.6	279.7	62.0	4.51
Orlando, FL	2.84	2.89	3.04	9.5	106.5	34.9	3.05
Tampa, FL	3.02	3.08	3.17	10.1	131.6	40.4	3.26
Atlanta, GA	2.76	2.85	2.87	9.6	258.6	74.2	3.48
Honolulu, HI	2.91	2.79	2.99	5.7	25.6	13.0	1.96
Chicago, IL	2.48	2.67	2.61	10.0	485.4	120.5	4.03
Indianapolis, IN	2.83	3.07	3.20	8.5	76.3	30.4	2.51
Louisville, KY	2.45	2.63	2.72	9.4	61.0	17.5	3.49
New Orleans, LA	2.43	2.51	2.60	7.1	38.1	14.3	2.67
Baltimore, MD	3.69	3.49	3.57	7.1	99.7	53.4	1.87
Boston, MA	3.87	3.98	4.04	6.2	159.5	99.9	1.60
Detroit, MI	2.46	2.81	2.85	10.5	211.8	59.1	3.58
Minneapolis-St. Paul, MN	3.54	4.02	4.08	5.7	104.4	75.2	1.39
Kansas City, MO	3.01	3.22	3.36	7.9	82.4	34.1	2.41
St. Louis, MO	2.50	2.54	2.67	8.6	126.2	38.6	3.27
Las Vegas, NV	3.03	2.84	2.82	12.4	117.3	28.8	4.08
Buffalo, NY	2.81	2.61	2.61	7.8	44.3	16.5	2.68
New York, NY	2.66	2.71	2.71	8.5	806.9	255.2	3.16
Rochester, NY	2.51	2.35	2.33	7.3	38.5	12.6	3.07
Charlotte, NC	3.74	3.65	3.82	10.5	89.6	33.8	2.65
Cincinnati, OH	2.53	2.54	2.73	8.2	91.0	29.6	3.07
Cleveland, OH	3.39	3.76	3.88	7.4	81.1	42.3	1.92
Columbus, OH	3.26	3.55	3.73	7.1	67.5	35.8	1.89
Oklahoma City, OK	3.10	3.50	3.78	5.7	32.7	20.2	1.62
Portland, OR	2.67	2.88	2.79	8.5	101.7	34.2	2.98
Philadelphia, PA	2.76	2.87	3.03	8.4	249.5	83.9	2.97
Pittsburgh, PA	3.08	3.09	3.43	6.9	85.5	42.0	2.04
Providence, RI	3.09	3.20	3.21	10.8	75.8	23.8	3.18
Memphis, TN	2.31	2.27	2.33	9.6	60.2	16.3	3.69
Nashville, TN	2.87	3.01	3.15	7.5	63.0	26.7	2.36
Austin, TX	3.10	3.19	3.27	6.8	62.6	29.0	2.16
Dallas, TX	2.64	2.98	2.95	7.7	250.7	94.6	2.65
Houston, TX	2.16	2.46	2.56	7.8	233.4	70.9	3.29
San Antonio, TX	2.61	2.93	2.94	7.3	72.8	30.1	2.42
Salt Lake City, UT	3.13	3.34	3.47	5.9	35.0	21.5	1.62
Richmond, VA	2.98	3.11	3.31	6.9	45.6	21.4	2.13
Virginia Beach, VA	2.56	2.54	2.68	7.2	59.5	23.6	2.52
Seattle-Tacoma, WA	3.45	3.74	3.73	8.1	152.8	68.5	2.23
Milwaukee, WI	3.83	3.85	4.11	7.6	61.2	31.0	1.97

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.

2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.

