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For further information:

Peter Tulupman 212-339-0231 / peter.tulupman@conference-board.org
 Jonathan Liu 212-339-0257 / jonathan.liu@conference-board.org

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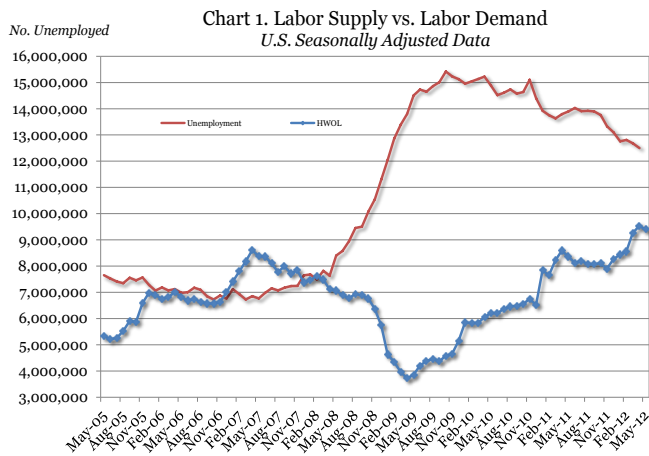
For Immediate Release 10:00 AM ET, Wednesday, May 30, 2012

Online Labor Demand Dips 45,000 in May but Upward Trend Remains Strong

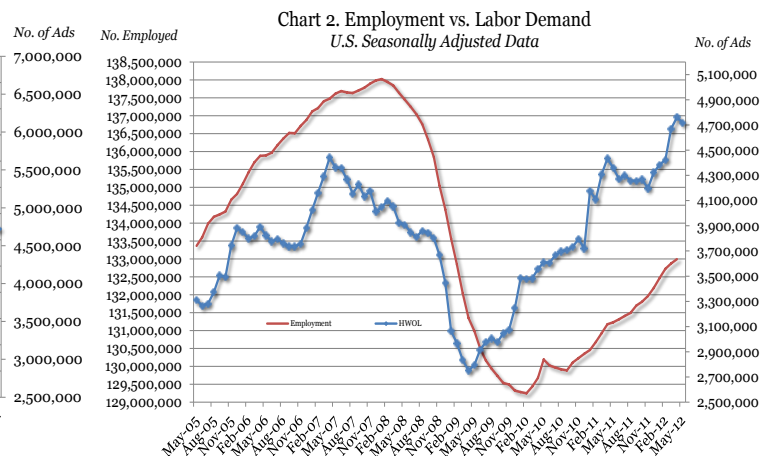
- After five months of increases, labor demand falls slightly in May
- Over half (28) of the 50 States are now above their pre-recession highs
- Demand for Sales and Office workers up for the last several months (See Occupational Section)

NEW YORK, May 30, 2012... Online advertised vacancies dipped 45,700 in May to 4,714,800, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The Supply/Demand rate stands at 2.6 unemployed for every vacancy. In May the number of unemployed was 7.7 million above the number of advertised vacancies — compared to 10 million above in the fall of 2011.

“After rising 564,000 over the last five months, labor demand dipped in May. Despite this drop, strong employer demand has created growing opportunities for both job-changers and the unemployed and has also helped significantly lower the unemployment rate (Chart 1),” said June Shelp, Vice President at The Conference Board. In May over half of the 50 States are now posting advertised vacancies that are above their pre-recession highs. The largest gains were in the Midwest with Michigan up 53 percent from its pre-recession high. Other Midwestern States with increases above 40 percent include North Dakota (46%), Indiana (44%), and Ohio (41%). (See special Table A.1, page 3)



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

- Labor demand trends are positive for all 20 of the largest States in the U.S.

Location	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²	Recent Trend ³
	May-12	May-Apr 12	Apr-12	
United States	4,714.8	-45.7	2.63	↑ 11/11
NORTHEAST	886.3	6.3	2.53	
Massachusetts	136.3	2.2	1.61	↑ 11/11
New Jersey	150.4	-0.7	2.76	↑ 1/12
New York	272.2	2.1	2.99	↑ 11/11
Pennsylvania	190.1	0.0	2.49	↑ 1/12
SOUTH	1,568.3	-21.4	2.71	
Florida	243.4	-0.2	3.30	↑ 1/12
Georgia	124.9	0.6	3.41	↑ 9/11
Maryland	110.1	-8.9	1.74	↑ 1/12
North Carolina	123.7	-4.2	3.44	↑ 1/12
Texas	334.6	0.0	2.58	↑ 8/11
Virginia	149.9	-1.4	1.60	↑ 12/11
MIDWEST	1,046.5	7.8	2.39	
Illinois	179.3	8.1	3.34	↑ 9/11
Michigan	128.8	-1.2	2.99	↑ 1/12
Minnesota	116.4	-1.9	1.40	↑ 1/12
Missouri	88.6	-2.0	2.44	↑ 11/11
Ohio	188.6	-0.3	2.28	↑ 11/11
Wisconsin	102.1	-1.3	1.98	↑ 11/11
WEST	1,034.3	-30.4	3.20	
Arizona	81.4	-0.9	2.99	↑ 8/11
California	502.0	-19.4	3.85	↑ 11/11
Colorado	96.9	-0.9	2.21	↑ 8/11
Washington	114.0	-1.2	2.48	↑ 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) .

SPECIAL TABLE ON STATES

- 28 States are above their pre-recession highs

Location	Pre-Recession High		Change since Pre-Recession High	
	Total Ads ¹ (Thousands)	May-12 Total Ads ¹ (Thousands)	Number (Thousands)	Percent
Michigan	84.1	128.8	44.7	53.1%
North Dakota	14.0	20.4	6.4	45.5%
Indiana	54.2	77.8	23.6	43.5%
Ohio	133.6	188.6	55.0	41.2%
Tennessee	62.0	85.5	23.5	37.9%
Kentucky	34.7	46.3	11.7	33.7%
Minnesota	88.4	116.4	28.0	31.7%
Oklahoma	41.1	53.3	12.2	29.6%
Mississippi	18.4	23.3	4.9	26.8%
South Dakota	14.7	18.5	3.7	25.4%
North Carolina	99.5	123.7	24.1	24.2%
Missouri	72.2	88.6	16.3	22.6%
Iowa	41.7	48.6	6.8	16.4%
Vermont	11.9	13.6	1.7	14.2%
Maryland	97.6	110.1	12.5	12.8%
Arkansas	27.8	30.7	2.9	10.4%
West Virginia	17.8	19.7	1.8	10.3%
Wisconsin	92.7	102.1	9.4	10.1%
Kansas	34.3	37.5	3.1	9.1%
Nebraska	35.0	37.3	2.3	6.6%
New Hampshire	23.7	25.3	1.6	6.6%
New York	259.5	272.2	12.7	4.9%
Pennsylvania	181.4	190.1	8.7	4.8%
Georgia	119.2	124.9	5.6	4.7%
South Carolina	51.3	53.5	2.2	4.3%
Texas	322.7	334.6	11.8	3.7%
Louisiana	47.0	48.3	1.3	2.9%
Virginia	145.9	149.9	3.9	2.7%

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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.

“It is a good sign that in over half of the States employers are posting more help-wanted notices online than they did before the recession,” said Shelp. “The direction is a positive one and if labor demand continues to remain at high levels we should see continued drops in unemployment.”

Table A.1 includes each State in which current labor demand is above the pre-recession high. While the recession officially began for the nation as whole in December 2007, labor demand contracted in some States before that

date while other States did not experience the downturn until later. The States with positive gains above their pre-recession levels are geographically widespread, with Michigan at 53% showing the strongest gain.

Changes for the Month of May

Online labor demand in the **Midwest** rose by 7,800 in May. Among the region's larger States, only Illinois was up in May — by 8,100, for a combined three-month gain of 13,400. Missouri dropped by 2,000; Minnesota, by 1,900; and Wisconsin, by 1,300. Demand was also down slightly in Michigan (1,200) and Ohio (300). Among the smaller Midwest States, South Dakota gained 1,100, North Dakota rose 400, and Indiana gained 300, while Kansas dipped 100.

