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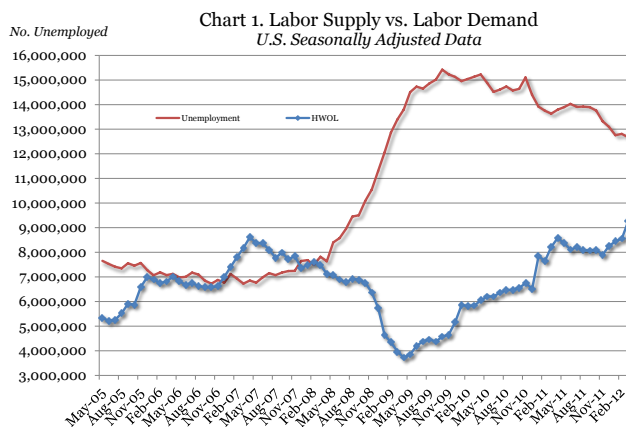
For Immediate Release 10:00 AM ET, Monday, April 30, 2012

Online Labor Demand Rises 90,900 in April, The Conference Board Reports

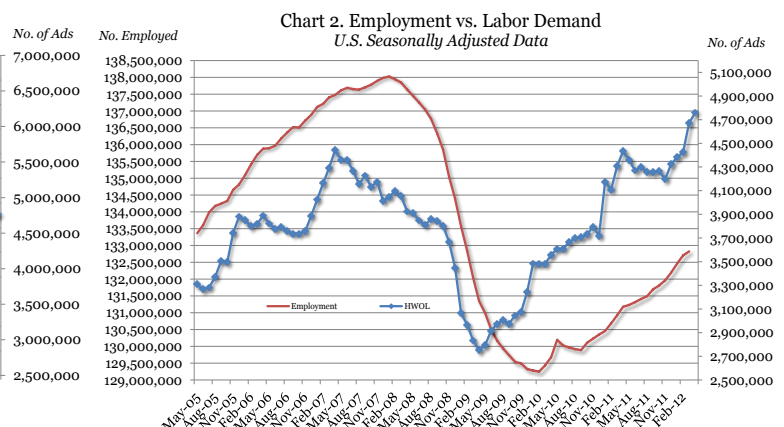
- Labor demand is at its highest level since the HWOL Data Series began (May 2005)
- Labor demand for half of the 20 largest States at series highs
- Last few months show a rising demand for legal professions

NEW YORK, April 30, 2012... Online advertised vacancies rose 90,900 in April to 4,760,500, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The April rise is the fifth consecutive monthly rise and has led to the series' highest level to date. The Supply/Demand rate stands at 2.7 unemployed for every vacancy, and the number of unemployed was 8 million above the number of advertised vacancies.

"Labor demand continues its five-month upward trend, which has averaged about 113,000 vacancies per month," said June Shelp, Vice President at The Conference Board. "This is welcome news for unemployed workers or those looking to change jobs." In another positive development, labor demand in two of the traditional white-collar office professions — Legal and Office and Administrative Support — has picked up this year. Legal professions, in which demand dropped sharply in 2011, grew by 5,600 (26 percent) since January while demand for Office and administrative workers rose 71,100, (17 percent). (See occupational details on pages 6-8.)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

1 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

- Labor demand trends are positive for all 20 of the largest States in the U.S.
- 10 of the 20 largest States are now at a series high in labor demand (MD, MI, MN, MO, NC, OH, PA, TX, VA, WI)

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Apr-12	M-O-M Change (Thousands) Apr-Mar 12	Supply/ Demand Rate ² Mar-12	Recent Trend ³
United States	4,760.5	90.9	2.71	↑ 11/11
NORTHEAST	880.0	6.1	2.57	
Massachusetts	134.1	0.4	1.69	↑ 11/11
New Jersey	151.1	4.5	2.81	↑ 1/12
New York	270.2	6.1	3.07	↑ 11/11
Pennsylvania	190.0	2.6	2.56	↑ 1/12
SOUTH	1,589.7	35.8	2.83	
Florida	243.6	6.9	3.53	↑ 1/12
Georgia	124.2	4.1	3.55	↑ 9/11
Maryland	119.0	10.8	1.88	↑ 1/12
North Carolina	127.9	4.6	3.67	↑ 1/12
Texas	334.5	1.9	2.65	↑ 8/11
Virginia	151.3	0.1	1.62	↑ 12/11
MIDWEST	1,038.7	35.5	2.52	
Illinois	171.2	3.7	3.47	↑ 9/11
Michigan	129.9	5.7	3.20	↑ 1/12
Minnesota	118.4	5.8	1.53	↑ 1/12
Missouri	90.6	0.2	2.48	↑ 11/11
Ohio	188.9	7.0	2.41	↑ 11/11
Wisconsin	103.4	3.5	2.08	↑ 11/11
WEST	1,064.7	1.2	3.24	
Arizona	82.3	3.1	3.25	↑ 8/11
California	521.4	-10.5	3.82	↑ 11/11
Colorado	97.8	2.2	2.23	↑ 8/11
Washington	115.2	2.7	2.57	↑ 11/11

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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) .

In April the **South** gained 35,800 advertised vacancies with gains in all six of its largest States. Four States (Maryland, Texas, North Carolina, and Virginia) were at their highest levels since the HWOL series began. Maryland experienced the largest April gain, 10,800, for a combined three-month gain of 20,400. Texas was up 1,900 for a gain of 21,500 over the last three months, and North Carolina gained 4,600 in April while Virginia was up 100. Georgia was up 4,100 in April. Florida rose 6,900 for a three-month gain of 15,800. Among the less populous States in the South, Tennessee gained 2,300, Louisiana gained 700, and South Carolina gained 400, while Arkansas dropped 1,600.

In The **Midwest** region labor demand gained 35,500 in April. Five of the largest States (Ohio, Minnesota, Michigan, Missouri, and Wisconsin) are at their highest levels since the HWOL series began. Ohio experienced the largest gain, 7,000, to 188,900 advertised vacancies. Ohio is up 20,600 over the past three months with Cleveland and Columbus up 5,800 and 4,800, respectively. Minnesota rose 5,800 while Michigan gained 5,700, and both States were at their series highs. Illinois gained 3,700. Wisconsin rose 3,500 to its highest level. Missouri was up 200 and is also at its highest level. Among the less populous States in the Midwest, North Dakota rose 5,600, Indiana gained 2,400, and Kansas and South Dakota each rose 400.

Labor demand in April in the **Northeast** rose 6,100. Pennsylvania was up 2,600 to its highest level at 190,000 advertised vacancies. New York rose 6,100 in April and was up 18,300 over the past three months, with Rochester up 12 percent, Buffalo up 10.6 percent, and the New York metro area up 5 percent. New Jersey rose 4,500 for a combined three-month gain of 14,300. Massachusetts rose 400. Among the smaller States in the Northeast, the number of advertised vacancies in Connecticut fell by 2,600. New Hampshire gained 1,800 in April, Rhode Island gained 1,100, and Maine rose 500 (See Table 3 for other States in the region).

The **West** posted the smallest gain, 1,200, in April. Labor demand in Washington, however, was up 2,700 to its highest level of 115,200. California lost 10,500 vacancies due to losses in all six of its largest metropolitan areas, which largely offset the gains from other States in the region. Arizona and Colorado gained 3,100 and 2,200, respectively. Among the less populous States in the region, Oregon rose 1,700, Nevada rose 1,500, and Utah rose 600 (Table 3).

The Supply/Demand rate for the U.S. in March (the latest month for which the national unemployment number is available) stood at 2.71, indicating that there are slightly less than 3 unemployed workers for every online advertised vacancy. Nationally, there are 8 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the States are also for March 2012, 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 0.82. States with the next lowest rates included: Alaska (1.00), South Dakota (1.14), Nebraska (1.16), Vermont (1.25), Minnesota (1.53), and New Hampshire (1.59) (Table 4). The State with the highest Supply/Demand rate is Mississippi (5.27), where there were over 5 unemployed workers for every online advertised vacancy. Nevada had 4 unemployed workers for every advertised vacancy (4.02).