3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted							
Occupation ²	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Feb-11	Jan-12	Feb-12	Feb-Jan 12	Jan-12	Jan-12	
Total	4,107.7	4,383.4	4,423.3	39.9	12,758.0	2.9	\$21.35
Management	419.1	430.7	435.4	4.7	610.1	1.4	\$50.69
Business and financial operations	227.0	244.3	251.0	6.7	357.4	1.5	\$32.54
Computer and mathematical science	543.9	582.6	594.9	12.4	131.6	0.2	\$37.13
Architecture and engineering	156.2	162.7	168.8	6.1	141.4	0.9	\$36.32
Life, physical, and social science	64.6	65.3	65.4	0.1	59.0	0.9	\$31.92
Community and social services	52.3	52.7	53.8	1.2	90.5	1.7	\$20.76
Legal	25.3	21.2	23.3	2.1	55.8	2.6	\$46.60
Education, training, and library	92.7	107.7	107.9	0.2	415.9	3.9	\$24.25
Arts, design, entertainment, sports, and media	96.2	102.2	107.1	4.9	246.8	2.4	\$25.14
Healthcare practitioners and technical	597.3	580.3	596.9	16.6	244.2	0.4	\$34.27
Healthcare support	136.7	140.3	138.1	-2.2	274.8	2.0	\$12.94
Protective service	35.8	31.9	34.4	2.5	253.5	7.9	\$20.43
Food preparation and serving related	129.3	175.7	182.9	7.2	987.9	5.6	\$10.21
Building and grounds cleaning and maintenance	51.8	59.2	66.2	6.9	707.0	11.9	\$12.16
Personal care and service	62.7	68.9	76.3	7.4	470.0	6.8	\$11.82
Sales and related	549.9	544.4	560.7	16.3	1,339.1	2.5	\$17.69
Office and administrative support	436.2	426.8	454.2	27.4	1,513.3	3.5	\$16.09
Farming, fishing, and forestry	4.6	5.1	5.2	0.0	175.6	34.1	\$11.70
Construction and extraction	59.7	74.9	75.8	1.0	1,275.1	17.0	\$21.09
Installation, maintenance, and repair	137.7	148.7	152.4	3.7	337.2	2.3	\$20.58
Production	117.9	137.2	141.7	4.5	918.0	6.7	\$16.24
Transportation and material moving	191.4	225.1	239.1	14.0	891.1	4.0	\$15.70

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.

2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).

3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.

4. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2010 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-12	Wage ²	Feb-12	Wage ²	Feb-12	Wage ²
United States	668,041	\$41.56	1,636,231	\$30.49	445,231	\$12.42
Alabama	4,632	\$38.77	15,458	\$27.47	4,304	\$10.81
Alaska	1,847	\$38.63	6,687	\$33.02	1,979	\$14.68
Arizona	11,060	\$37.11	29,163	\$29.16	9,985	\$12.65
Arkansas	3,250	\$33.62	10,855	\$24.51	3,555	\$10.36
California	89,267	\$46.79	197,533	\$35.75	43,267	\$13.78
