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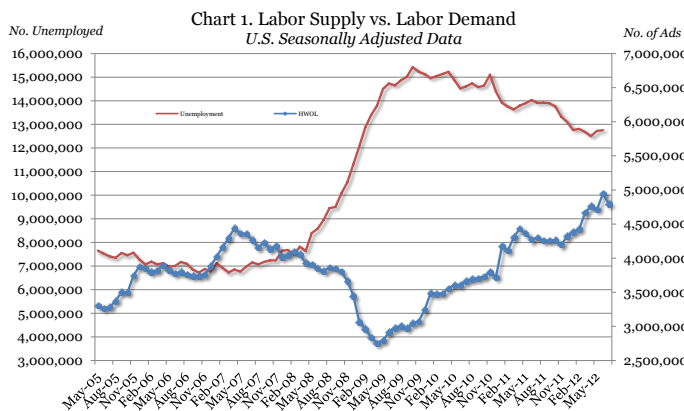
For Immediate Release 10:00 AM ET, Wednesday, August 1, 2012

Online Labor Demand down 153,600 in July

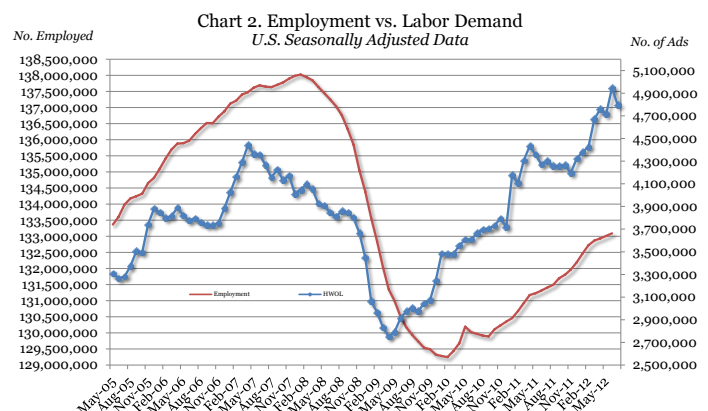
- After a strong gain of 232,000 in June, labor demand dropped in July for a small gain of 79,000 over the last two months
- Average monthly increase across the first seven months of 2012 was 67,000 per month
- **Haver Analytics:** The HWOL press release time series (over 3,000 entries) is now available on Haver Analytics (see *Program Notes* on page 7).

NEW YORK, August 1, 2012... Online advertised vacancies fell 153,600 in July to 4,793,500, 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 June the number of unemployed was 7.8 million above the number of advertised vacancies compared to 10 million above in the fall of 2011.

”Over the last three years labor demand continued to move forward, albeit slowly, making this a very slow-growth recovery and an indication of the lingering economic uncertainty of employers,” said June Shelp, Vice President at The Conference Board. The average monthly increase for labor demand was 39,000 in 2010, up to 50,000 in 2011. In the first seven months of 2012, the increase is up to an average of 67,000 per month. Across the U.S. and across occupations, the picture is mixed with some States and metro areas benefiting from strength in manufacturing and energy as well as the continuing demand in occupations like computers and math and healthcare. In addition, Sales occupations are up 126,000 thus far in 2012. (See Chart 1 and release sections on States and MSAs.)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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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 scraped by **Wanted Technologies Corporation**.