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).

METRO AREA HIGHLIGHTS

- 13 of the 20 largest metro areas posted gains in labor demand in April
- Seventeen of the 52 largest metropolitan areas reached their highest levels of labor demand since the HWOL series began in May 2005

Table C: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) Apr-12	M-O-M Change (Thousands) Apr-Mar 12	Supply/ Demand Rate ² Mar-12 for U.S. and Regions; Feb-12 for MSA's
United States	4,760.5	90.9	2.71
NORTHEAST	880.0	6.1	2.57
Boston, MA	106.4	0.2	1.51
New York, NY	270.2	0.9	3.22
Philadelphia, PA	90.0	-1.6	2.74
SOUTH	1,589.7	35.8	2.83
Atlanta, GA	81.5	1.0	3.14
Baltimore, MD	54.8	1.8	2.00
Dallas, TX	104.1	3.9	2.40
Houston, TX	82.6	1.8	2.86
Miami, FL	63.1	1.0	4.36
Washington, DC	162.0	-1.5	1.13
MIDWEST	1,038.7	35.5	2.52
Chicago, IL	130.9	2.2	3.51
Cleveland, OH	46.9	0.7	1.84
Detroit, MI	62.8	3.0	3.44
Minneapolis-St. Paul, MN	81.9	1.7	1.37
WEST	1,064.7	1.2	3.24
Denver, CO	55.1	0.2	2.10
Los Angeles, CA	177.6	-6.0	4.01
Phoenix, AZ	55.8	-0.3	2.89
San Diego, CA	46.4	-1.3	3.23
San Francisco, CA	105.6	-3.7	1.91
San Jose, CA	50.0	-0.9	1.69
Seattle-Tacoma, WA	78.5	3.9	2.07

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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 April, 13 of the 20 large MSAs posted increases in the number of online advertised vacancies. Overall, 36 of the 52 metropolitan areas for which data are reported separately also showed increases in April (Table 5).

A number of the largest metro areas have shown strength since the official end of the recession in June 2009. Nine have posted increases of over 100 percent since then. The top four of these are Cleveland (up 146%), Minneapolis-St. Paul (up 128%), Detroit (up 126%), and Columbus (up 108%).

Fifteen MSAs had Supply/Demand rates in February 2012 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table C). Washington, DC continues to have the most favorable Supply/Demand rate (1.13), with just over one advertised vacancy for every unemployed worker. Minneapolis-St. Paul (1.37), Oklahoma City (1.50), Boston (1.51), and Salt Lake City (1.57) were had 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 nearly eight unemployed workers for every advertised vacancy (7.87); Las Vegas (4.52); Miami (4.36); Sacramento (4.29); and Los Angeles (4.01). Supply/Demand rate data are for February 2012, the latest month for which unemployment data for local areas are available (Table C & Table 6).

OCCUPATIONAL HIGHLIGHTS

- **Labor demand for Office and administrative support and Legal professions up this year (See pages 6-8)**
- **Demand for Healthcare practitioners dipped in April, but job opportunities continue to outnumber unemployed looking for jobs**

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands) Apr-12	M-O-M Change (Thousands) Apr-Mar 12	Unemployed (Thousands) Mar-12	Supply/ Demand Rate¹ Mar-12	Average Hourly Wage²
Computer and mathematical science	626.8	6.1	157.1	0.25	\$37.85
Sales and related	609.5	13.0	1,339.9	2.25	\$18.04
Healthcare practitioners and technical	560.4	-17.7	254.6	0.44	\$34.97
Office and administrative support	498.0	21.0	1,576.3	3.31	\$16.40
Management	461.8	0.7	640.1	1.39	\$51.64
Business and financial operations	268.9	0.8	347.5	1.30	\$33.05
Transportation and material moving	250.5	11.5	931.9	3.90	\$15.96
Food preparation and serving related	207.3	-2.8	873.1	4.16	\$10.30
Architecture and engineering	177.5	-2.2	113.6	0.63	\$37.08
Installation, maintenance, and repair	167.5	8.6	329.3	2.07	\$20.86

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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 2011 estimates.

Changes for the Month of April

In April, 17 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted gains, four declined (Healthcare Practitioners and Technical; Food Preparation and Serving-Related; Architecture and Engineering; and Arts, Design, Entertainment, Sports, and Media), and one remained constant (Protective Service) (Table 7).

Among the top-10 occupational groups with the largest numbers of online advertised vacancies, demand for **Office and Administrative Support** occupations rose 21,000, to 498,000 with a gain of 71,100 since January. Largely responsible for the April increase was higher demand for Customer Service Representatives and First-Line Supervisors /Managers of Office and Administrative Support Workers. The number of unemployed in these occupations remains above the number of advertised vacancies, with 3.31 unemployed for every advertised vacancy.

Labor demand for **Sales and Related** workers rose 13,000 to 609,500 (Table B) 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 2.25) but is substantially below the 4+ unemployed for every available advertised vacancy in April and May 2009.

Healthcare Practitioners and Technical occupations fell 17,700 in April to 560,400. Largely responsible for the drop were decreased advertised vacancies for Physical and Occupational Therapists and Speech Pathologists. The number of advertised vacancies in this occupational category continues to be quite favorable with demand outnumbering job-seekers by 2.3 to 1 (0.44 S/D).

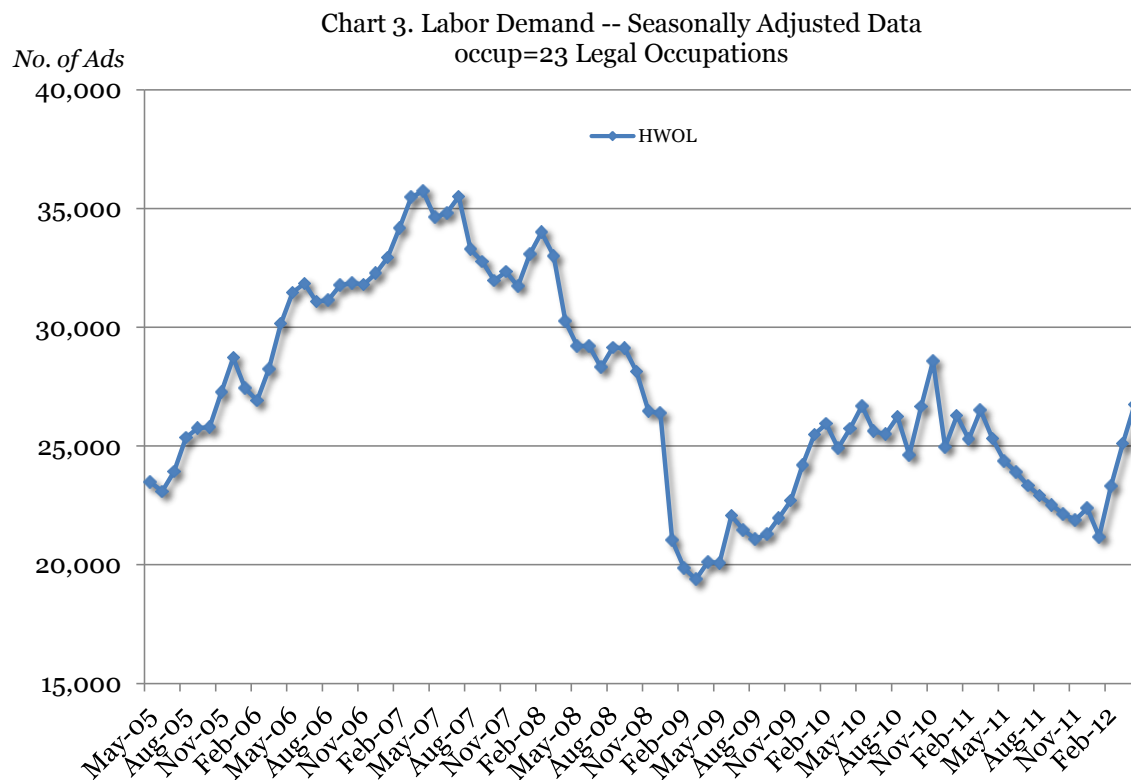
Recent Trends in Two Office/White Collar Occupations --- Legal and Office & Administrative Support Workers

“In the last three months labor demand picked up in two traditional white-collar office occupations — legal and office and administrative support,” said Shelp. “These recent gains are a welcome sign that these occupations are now finally posting advertised vacancies after a sluggish performance last year.”