Online labor demand in the **Northeast** rose by 6,300 in May. Massachusetts rose 2,200 for a six-month gain of 14,100. New York rose 2,100 in May and has been up 20,400 over the past four months, with strong gains in Buffalo (up 15.6 percent), Rochester (up 13.5 percent), and the New York metro area (up 5.4 percent). Demand in Pennsylvania remained constant. New Jersey fell 700. Among the smaller States in the Northeast, demand dropped by 900 in both Rhode Island and Maine, by 800 in New Hampshire, and by 200 in Connecticut (See Table 3).

Online labor demand in the **West** fell by 30,400 in May. California, the largest State in population, declined 19,400, reflecting declines in advertised vacancies in all six of its largest metropolitan areas (See Table B and Table 5). Labor demand in Washington fell 1,200. Arizona and Colorado both lost 900. Among the smaller States in the region, Utah rose 1,100, while Oregon lost 1,500 and Nevada fell 100 (Table 3).

Online labor demand in the **South** fell by 21,400 in May. The region saw losses in four out of its six largest States: Maryland fell by 8,900; North Carolina, by 4,200; Virginia, by 1,400; and Florida, by 200. Georgia gained 600 and Texas remained constant. Among the smaller States in the South, South Carolina gained 600 and Louisiana gained 300 while Tennessee lost 1,500 and Arkansas lost 200.

The Supply/Demand rate for the U.S. in April (the latest month for which the national unemployment number is available) stands at 2.63, indicating that there are about two and two thirds unemployed workers for every online advertised vacancy. Nationally, there are 7.7 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the States are also for April 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 0.59. States where the number of advertised vacancies and unemployed seeking jobs were about equal included Nebraska (1.09), South Dakota (1.11), Vermont (1.17), Alaska (1.23), Minnesota (1.40), and New Hampshire (1.42) (Table 4). The State with the highest Supply/Demand rate is Mississippi (4.88), where there were almost five unemployed workers for every online advertised vacancy. The next highest rates were in California (3.85) and Kentucky (3.82).

Note 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

- 9 of the 20 largest metro areas posted moderate gains in labor demand in May
- 9 of the 20 largest metro areas have supply/demand rates below 2 — indicating that there are less than two unemployed workers for every advertised vacancy

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) May-12	M-O-M Change (Thousands) May-Apr 12	Supply/ Demand Rate ² Apr-12 for U.S. and Regions; Mar-12 for MSA's
United States	4,714.8	-45.7	2.63
NORTHEAST	886.3	6.3	2.53
Boston, MA	106.6	0.1	1.40
New York, NY	271.3	1.0	3.09
Philadelphia, PA	92.1	2.2	2.68
SOUTH	1,568.3	-21.4	2.71
Atlanta, GA	81.7	0.2	2.95
Baltimore, MD	54.0	-0.8	1.93
Dallas, TX	103.6	-0.5	2.28
Houston, TX	86.1	3.5	2.63
Miami, FL	63.0	-0.1	4.24
Washington, DC	158.4	-3.6	1.07
MIDWEST	1,046.5	7.8	2.39
Chicago, IL	137.7	6.8	3.37
Cleveland, OH	47.2	0.3	1.66
Detroit, MI	63.0	0.1	3.16
Minneapolis-St. Paul, MN	81.6	-0.3	1.31
WEST	1,034.3	-30.4	3.20
Denver, CO	54.5	-0.7	1.98
Los Angeles, CA	171.7	-5.9	3.87
Phoenix, AZ	55.9	0.1	2.74
San Diego, CA	44.4	-2.0	3.11
San Francisco, CA	103.1	-2.5	1.80
San Jose, CA	49.0	-1.0	1.64
Seattle-Tacoma, WA	77.0	-1.5	1.93

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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 May, 9 of the 20 large MSAs posted increases in the number of online advertised vacancies. Overall, 18 of the 52 metropolitan areas for which data are reported separately also showed increases in May (Table 5).

A number of the largest metro areas have shown strength since the official end of the recession in June 2009. Seven have posted increases of over 100 percent: Cleveland (up 148%), Minneapolis-St. Paul (up 127%), Detroit (up 127%), Columbus (up 109%), San Jose (up 104%), Nashville (up 104%), and Indianapolis (up 103%).

Seventeen MSAs had Supply/Demand rates in March 2012 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table B). Washington, DC continues to have the most favorable Supply/Demand rate (1.07) with just over one advertised vacancy for every unemployed worker. Minneapolis-St. Paul (1.31), Oklahoma City (1.38), Boston (1.40), and Salt Lake City (1.51) had the next lowest Supply/Demand rates.

Metro areas in which 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 (7.64); Sacramento (4.29); Miami (4.24); Las Vegas (4.23); and Los Angeles (3.87). Supply/Demand rate data are for March 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

OCCUPATIONAL HIGHLIGHTS

- Demand for Healthcare practitioners rose in May, and job opportunities continue to outnumber unemployed looking for jobs
- Demand for Sales and Office workers up for the last several months

Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands) May-12	M-O-M Change (Thousands) May-Apr 12	Unemployed (Thousands) Apr-12	Supply/ Demand Rate¹ Apr-12	Average Hourly Wage²
Sales and related	619.2	9.6	1,325.0	2.17	\$18.04
Computer and mathematical science	608.8	-18.0	161.4	0.26	\$37.85
Healthcare practitioners and technical	587.1	26.7	285.0	0.51	\$34.97
Office and administrative support	503.6	5.6	1,576.6	3.17	\$16.40
Management	458.3	-3.5	633.0	1.37	\$51.64
Business and financial operations	267.7	-1.2	337.8	1.26	\$33.05
Transportation and material moving	236.0	-14.5	922.1	3.68	\$15.96
Food preparation and serving related	209.2	1.9	968.3	4.67	\$10.30
Architecture and engineering	175.2	-2.3	137.6	0.78	\$37.08
Installation, maintenance, and repair	159.9	-7.6	262.5	1.57	\$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.

Occupational Changes for the Month of May

In May, 7 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted gains and 15 declined (Table C and Table 7).

Among the top 10 occupational groups with the largest numbers of online advertised vacancies, demand for **Healthcare Practitioners and Technical** occupations rose 26,700 in May to 587,100. Largely responsible for the increase were increased advertised vacancies for Registered Nurses, Pharmacy Technicians, and Radiologic Technologists. The number of advertised vacancies in this occupational category continues to be quite favorable with demand outnumbering job-seekers by 2 to 1 (0.51 S/D).

Labor demand for **Sales and Related** workers rose 9,600 to 619,200 (Table C) and was led by an increase in demand for First-Line Supervisors/Managers of Retail and Non-Retail Sales Workers and Retail Salespeople. The number of unemployed in this occupational category continues to outnumber the number of advertised vacancies by over 2 to 1 (S/D of 2.17) but is substantially below the 4+ unemployed for every available advertised vacancy in May 2009.

Office and Administrative Support occupations rose 5,600, to 503,600 with a gain of 76,800 since January. Largely responsible for the May increase was higher demand for Customer Service Representatives, Sales-Floor Stock Clerks, and Tellers. The number of unemployed in these occupations remains above the number of advertised vacancies with 3.17 unemployed for every advertised vacancy.

Labor demand for **Computer and Mathematical Science** workers fell 18,000 to 608,800. The fall was due to decreases in demand for Computer Systems Analysts, Web Developers, and Network and Computer Systems Administrators. The number of advertised vacancies in this occupational category continues to outnumber job-seekers by almost 4 to 1 (0.26 S/D based on April data, the latest unemployment data available).