Colorado	12,847	\$40.53	33,234	\$31.71	9,310	\$12.78
Connecticut	11,746	\$47.26	23,325	\$30.64	4,920	\$14.27
Delaware	2,588	\$43.68	6,418	\$32.78	1,349	\$12.53
Florida	30,578	\$36.88	75,668	\$28.83	33,714	\$11.97
Georgia	18,141	\$42.02	45,537	\$27.94	10,017	\$11.26
Hawaii	1,757	\$37.04	4,246	\$29.01	2,775	\$13.78
Idaho	1,777	\$32.68	5,922	\$25.75	2,580	\$11.23
Illinois	30,548	\$40.22	60,911	\$31.17	13,356	\$13.02
Indiana	8,503	\$36.74	21,831	\$26.25	7,136	\$11.34
Iowa	4,864	\$20.64	15,719	\$24.77	4,822	\$11.16
Kansas	4,329	\$14.65	12,901	\$25.84	3,173	\$11.13
Kentucky	5,151	\$34.54	13,948	\$26.01	4,432	\$10.79
Louisiana	5,169	\$35.30	13,871	\$26.15	5,833	\$10.94
Maine	2,150	\$33.87	6,913	\$26.91	2,750	\$11.77
Maryland	15,077	\$44.13	43,889	\$33.04	10,487	\$13.45
Massachusetts	23,761	\$47.86	51,750	\$34.34	10,719	\$14.71
Michigan	14,615	\$39.36	40,753	\$29.72	12,747	\$7.66
Minnesota	16,513	\$39.60	40,788	\$30.07	9,751	\$12.30
Mississippi	2,100	\$32.42	6,326	\$23.13	2,233	\$10.25
Missouri	10,822	\$36.46	27,547	\$29.17	9,575	\$11.04
Montana	1,386	\$30.33	5,072	\$23.42	1,879	\$11.07
Nebraska	3,704	\$35.36	10,746	\$25.50	3,610	\$11.08
Nevada	4,680	\$39.05	12,141	\$30.68	5,730	\$13.18
New Hampshire	2,703	\$28.04	8,222	\$29.12	2,265	\$12.66
New Jersey	23,286	\$48.29	53,271	\$33.63	14,380	\$14.42
New Mexico	2,348	\$36.83	9,558	\$28.60	2,761	\$11.31
New York	51,268	\$50.55	90,558	\$24.69	23,279	\$14.32
North Carolina	15,279	\$40.64	44,635	\$27.70	13,308	\$11.20
North Dakota	1,401	\$33.91	4,313	\$23.88	1,279	\$11.11
Ohio	22,340	\$38.09	57,239	\$28.45	18,017	\$11.63
Oklahoma	5,143	\$32.80	14,876	\$24.85	5,803	\$10.81
Oregon	6,526	\$37.86	19,488	\$29.64	5,958	\$12.86
Pennsylvania	25,998	\$40.05	63,699	\$29.47	21,293	\$12.40
Rhode Island	2,467	\$43.60	5,990	\$31.80	1,940	\$13.17
South Carolina	4,975	\$37.26	17,559	\$26.50	6,553	\$10.95
South Dakota	1,513	\$31.95	5,195	\$23.27	1,674	\$10.60
Tennessee	8,940	\$36.06	25,046	\$26.01	8,757	\$11.03
Texas	48,282	\$40.99	112,221	\$29.71	30,656	\$11.28
Utah	4,083	\$35.46	10,731	\$26.76	3,405	\$11.52
Vermont	1,475	\$36.75	4,802	\$27.18	1,396	\$12.86
Virginia	25,018	\$43.99	62,502	\$33.02	12,817	\$12.38
Washington	17,196	\$42.92	43,468	\$32.35	9,447	\$14.20
West Virginia	1,690	\$31.67	6,432	\$24.17	2,072	\$10.24
Wisconsin	11,810	\$36.73	33,115	\$28.44	9,937	\$11.66
Wyoming	690	\$35.20	2,989	\$26.22	788	\$12.24