Legal:

The number of advertised vacancies for legal positions slid for two years from March 2007 to March 2009, followed by modest gains in 2010 that slipped away the next year. Since January 2012, however, the number of legal vacancies has risen by 5,600, or 26 percent. Nationally the legal jobs in highest demand in April included Lawyers, as well as Paralegals and Legal Assistants. Lawyers were in higher demand in most states with the highest demand, in terms of numbers of openings, in the largest States including California, New York, Florida, Texas, as well as the Nation's capital, Washington, D.C. Industries seeking legal professionals varied as well with demand in Insurance, Pharmaceuticals, Software, and Public Administration.

In the legal profession there are still over two unemployed workers for every advertised vacancy, but it has improved from the situation in early 2009, when there were about 3 unemployed for every vacancy (See Chart 3 and Table 7).



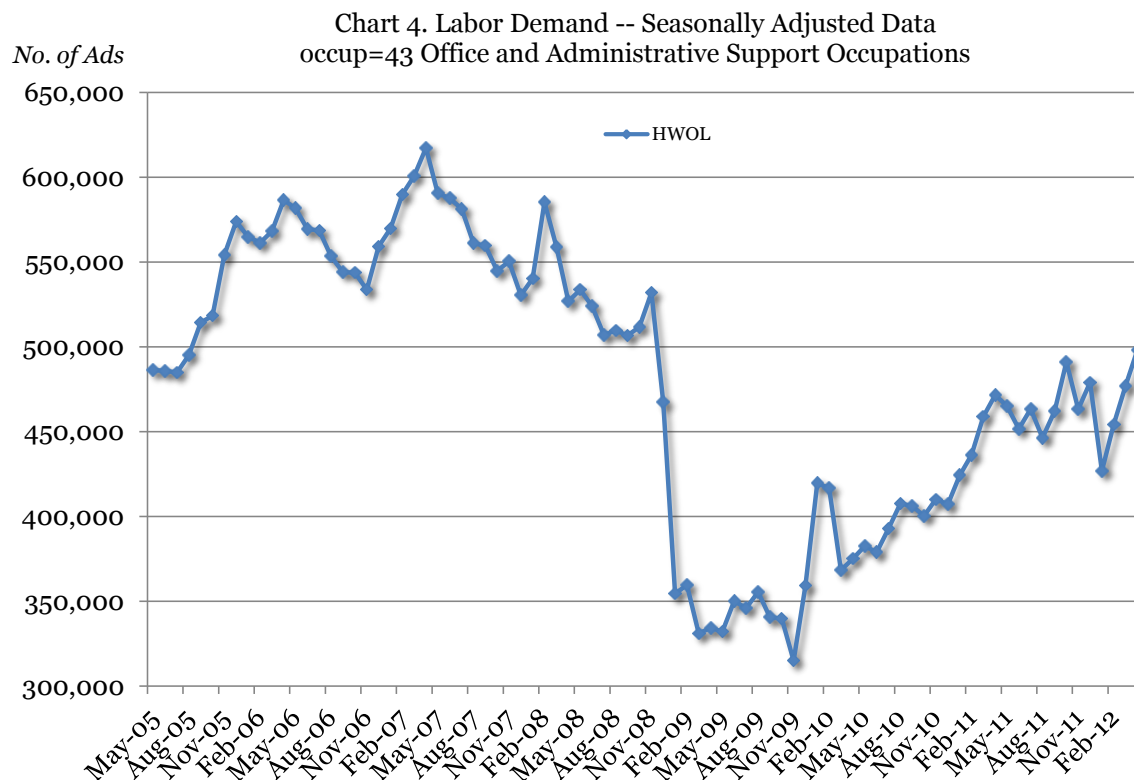
Source: The Conference Board

Office and Administrative:

Labor demand for office and administrative workers reached its peak in April 2007 at 617,000, and drifted down in until early 2008 when labor demand plummeted. From February 2008 to November 2009 the number of advertised vacancies dropped by almost half from 585,000 to 315,000. Since then the recovery for white collar office jobs has been slow but has picked up in the last three months. Demand for Office and administrative workers rose 71,100, or 17 percent, since January of this year to 498,000 in April. (See Chart 4)

Nationally the office and administrative jobs in highest demand included Customer Service Representatives, Executive Secretaries and Administrative Assistants, and First-Line Supervisors / Managers of Office and Administrative Support Workers. Office and administrative workers were in demand in across many states with the highest volume in the more populous states of California, Texas, and Florida. In California the highest demand was for Executive Secretaries and Administrative Assistants; in Texas and Florida the highest demand was for Customer Service Representatives.

There were still over three unemployed workers for every advertised vacancy in office and administrative jobs, but it has improved from the situation throughout 2010, when there were over four unemployed for every vacancy (See chart 4 and Table 7).



Source: The Conference Board

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 March 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.

The HWOL data series began in May 2005. 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 April 2012 release. .

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	
	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)
	Apr-11	Mar-12	Apr-12	Apr-Mar 12	Apr-11	Mar-12	Apr-12	Apr-Mar 12
United States	4,433.9	4,669.6	4,760.5	90.9	2,726.3	3,138.1	3,115.2	-23.0
New England	273.2	274.1	276.7	2.6	162.1	178.8	176.4	-2.4
Middle Atlantic	593.0	599.8	603.3	3.5	369.1	408.8	402.3	-6.5
South Atlantic	886.7	890.3	917.6	27.3	544.9	598.0	604.7	6.7
East North Central	626.9	647.5	670.7	23.3	379.2	426.3	444.7	18.3
East South Central	185.4	199.9	202.4	2.5	110.8	127.1	126.6	-0.5
West North Central	328.6	355.7	368.0	12.3	191.3	230.7	228.2	-2.5
West South Central	434.4	463.7	469.7	6.0	258.5	311.4	299.8	-11.6
Mountain	324.7	321.8	332.9	11.1	202.3	222.3	223.2	1.0
Pacific	679.9	741.7	731.8	-9.9	427.4	498.8	480.8	-17.9

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)		
	Apr-11	Mar-12	Apr-12	Apr-11	Mar-12	Apr-12
United States	2.89	3.02	3.08	1.78	2.03	2.01
New England	3.53	3.54	3.57	2.09	2.31	2.28
Middle Atlantic	2.90	2.92	2.94	1.81	1.99	1.96
South Atlantic	2.99	2.98	3.07	1.84	2.00	2.02
East North Central	2.69	2.78	2.88	1.63	1.83	1.91
East South Central	2.12	2.31	2.34	1.27	1.47	1.46
West North Central	2.98	3.23	3.34	1.74	2.09	2.07
West South Central	2.46	2.61	2.64	1.47	1.75	1.69
Mountain	2.95	2.93	3.03	1.84	2.02	2.03
Pacific	2.73	2.96	2.93	1.72	1.99	1.92