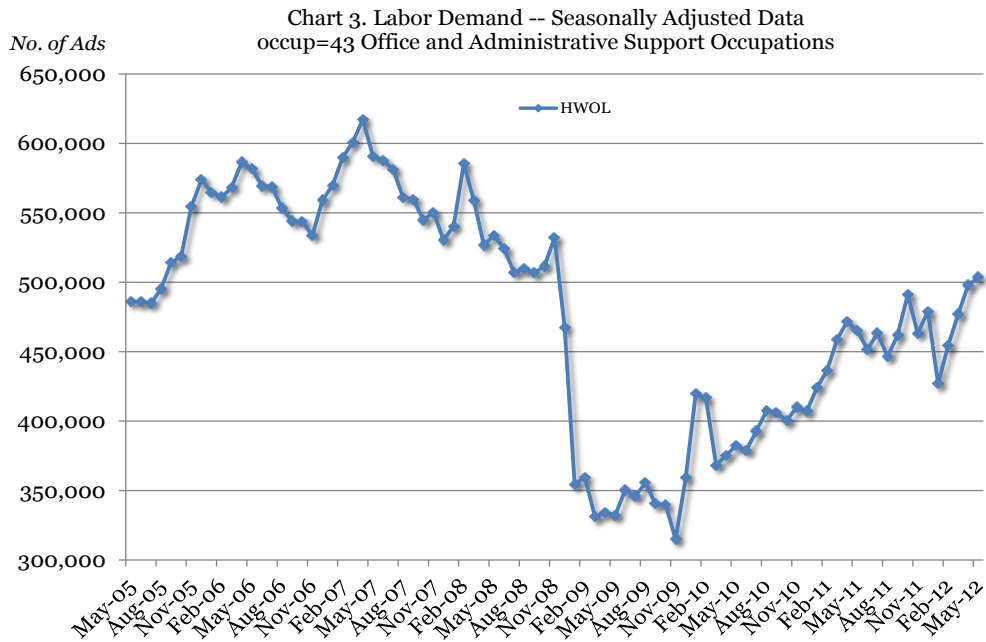
Recent Trends for Office & Administrative Support Workers and Sales Staff

“Labor demand has risen over the last few months for Office and Administrative Support and Sales Workers,” said Shelp, “and the increases have improved the supply/demand rates for both occupational groups.”

Office and Administrative:

Labor demand for Office and Administrative workers has now risen for four consecutive months. “Labor demand for office workers fell sharply in the recession, and its slow rise after the recession has definitely picked up in the last few months,” said Shelp. In May there were 504,000 advertised vacancies in the sector and while this is still below the April 2007 peak of 617,000, it is well above the low point of 315,000 advertised vacancies in November 2009. In the last four months demand for Office and Administrative workers has risen 76,800, or 18 percent (See Chart 3).

While job prospects are looking up for office support workers, there are still over 3 unemployed for every available advertised vacancy (See Table 7) in April (the latest unemployment data available). This has improved from 5.4 unemployed for every available ad in November 2009.

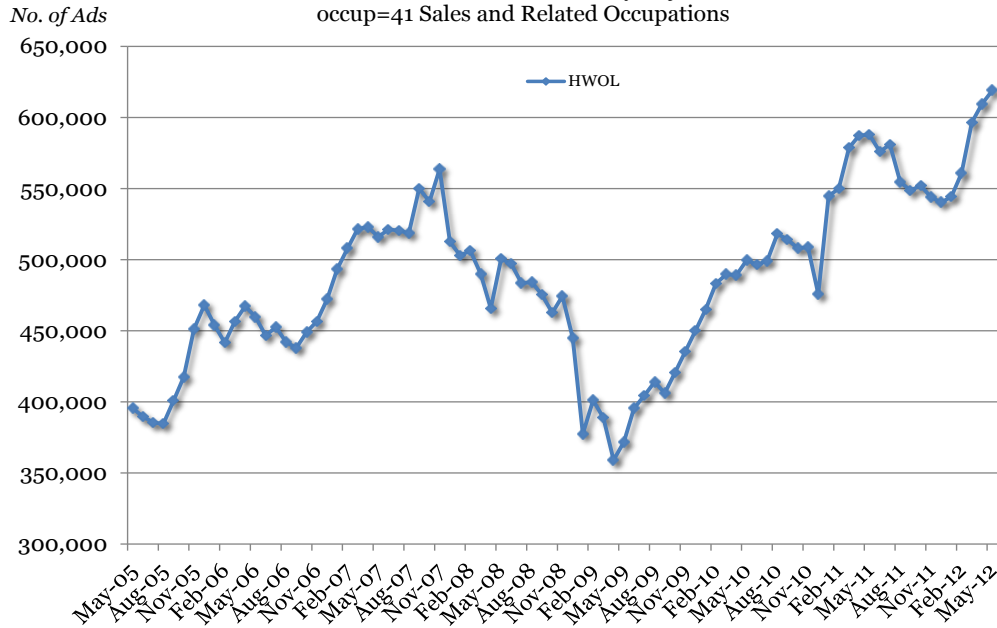


Source: The Conference Board

Sales and Related Occupations

Demand for Sales and Related workers has continued to rise and is up an average of 6,000 a month in the first five months of 2012. The May 2012 labor demand of 619,000 was 55,000 above the pre-recession monthly high of 564,000 in November 2007. The supply demand rate has fallen by half and now stands at 2.17 unemployed for every ad compared to the over 4 in May 2009.

Chart 4. Labor Demand -- Seasonally Adjusted Data
occup=41 Sales and Related Occupations



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 about 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 April 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 May 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
	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)
	May-11	Apr-12	May-12	May-Apr 12	May-11	Apr-12	May-12	May-Apr 12
United States	4,358.1	4,760.5	4,714.8	-45.7	2,593.5	3,115.2	2,903.8	-211.3
New England	268.3	276.7	274.5	-2.2	156.2	176.4	166.8	-9.6
Middle Atlantic	582.2	603.3	611.8	8.6	354.0	402.3	384.8	-17.5
South Atlantic	871.8	917.6	900.4	-17.1	523.0	604.7	555.4	-49.3
East North Central	616.0	670.7	678.0	7.3	355.8	444.7	413.8	-30.8
East South Central	181.1	202.4	201.2	-1.2	106.4	126.6	121.7	-4.9
West North Central	332.1	368.0	368.5	0.5	189.9	228.2	213.6	-14.6
West South Central	420.1	469.7	466.7	-3.0	245.1	299.8	288.7	-11.0
Mountain	312.2	332.9	328.2	-4.7	190.8	223.2	207.5	-15.8
Pacific	677.9	731.8	706.1	-25.8	419.6	480.8	446.4	-34.5

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)		
	May-11	Apr-12	May-12	May-11	Apr-12	May-12
United States	2.84	3.08	3.05	1.69	2.02	1.88
New England	3.47	3.58	3.55	2.02	2.28	2.16
Middle Atlantic	2.85	2.94	2.98	1.73	1.96	1.87
South Atlantic	2.94	3.07	3.02	1.76	2.03	1.86
East North Central	2.65	2.88	2.91	1.53	1.91	1.77
East South Central	2.07	2.34	2.33	1.22	1.47	1.41
West North Central	3.02	3.34	3.35	1.72	2.07	1.94
West South Central	2.38	2.64	2.62	1.39	1.68	1.62
Mountain	2.84	3.04	2.99	1.74	2.04	1.89
Pacific	2.73	2.93	2.82	1.69	1.92	1.78