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS Occupational Employment Statistics program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-12	Wage ¹	Feb-12	Wage ¹	Feb-12	Wage ¹
United States	979,258	\$16.71	206,675	\$20.48	323,557	\$15.96
Alabama	10,804	\$14.47	2,429	\$18.05	4,893	\$15.05
Alaska	3,307	\$17.58	1,026	\$27.74	895	\$20.77
Arizona	19,510	\$16.30	4,029	\$18.74	4,506	\$16.06
Arkansas	6,614	\$14.09	1,725	\$16.80	3,317	\$6.78
California	113,971	\$18.32	17,895	\$21.78	26,383	\$16.11
Colorado	20,068	\$17.80	4,899	\$20.66	5,739	\$16.53
Connecticut	13,563	\$19.71	2,419	\$24.00	4,194	\$17.37
Delaware	3,057	\$17.07	565	\$21.31	868	\$15.73
Florida	66,918	\$16.01	13,522	\$17.86	13,600	\$15.07
Georgia	24,371	\$15.97	4,850	\$18.66	8,125	\$14.99
Hawaii	4,458	\$16.27	979	\$26.00	879	\$17.85
Idaho	4,648	\$15.05	1,238	\$18.15	1,537	\$14.64
Illinois	35,135	\$17.45	5,182	\$24.16	11,310	\$16.42
Indiana	16,701	\$15.50	3,825	\$20.67	9,097	\$15.85
Iowa	9,565	\$15.03	2,564	\$18.83	5,173	\$15.34
Kansas	7,454	\$15.27	1,901	\$19.33	2,998	\$8.91
Kentucky	10,110	\$14.61	2,164	\$18.51	4,741	\$16.13
Louisiana	11,891	\$14.08	3,334	\$18.44	4,752	\$17.14
Maine	4,076	\$14.96	767	\$18.72	1,253	\$15.67
Maryland	20,620	\$17.43	4,145	\$21.59	4,483	\$16.98
Massachusetts	25,497	\$19.41	3,834	\$24.68	6,454	\$17.08
Michigan	27,397	\$16.29	6,503	\$21.15	12,540	\$17.06
Minnesota	21,733	\$17.34	4,473	\$22.64	9,002	\$16.51
Mississippi	5,246	\$13.40	1,365	\$16.72	2,799	\$14.04
Missouri	19,533	\$15.45	4,441	\$20.93	7,789	\$15.42
Montana	3,231	\$14.18	1,079	\$19.09	1,308	\$15.90
Nebraska	7,113	\$14.89	2,048	\$18.57	2,791	\$15.61
Nevada	11,300	\$15.90	2,143	\$24.10	2,206	\$16.43
New Hampshire	5,296	\$16.70	983	\$9.28	1,825	\$16.17
New Jersey	31,223	\$18.57	5,295	\$24.78	7,928	\$9.71
New Mexico	4,794	\$14.38	1,224	\$17.86	1,479	\$16.08
New York	61,297	\$19.24	8,949	\$24.42	12,838	\$17.29
North Carolina	25,318	\$15.81	5,984	\$18.05	8,582	\$14.68
North Dakota	2,827	\$14.36	1,394	\$20.01	1,747	\$16.38
Ohio	38,943	\$15.85	9,700	\$20.29	19,537	\$15.68
Oklahoma	11,532	\$13.97	3,869	\$17.77	6,113	\$15.04
Oregon	11,137	\$16.74	2,326	\$21.18	3,663	\$16.01
Pennsylvania	42,073	\$16.70	10,370	\$20.55	18,243	\$16.24
Rhode Island	3,671	\$17.39	628	\$21.75	1,211	\$15.61
South Carolina	11,345	\$14.72	3,006	\$17.66	4,549	\$15.23
South Dakota	3,185	\$13.79	1,321	\$16.97	1,593	\$13.94
Tennessee	18,874	\$15.14	4,397	\$18.20	8,403	\$14.87
Texas	71,356	\$16.19	17,505	\$18.08	24,721	\$15.51
Utah	9,492	\$15.23	1,503	\$19.37	2,170	\$15.84
Vermont	2,410	\$15.97	551	\$19.06	878	\$15.54
Virginia	26,253	\$16.79	5,622	\$19.70	6,710	\$15.93
Washington	18,883	\$17.89	3,972	\$13.48	5,334	\$18.13
West Virginia	3,775	\$13.25	1,132	\$18.95	2,056	\$15.19
Wisconsin	19,286	\$15.93	4,649	\$21.29	12,233	\$16.21
Wyoming	1,574	\$14.91	780	\$21.97	855	\$19.58