REGIONAL AND STATE HIGHLIGHTS

Labor demand falls in 16 of the 20 largest States in July

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Jul-12	M-O-M Change (Thousands) Jul-Jun 12	Supply/ Demand Rate ² Jun-12	Recent Trend ³
United States	4,793.5	-153.6	2.58	↑ 11/11
NORTHEAST	930.8	-11.7	2.45	
Massachusetts	144.6	-1.8	1.41	↑ 11/11
New Jersey	154.2	-4.4	2.79	↑ 1/12
New York	286.8	-2.8	2.96	↑ 11/11
Pennsylvania	193.1	-2.5	2.49	↑ 1/12
SOUTH	1,641.1	-20.2	2.63	
Florida	264.4	5.6	3.07	↑ 1/12
Georgia	129.2	-2.4	3.27	↑ 9/11
Maryland	117.2	-1.3	1.79	↑ 1/12
North Carolina	130.8	-0.3	3.35	↑ 1/12
Texas	353.3	-4.8	2.47	↑ 8/11
Virginia	155.8	-2.0	1.56	↑ 12/11
MIDWEST	1,060.9	-42.2	2.25	
Illinois	182.3	-6.6	3.03	↑ 9/11
Michigan	139.3	-0.7	2.87	↑ 1/12
Minnesota	123.3	0.3	1.35	↑ 1/12
Missouri	88.3	-4.6	2.29	↑ 11/11
Ohio	187.2	-9.3	2.13	↑ 11/11
Wisconsin	102.7	-4.3	2.01	↑ 11/11
WEST	1,091.0	-18.8	3.05	
Arizona	90.7	0.0	2.72	↑ 8/11
California	528.1	-9.2	3.67	↑ 11/11
Colorado	102.5	0.8	2.21	↑ 8/11
Washington	117.8	-2.4	2.44	↑ 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) .

Changes for the Month of July

In July online labor demand declined in four out of five States in the U.S. (Table 3). States that posted increases included Florida (+5,600), Nevada (+1,700), Alabama (+1,100), Hawaii (+1,000), Colorado (+800), Rhode Island (+300), Minnesota (+300), and Idaho (+100). Two States, Arizona and Louisiana, remained the same. (For details of each State see Table 3.)

Online labor demand in the **Midwest** dropped 42,200 in July. Ohio experienced the largest decline, 9,300, while Minnesota posted a gain of 300. The July decline in Ohio brought the seven-month total for 2012 to a gain of 18,100, or 10.7%. Other large States with July losses included Illinois, down 6,600 for a year-to-date gain of 24,100, or 15.2%; Missouri, down 4,600; Wisconsin, down 4,300; and Michigan, down 700. Among the smaller Midwest States, Indiana lost 4,100, South Dakota lost 2,200, and Kansas and North Dakota both fell by 1,200.

Online labor demand in the **South** fell 20,200 in July (Table A) with Florida posting the only increase (+5,600) among the large States. Texas, the largest State in the region, declined 4,800 for a combined increase of 45,100, or 14.6 percent, in the first seven months of 2012. Georgia lost 2,400 for a seven-month increase of 12,600, or 10.8 percent. Virginia dropped 2,000 while Maryland lost 1,300 and North Carolina fell 300. Among the smaller States in the South, Tennessee fell 3,600, Arkansas dropped 2,500, South Carolina lost 2,200, and Louisiana was unchanged.

In the **West** online labor demand fell 18,800 in July. California, the largest State, dropped 9,200 in July but was up 64,800, or 14 percent, in the first seven months of 2012. Washington dropped 2,400 in July and was up 14,100, or 13.6 percent, so far this year. Colorado gained 800, and Arizona remained constant. Among the smaller States in the region, Nevada increased by 1,700, Oregon dropped 2,100, and Utah fell 700 (Table 3).

Online labor demand in the **Northeast** fell 11,700 in July. New Jersey dropped 4,400 for a cumulative gain of 11,500, or 8 percent, so far this year. New York fell 2,800 in July for a cumulative gain of 33,800, or 13.4 percent, so far in 2012. Pennsylvania lost 2,500, and Massachusetts fell 1,800. Among the smaller States in the Northeast, labor demand decreased by 1,000 in Maine, 900 in New Hampshire, and 700 in Connecticut and increased by 300 in Rhode Island (Table 3).