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)
	May-11	Apr-12	May-12	May-Apr 12	May-11	Apr-12	May-12	May-Apr 12
	United States	4,358.1	4,760.5	4,714.8	-45.7	2,593.5	3,115.2	2,903.8
Alabama	44.3	46.1	46.1	0.0	25.3	28.7	27.7	-1.0
Alaska	18.5	20.6	17.8	-2.8	10.3	11.2	9.6	-1.6
Arizona	87.3	82.3	81.4	-0.9	50.2	56.1	51.4	-4.7
Arkansas	27.6	30.9	30.7	-0.2	16.1	17.9	18.2	0.3
California	478.9	521.4	502.0	-19.4	292.7	338.7	314.0	-24.8
Colorado	78.8	97.8	96.9	-0.9	48.7	66.6	61.2	-5.4
Connecticut	61.7	61.9	61.8	-0.2	35.1	38.4	36.4	-2.1
Delaware	16.4	16.3	15.7	-0.6	9.6	9.6	9.1	-0.5
Florida	242.4	243.6	243.4	-0.2	155.1	167.5	156.4	-11.1
Georgia	120.6	124.2	124.9	0.6	66.9	82.1	74.4	-7.8
Hawaii	16.1	16.9	16.1	-0.8	11.6	12.8	11.9	-1.0
Idaho	20.6	22.1	21.7	-0.4	14.1	14.9	14.5	-0.3
Illinois	168.0	171.2	179.3	8.1	89.5	115.3	103.9	-11.4
Indiana	69.5	77.6	77.8	0.3	39.0	46.8	45.7	-1.0
Iowa	44.7	48.7	48.6	-0.1	23.3	27.3	27.2	-0.1
Kansas	36.9	37.6	37.5	-0.1	19.3	21.2	20.3	-0.9
Kentucky	41.4	45.0	46.3	1.3	23.6	28.5	27.5	-1.0
Louisiana	44.5	48.0	48.3	0.3	26.0	29.9	30.2	0.3
Maine	21.4	21.8	20.9	-0.9	10.9	11.8	11.0	-0.8
Maryland	107.2	119.0	110.1	-8.9	61.2	76.0	65.2	-10.8
Massachusetts	132.1	134.1	136.3	2.2	74.6	87.5	81.8	-5.7
Michigan	116.8	129.9	128.8	-1.2	71.6	87.9	84.0	-3.9
Minnesota	105.5	118.4	116.4	-1.9	62.1	76.4	68.4	-8.1
Mississippi	18.6	23.8	23.3	-0.6	10.5	13.3	13.2	-0.1
Missouri	84.5	90.6	88.6	-2.0	51.5	58.0	54.9	-3.1
Montana	16.4	18.2	17.2	-1.1	7.9	9.8	9.0	-0.9
Nebraska	30.2	36.2	37.3	1.1	19.2	23.9	24.3	0.4
Nevada	44.2	42.1	42.0	-0.1	29.8	29.9	29.0	-0.9
New Hampshire	24.4	26.0	25.3	-0.8	14.9	16.8	15.7	-1.1
New Jersey	146.4	151.1	150.4	-0.7	92.4	101.0	97.3	-3.7
New Mexico	23.7	25.4	25.2	-0.2	15.0	15.8	15.7	-0.1
New York	266.3	270.2	272.2	2.1	161.6	181.4	174.1	-7.3
North Carolina	117.0	127.9	123.7	-4.2	74.0	85.6	79.4	-6.2
North Dakota	14.2	20.0	20.4	0.4	7.1	12.5	9.1	-3.4
Ohio	166.9	188.9	188.6	-0.3	104.5	128.9	123.5	-5.4
Oklahoma	46.4	51.8	53.3	1.5	28.8	33.6	33.8	0.2
Oregon	54.7	57.7	56.2	-1.5	34.9	39.8	37.3	-2.5
Pennsylvania	170.1	190.0	190.1	0.0	100.0	121.7	113.3	-8.4
Rhode Island	17.6	18.9	18.1	-0.9	11.8	13.1	11.8	-1.3
South Carolina	51.4	52.9	53.5	0.6	31.7	35.1	33.6	-1.5
South Dakota	14.8	17.4	18.5	1.1	6.8	8.6	9.0	0.4
Tennessee	76.6	87.0	85.5	-1.5	47.2	55.8	53.6	-2.2
Texas	301.6	334.5	334.6	0.0	172.1	218.1	204.0	-14.1
Utah	33.8	34.6	35.7	1.1	21.4	23.6	22.6	-1.0
Vermont	12.3	14.0	13.6	-0.5	7.1	8.5	8.2	-0.4
Virginia	144.4	151.3	149.9	-1.4	82.6	93.4	89.1	-4.3
Washington	109.6	115.2	114.0	-1.2	69.9	79.3	73.6	-5.7
West Virginia	17.2	21.0	19.7	-1.3	8.8	12.0	10.6	-1.3
Wisconsin	93.5	103.4	102.1	-1.3	50.7	61.0	56.4	-4.6
Wyoming	8.1	9.2	9.1	-0.1	4.4	5.3	4.8	-0.5

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
	May-11	Apr-12	May-12	Apr-12	Apr-12	Apr-12	Apr-12
United States	2.84	3.08	3.05	8.1	12,500.00	4,760.5	2.63
Alabama	2.02	2.16	2.15	7.2	154.31	46.1	3.35
Alaska	5.04	5.60	4.85	6.9	25.41	20.6	1.23
Arizona	2.87	2.74	2.71	8.2	245.87	82.3	2.99
Arkansas	2.02	2.22	2.21	7.2	100.63	30.9	3.26
California	2.61	2.82	2.72	10.9	2,006.97	521.4	3.85
Colorado	2.90	3.58	3.55	7.9	215.96	97.8	2.21
Connecticut	3.22	3.24	3.23	7.7	147.08	61.9	2.38
Delaware	3.73	3.70	3.57	6.8	30.03	16.3	1.84
Florida	2.63	2.63	2.63	8.7	803.65	243.6	3.30
Georgia	2.56	2.61	2.63	8.9	423.50	124.2	3.41
Hawaii	2.44	2.58	2.46	6.3	41.36	16.9	2.45
Idaho	2.68	2.83	2.79	7.7	60.20	22.1	2.73
Illinois	2.56	2.60	2.72	8.7	571.51	171.2	3.34
Indiana	2.19	2.42	2.43	7.9	254.72	77.6	3.28
Iowa	2.69	2.93	2.92	5.1	85.19	48.7	1.75
Kansas	2.46	2.50	2.50	6.1	92.09	37.6	2.45
Kentucky	2.00	2.18	2.25	8.3	171.86	45.0	3.82
Louisiana	2.16	2.32	2.33	7.1	146.88	48.0	3.06
Maine	3.05	3.07	2.95	7.2	51.17	21.8	2.35
Maryland	3.49	3.85	3.56	6.7	206.58	119.0	1.74
Massachusetts	3.82	3.88	3.94	6.3	216.25	134.1	1.61
Michigan	2.50	2.79	2.76	8.3	388.85	129.9	2.99
Minnesota	3.54	3.99	3.92	5.6	165.90	118.4	1.40
Mississippi	1.39	1.79	1.75	8.7	116.26	23.8	4.88
Missouri	2.78	3.00	2.93	7.3	220.70	90.6	2.44
Montana	3.26	3.60	3.38	6.1	31.03	18.2	1.70
Nebraska	3.01	3.58	3.68	3.9	39.58	36.2	1.09
Nevada	3.19	3.09	3.09	11.7	158.62	42.1	3.77
New Hampshire	3.31	3.51	3.41	5.0	37.03	26.0	1.42
New Jersey	3.22	3.30	3.28	9.1	417.23	151.1	2.76
New Mexico	2.56	2.72	2.70	6.9	64.26	25.4	2.53
New York	2.81	2.83	2.85	8.5	807.70	270.2	2.99
North Carolina	2.52	2.74	2.65	9.4	439.37	127.9	3.44
North Dakota	3.72	5.12	5.22	3.0	11.69	20.0	0.59
Ohio	2.87	3.25	3.25	7.4	431.32	188.9	2.28
Oklahoma	2.63	2.90	2.98	5.0	89.11	51.8	1.72
Oregon	2.75	2.90	2.82	8.5	168.79	57.7	2.93
Pennsylvania	2.66	2.96	2.96	7.4	474.15	190.0	2.49
Rhode Island	3.13	3.40	3.25	11.2	62.18	18.9	3.29
South Carolina	2.38	2.46	2.49	8.8	189.87	52.9	3.59
South Dakota	3.33	3.88	4.12	4.3	19.35	17.4	1.11
Tennessee	2.45	2.81	2.76	7.8	240.32	87.0	2.76
Texas	2.43	2.66	2.66	6.9	862.92	334.5	2.58
Utah	2.52	2.57	2.66	6.0	80.18	34.6	2.31
Vermont	3.42	3.92	3.78	4.6	16.49	14.0	1.17
Virginia	3.37	3.49	3.45	5.6	241.58	151.3	1.60
Washington	3.15	3.28	3.25	8.1	285.77	115.2	2.48
West Virginia	2.16	2.61	2.45	6.7	53.77	21.0	2.56
Wisconsin	3.05	3.37	3.33	6.7	205.31	103.4	1.98
Wyoming	2.67	3.00	2.97	5.3	16.32	9.2	1.77