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)
	Apr-11	Mar-12	Apr-12	Apr-Mar 12		Apr-11	Mar-12	Apr-12	Apr-Mar 12
United States	4,433.9	4,669.6	4,760.5	90.9		2,726.3	3,138.1	3,115.2	-23.0
Alabama	45.9	45.7	46.1	0.4		27.6	30.3	28.7	-1.6
Alaska	18.2	25.8	20.6	-5.2		10.4	18.0	11.2	-6.8
Arizona	97.1	79.2	82.3	3.1		57.9	54.8	56.1	1.3
Arkansas	29.0	32.5	30.9	-1.6		17.5	21.3	17.9	-3.4
California	482.9	531.9	521.4	-10.5		301.1	351.8	338.7	-13.1
Colorado	80.0	95.7	97.8	2.2		50.8	66.8	66.6	-0.3
Connecticut	63.2	64.5	61.9	-2.6		36.6	40.9	38.4	-2.4
Delaware	17.0	16.4	16.3	-0.1		10.1	10.6	9.6	-1.0
Florida	243.8	236.7	243.6	6.9		157.1	173.8	167.5	-6.3
Georgia	124.3	120.1	124.2	4.1		73.5	77.7	82.1	4.4
Hawaii	16.6	16.3	16.9	0.6		11.9	12.5	12.8	0.4
Idaho	20.3	21.4	22.1	0.7		14.0	15.4	14.9	-0.6
Illinois	170.2	167.6	171.2	3.7		101.3	103.9	115.3	11.4
Indiana	73.3	75.2	77.6	2.4		40.4	49.9	46.8	-3.1
Iowa	46.0	50.2	48.7	-1.5		24.3	31.2	27.3	-3.9
Kansas	39.0	37.2	37.6	0.4		20.7	23.0	21.2	-1.8
Kentucky	42.1	45.1	45.0	-0.1		25.0	28.0	28.5	0.4
Louisiana	45.9	47.3	48.0	0.7		27.5	30.2	29.9	-0.3
Maine	21.4	21.3	21.8	0.5		10.9	12.5	11.8	-0.7
Maryland	107.9	108.2	119.0	10.8		63.0	69.6	76.0	6.5
Massachusetts	132.9	133.8	134.1	0.4		79.4	87.2	87.5	0.3
Michigan	122.5	124.2	129.9	5.7		76.1	85.0	87.9	2.9
Minnesota	101.2	112.6	118.4	5.8		61.3	72.8	76.4	3.7
Mississippi	19.5	23.0	23.8	0.9		11.3	14.2	13.3	-0.9
Missouri	85.0	90.4	90.6	0.2		51.4	60.2	58.0	-2.2
Montana	16.2	17.9	18.2	0.3		8.2	10.6	9.8	-0.7
Nebraska	30.3	34.8	36.2	1.5		19.7	24.8	23.9	-0.9
Nevada	44.8	40.6	42.1	1.5		30.2	29.8	29.9	0.1
New Hampshire	25.3	24.2	26.0	1.8		15.7	17.1	16.8	-0.3
New Jersey	148.2	146.6	151.1	4.5		93.3	102.8	101.0	-1.8
New Mexico	24.0	24.8	25.4	0.6		15.1	15.9	15.8	-0.1
New York	280.2	264.0	270.2	6.1		173.4	180.0	181.4	1.4
North Carolina	120.6	123.2	127.9	4.6		77.0	83.9	85.6	1.7
North Dakota	13.1	14.4	20.0	5.6		6.3	8.9	12.5	3.6
Ohio	166.6	181.9	188.9	7.0		105.1	130.8	128.9	-1.9
Oklahoma	47.2	51.7	51.8	0.1		28.9	35.9	33.6	-2.3
Oregon	54.1	55.9	57.7	1.7		35.2	40.2	39.8	-0.4
Pennsylvania	172.3	187.4	190.0	2.6		104.1	125.6	121.7	-3.9
Rhode Island	17.9	17.8	18.9	1.1		12.0	12.5	13.1	0.6
South Carolina	51.9	52.5	52.9	0.4		33.1	34.6	35.1	0.5
South Dakota	14.4	17.0	17.4	0.4		7.1	9.2	8.6	-0.6
Tennessee	77.3	84.7	87.0	2.3		46.7	54.6	55.8	1.1
Texas	308.3	332.6	334.5	1.9		184.2	222.7	218.1	-4.6
Utah	32.5	34.1	34.6	0.6		20.6	25.0	23.6	-1.4
Vermont	12.5	13.6	14.0	0.4		7.4	9.3	8.5	-0.8
Virginia	143.5	151.2	151.3	0.1		82.8	95.4	93.4	-2.0
Washington	107.7	112.5	115.2	2.7		69.7	77.7	79.3	1.6
West Virginia	19.2	19.6	21.0	1.4		10.4	12.3	12.0	-0.4
Wisconsin	94.5	99.9	103.4	3.5		52.4	58.4	61.0	2.6
Wyoming	8.3	8.4	9.2	0.8		4.4	4.9	5.3	0.4

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
	Apr-11	Mar-12	Apr-12	Mar-12	Mar-12	Mar-12	Mar-12
United States	2.89	3.02	3.08	8.2	12,673.00	4,669.6	2.71
Alabama	2.09	2.13	2.15	7.3	157.38	45.7	3.45
Alaska	4.96	7.01	5.61	7.0	25.68	25.8	1.00
Arizona	3.19	2.63	2.73	8.6	257.82	79.2	3.25
Arkansas	2.12	2.34	2.22	7.4	103.37	32.5	3.18
California	2.63	2.88	2.82	11.0	2,031.38	531.9	3.82
Colorado	2.94	3.50	3.58	7.8	213.51	95.7	2.23
Connecticut	3.29	3.37	3.24	7.7	148.02	64.5	2.29
Delaware	3.88	3.73	3.70	6.9	30.33	16.4	1.85
Florida	2.64	2.55	2.62	9.0	835.67	236.7	3.53
Georgia	2.63	2.52	2.61	9.0	426.77	120.1	3.55
Hawaii	2.51	2.47	2.56	6.4	42.26	16.3	2.60
Idaho	2.64	2.74	2.83	7.9	61.85	21.4	2.90
Illinois	2.60	2.54	2.60	8.8	581.24	167.6	3.47
Indiana	2.31	2.34	2.42	8.2	262.95	75.2	3.50
Iowa	2.76	3.02	2.93	5.2	86.98	50.2	1.73
Kansas	2.60	2.47	2.50	6.2	92.81	37.2	2.49
Kentucky	2.04	2.19	2.18	8.6	177.25	45.1	3.93
Louisiana	2.23	2.29	2.33	7.1	147.08	47.3	3.11
Maine	3.04	3.00	3.07	7.2	51.31	21.3	2.41
Maryland	3.52	3.50	3.85	6.6	203.93	108.2	1.88
Massachusetts	3.84	3.87	3.88	6.5	226.07	133.8	1.69
Michigan	2.62	2.67	2.79	8.5	396.99	124.2	3.20
Minnesota	3.40	3.79	3.98	5.8	172.66	112.6	1.53
Mississippi	1.46	1.72	1.78	9.0	120.90	23.0	5.27
Missouri	2.79	2.99	3.00	7.4	224.13	90.4	2.48
Montana	3.22	3.54	3.60	6.2	31.21	17.9	1.74
Nebraska	3.02	3.43	3.58	4.0	40.40	34.8	1.16
Nevada	3.23	2.98	3.08	12.0	163.49	40.6	4.02
New Hampshire	3.43	3.26	3.50	5.2	38.40	24.2	1.59
New Jersey	3.26	3.21	3.30	9.0	412.71	146.6	2.81
New Mexico	2.58	2.66	2.72	7.2	66.94	24.8	2.70
New York	2.95	2.77	2.84	8.5	811.52	264.0	3.07
North Carolina	2.60	2.63	2.73	9.7	451.66	123.2	3.67
North Dakota	3.44	3.69	5.13	3.0	11.80	14.4	0.82
Ohio	2.86	3.13	3.25	7.5	437.98	181.9	2.41
Oklahoma	2.68	2.89	2.90	5.4	96.75	51.7	1.87
Oregon	2.72	2.81	2.90	8.6	172.21	55.9	3.08
Pennsylvania	2.69	2.93	2.97	7.5	478.93	187.4	2.56
Rhode Island	3.18	3.20	3.39	11.1	62.13	17.8	3.48
South Carolina	2.41	2.43	2.45	8.9	193.02	52.5	3.68
South Dakota	3.23	3.78	3.88	4.3	19.39	17.0	1.14
Tennessee	2.47	2.72	2.80	7.9	244.47	84.7	2.89
Texas	2.48	2.65	2.67	7.0	881.22	332.6	2.65
Utah	2.42	2.54	2.58	5.8	78.15	34.1	2.29
Vermont	3.49	3.79	3.90	4.8	17.11	13.6	1.25
Virginia	3.35	3.48	3.49	5.6	244.51	151.2	1.62
Washington	3.09	3.21	3.29	8.3	289.41	112.5	2.57
West Virginia	2.40	2.43	2.61	6.9	55.41	19.6	2.83
Wisconsin	3.08	3.26	3.38	6.8	207.53	99.9	2.08
Wyoming	2.72	2.75	3.00	5.3	16.31	8.4	1.93