The Supply/Demand rate for the U.S. in June (the latest month for which the national unemployment number is available) stands at 2.58, indicating that there are between 2 and 3 unemployed workers for every online advertised vacancy. Nationally, there are 7.8 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the States are also for June 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 0.62. The State with the highest Supply/Demand rate is Mississippi (5.14), where there were over five unemployed workers for every online advertised vacancy. 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

- In July seven of the largest metro areas including Miami, Minneapolis, and San Francisco posted gains in labor demand while 13 posted drops
- 8 of the 20 largest metro areas have supply/demand rates below 2, indicating that there are fewer than two unemployed workers for every online advertised vacancy

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads ¹ (Thousands) Jul-12	M-O-M Change (Thousands) Jul-Jun 12	Supply/ Demand Rate ² Jun-12 for U.S. and Regions; May-12 for MSA's
United States	4,793.5	-153.6	2.58
NORTHEAST	930.8	-11.7	2.45
Boston, MA	114.9	-1.3	1.31
New York, NY	283.2	-5.7	3.11
Philadelphia, PA	94.0	-2.8	2.66
SOUTH	1,641.1	-20.2	2.63
Atlanta, GA	84.3	-1.9	2.94
Baltimore, MD	60.3	0.8	1.96
Dallas, TX	112.8	1.0	2.21
Houston, TX	87.8	-1.8	2.45
Miami, FL	68.9	2.9	3.97
Washington, DC	169.0	-1.2	1.11
MIDWEST	1,060.9	-42.2	2.25
Chicago, IL	140.9	-3.7	3.04
Cleveland, OH	44.9	-3.4	1.58
Detroit, MI	67.3	-0.9	3.02
Minneapolis-St. Paul, MN	88.8	1.1	1.24
WEST	1,091.0	-18.8	3.05
Denver, CO	56.9	0.9	2.08
Los Angeles, CA	183.3	0.2	4.03
Phoenix, AZ	60.9	-1.2	2.67
San Diego, CA	45.2	-1.7	3.28
San Francisco, CA	111.5	1.1	1.88
San Jose, CA	52.1	-0.8	1.67
Seattle-Tacoma, WA	80.2	-1.2	1.86

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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 July, 7 of the largest MSAs and a total of 21 of the 52 metropolitan areas for which data are reported separately posted gains while 13 of the 20 large MSAs and 31 of the 52 metropolitan areas showed decreases in the number of advertised vacancies (Table 5).

A number of the largest metro areas have shown strength in online advertised vacancies since the official end of the recession in June 2009. Eleven have posted increases of over 100 percent: Minneapolis-St. Paul (up 147%), Detroit (up 143%), Cleveland (up 136%), Milwaukee (up 124%), San Jose (up 117%), Columbus (up 114%), Nashville (up 113%), Louisville (up 112%), Indianapolis (up 109%), Charlotte (up 106%), and Denver (up 105%).

Sixteen MSAs had Supply/Demand rates in May 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 (1.11) with just over one advertised vacancy for every unemployed worker. Oklahoma City (1.23), Minneapolis-St. Paul (1.24), Boston (1.31), Cleveland (1.58), and Salt Lake City (1.59) 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 (7.96); Sacramento (4.60); Las Vegas (4.13); Los Angeles (4.03); and Miami (3.97). Supply/Demand rate data are for May 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

OCCUPATIONAL HIGHLIGHTS

- **In July 4 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted gains while 18 declined (Table C and Table 7)**
- **Sales and related occupations rose 32,000, or 5%, in July and 23% thus far in 2012**

Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Jul-12	Jul-Jun 12	Jun-12	Jun-12	
Sales and related	666.6	32.0	1,340.6	2.11	\$18.04
Computer and mathematical science	629.4	-21.8	129.7	0.20	\$37.85
Healthcare practitioners and technical	590.6	-25.2	252.4	0.41	\$34.97
Office and administrative support	504.0	-12.4	1,495.0	2.90	\$16.40
Management	467.4	-4.1	665.5	1.41	\$51.64
Business and financial operations	282.0	-1.0	293.2	1.04	\$33.05
Transportation and material moving	234.1	-11.2	1,076.6	4.39	\$15.96
Food preparation and serving related	193.0	-25.6	928.4	4.25	\$10.30
Architecture and engineering	174.0	-8.8	140.9	0.77	\$37.08
Installation, maintenance, and repair	163.4	-3.8	262.1	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 July