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)
	May-11	Apr-12	May-12	May-Apr 12	May-11	Apr-12	May-12	May-Apr 12
Birmingham, AL	13.4	14.8	14.4	-0.5	8.3	9.9	9.1	-0.8
Phoenix, AZ	50.6	55.8	55.9	0.1	29.2	38.7	35.7	-3.0
Tucson, AZ	13.0	12.1	12.2	0.1	8.8	8.8	8.1	-0.7
Los Angeles, CA	161.1	177.6	171.7	-5.9	101.6	121.8	112.8	-9.0
Riverside, CA	27.2	29.3	28.2	-1.1	17.7	19.5	19.2	-0.4
Sacramento, CA	22.8	25.6	24.6	-1.0	14.3	16.9	15.6	-1.3
San Diego, CA	40.1	46.4	44.4	-2.0	25.0	31.7	29.3	-2.3
San Francisco, CA	94.1	105.6	103.1	-2.5	59.9	70.2	66.9	-3.3
San Jose, CA	47.2	50.0	49.0	-1.0	26.7	30.6	29.7	-0.9
Denver, CO	42.1	55.1	54.5	-0.7	25.2	38.4	34.6	-3.8
Hartford, CT	24.0	24.5	24.5	0.0	13.7	15.2	14.4	-0.8
Washington, DC	150.9	162.0	158.4	-3.6	84.0	101.5	94.2	-7.3
Jacksonville, FL	20.8	21.6	21.1	-0.4	14.1	15.4	14.1	-1.3
Miami, FL	59.5	63.1	63.0	-0.1	34.5	42.0	38.8	-3.2
Orlando, FL	34.0	37.4	35.6	-1.8	23.2	28.3	24.5	-3.8
Tampa, FL	40.6	42.4	42.8	0.5	25.9	29.1	27.5	-1.6
Atlanta, GA	76.9	81.5	81.7	0.2	42.9	53.8	50.5	-3.4
Honolulu, HI	13.3	13.3	12.9	-0.4	10.4	11.0	10.3	-0.7
Chicago, IL	126.4	130.9	137.7	6.8	67.2	91.0	80.6	-10.3
Indianapolis, IN	27.5	31.8	31.5	-0.3	16.6	21.6	20.0	-1.6
Louisville, KY	16.9	19.5	19.6	0.1	10.0	13.0	12.3	-0.8
New Orleans, LA	14.4	15.2	14.8	-0.5	9.5	10.8	10.3	-0.5
Baltimore, MD	53.4	54.8	54.0	-0.8	33.1	37.7	34.9	-2.8
Boston, MA	100.9	106.4	106.6	0.1	58.4	70.5	66.2	-4.3
Detroit, MI	54.9	62.8	63.0	0.1	34.3	44.6	42.6	-2.0
Minneapolis-St. Paul, MN	73.5	81.9	81.6	-0.3	45.3	56.0	51.5	-4.5
Kansas City, MO	34.2	37.3	36.5	-0.7	21.1	25.3	22.3	-3.0
St. Louis, MO	39.0	43.2	42.0	-1.2	24.8	29.2	27.9	-1.3
Las Vegas, NV	30.9	29.1	29.0	-0.1	21.7	21.7	20.9	-0.8
Buffalo, NY	15.1	16.5	17.2	0.7	9.7	10.6	11.1	0.5
New York, NY	265.1	270.2	271.3	1.0	164.3	183.5	177.2	-6.3
Rochester, NY	13.8	14.0	14.1	0.2	8.9	9.9	9.4	-0.5
Charlotte, NC	34.9	36.8	35.9	-0.9	22.1	25.8	23.7	-2.0
Cincinnati, OH	30.8	31.9	32.6	0.7	19.0	21.9	21.2	-0.7
Cleveland, OH	41.8	46.9	47.2	0.3	27.3	33.2	32.1	-1.1
Columbus, OH	34.4	38.4	38.6	0.2	21.9	26.9	26.0	-0.9
Oklahoma City, OK	19.7	21.3	21.5	0.2	13.2	14.8	14.4	-0.4
Portland, OR	33.9	37.3	36.6	-0.7	21.2	26.2	24.7	-1.5
Philadelphia, PA	83.2	90.0	92.1	2.2	47.4	59.5	55.3	-4.2
Pittsburgh, PA	37.9	42.5	41.1	-1.4	25.0	29.7	27.1	-2.6
Providence, RI	22.8	23.4	23.1	-0.3	15.2	16.6	15.3	-1.2
Memphis, TN	15.8	17.5	17.2	-0.3	9.7	11.1	10.8	-0.3
Nashville, TN	26.5	29.4	29.5	0.1	17.0	20.7	19.4	-1.3
Austin, TX	28.0	32.6	31.7	-0.8	17.5	23.0	21.4	-1.5
Dallas, TX	94.3	104.1	103.6	-0.5	51.7	69.0	64.0	-5.0
Houston, TX	69.0	82.6	86.1	3.5	37.7	55.6	52.3	-3.3
San Antonio, TX	29.4	32.3	30.9	-1.4	19.8	23.4	21.2	-2.2
Salt Lake City, UT	21.2	21.9	21.9	0.0	13.7	15.4	14.1	-1.3
Richmond, VA	20.7	22.6	22.1	-0.5	13.4	15.7	14.6	-1.1
Virginia Beach, VA	22.8	24.3	23.9	-0.4	15.1	16.8	15.8	-1.0
Seattle-Tacoma, WA	67.3	78.5	77.0	-1.5	42.9	54.5	50.7	-3.9
Milwaukee, WI	32.8	34.7	33.6	-1.0	18.5	21.6	19.5	-2.1