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)
	Apr-11	Mar-12	Apr-12	Apr-Mar 12	Apr-11	Mar-12	Apr-12	Apr-Mar 12
Birmingham, AL	13.7	14.8	14.8	0.0	8.7	10.1	9.9	-0.2
Phoenix, AZ	51.6	56.1	55.8	-0.3	31.6	39.6	38.7	-0.9
Tucson, AZ	13.4	12.4	12.1	-0.3	9.5	8.9	8.8	-0.1
Los Angeles, CA	162.1	183.6	177.6	-6.0	105.3	128.4	121.8	-6.6
Riverside, CA	28.7	29.5	29.3	-0.2	17.8	20.3	19.5	-0.8
Sacramento, CA	22.3	26.2	25.6	-0.6	14.0	17.3	16.9	-0.4
San Diego, CA	41.2	47.7	46.4	-1.3	27.2	33.7	31.7	-2.0
San Francisco, CA	95.0	109.3	105.6	-3.7	61.4	74.6	70.2	-4.4
San Jose, CA	47.5	51.0	50.0	-0.9	26.6	32.4	30.6	-1.7
Denver, CO	42.3	54.9	55.1	0.2	25.9	38.6	38.4	-0.2
Hartford, CT	24.6	26.2	24.5	-1.7	14.2	17.3	15.2	-2.0
Washington, DC	152.0	163.5	162.0	-1.5	86.8	106.0	101.5	-4.5
Jacksonville, FL	21.4	20.6	21.6	1.0	14.6	15.1	15.4	0.3
Miami, FL	61.1	62.1	63.1	1.0	36.3	43.0	42.0	-1.0
Orlando, FL	35.0	34.9	37.4	2.5	24.8	26.6	28.3	1.7
Tampa, FL	42.6	41.9	42.4	0.4	27.9	30.0	29.1	-1.0
Atlanta, GA	81.3	80.5	81.5	1.0	47.0	52.5	53.8	1.4
Honolulu, HI	13.2	13.0	13.3	0.3	10.3	10.5	11.0	0.5
Chicago, IL	127.2	128.7	130.9	2.2	76.4	81.7	91.0	9.2
Indianapolis, IN	28.2	30.6	31.8	1.2	17.0	21.1	21.6	0.5
Louisville, KY	17.3	19.0	19.5	0.6	10.3	13.2	13.0	-0.2
New Orleans, LA	14.6	14.4	15.2	0.8	9.8	10.1	10.8	0.6
Baltimore, MD	53.6	53.0	54.8	1.8	34.2	36.4	37.7	1.3
Boston, MA	102.2	106.2	106.4	0.2	60.8	70.3	70.5	0.2
Detroit, MI	58.1	59.8	62.8	3.0	37.6	42.1	44.6	2.5
Minneapolis-St. Paul, MN	70.8	80.2	81.9	1.7	44.8	55.1	56.0	0.9
Kansas City, MO	34.1	36.8	37.3	0.5	21.3	25.3	25.3	0.0
St. Louis, MO	39.6	41.4	43.2	1.8	24.8	29.2	29.2	0.0
Las Vegas, NV	31.5	26.7	28.9	2.3	22.3	18.8	21.9	3.1
Buffalo, NY	16.3	15.9	16.5	0.6	10.0	10.5	10.6	0.1
New York, NY	273.3	269.3	270.2	0.9	170.4	186.2	183.5	-2.7
Rochester, NY	14.7	13.2	14.0	0.8	9.7	9.4	9.9	0.5
Charlotte, NC	35.7	35.5	36.8	1.3	23.1	25.1	25.8	0.6
Cincinnati, OH	31.2	32.3	31.9	-0.5	19.2	21.9	21.9	0.0
Cleveland, OH	41.3	46.1	46.9	0.7	27.9	33.9	33.2	-0.7
Columbus, OH	34.5	36.7	38.4	1.7	21.8	27.0	26.9	-0.2
Oklahoma City, OK	19.8	21.5	21.3	-0.2	13.1	15.8	14.8	-1.0
Portland, OR	33.6	36.0	37.3	1.2	21.2	26.1	26.2	0.1
Philadelphia, PA	85.3	91.6	90.0	-1.6	50.7	58.9	59.5	0.6
Pittsburgh, PA	38.2	41.2	42.5	1.3	25.6	29.2	29.7	0.5
Providence, RI	23.0	22.9	23.4	0.5	15.8	16.0	16.6	0.5
Memphis, TN	16.5	16.8	17.5	0.7	10.1	11.6	11.1	-0.5
Nashville, TN	25.8	28.0	29.4	1.5	16.5	19.1	20.7	1.6
Austin, TX	28.9	32.3	32.6	0.2	18.5	23.1	23.0	-0.1
Dallas, TX	101.3	100.1	104.1	3.9	59.0	67.0	69.0	2.0
Houston, TX	68.5	80.9	82.6	1.8	40.4	52.9	55.6	2.7
San Antonio, TX	29.6	31.2	32.3	1.0	20.2	22.6	23.4	0.8
Salt Lake City, UT	20.7	21.9	21.9	-0.1	13.7	16.0	15.4	-0.6
Richmond, VA	20.3	22.6	22.6	0.0	13.3	15.2	15.7	0.4
Virginia Beach, VA	21.7	23.8	24.3	0.5	14.7	16.8	16.8	0.0
Seattle-Tacoma, WA	70.0	74.5	78.5	3.9	45.1	53.4	54.5	1.2
Milwaukee, WI	34.2	33.7	34.7	1.0	20.4	20.3	21.6	1.3