Among the largest occupational groups **Sales and Related** was the only occupation that experienced an increase in July. Demand rose 32,000 to 666,600 (Table C) and was led by an increase in demand for Retail Sales Workers, Wholesale and Manufacturing Sales Representatives of Technical and Scientific Products, and Advertising Sales Agents. In 2012 the demand for sales workers has continued to rise and reflects a greater willingness of workers to change jobs as well as job opportunities for the unemployed. Since December 2011 labor demand for sales workers has increased 126,000 and the Supply/Demand rate has dropped from 2.6 to 2.1 unemployed for every available ad and is significantly lower than the four unemployed for every advertised vacancy in June 2009 at the start of the recovery.

Among the top ten occupational groups with the largest numbers of online advertised vacancies, labor demand for **Food Preparation and Serving Related** positions fell by 25,600 to 193,000 advertised vacancies in July. First-Line Supervisors/Managers of Food Preparation and Serving Workers were largely responsible for the drop. In Food Preparation and Serving the number of unemployed outnumbered advertised openings with 4.3 times more job-seekers than openings.

Labor demand for **Healthcare Practitioners and Technical** occupations dropped 25,200 in July to 590,600. Largely responsible for the drop were decreased advertised vacancies for Physical and Occupational Therapists, Pharmacy Technicians, Registered Nurses, and Speech Pathologists. The number of advertised vacancies in this occupational category continues to be quite favorable with demand outnumbering job-seekers by over 2 to 1 (0.41 S/D).

Labor demand for **Computer and Mathematical Science** workers fell 21,800 to 629,400. The fall was due to decreases in demand for Web Developers, Computer Systems Analysts, Computer Support Specialists, Network and Computer Systems Administrators, and Computer Programmers. However, the number of advertised vacancies in this occupational category continues to outnumber job-seekers by 5 to 1 (0.20 S/D based on June data, the latest unemployment data available).

Office and Administrative Support occupations dropped 12,400 to 504,000. Largely responsible for the July decrease was lower demand for Executive Secretaries and Administrative Assistants, Customer Service Representatives, Bookkeeping, Accounting, and Auditing Clerks, Sales-Floor Stock Clerks, and General Office Clerks. The number of unemployed in these occupations remains above the number of advertised vacancies with 2.90 unemployed for every advertised vacancy.

Other occupations that posted gains in July included Personal Care (up 6,900), Building and Grounds (3,200), and Construction (3,400).

PROGRAM NOTES

New: HWOL is now available on Haver Analytics

Over 3,000 of the key HWOL press release time series will be exclusively available on Haver Analytics in August 2012. The available time series will include the geographic and occupational series for levels and rates for both Total Ads and New Ads; in addition to the seasonally adjusted series, many of the unadjusted series are also available. The geographic detail includes: U.S., 9 Regions, 50 States, 52 MSAs (largest metro areas); the occupational detail includes: U.S. (2-digit SOC), States (1-digit SOC) and MSAs (1-digit SOC).

Haver Analytics is the premier provider of time series data for the Global Strategy and Research community. Haver Analytics was founded in 1978 as a consulting firm and today provides the highest quality data and software for industry professionals. Haver provides products and services to clients in financial services, government, academia and various industry groups from consulting to manufacturing. For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email sales@haver.com or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact June.Shelp@conference-board.org or Jeanne.Shu@conference-board.org.

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 16,000 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 May 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 July 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 July 2009 release and seasonally adjusted data for the 52 largest metropolitan areas began with the July 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>.