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Feb-12	Average Hourly Wage ²	Total Ads Feb-12	Average Hourly Wage ²	Total Ads Feb-12	Average Hourly Wage ²
United States	668,041	\$41.56	1,636,231	\$30.49	445,231	\$12.42
Birmingham, AL	1,677	\$14.45	4,323	\$28.30	1,373	\$11.40
Phoenix, AZ	8,056	\$37.84	19,339	\$29.89	6,210	\$12.65
Tucson, AZ	1,418	\$36.40	3,910	\$29.39	1,863	\$12.48
Los Angeles, CA	31,364	\$46.93	60,805	\$35.26	15,083	\$13.46
Riverside, CA	3,227	\$40.21	8,031	\$31.90	3,780	\$13.11
Sacramento, CA	4,036	\$41.02	9,612	\$28.63	2,260	\$13.91
San Diego, CA	6,802	\$44.85	17,985	\$33.99	4,573	\$10.41
San Francisco, CA	22,493	\$51.88	42,799	\$39.06	7,507	\$14.87
San Jose, CA	10,250	\$57.78	27,467	\$45.50	1,756	\$14.70
Denver, CO	8,783	\$42.13	19,122	\$33.65	4,475	\$12.85
Hartford, CT	4,857	\$44.15	9,623	\$32.92	1,835	\$14.18
Washington, DC	31,383	\$49.38	70,125	\$39.80	12,765	\$10.73
Jacksonville, FL	2,880	\$36.62	6,299	\$28.92	2,450	\$11.58
Miami, FL	9,557	\$39.82	18,835	\$29.89	7,932	\$12.67
Orlando, FL	4,457	\$19.84	9,568	\$28.18	4,938	\$9.58
Tampa, FL	5,741	\$36.80	14,427	\$29.90	4,998	\$11.90
Atlanta, GA	14,144	\$44.11	31,187	\$29.90	5,616	\$11.69
Honolulu, HI	1,424	\$37.40	3,156	\$29.25	2,428	\$13.49
Chicago, IL	25,748	\$41.95	45,666	\$32.53	10,048	\$13.33
Indianapolis, IN	4,152	\$37.42	7,993	\$28.17	2,822	\$11.95
Louisville, KY	2,435	\$36.93	5,659	\$27.22	1,857	\$9.81
New Orleans, LA	1,708	\$36.66	3,562	\$26.25	2,469	\$11.50
Baltimore, MD	7,195	\$42.48	19,828	\$33.45	5,653	\$13.66
Boston, MA	20,082	\$49.25	41,889	\$35.64	7,987	\$14.97
Detroit, MI	7,867	\$42.06	19,866	\$31.81	5,846	\$12.36
Minneapolis-St. Paul, MN	12,930	\$41.64	28,067	\$31.68	6,234	\$12.75
Kansas City, MO	4,551	\$38.35	11,138	\$28.28	3,650	\$9.80
St. Louis, MO	5,998	\$39.36	13,207	\$28.60	4,179	\$11.57
Las Vegas, NV	3,392	\$39.79	7,805	\$30.67	4,269	\$13.34
Buffalo, NY	1,729	\$38.91	4,334	\$27.78	1,643	\$12.50
New York, NY	55,497	\$53.19	97,400	\$34.12	23,467	\$14.91
Rochester, NY	1,306	\$41.51	4,065	\$27.96	1,336	\$12.46
Charlotte, NC	5,909	\$43.31	11,735	\$29.03	3,366	\$11.83
Cincinnati, OH	4,694	\$39.40	9,232	\$29.17	3,009	\$11.74
Cleveland, OH	6,291	\$39.12	15,475	\$28.96	4,197	\$12.34
Columbus, OH	5,038	\$38.61	11,726	\$30.34	3,689	\$12.09
Oklahoma City, OK	2,370	\$33.84	5,606	\$27.14	2,512	\$11.03
Portland, OR	4,956	\$40.68	12,952	\$31.59	3,227	\$13.24
Philadelphia, PA	15,699	\$44.67	33,378	\$29.69	8,842	\$13.50
Pittsburgh, PA	5,701	\$38.67	12,624	\$29.29	5,268	\$11.97
Providence, RI	2,991	\$42.82	7,448	\$29.59	2,631	\$13.22
Memphis, TN	2,109	\$38.50	4,981	\$27.61	1,422	\$11.59
Nashville, TN	3,668	\$37.46	7,661	\$26.80	2,725	\$11.17
Austin, TX	4,494	\$52.04	11,822	\$31.56	3,047	\$11.65
Dallas, TX	18,017	\$42.75	36,226	\$31.75	8,009	\$11.77
Houston, TX	13,952	\$44.91	27,111	\$32.90	5,987	\$11.41
San Antonio, TX	3,663	\$37.08	8,858	\$28.73	4,099	\$11.00
Salt Lake City, UT	2,885	\$37.06	6,922	\$28.69	2,051	\$11.94
Richmond, VA	3,660	\$39.55	8,069	\$29.01	2,227	\$12.11
Virginia Beach, VA	2,834	\$37.40	8,162	\$29.01	2,749	\$11.53
Seattle-Tacoma, WA	12,970	\$45.03	30,837	\$34.74	5,090	\$14.65
Milwaukee, WI	4,583	\$40.00	11,213	\$30.97	3,513	\$11.78