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			Unemployment	Unemployed	Total Ads	Supply/
	(Percent)			Rate ²	(Thousands)	(Thousands)	Demand Rate ³
	May-11	Apr-12	May-12	Mar-12	Mar-12	Mar-12	Mar-12
Birmingham, AL	2.56	2.86	2.77	6.8	35.1	14.8	2.36
Phoenix, AZ	2.37	2.75	2.76	7.6	153.6	56.1	2.74
Tucson, AZ	2.65	2.62	2.63	7.7	35.4	12.4	2.86
Los Angeles, CA	2.50	2.72	2.63	10.9	710.8	183.6	3.87
Riverside, CA	1.56	1.62	1.56	12.5	225.4	29.5	7.64
Sacramento, CA	2.24	2.48	2.38	10.9	112.2	26.2	4.29
San Diego, CA	2.57	2.91	2.79	9.3	148.1	47.7	3.11
San Francisco, CA	4.26	4.61	4.50	8.6	196.3	109.3	1.80
San Jose, CA	5.25	5.34	5.23	8.9	83.4	51.0	1.64
Denver, CO	3.06	3.93	3.88	7.7	108.5	54.9	1.98
Hartford, CT	4.00	4.05	4.05	7.7	46.6	26.2	1.78
Washington, DC	4.91	5.07	4.96	5.5	175.5	163.5	1.07
Jacksonville, FL	3.04	3.11	3.04	8.6	59.7	20.6	2.90
Miami, FL	2.04	2.17	2.16	9.1	263.6	62.1	4.24
Orlando, FL	3.01	3.34	3.19	8.9	99.5	34.9	2.85
Tampa, FL	3.12	3.23	3.27	9.2	120.9	41.9	2.88
Atlanta, GA	2.90	3.01	3.01	8.8	237.9	80.5	2.95
Honolulu, HI	3.00	2.88	2.79	5.7	26.2	13.0	2.02
Chicago, IL	2.62	2.70	2.84	8.9	433.9	128.7	3.37
Indianapolis, IN	3.12	3.50	3.47	7.7	70.3	30.6	2.30
Louisville, KY	2.61	3.05	3.07	8.5	54.6	19.0	2.88
New Orleans, LA	2.66	2.82	2.73	7.1	38.2	14.4	2.66
Baltimore, MD	3.83	3.79	3.73	7.1	102.4	53.0	1.93
Boston, MA	3.96	4.21	4.22	5.9	148.4	106.2	1.40
Detroit, MI	2.72	3.13	3.14	9.4	189.2	59.8	3.16
Minneapolis-St. Paul, MN	3.97	4.42	4.40	5.6	104.7	80.2	1.31
Kansas City, MO	3.30	3.56	3.49	7.1	74.5	36.8	2.02
St. Louis, MO	2.70	3.00	2.91	8.1	116.8	41.4	2.82
Las Vegas, NV	3.28	2.99	2.97	12.5	122.4	28.9	4.23
Buffalo, NY	2.63	2.90	3.03	7.9	45.1	15.9	2.84
New York, NY	2.81	2.86	2.87	8.8	831.5	269.3	3.09
Rochester, NY	2.62	2.65	2.69	7.7	40.7	13.2	3.09
Charlotte, NC	4.11	4.13	4.03	9.8	87.1	35.5	2.46
Cincinnati, OH	2.75	2.90	2.96	7.6	84.1	32.3	2.60
Cleveland, OH	3.87	4.31	4.34	7.0	76.5	46.1	1.66
Columbus, OH	3.56	4.01	4.03	6.7	64.4	36.7	1.76
Oklahoma City, OK	3.51	3.66	3.69	5.1	29.7	21.5	1.38
Portland, OR	2.84	3.11	3.05	7.9	95.2	36.0	2.64
Philadelphia, PA	2.83	3.03	3.10	8.3	245.4	91.6	2.68
Pittsburgh, PA	3.13	3.44	3.32	6.7	83.2	41.2	2.02
Providence, RI	3.22	3.38	3.34	10.8	74.9	22.9	3.27
Memphis, TN	2.55	2.81	2.75	8.7	54.7	16.8	3.25
Nashville, TN	3.15	3.52	3.53	6.6	55.0	28.0	1.97
Austin, TX	3.05	3.43	3.34	6.0	56.8	32.3	1.76
Dallas, TX	2.89	3.15	3.14	6.9	228.0	100.1	2.28
Houston, TX	2.36	2.74	2.86	7.1	213.0	80.9	2.63
San Antonio, TX	2.95	3.18	3.04	6.7	67.8	31.2	2.17
Salt Lake City, UT	3.54	3.65	3.65	5.5	33.2	21.9	1.51
Richmond, VA	3.19	3.33	3.25	6.2	42.3	22.6	1.87
Virginia Beach, VA	2.77	2.87	2.82	6.5	54.8	23.8	2.30
Seattle-Tacoma, WA	3.61	4.18	4.10	7.6	143.7	74.5	1.93
Milwaukee, WI	4.06	4.36	4.23	7.3	58.0	33.7	1.72