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
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)
	Jul-11	Jun-12	Jul-12	Jul-Jun 12	Jul-11	Jun-12	Jul-12	Jul-Jun 12
United States	4,299.3	4,947.1	4,793.5	-153.6	2,682.1	3,162.0	2,931.4	-230.6
New England	265.5	294.1	288.0	-6.1	163.6	186.8	172.9	-13.9
Middle Atlantic	609.0	648.4	642.8	-5.6	395.0	423.9	391.8	-32.0
South Atlantic	844.9	955.2	949.1	-6.1	524.8	619.4	589.0	-30.4
East North Central	613.2	717.1	691.7	-25.3	372.6	454.8	413.1	-41.6
East South Central	181.7	208.0	203.1	-4.8	112.5	128.1	120.7	-7.4
West North Central	329.0	386.0	369.2	-16.9	197.5	238.5	217.8	-20.7
West South Central	410.6	498.1	488.9	-9.2	250.4	317.4	301.4	-16.1
Mountain	298.6	356.5	352.1	-4.5	192.4	236.3	221.1	-15.2
Pacific	680.6	753.3	738.9	-14.4	428.3	503.2	472.1	-31.0

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)		
	Jul-11	Jun-12	Jul-12	Jul-11	Jun-12	Jul-12
United States	2.80	3.19	3.09	1.75	2.04	1.89
New England	3.44	3.80	3.72	2.12	2.41	2.23
Middle Atlantic	2.99	3.14	3.11	1.94	2.05	1.90
South Atlantic	2.84	3.20	3.18	1.77	2.08	1.97
East North Central	2.64	3.08	2.97	1.60	1.95	1.77
East South Central	2.08	2.40	2.34	1.29	1.48	1.39
West North Central	2.99	3.51	3.36	1.79	2.17	1.98
West South Central	2.33	2.78	2.73	1.42	1.77	1.68
Mountain	2.72	3.24	3.20	1.75	2.15	2.01
Pacific	2.74	3.01	2.96	1.72	2.01	1.89