Source: The Conference Board

1.The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS OES program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued						
Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-12	Wage ¹	Feb-12	Wage ¹	Feb-12	Wage ¹
United States	979,258	\$16.71	206,675	\$20.48	323,557	\$15.96
Birmingham, AL	3,833	\$16.03	771	\$18.79	1,283	\$15.06
Phoenix, AZ	13,870	\$16.93	2,594	\$9.56	2,833	\$16.31
Tucson, AZ	2,873	\$14.98	827	\$18.74	839	\$15.11
Los Angeles, CA	45,789	\$18.27	6,153	\$23.18	10,086	\$15.33
Riverside, CA	8,126	\$16.11	1,677	\$22.03	2,678	\$15.37
Sacramento, CA	6,144	\$17.91	1,032	\$22.85	1,342	\$16.73
San Diego, CA	10,268	\$17.93	1,660	\$22.97	2,129	\$15.81
San Francisco, CA	19,431	\$21.27	2,728	\$27.46	3,241	\$18.80
San Jose, CA	6,293	\$22.01	865	\$26.87	1,126	\$17.75
Denver, CO	11,505	\$19.00	2,356	\$20.98	2,721	\$16.85
Hartford, CT	5,493	\$18.75	1,021	\$24.06	1,695	\$17.61
Washington, DC	26,790	\$19.24	4,563	\$22.48	3,591	\$17.57
Jacksonville, FL	5,169	\$16.32	1,385	\$18.77	1,419	\$15.98
Miami, FL	19,715	\$16.92	2,825	\$18.76	2,737	\$15.38
Orlando, FL	10,020	\$15.47	2,061	\$18.13	2,008	\$15.31
Tampa, FL	11,071	\$16.30	2,111	\$17.90	2,181	\$14.11
Atlanta, GA	15,503	\$17.33	2,655	\$19.76	3,710	\$15.83
Honolulu, HI	3,882	\$16.47	854	\$27.08	792	\$18.48
Chicago, IL	27,602	\$18.23	3,444	\$25.35	7,199	\$16.64
Indianapolis, IN	7,360	\$9.67	1,659	\$21.41	2,929	\$15.80
Louisville, KY	4,246	\$6.59	920	\$19.02	1,772	\$17.34
New Orleans, LA	3,971	\$15.13	955	\$19.11	1,168	\$17.64
Baltimore, MD	11,080	\$17.67	2,444	\$21.36	2,482	\$17.42
Boston, MA	20,201	\$20.24	2,726	\$25.50	4,397	\$17.42
Detroit, MI	12,720	\$17.55	3,089	\$22.70	5,395	\$18.49
Minneapolis-St. Paul, MN	16,005	\$18.65	2,749	\$24.64	5,826	\$17.21
Kansas City, MO	8,667	\$16.89	1,818	\$22.03	2,858	\$16.24
St. Louis, MO	9,345	\$16.66	1,670	\$23.47	2,836	\$16.60
Las Vegas, NV	8,675	\$15.92	1,402	\$24.66	1,304	\$16.23
Buffalo, NY	4,232	\$16.12	955	\$21.16	1,668	\$16.21
New York, NY	59,607	\$20.28	7,088	\$26.14	9,841	\$17.36
Rochester, NY	2,987	\$16.07	785	\$20.17	1,354	\$15.62
Charlotte, NC	7,254	\$17.43	1,623	\$19.32	2,226	\$15.83
Cincinnati, OH	7,739	\$16.74	1,657	\$20.31	2,934	\$16.41
Cleveland, OH	9,117	\$16.81	2,064	\$21.76	4,208	\$16.22
Columbus, OH	8,517	\$16.49	1,933	\$20.45	3,225	\$15.45
Oklahoma City, OK	5,283	\$14.43	1,772	\$18.41	2,241	\$14.85
Portland, OR	7,256	\$17.90	1,442	\$22.76	2,285	\$16.73
Philadelphia, PA	19,609	\$18.50	3,348	\$23.26	4,673	\$17.20
Pittsburgh, PA	10,145	\$16.17	2,617	\$20.29	4,179	\$16.31
Providence, RI	5,021	\$16.97	912	\$21.76	1,696	\$15.56
Memphis, TN	3,772	\$15.83	874	\$19.21	1,665	\$15.41
Nashville, TN	6,937	\$16.05	1,400	\$18.80	2,368	\$15.46
Austin, TX	6,819	\$17.48	1,468	\$17.80	1,459	\$14.39
Dallas, TX	22,447	\$17.66	4,108	\$18.58	5,816	\$15.51
Houston, TX	16,726	\$17.27	3,870	\$19.33	6,088	\$17.19
San Antonio, TX	7,243	\$15.17	2,212	\$16.58	2,674	\$13.82
Salt Lake City, UT	5,916	\$16.32	946	\$19.33	1,308	\$16.05
Richmond, VA	4,526	\$17.27	1,159	\$19.78	1,402	\$15.58
Virginia Beach, VA	4,978	\$15.17	1,632	\$19.18	1,708	\$16.37
Seattle-Tacoma, WA	11,924	\$19.20	2,077	\$25.10	2,966	\$19.28
Milwaukee, WI	6,765	\$17.71	1,362	\$23.21	3,926	\$16.57

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.