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
	Apr-11	Mar-12	Apr-12	Feb-12	Feb-12	Feb-12	Feb-12
Birmingham, AL	2.64	2.86	2.86	7.1	36.7	13.5	2.72
Phoenix, AZ	2.42	2.74	2.72	7.7	157.2	54.4	2.89
Tucson, AZ	2.74	2.64	2.58	7.7	36.1	12.1	2.99
Los Angeles, CA	2.51	2.82	2.73	10.8	704.3	175.6	4.01
Riverside, CA	1.64	1.64	1.63	12.4	223.1	28.4	7.87
Sacramento, CA	2.20	2.54	2.48	10.8	111.4	26.0	4.29
San Diego, CA	2.64	3.00	2.92	9.2	145.9	45.1	3.23
San Francisco, CA	4.30	4.81	4.65	8.6	194.4	101.6	1.91
San Jose, CA	5.29	5.48	5.38	8.9	82.8	49.1	1.69
Denver, CO	3.07	3.90	3.92	7.8	109.7	52.2	2.10
Hartford, CT	4.10	4.32	4.05	7.8	47.2	26.2	1.80
Washington, DC	4.94	5.16	5.11	5.5	174.6	154.4	1.13
Jacksonville, FL	3.12	2.96	3.11	8.8	61.0	19.9	3.06
Miami, FL	2.11	2.13	2.17	9.3	271.4	62.3	4.36
Orlando, FL	3.09	3.12	3.35	9.1	101.6	34.0	2.99
Tampa, FL	3.28	3.20	3.24	9.5	123.8	41.5	2.98
Atlanta, GA	3.07	2.98	3.01	9.0	242.5	77.2	3.14
Honolulu, HI	2.97	2.84	2.91	5.6	25.7	13.3	1.93
Chicago, IL	2.64	2.65	2.70	9.2	445.6	127.0	3.51
Indianapolis, IN	3.21	3.38	3.51	8.0	72.7	28.6	2.54
Louisville, KY	2.67	2.95	3.04	8.8	56.1	17.7	3.17
New Orleans, LA	2.69	2.67	2.82	7.1	38.0	14.0	2.72
Baltimore, MD	3.85	3.69	3.81	7.0	100.4	50.3	2.00
Boston, MA	4.01	4.19	4.20	6.2	156.0	103.2	1.51
Detroit, MI	2.87	2.98	3.13	9.8	197.1	57.3	3.44
Minneapolis-St. Paul, MN	3.83	4.34	4.43	5.6	103.3	75.3	1.37
Kansas City, MO	3.29	3.51	3.55	7.1	74.8	35.1	2.13
St. Louis, MO	2.74	2.86	2.99	8.2	118.8	39.0	3.04
Las Vegas, NV	3.34	2.75	2.98	12.5	121.6	26.9	4.52
Buffalo, NY	2.85	2.80	2.91	7.9	44.9	14.9	3.02
New York, NY	2.90	2.85	2.86	8.8	828.1	256.8	3.22
Rochester, NY	2.80	2.50	2.65	7.7	40.3	12.3	3.27
Charlotte, NC	4.21	4.02	4.17	10.0	88.1	32.6	2.70
Cincinnati, OH	2.79	2.94	2.90	7.8	85.5	30.3	2.82
Cleveland, OH	3.83	4.25	4.32	7.2	78.2	42.4	1.84
Columbus, OH	3.57	3.84	4.02	6.8	64.9	35.4	1.83
Oklahoma City, OK	3.51	3.71	3.68	5.6	32.4	21.6	1.50
Portland, OR	2.81	3.01	3.11	8.1	96.8	33.4	2.90
Philadelphia, PA	2.90	3.10	3.04	8.3	245.8	89.6	2.74
Pittsburgh, PA	3.15	3.35	3.45	6.8	83.2	42.3	1.97
Providence, RI	3.25	3.30	3.37	10.9	75.7	22.5	3.36
Memphis, TN	2.68	2.68	2.79	8.9	56.1	14.7	3.83
Nashville, TN	3.09	3.35	3.52	6.8	57.2	26.3	2.18
Austin, TX	3.16	3.44	3.46	6.2	57.9	30.1	1.92
Dallas, TX	3.11	3.04	3.16	7.1	232.1	96.6	2.40
Houston, TX	2.34	2.69	2.75	7.3	218.2	76.3	2.86
San Antonio, TX	2.98	3.10	3.20	6.8	68.8	29.3	2.35
Salt Lake City, UT	3.44	3.66	3.65	5.5	32.6	20.7	1.57
Richmond, VA	3.12	3.36	3.36	6.4	43.1	21.7	1.98
Virginia Beach, VA	2.65	2.82	2.88	6.6	56.0	22.2	2.52
Seattle-Tacoma, WA	3.75	3.97	4.18	7.7	145.3	70.2	2.07
Milwaukee, WI	4.26	4.22	4.35	7.4	59.1	33.0	1.79

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 Occupation ¹ , Seasonally Adjusted							
Occupation ²	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Apr-11	Mar-12	Apr-12	Apr-Mar 12	Mar-12	Mar-12	
Total	4,433.9	4,669.6	4,760.5	90.9	12,673.0	2.7	\$21.74
Management	455.3	461.2	461.8	0.7	640.1	1.4	\$51.64
Business and financial operations	256.9	268.1	268.9	0.8	347.5	1.3	\$33.05
Computer and mathematical science	599.5	620.7	626.8	6.1	157.1	0.3	\$37.85
Architecture and engineering	176.1	179.7	177.5	-2.2	113.6	0.6	\$37.08
Life, physical, and social science	68.0	73.4	73.9	0.5	55.3	0.8	\$32.44
Community and social services	52.8	57.9	60.4	2.5	133.5	2.3	\$21.07
Legal	25.3	25.1	26.7	1.6	54.3	2.2	\$47.30
Education, training, and library	96.9	109.8	111.1	1.3	424.1	3.9	\$24.46
Arts, design, entertainment, sports, and media	101.4	123.2	121.8	-1.4	215.8	1.8	\$25.89
Healthcare practitioners and technical	590.6	578.1	560.4	-17.7	254.6	0.4	\$34.97
Healthcare support	133.7	137.5	137.6	0.1	281.3	2.0	\$13.16
Protective service	36.7	40.0	40.1	0.0	224.3	5.6	\$20.54
Food preparation and serving related	137.5	210.1	207.3	-2.8	873.1	4.2	\$10.30
Building and grounds cleaning and maintenance	55.3	71.7	74.5	2.8	632.1	8.8	\$12.29
Personal care and service	67.7	85.8	90.1	4.4	487.1	5.7	\$11.84
Sales and related	587.4	596.5	609.5	13.0	1,339.9	2.2	\$18.04
Office and administrative support	471.5	476.9	498.0	21.0	1,576.3	3.3	\$16.40
Farming, fishing, and forestry	4.4	5.4	5.9	0.5	174.4	32.2	\$11.68
Construction and extraction	64.3	79.9	85.1	5.2	1,140.3	14.3	\$21.46
Installation, maintenance, and repair	151.4	158.9	167.5	8.6	329.3	2.1	\$20.86
Production	128.9	147.8	152.2	4.4	862.9	5.8	\$16.45
Transportation and material moving	207.5	239.0	250.5	11.5	931.9	3.9	\$15.96

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 2011 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
	Apr-12	Wage ²	Apr-12	Wage ²	Apr-12	Wage ²
United States	748,235	\$42.35	1,809,817	\$31.09	602,400	\$12.52
Alabama	5,347	\$39.94	15,775	\$27.72	5,984	\$10.98
Alaska	2,405	\$40.79	8,951	\$33.86	2,520	\$14.93
Arizona	11,919	\$38.41	31,425	\$29.84	11,929	\$12.90
Arkansas	3,423	\$34.80	10,002	\$25.24	4,508	\$10.38
California	95,412	\$47.65	213,769	\$36.77	53,455	\$13.93
Colorado	14,214	\$41.41	36,674	\$32.12	13,509	\$12.75
Connecticut	12,172	\$48.46	24,966	\$33.14	6,644	\$14.33
Delaware	2,844	\$44.91	6,976	\$33.10	1,876	\$12.53
Florida	33,196	\$37.59	80,234	\$29.34	41,048	\$12.00
Georgia	20,578	\$42.61	51,277	\$28.39	13,889	\$11.35
Hawaii	2,049	\$37.74	4,801	\$29.93	3,312	\$13.83
Idaho	2,287	\$32.99	6,982	\$25.38	3,928	\$11.32
Illinois	34,131	\$40.83	68,664	\$30.97	18,731	\$12.93
Indiana	10,121	\$37.40	24,817	\$26.92	10,128	\$11.35
Iowa	5,689	\$34.92	16,712	\$25.76	6,491	\$11.34
Kansas	4,999	\$37.56	14,280	\$26.55	4,264	\$11.22
Kentucky	5,593	\$35.36	14,889	\$26.64	6,406	\$10.87
Louisiana	6,004	\$36.49	14,968	\$26.64	7,434	\$11.05
Maine	2,428	\$34.23	7,618	\$27.34	4,172	\$11.97
Maryland	18,188	\$44.76	56,660	\$35.21	13,797	\$13.48
Massachusetts	26,768	\$48.42	58,031	\$35.05	15,129	\$14.78
Michigan	16,354	\$39.95	44,472	\$29.54	18,571	\$12.10
Minnesota	18,617	\$40.82	45,128	\$30.64	14,012	\$12.23
Mississippi	2,477	\$33.43	7,214	\$23.87	3,285	\$10.32
Missouri	11,408	\$36.55	30,876	\$27.19	13,529	\$11.12
Montana	1,852	\$31.18	5,875	\$23.95	3,144	\$11.21
Nebraska	4,374	\$36.48	11,987	\$26.07	5,185	\$9.89
Nevada	5,391	\$39.54	13,742	\$31.81	7,091	\$13.27
New Hampshire	3,175	\$42.24	9,380	\$29.86	3,662	\$12.79
New Jersey	26,528	\$49.09	58,619	\$34.11	19,884	\$14.46
New Mexico	2,772	\$36.07	10,802	\$28.95	3,540	\$11.55
New York	56,052	\$51.35	99,126	\$31.63	31,852	\$14.46
North Carolina	16,826	\$15.53	47,622	\$23.90	19,181	\$11.30
North Dakota	1,990	\$35.31	5,950	\$24.81	2,361	\$11.50
Ohio	24,827	\$38.64	63,422	\$29.06	25,770	\$11.71
Oklahoma	5,957	\$34.10	16,146	\$25.70	7,515	\$10.85
Oregon	7,886	\$38.10	21,738	\$26.29	8,315	\$12.97
Pennsylvania	27,347	\$41.05	66,485	\$29.09	26,673	\$12.52
Rhode Island	2,835	\$45.08	6,882	\$32.85	3,203	\$13.30
South Carolina	5,631	\$37.37	19,043	\$27.19	9,475	\$10.97
South Dakota	1,674	\$32.93	5,659	\$23.84	2,584	\$10.86
Tennessee	10,789	\$36.93	27,620	\$25.48	12,628	\$11.04
Texas	53,267	\$41.89	123,406	\$30.34	38,125	\$11.39
Utah	4,389	\$36.47	11,976	\$26.86	4,862	\$7.26
Vermont	1,820	\$37.37	5,667	\$26.87	2,101	\$13.05
Virginia	26,132	\$45.17	67,953	\$33.70	18,166	\$12.53
Washington	20,418	\$25.74	51,467	\$33.17	13,558	\$14.44
West Virginia	1,942	\$32.21	7,002	\$24.64	2,792	\$10.43
Wisconsin	12,781	\$36.84	35,417	\$28.68	13,324	\$11.69
Wyoming	915	\$35.34	3,314	\$26.75	1,263	\$12.47