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)
	Jul-11	Jun-12	Jul-12	Jul-Jun 12	Jul-11	Jun-12	Jul-12	Jul-Jun 12
United States	4,299.3	4,947.1	4,793.5	-153.6	2,682.1	3,162.0	2,931.4	-230.6
Alabama	43.6	48.7	49.8	1.1	27.1	30.5	30.0	-0.5
Alaska	17.8	18.9	18.6	-0.2	10.9	11.6	10.6	-1.0
Arizona	76.4	90.7	90.7	0.0	47.0	60.7	55.9	-4.8
Arkansas	27.2	30.5	28.0	-2.5	16.0	17.7	15.4	-2.3
California	484.2	537.3	528.1	-9.2	299.7	355.4	333.9	-21.4
Colorado	75.8	101.7	102.5	0.8	49.4	67.1	64.8	-2.3
Connecticut	60.0	65.7	65.0	-0.7	35.7	39.9	37.2	-2.6
Delaware	15.5	16.9	15.9	-1.1	9.6	10.8	9.2	-1.6
Florida	234.5	258.8	264.4	5.6	157.4	175.5	177.3	1.8
Georgia	114.0	131.6	129.2	-2.4	66.2	81.4	74.5	-6.9
Hawaii	15.8	17.8	18.8	1.0	11.8	13.3	14.1	0.9
Idaho	20.9	23.7	23.8	0.1	15.0	16.1	16.3	0.2
Illinois	161.0	188.9	182.3	-6.6	90.6	116.7	105.5	-11.2
Indiana	70.2	84.0	79.9	-4.1	41.6	51.4	45.5	-5.9
Iowa	45.1	51.9	48.5	-3.4	25.0	30.2	25.7	-4.5
Kansas	35.3	41.3	40.1	-1.2	19.8	25.0	22.5	-2.5
Kentucky	41.1	49.2	48.0	-1.2	24.9	30.5	28.4	-2.1
Louisiana	44.3	51.4	51.4	0.0	27.8	32.2	32.5	0.3
Maine	20.9	22.2	21.2	-1.0	11.3	12.6	11.4	-1.2
Maryland	105.9	118.5	117.2	-1.3	60.9	75.3	67.8	-7.4
Massachusetts	130.9	146.4	144.6	-1.8	80.3	94.5	87.6	-6.9
Michigan	119.3	140.0	139.3	-0.7	77.0	92.8	89.1	-3.6
Minnesota	104.9	123.0	123.3	0.3	61.8	77.9	74.2	-3.7
Mississippi	19.6	23.0	21.8	-1.2	11.7	13.2	11.9	-1.3
Missouri	85.8	92.9	88.3	-4.6	55.2	60.2	55.8	-4.4
Montana	16.4	16.9	15.4	-1.5	8.9	9.1	8.1	-1.1
Nebraska	29.5	40.1	37.4	-2.7	19.5	25.4	23.1	-2.3
Nevada	44.2	46.9	48.7	1.7	31.1	34.0	33.8	-0.1
New Hampshire	23.2	26.5	25.6	-0.9	14.9	17.4	16.0	-1.4
New Jersey	142.2	158.5	154.2	-4.4	93.0	104.6	97.1	-7.5
New Mexico	23.3	26.3	25.2	-1.1	15.3	16.7	15.2	-1.5
New York	259.2	289.6	286.8	-2.8	161.2	192.8	181.0	-11.9
North Carolina	113.3	131.1	130.8	-0.3	75.2	86.3	84.5	-1.9
North Dakota	14.0	18.2	17.1	-1.2	7.5	10.6	9.2	-1.3
Ohio	170.4	196.5	187.2	-9.3	112.9	132.2	118.2	-14.1
Oklahoma	46.4	58.1	55.9	-2.1	30.0	38.5	35.3	-3.2
Oregon	52.4	59.5	57.3	-2.1	34.7	40.6	37.9	-2.8
Pennsylvania	199.6	195.6	193.1	-2.5	137.2	122.0	110.7	-11.3
Rhode Island	17.6	18.9	19.3	0.3	12.2	13.1	12.7	-0.3
South Carolina	48.2	57.5	55.3	-2.2	30.6	36.6	33.8	-2.8
South Dakota	15.5	18.4	16.2	-2.2	7.9	9.5	7.0	-2.5
Tennessee	77.2	86.8	83.2	-3.6	49.4	54.0	51.2	-2.8
Texas	292.3	358.0	353.3	-4.8	176.1	229.1	217.9	-11.2
Utah	34.0	38.4	37.8	-0.7	22.1	25.8	23.7	-2.0
Vermont	12.6	13.1	12.1	-1.0	8.1	8.0	7.0	-1.0
Virginia	142.2	157.9	155.8	-2.0	80.4	98.8	91.2	-7.5
Washington	111.9	120.2	117.8	-2.4	71.8	81.7	76.5	-5.2
West Virginia	15.6	20.1	17.1	-3.1	8.5	11.2	8.6	-2.6
Wisconsin	92.1	107.1	102.7	-4.3	51.3	62.0	55.9	-6.1
Wyoming	7.8	9.2	8.5	-0.8	4.4	5.4	4.6	-0.8

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.