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
	May-11	Apr-12	May-12	May-Apr 12	Apr-12	Apr-12	
Total	4,358.1	4,760.5	4,714.8	-45.7	12,500.0	2.6	\$21.74
Management	442.0	461.8	458.3	-3.5	633.0	1.4	\$51.64
Business and financial operations	255.1	268.9	267.7	-1.2	337.8	1.3	\$33.05
Computer and mathematical science	585.7	626.8	608.8	-18.0	161.4	0.3	\$37.85
Architecture and engineering	170.4	177.5	175.2	-2.3	137.6	0.8	\$37.08
Life, physical, and social science	67.7	73.9	73.2	-0.8	28.4	0.4	\$32.44
Community and social services	52.7	60.4	59.8	-0.6	115.5	1.9	\$21.07
Legal	24.4	26.7	26.6	-0.2	32.8	1.2	\$47.30
Education, training, and library	95.4	111.1	112.4	1.4	340.3	3.1	\$24.46
Arts, design, entertainment, sports, and media	102.3	121.8	117.3	-4.5	211.0	1.7	\$25.89
Healthcare practitioners and technical	569.6	560.4	587.1	26.7	285.0	0.5	\$34.97
Healthcare support	131.1	137.6	139.1	1.5	246.1	1.8	\$13.16
Protective service	35.9	40.1	37.6	-2.5	204.3	5.1	\$20.54
Food preparation and serving related	137.0	207.3	209.2	1.9	968.3	4.7	\$10.30
Building and grounds cleaning and maintenance	57.4	74.5	66.4	-8.1	676.4	9.1	\$12.29
Personal care and service	67.3	90.1	81.9	-8.3	469.3	5.2	\$11.84
Sales and related	587.8	609.5	619.2	9.6	1,325.0	2.2	\$18.04
Office and administrative support	465.1	498.0	503.6	5.6	1,576.6	3.2	\$16.40
Farming, fishing, and forestry	4.8	5.9	6.0	0.2	189.8	32.2	\$11.68
Construction and extraction	67.7	85.1	79.6	-5.5	1,105.1	13.0	\$21.46
Installation, maintenance, and repair	151.6	167.5	159.9	-7.6	262.5	1.6	\$20.86
Production	128.1	152.2	144.3	-7.9	847.1	5.6	\$16.45
Transportation and material moving	206.0	250.5	236.0	-14.5	922.1	3.7	\$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
	May-12	Wage ²	May-12	Wage ²	May-12	Wage ²
United States	750,340	\$42.35	1,808,996	\$31.09	596,486	\$12.52
Alabama	5,269	\$39.94	15,195	\$27.72	5,986	\$10.98
Alaska	2,064	\$40.79	8,079	\$33.86	2,524	\$14.93
Arizona	12,148	\$38.41	32,605	\$29.84	11,296	\$12.90
Arkansas	3,505	\$34.80	10,263	\$25.24	4,581	\$10.38
California	93,467	\$47.65	209,718	\$36.77	53,182	\$13.93
Colorado	14,670	\$41.41	37,814	\$32.12	13,388	\$12.75
Connecticut	11,962	\$48.46	24,416	\$33.14	6,603	\$14.33
Delaware	2,862	\$44.91	6,825	\$33.10	1,869	\$12.53
Florida	33,645	\$37.59	83,114	\$29.34	38,583	\$12.00
Georgia	21,345	\$42.61	52,077	\$28.39	13,433	\$11.35
Hawaii	2,002	\$37.74	4,960	\$29.93	3,320	\$13.83
Idaho	2,203	\$32.99	7,370	\$25.38	4,184	\$11.32
Illinois	35,582	\$40.83	70,728	\$30.97	18,803	\$12.93
Indiana	10,345	\$37.40	25,833	\$26.92	9,745	\$11.35
Iowa	5,946	\$34.92	17,212	\$25.76	6,537	\$11.34
Kansas	5,307	\$37.56	14,471	\$26.55	4,539	\$11.22
Kentucky	5,840	\$35.36	15,370	\$26.64	6,485	\$10.87
Louisiana	6,186	\$36.49	15,146	\$26.64	7,478	\$11.05
Maine	2,284	\$34.23	7,805	\$27.34	4,238	\$11.97
Maryland	16,900	\$44.76	49,905	\$35.21	13,664	\$13.48
Massachusetts	26,472	\$48.42	58,056	\$35.05	14,997	\$14.78
Michigan	16,847	\$39.95	46,230	\$29.54	18,067	\$12.10
Minnesota	18,930	\$40.82	46,236	\$30.64	14,444	\$12.23
Mississippi	2,491	\$33.43	7,048	\$23.87	3,342	\$10.32
Missouri	11,637	\$36.55	30,934	\$27.19	13,220	\$11.12
Montana	1,696	\$31.18	5,620	\$23.95	3,174	\$11.21
Nebraska	4,605	\$36.48	12,547	\$26.07	5,298	\$9.89
Nevada	5,309	\$39.54	13,678	\$31.81	7,288	\$13.27
New Hampshire	3,121	\$42.24	9,513	\$29.86	3,708	\$12.79
New Jersey	26,987	\$49.09	59,275	\$34.11	19,617	\$14.46
New Mexico	2,754	\$36.07	11,322	\$28.95	3,454	\$11.55
New York	56,845	\$51.35	99,151	\$31.63	33,367	\$14.46
North Carolina	17,214	\$15.53	47,490	\$23.90	18,553	\$11.30
North Dakota	2,047	\$35.31	6,252	\$24.81	2,429	\$11.50
Ohio	25,847	\$38.64	63,299	\$29.06	24,984	\$11.71
Oklahoma	6,157	\$34.10	16,349	\$25.70	7,725	\$10.85
Oregon	7,806	\$38.10	21,731	\$26.29	8,569	\$12.97
Pennsylvania	27,766	\$41.05	66,414	\$29.09	26,183	\$12.52
Rhode Island	2,693	\$45.08	6,821	\$32.85	3,212	\$13.30
South Carolina	5,732	\$37.37	19,707	\$27.19	8,536	\$10.97
South Dakota	1,745	\$32.93	6,133	\$23.84	2,725	\$10.86
Tennessee	10,845	\$36.93	27,634	\$25.48	11,967	\$11.04
Texas	55,217	\$41.89	126,386	\$30.34	38,574	\$11.39
Utah	4,519	\$36.47	11,799	\$26.86	4,643	\$7.26
Vermont	1,796	\$37.37	5,743	\$26.87	2,130	\$13.05
Virginia	25,774	\$45.17	67,791	\$33.70	18,223	\$12.53
Washington	19,855	\$25.74	51,054	\$33.17	13,595	\$14.44
West Virginia	1,921	\$32.21	6,616	\$24.64	2,770	\$10.43
Wisconsin	12,980	\$36.84	35,313	\$28.68	13,076	\$11.69
Wyoming	870	\$35.34	3,341	\$26.75	1,289	\$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
	May-12	Wage ¹	May-12	Wage ¹	May-12	Wage ¹
United States	1,164,174	\$17.04	267,392	\$20.78	404,495	\$16.20
Alabama	12,665	\$14.77	3,077	\$18.55	5,849	\$15.12
Alaska	4,204	\$17.93	1,439	\$28.20	1,282	\$7.88
Arizona	21,684	\$16.73	5,363	\$19.44	5,629	\$16.13
Arkansas	7,679	\$14.23	2,105	\$17.07	3,999	\$14.48
California	125,091	\$18.77	19,953	\$21.93	29,598	\$16.34
Colorado	23,755	\$18.10	7,182	\$21.09	8,043	\$16.82
Connecticut	15,126	\$20.22	2,727	\$24.37	4,702	\$17.63
Delaware	3,621	\$17.30	788	\$21.58	1,132	\$15.67
Florida	76,091	\$16.13	16,308	\$17.93	16,030	\$15.16
Georgia	28,939	\$16.10	6,380	\$18.92	9,910	\$15.26
Hawaii	5,256	\$6.44	1,057	\$26.33	1,058	\$18.16
Idaho	5,966	\$15.12	2,193	\$18.32	2,258	\$14.97
Illinois	42,619	\$17.73	6,586	\$23.89	14,378	\$16.63
Indiana	20,603	\$15.66	5,240	\$21.10	11,181	\$15.97
Iowa	12,143	\$15.31	3,502	\$19.17	6,590	\$15.59
Kansas	9,470	\$15.68	2,314	\$19.56	3,937	\$15.93
Kentucky	12,389	\$15.00	2,974	\$18.64	6,050	\$16.17
Louisiana	13,583	\$14.55	4,188	\$18.72	5,561	\$17.70
Maine	5,348	\$15.14	1,254	\$18.88	1,806	\$15.93
Maryland	25,111	\$17.83	4,880	\$21.85	5,850	\$17.02
Massachusetts	31,055	\$19.82	5,109	\$25.38	8,290	\$17.33
Michigan	31,878	\$16.47	8,732	\$21.25	15,317	\$17.18
Minnesota	25,824	\$17.58	6,489	\$22.76	12,242	\$16.74
Mississippi	6,228	\$13.71	1,706	\$17.10	3,101	\$14.25
Missouri	23,233	\$15.64	6,163	\$21.13	9,952	\$15.65
Montana	4,063	\$14.61	1,579	\$19.61	1,645	\$16.04
Nebraska	9,032	\$15.34	3,263	\$18.69	4,206	\$15.96
Nevada	12,941	\$16.12	2,938	\$24.37	2,867	\$16.78
New Hampshire	6,961	\$17.08	1,576	\$20.89	2,427	\$16.56
New Jersey	37,274	\$18.97	6,789	\$25.16	10,282	\$16.38
New Mexico	5,662	\$14.68	1,563	\$18.61	1,736	\$16.48
New York	69,077	\$19.77	11,368	\$13.93	16,131	\$17.71
North Carolina	30,899	\$16.16	7,843	\$18.29	10,986	\$14.82
North Dakota	4,611	\$14.87	3,005	\$20.91	3,131	\$17.28
Ohio	46,275	\$16.10	12,614	\$20.38	24,935	\$15.80
Oklahoma	13,705	\$14.60	4,998	\$18.23	7,419	\$15.55
Oregon	13,357	\$16.97	3,383	\$20.23	4,922	\$16.19
Pennsylvania	46,639	\$17.20	10,542	\$20.91	19,655	\$16.52
Rhode Island	4,385	\$17.87	940	\$22.16	1,482	\$16.04