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 2011 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
	Apr-12	Wage ¹	Apr-12	Wage ¹	Apr-12	Wage ¹
United States	1,141,980	\$17.04	268,973	\$20.78	403,218	\$16.20
Alabama	12,159	\$14.77	3,180	\$18.55	5,887	\$15.12
Alaska	4,264	\$17.93	1,523	\$28.20	1,216	\$7.88
Arizona	21,413	\$16.73	5,088	\$19.44	5,456	\$16.13
Arkansas	7,642	\$14.23	2,056	\$17.07	3,937	\$14.48
California	126,026	\$18.77	19,749	\$21.93	31,004	\$16.34
Colorado	23,550	\$18.10	6,850	\$21.09	7,504	\$16.82
Connecticut	14,957	\$20.22	2,744	\$24.37	4,886	\$17.63
Delaware	3,581	\$17.30	780	\$21.58	1,052	\$15.67
Florida	75,572	\$16.13	17,016	\$17.93	16,844	\$15.16
Georgia	27,623	\$16.10	6,372	\$18.92	9,859	\$15.26
Hawaii	5,205	\$6.44	1,169	\$26.33	1,101	\$18.16
Idaho	5,791	\$15.12	1,824	\$18.32	2,167	\$14.97
Illinois	41,196	\$17.73	6,644	\$23.89	14,122	\$16.63
Indiana	19,624	\$15.66	5,182	\$21.10	10,977	\$15.97
Iowa	11,726	\$15.31	3,569	\$19.17	6,468	\$15.59
Kansas	9,087	\$15.68	2,375	\$19.56	3,660	\$15.93
Kentucky	12,251	\$15.00	3,051	\$18.64	5,978	\$16.17
Louisiana	13,104	\$14.55	4,037	\$18.72	5,495	\$17.70
Maine	5,527	\$15.14	1,243	\$18.88	1,632	\$15.93
Maryland	25,293	\$17.83	5,379	\$21.85	6,072	\$17.02
Massachusetts	30,144	\$19.82	5,293	\$25.38	8,398	\$17.33
Michigan	30,253	\$16.47	8,818	\$21.25	15,247	\$17.18
Minnesota	25,436	\$17.58	6,691	\$22.76	11,914	\$16.74
Mississippi	6,436	\$13.71	1,659	\$17.10	3,300	\$14.25
Missouri	22,570	\$15.64	6,106	\$21.13	9,641	\$15.65
Montana	4,255	\$14.61	1,547	\$19.61	1,735	\$16.04
Nebraska	8,659	\$15.34	2,956	\$18.69	4,076	\$15.96
Nevada	12,779	\$16.12	2,785	\$24.37	2,713	\$16.78
New Hampshire	6,886	\$17.08	1,534	\$20.89	2,315	\$16.56
New Jersey	36,416	\$18.97	6,713	\$25.16	9,927	\$16.38
New Mexico	5,608	\$14.68	1,529	\$18.61	1,682	\$16.48
New York	68,039	\$19.77	11,316	\$13.93	16,055	\$17.71
North Carolina	29,839	\$16.16	7,830	\$18.29	11,092	\$14.82
North Dakota	4,307	\$14.87	2,848	\$20.91	2,879	\$17.28
Ohio	44,571	\$16.10	13,307	\$20.38	24,917	\$15.80
Oklahoma	13,092	\$14.60	4,996	\$18.23	7,201	\$15.55
Oregon	13,511	\$16.97	3,137	\$20.23	4,714	\$16.19
Pennsylvania	46,661	\$17.20	11,298	\$20.91	19,859	\$16.52
Rhode Island	4,503	\$17.87	968	\$22.16	1,559	\$16.04
South Carolina	13,729	\$14.92	3,901	\$18.14	5,810	\$15.44
South Dakota	3,940	\$14.15	1,677	\$17.40	1,981	\$14.30
Tennessee	22,675	\$15.46	6,539	\$18.37	11,267	\$15.12
Texas	82,434	\$16.59	23,027	\$18.46	30,232	\$15.80
Utah	11,409	\$15.62	2,138	\$19.89	2,877	\$16.35
Vermont	3,005	\$16.18	794	\$19.26	1,074	\$16.22
Virginia	30,544	\$16.98	7,348	\$20.02	8,526	\$16.19
Washington	23,052	\$18.26	5,095	\$23.87	6,788	\$18.65
West Virginia	4,801	\$13.39	1,272	\$19.53	2,309	\$15.74
Wisconsin	22,839	\$16.24	6,236	\$21.61	15,073	\$16.23
Wyoming	1,730	\$15.30	862	\$22.54	844	\$20.44