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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
	Jul-11	Jun-12	Jul-12	Jun-12	Jun-12	Jun-12	Jun-12
United States	2.80	3.19	3.09	8.2	12,749.00	4,947.1	2.58
Alabama	1.99	2.26	2.31	7.8	168.78	48.7	3.46
Alaska	4.85	5.13	5.07	7.3	26.67	18.9	1.41
Arizona	2.53	3.01	3.01	8.2	246.32	90.7	2.72
Arkansas	1.99	2.20	2.02	7.2	99.19	30.5	3.25
California	2.64	2.91	2.86	10.7	1,973.83	537.3	3.67
Colorado	2.79	3.71	3.74	8.2	224.79	101.7	2.21
Connecticut	3.14	3.42	3.39	8.1	154.61	65.7	2.35
Delaware	3.54	3.84	3.60	6.7	29.58	16.9	1.75
Florida	2.54	2.79	2.85	8.6	795.43	258.8	3.07
Georgia	2.41	2.77	2.71	9.0	430.52	131.6	3.27
Hawaii	2.39	2.74	2.90	6.4	41.52	17.8	2.33
Idaho	2.71	3.03	3.04	7.7	59.93	23.7	2.53
Illinois	2.45	2.87	2.77	8.7	572.21	188.9	3.03
Indiana	2.20	2.64	2.51	8.0	254.83	84.0	3.03
Iowa	2.72	3.13	2.93	5.2	85.57	51.9	1.65
Kansas	2.35	2.76	2.68	6.1	91.46	41.3	2.21
Kentucky	1.99	2.38	2.32	8.2	168.70	49.2	3.43
Louisiana	2.16	2.47	2.47	7.5	155.36	51.4	3.02
Maine	2.98	3.13	2.99	7.5	52.85	22.2	2.38
Maryland	3.45	3.85	3.80	6.9	211.78	118.5	1.79
Massachusetts	3.79	4.23	4.18	6.0	206.93	146.4	1.41
Michigan	2.56	3.00	2.99	8.6	402.37	140.0	2.87
Minnesota	3.52	4.14	4.15	5.6	165.83	123.0	1.35
Mississippi	1.46	1.72	1.63	8.8	118.16	23.0	5.14
Missouri	2.82	3.09	2.94	7.1	212.84	92.9	2.29
Montana	3.25	3.32	3.02	6.3	32.11	16.9	1.90
Nebraska	2.94	3.94	3.68	3.8	39.08	40.1	0.98
Nevada	3.19	3.44	3.56	11.6	158.51	46.9	3.38
New Hampshire	3.15	3.57	3.45	5.1	37.85	26.5	1.43
New Jersey	3.13	3.45	3.35	9.6	441.74	158.5	2.79
New Mexico	2.51	2.84	2.72	6.5	60.38	26.3	2.29
New York	2.73	3.02	2.99	8.9	855.84	289.6	2.96
North Carolina	2.44	2.82	2.81	9.4	439.13	131.1	3.35
North Dakota	3.66	4.69	4.38	2.9	11.35	18.2	0.62
Ohio	2.94	3.39	3.23	7.2	419.42	196.5	2.13
Oklahoma	2.63	3.24	3.12	4.7	84.98	58.1	1.46
Oregon	2.63	2.99	2.88	8.5	168.87	59.5	2.84
Pennsylvania	3.13	3.02	2.99	7.5	487.93	195.6	2.49
Rhode Island	3.12	3.41	3.47	10.9	60.27	18.9	3.18
South Carolina	2.23	2.67	2.57	9.4	202.92	57.5	3.53
South Dakota	3.48	4.12	3.63	4.3	19.03	18.4	1.04
Tennessee	2.47	2.79	2.68	8.1	251.41	86.8	2.90
Texas	2.35	2.83	2.80	7.0	883.36	358.0	2.47
Utah	2.54	2.84	2.79	6.0	81.26	38.4	2.11
Vermont	3.51	3.66	3.39	4.7	16.88	13.1	1.29
Virginia	3.31	3.64	3.59	5.7	246.21	157.9	1.56
Washington	3.22	3.41	3.34	8.3	293.25	120.2	2.44
West Virginia	1.96	2.50	2.12	7.0	56.63	20.1	2.81
Wisconsin	3.01	3.48	3.34	7.0	215.32	107.1	2.01
Wyoming	2.56	3.00	2.75	5.4	16.69	9.2	1.81