South Carolina	14,242	\$14.92	4,092	\$18.14	5,806	\$15.44
South Dakota	4,052	\$14.15	1,821	\$17.40	2,248	\$14.30
Tennessee	22,974	\$15.46	6,327	\$18.37	10,920	\$15.12
Texas	84,177	\$16.59	22,937	\$18.46	30,694	\$15.80
Utah	11,294	\$15.62	2,244	\$19.89	3,047	\$16.35
Vermont	3,010	\$16.18	724	\$19.26	1,114	\$16.22
Virginia	31,463	\$16.98	7,010	\$20.02	8,284	\$16.19
Washington	23,232	\$18.26	5,289	\$23.87	7,067	\$18.65
West Virginia	4,896	\$13.39	1,192	\$19.53	2,326	\$15.74
Wisconsin	23,017	\$16.24	6,439	\$21.61	15,218	\$16.23
Wyoming	1,785	\$15.30	836	\$22.54	855	\$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 May-12	Average Hourly Wage ^{2*}	Total Ads May-12	Average Hourly Wage ^{2*}	Total Ads May-12	Average Hourly Wage ^{2*}
United States	750,340	\$42.35	1,808,996	\$31.09	596,486	\$12.52
Birmingham, AL	1,940	\$41.72	4,426	\$17.00	1,907	\$11.34
Phoenix, AZ	8,970	\$39.40	21,387	\$26.75	7,005	\$12.94
Tucson, AZ	1,491	\$36.57	4,525	\$29.93	2,017	\$10.46
Los Angeles, CA	32,537	\$47.57	63,604	\$36.58	18,242	\$13.67
Riverside, CA	3,106	\$41.25	8,201	\$32.59	4,462	\$13.04
Sacramento, CA	4,335	\$42.26	9,758	\$35.72	2,801	\$13.95
San Diego, CA	7,254	\$45.39	18,922	\$35.33	5,440	\$13.19
San Francisco, CA	24,036	\$52.92	47,103	\$40.31	9,507	\$15.16
San Jose, CA	10,621	\$59.31	29,812	\$45.67	2,206	\$14.87
Denver, CO	9,956	\$42.99	21,711	\$34.11	6,294	\$12.82
Hartford, CT	4,836	\$45.10	9,614	\$33.02	2,421	\$14.21
Washington, DC	32,619	\$50.22	77,051	\$40.60	16,653	\$14.71
Jacksonville, FL	3,309	\$36.55	7,050	\$29.77	3,000	\$11.53
Miami, FL	10,827	\$40.39	21,268	\$30.40	8,502	\$12.58
Orlando, FL	4,998	\$36.47	11,020	\$28.98	6,416	\$11.60
Tampa, FL	6,386	\$37.50	16,218	\$29.95	6,200	\$7.36
Atlanta, GA	16,639	\$44.72	35,869	\$30.34	7,582	\$11.75
Honolulu, HI	1,541	\$38.09	3,465	\$28.89	2,751	\$13.51
Chicago, IL	29,929	\$42.39	53,864	\$32.26	14,146	\$13.13
Indianapolis, IN	5,106	\$38.57	10,168	\$29.10	3,656	\$11.82
Louisville, KY	2,811	.	6,211	.	2,648	.
New Orleans, LA	1,973	.	4,129	.	2,918	.
Baltimore, MD	8,197	.	21,955	.	7,717	.
Boston, MA	22,518	\$49.89	46,814	\$36.34	11,204	\$15.01
Detroit, MI	9,259	\$42.63	23,346	\$32.04	8,547	\$12.46
Minneapolis-St. Paul, MN	14,710	.	31,847	.	9,427	.
Kansas City, MO	5,204	.	12,673	.	5,100	.
St. Louis, MO	6,308	.	15,738	.	5,903	.
Las Vegas, NV	3,837	.	9,050	.	5,246	.
Buffalo, NY	2,097	.	4,730	.	2,512	.
New York, NY	60,204	\$54.02	106,963	\$36.83	31,828	\$14.97
Rochester, NY	1,588	.	4,631	.	2,004	.
Charlotte, NC	6,729	.	13,136	.	4,540	.
Cincinnati, OH	5,298	\$40.66	9,895	\$29.80	4,049	\$11.73
Cleveland, OH	7,191	\$39.75	17,020	\$30.06	5,817	\$12.42
Columbus, OH	6,026	\$39.25	13,069	\$30.85	5,140	\$12.07
Oklahoma City, OK	2,689	\$35.59	6,184	\$27.69	3,157	\$10.88
Portland, OR	5,794	\$40.81	14,406	\$31.68	4,678	\$13.34
Philadelphia, PA	17,609	\$45.43	36,546	\$32.31	11,406	\$13.59
Pittsburgh, PA	5,593	\$40.17	12,293	\$29.77	6,705	\$12.01
Providence, RI	3,207	\$43.90	8,201	\$31.93	4,160	\$13.27
Memphis, TN	2,503	\$38.97	5,908	\$24.81	2,003	\$11.62
Nashville, TN	4,600	\$38.10	8,856	\$27.16	3,810	\$11.24
Austin, TX	5,126	\$41.77	13,850	\$32.40	3,967	\$11.78
Dallas, TX	20,343	\$43.22	41,145	\$32.13	10,287	\$11.87
Houston, TX	16,346	\$46.51	32,117	\$33.74	7,791	\$11.45
San Antonio, TX	4,374	\$37.84	9,410	\$29.64	5,132	\$11.15
Salt Lake City, UT	3,042	\$38.14	7,504	\$29.09	2,709	\$10.79
Richmond, VA	3,607	\$40.20	8,312	\$29.82	3,073	\$12.23
Virginia Beach, VA	3,206	\$38.70	9,046	\$29.50	3,847	\$11.73
Seattle-Tacoma, WA	15,125	\$45.79	36,858	\$35.63	7,257	\$15.01
Milwaukee, WI	4,802	\$40.26	11,921	\$30.58	4,182	\$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
	May-12	Wage ^{2*}	May-12	Wage ^{2*}	May-12	Wage ^{2*}
United States	1,164,174	\$17.04	267,392	\$20.78	404,495	\$16.20
Birmingham, AL	4,412	\$16.29	993	\$19.05	1,573	\$15.15
Phoenix, AZ	15,685	\$17.45	3,607	\$20.05	3,704	\$16.34
Tucson, AZ	3,025	\$15.16	1,039	\$19.67	1,015	\$15.20
Los Angeles, CA	49,621	\$18.73	6,534	\$23.73	11,038	\$15.60
Riverside, CA	8,911	\$16.37	1,879	\$22.62	3,008	\$15.69
Sacramento, CA	6,640	\$18.33	1,427	\$23.41	1,647	\$17.01
San Diego, CA	11,396	\$18.07	1,848	\$23.22	2,290	\$16.00
San Francisco, CA	21,944	\$21.86	3,124	\$27.45	3,827	\$19.06
San Jose, CA	6,648	\$22.96	910	\$26.96	1,314	\$17.94
Denver, CO	13,597	\$19.41	3,745	\$21.15	3,947	\$17.21
Hartford, CT	6,034	\$19.39	1,197	\$24.14	1,942	\$10.78
Washington, DC	31,169	\$19.40	5,399	\$22.86	4,931	\$17.87
Jacksonville, FL	6,167	\$16.31	1,686	\$10.95	1,859	\$16.11
Miami, FL	21,627	\$17.06	3,008	\$18.97	3,042	\$15.42
Orlando, FL	12,171	\$15.53	2,635	\$18.02	2,402	\$15.22
Tampa, FL	12,569	\$16.39	2,565	\$17.75	2,551	\$14.79
Atlanta, GA	18,342	\$17.40	3,525	\$19.98	4,787	\$16.05
Honolulu, HI	4,489	\$16.73	894	\$27.38	911	\$18.64
Chicago, IL	33,319	\$18.52	4,398	\$24.72	9,331	\$16.81
Indianapolis, IN	8,960	\$17.30	2,223	\$21.84	3,719	\$16.04
Louisville, KY	5,133	.	1,414	\$11.42	2,537	.
New Orleans, LA	4,403	.	1,279	\$16.51	1,339	.
Baltimore, MD	13,750	.	3,003	.	3,281	.
Boston, MA	24,087	\$20.67	3,567	\$26.08	5,744	\$17.59
Detroit, MI	15,454	\$17.76	4,320	\$22.95	6,701	\$18.54
Minneapolis-St. Paul, MN	19,050	.	4,171	.	7,899	.
Kansas City, MO	10,199	.	2,429	\$13.85	3,839	.
St. Louis, MO	11,227	.	2,567	.	3,712	.
Las Vegas, NV	9,985	.	1,929	\$18.54	1,668	.
Buffalo, NY	5,214	.	1,258	\$13.75	2,134	.
New York, NY	66,775	\$20.84	8,656	\$26.84	12,496	\$17.77
Rochester, NY	3,644	.	1,253	\$11.37	1,710	.
Charlotte, NC	8,836	.	2,191	\$14.26	2,867	.
Cincinnati, OH	8,967	\$16.90	2,054	\$11.39	3,933	\$16.41
Cleveland, OH	10,943	\$17.10	2,553	\$21.47	5,113	\$16.33
Columbus, OH	10,477	\$16.88	2,567	\$20.51	4,277	\$14.97
Oklahoma City, OK	6,147	\$15.27	2,164	\$18.83	2,624	\$15.41
Portland, OR	8,578	\$18.26	2,068	\$23.01	3,167	\$16.90
Philadelphia, PA	22,939	\$19.03	3,980	\$23.63	5,709	\$17.48
Pittsburgh, PA	11,267	\$16.81	2,869	\$20.98	4,685	\$16.67
Providence, RI	6,148	\$17.52	1,333	\$22.29	2,183	\$15.96
Memphis, TN	4,571	\$16.14	1,166	\$19.36	2,058	\$15.65
Nashville, TN	8,574	\$16.41	2,220	\$18.79	3,135	\$15.73
Austin, TX	7,997	\$18.08	1,966	\$18.18	1,949	\$14.57
Dallas, TX	26,482	\$18.01	5,548	\$18.79	7,777	\$15.81
Houston, TX	20,260	\$17.73	5,309	\$19.86	7,327	\$17.65
San Antonio, TX	8,443	\$15.76	2,945	\$17.16	3,400	\$13.87
Salt Lake City, UT	6,848	\$16.79	1,326	\$20.20	1,814	\$16.75
Richmond, VA	5,258	\$17.49	1,549	\$19.93	1,594	\$16.03
Virginia Beach, VA	6,132	\$15.41	2,027	\$19.65	2,209	\$16.39
Seattle-Tacoma, WA	14,942	\$19.58	2,747	\$25.55	3,989	\$19.94
Milwaukee, WI	7,651	\$18.06	1,869	\$23.64	4,633	\$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