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2011 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 Apr-12	Average Hourly Wage ^{2*}	Total Ads Apr-12	Average Hourly Wage ^{2*}	Total Ads Apr-12	Average Hourly Wage ^{2*}
United States	748,235	\$42.35	1,809,817	\$31.09	602,400	\$12.52
Birmingham, AL	1,915	\$41.72	4,553	\$17.00	1,938	\$11.34
Phoenix, AZ	8,695	\$39.40	20,712	\$26.75	7,546	\$12.94
Tucson, AZ	1,417	\$36.57	4,127	\$29.93	2,170	\$10.46
Los Angeles, CA	32,642	\$47.57	65,701	\$36.58	18,227	\$13.67
Riverside, CA	3,130	\$41.25	8,126	\$32.59	4,497	\$13.04
Sacramento, CA	4,392	\$42.26	9,861	\$35.72	2,881	\$13.95
San Diego, CA	7,607	\$45.39	19,083	\$35.33	5,810	\$13.19
San Francisco, CA	24,691	\$52.92	48,190	\$40.31	9,296	\$15.16
San Jose, CA	10,936	\$59.31	30,254	\$45.67	2,141	\$14.87
Denver, CO	9,609	\$42.99	21,047	\$34.11	6,554	\$12.82
Hartford, CT	4,704	\$45.10	9,623	\$33.02	2,444	\$14.21
Washington, DC	33,249	\$50.22	77,950	\$40.60	17,037	\$14.71
Jacksonville, FL	3,370	\$36.55	6,826	\$29.77	3,221	\$11.53
Miami, FL	10,464	\$40.39	20,221	\$30.40	9,106	\$12.58
Orlando, FL	4,992	\$36.47	10,980	\$28.98	6,655	\$11.60
Tampa, FL	6,193	\$37.50	15,266	\$29.95	6,185	\$7.36
Atlanta, GA	15,787	\$44.72	35,285	\$30.34	7,968	\$11.75
Honolulu, HI	1,561	\$38.09	3,393	\$28.89	2,810	\$13.51
Chicago, IL	28,550	\$42.39	52,559	\$32.26	14,226	\$13.13
Indianapolis, IN	5,009	\$38.57	9,688	\$29.10	3,998	\$11.82
Louisville, KY	2,620	.	6,170	.	2,722	.
New Orleans, LA	1,980	.	4,109	.	3,068	.
Baltimore, MD	8,161	.	23,019	.	7,685	.
Boston, MA	22,573	\$49.89	46,823	\$36.34	11,350	\$15.01
Detroit, MI	8,886	\$42.63	22,071	\$32.04	9,055	\$12.46
Minneapolis-St. Paul, MN	14,294	.	30,633	.	9,499	.
Kansas City, MO	4,967	.	12,526	.	5,242	.
St. Louis, MO	6,173	.	15,543	.	6,394	.
Las Vegas, NV	3,887	.	8,984	.	5,135	.
Buffalo, NY	2,098	.	4,761	.	2,563	.
New York, NY	59,099	\$54.02	106,404	\$36.83	31,192	\$14.97
Rochester, NY	1,488	.	4,461	.	1,939	.
Charlotte, NC	6,418	.	13,189	.	4,820	.
Cincinnati, OH	5,031	\$40.66	9,932	\$29.80	4,231	\$11.73
Cleveland, OH	6,884	\$39.75	16,945	\$30.06	6,079	\$12.42
Columbus, OH	5,807	\$39.25	13,342	\$30.85	5,488	\$12.07
Oklahoma City, OK	2,621	\$35.59	6,058	\$27.69	3,190	\$10.88
Portland, OR	5,832	\$40.81	14,375	\$31.68	4,648	\$13.34
Philadelphia, PA	16,895	\$45.43	36,036	\$32.31	11,562	\$13.59
Pittsburgh, PA	5,796	\$40.17	12,996	\$29.77	7,038	\$12.01
Providence, RI	3,383	\$43.90	8,168	\$31.93	4,116	\$13.27
Memphis, TN	2,586	\$38.97	5,635	\$24.81	2,007	\$11.62
Nashville, TN	4,321	\$38.10	8,882	\$27.16	4,111	\$11.24
Austin, TX	5,001	\$41.77	13,194	\$32.40	3,998	\$11.78
Dallas, TX	19,474	\$43.22	39,407	\$32.13	10,184	\$11.87
Houston, TX	15,446	\$46.51	30,625	\$33.74	7,516	\$11.45
San Antonio, TX	4,230	\$37.84	9,648	\$29.64	5,464	\$11.15
Salt Lake City, UT	2,936	\$38.14	7,700	\$29.09	2,833	\$10.79
Richmond, VA	3,696	\$40.20	8,536	\$29.82	3,066	\$12.23
Virginia Beach, VA	3,120	\$38.70	8,948	\$29.50	4,063	\$11.73
Seattle-Tacoma, WA	15,580	\$45.79	37,364	\$35.63	7,351	\$15.01
Milwaukee, WI	4,893	\$40.26	11,961	\$30.58	4,470	\$11.88

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 2011 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

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
	Apr-12	Wage ^{2*}	Apr-12	Wage ^{2*}	Apr-12	Wage ^{2*}
United States	1,141,980	\$17.04	268,973	\$20.78	403,218	\$16.20
Birmingham, AL	4,264	\$16.29	1,046	\$19.05	1,640	\$15.15
Phoenix, AZ	15,550	\$17.45	3,387	\$20.05	3,626	\$16.34
Tucson, AZ	3,025	\$15.16	991	\$19.67	955	\$15.20
Los Angeles, CA	50,569	\$18.73	6,586	\$23.73	11,707	\$15.60
Riverside, CA	8,818	\$16.37	1,841	\$22.62	3,338	\$15.69
Sacramento, CA	6,747	\$18.33	1,227	\$23.41	1,568	\$17.01
San Diego, CA	11,751	\$18.07	1,889	\$23.22	2,390	\$16.00
San Francisco, CA	21,943	\$21.86	2,981	\$27.45	3,805	\$19.06
San Jose, CA	6,612	\$22.96	931	\$26.96	1,392	\$17.94
Denver, CO	13,677	\$19.41	3,365	\$21.15	3,615	\$17.21
Hartford, CT	6,077	\$19.39	1,156	\$24.14	1,979	\$10.78
Washington, DC	30,557	\$19.40	5,813	\$22.86	4,992	\$17.87
Jacksonville, FL	6,179	\$16.31	1,758	\$10.95	1,798	\$16.11
Miami, FL	21,937	\$17.06	3,117	\$18.97	3,204	\$15.42
Orlando, FL	12,153	\$15.53	2,748	\$18.02	2,606	\$15.22
Tampa, FL	12,316	\$16.39	2,643	\$17.75	2,770	\$14.79
Atlanta, GA	17,790	\$17.40	3,454	\$19.98	4,710	\$16.05
Honolulu, HI	4,474	\$16.73	1,000	\$27.38	921	\$18.64
Chicago, IL	32,273	\$18.52	4,446	\$24.72	9,108	\$16.81
Indianapolis, IN	8,718	\$17.30	2,254	\$21.84	3,671	\$16.04
Louisville, KY	5,001	.	1,474	\$11.42	2,526	.
New Orleans, LA	4,333	.	1,317	\$16.51	1,357	.
Baltimore, MD	13,454	.	3,125	.	3,308	.
Boston, MA	23,685	\$20.67	3,670	\$26.08	5,744	\$17.59
Detroit, MI	14,332	\$17.76	4,282	\$22.95	6,419	\$18.54
Minneapolis-St. Paul, MN	18,770	.	4,247	.	7,724	.
Kansas City, MO	9,869	.	2,524	\$13.85	3,677	.
St. Louis, MO	10,996	.	2,445	.	3,602	.
Las Vegas, NV	9,825	.	1,825	\$18.54	1,565	.
Buffalo, NY	4,943	.	1,338	\$13.75	2,121	.
New York, NY	65,530	\$20.84	8,527	\$26.84	12,222	\$17.77
Rochester, NY	3,704	.	1,195	\$11.37	1,835	.
Charlotte, NC	8,611	.	2,265	\$14.26	2,924	.
Cincinnati, OH	8,681	\$16.90	2,164	\$11.39	3,640	\$16.41
Cleveland, OH	10,529	\$17.10	2,676	\$21.47	5,308	\$16.33
Columbus, OH	9,837	\$16.88	2,769	\$20.51	4,285	\$14.97
Oklahoma City, OK	5,776	\$15.27	2,286	\$18.83	2,656	\$15.41
Portland, OR	8,748	\$18.26	1,909	\$23.01	3,120	\$16.90
Philadelphia, PA	22,062	\$19.03	4,090	\$23.63	5,548	\$17.48
Pittsburgh, PA	11,541	\$16.81	3,110	\$20.98	4,664	\$16.67
Providence, RI	6,175	\$17.52	1,331	\$22.29	2,248	\$15.96
Memphis, TN	4,484	\$16.14	1,164	\$19.36	2,085	\$15.65
Nashville, TN	8,350	\$16.41	2,241	\$18.79	3,331	\$15.73
Austin, TX	7,852	\$18.08	2,040	\$18.18	2,034	\$14.57
Dallas, TX	26,148	\$18.01	5,657	\$18.79	7,536	\$15.81
Houston, TX	19,388	\$17.73	5,016	\$19.86	6,978	\$17.65
San Antonio, TX	8,447	\$15.76	3,190	\$17.16	3,576	\$13.87
Salt Lake City, UT	6,957	\$16.79	1,305	\$20.20	1,729	\$16.75
Richmond, VA	5,142	\$17.49	1,562	\$19.93	1,745	\$16.03
Virginia Beach, VA	6,101	\$15.41	2,265	\$19.65	2,269	\$16.39
Seattle-Tacoma, WA	14,848	\$19.58	2,747	\$25.55	3,807	\$19.94
Milwaukee, WI	7,626	\$18.06	1,846	\$23.64	4,599	\$16.64

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2011 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year