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)
	Jul-11	Jun-12	Jul-12	Jul-Jun 12	Jul-11	Jun-12	Jul-12	Jul-Jun 12
Birmingham, AL	13.6	15.6	15.4	-0.2	9.2	10.5	9.6	-0.9
Phoenix, AZ	48.7	62.1	60.9	-1.2	29.3	41.9	37.2	-4.7
Tucson, AZ	12.2	13.9	14.0	0.1	8.6	9.6	9.5	-0.1
Los Angeles, CA	165.6	183.1	183.3	0.2	104.9	126.1	119.8	-6.3
Riverside, CA	26.5	30.2	29.0	-1.2	18.0	21.1	20.0	-1.1
Sacramento, CA	23.6	27.6	27.1	-0.5	14.8	18.7	17.0	-1.8
San Diego, CA	39.8	46.8	45.2	-1.7	26.0	31.9	30.5	-1.4
San Francisco, CA	94.8	110.4	111.5	1.1	60.5	75.3	72.7	-2.7
San Jose, CA	46.1	52.9	52.1	-0.8	25.6	33.1	30.7	-2.4
Denver, CO	39.9	55.9	56.9	0.9	25.3	37.1	36.0	-1.1
Hartford, CT	23.1	25.6	24.9	-0.7	14.2	15.9	15.1	-0.8
Washington, DC	149.1	170.2	169.0	-1.2	83.0	109.4	98.9	-10.5
Jacksonville, FL	20.3	22.6	22.3	-0.3	14.0	16.2	15.4	-0.8
Miami, FL	57.4	66.0	68.9	2.9	34.2	43.5	43.5	-0.1
Orlando, FL	33.0	38.5	39.3	0.8	23.5	28.2	27.7	-0.5
Tampa, FL	39.2	45.7	45.2	-0.5	25.6	31.0	29.2	-1.8
Atlanta, GA	71.5	86.2	84.3	-1.9	41.8	54.5	49.6	-4.9
Honolulu, HI	13.1	14.8	15.6	0.7	10.6	11.9	12.4	0.5
Chicago, IL	121.0	144.6	140.9	-3.7	67.4	90.7	81.2	-9.5
Indianapolis, IN	28.5	33.9	32.3	-1.6	18.2	22.7	20.1	-2.6
Louisville, KY	17.5	21.4	21.5	0.0	11.0	14.2	13.4	-0.8
New Orleans, LA	14.2	16.3	16.6	0.3	9.8	11.6	11.5	-0.2
Baltimore, MD	55.0	59.6	60.3	0.8	34.6	41.1	37.3	-3.8
Boston, MA	100.4	116.2	114.9	-1.3	62.1	77.1	71.3	-5.8
Detroit, MI	56.3	68.2	67.3	-0.9	37.0	46.4	43.9	-2.6
Minneapolis-St. Paul, MN	73.1	87.7	88.8	1.1	45.5	59.2	56.0	-3.2
Kansas City, MO	34.4	38.5	38.9	0.3	22.0	25.5	24.1	-1.4
St. Louis, MO	38.7	44.9	42.9	-1.9	25.5	30.2	28.4	-1.8
Las Vegas, NV	31.2	32.2	32.9	0.8	22.7	24.0	24.0	0.0
Buffalo, NY	14.8	18.4	18.5	0.0	9.7	12.5	12.0	-0.5
New York, NY	256.4	288.9	283.2	-5.7	164.7	194.4	180.4	-14.0
Rochester, NY	13.3	15.4	15.0	-0.4	8.7	10.8	9.8	-0.9
Charlotte, NC	33.4	37.7	37.5	-0.1	22.1	25.6	24.6	-1.1
Cincinnati, OH	30.7	34.6	35.1	0.5	19.7	22.8	22.0	-0.8
Cleveland, OH	41.5	48.3	44.9	-3.4	28.4	34.2	29.5	-4.7
Columbus, OH	34.9	41.5	39.5	-2.0	22.9	28.5	26.1	-2.4
Oklahoma City, OK	20.0	23.2	23.4	0.2	13.8	16.2	15.7	-0.5
Portland, OR	33.4	39.1	37.3	-1.8	21.6	27.0	24.5	-2.5
Philadelphia, PA	82.7	96.8	94.0	-2.8	49.8	61.3	54.0	-7.3
Pittsburgh, PA	46.6	42.7	42.2	-0.4	35.6	29.4	27.2	-2.3
Providence, RI	23.6	25.3	25.8	0.5	16.5	17.6	17.2	-0.4
Memphis, TN	15.7	17.9	17.5	-0.4	10.1	11.0	10.4	-0.7
Nashville, TN	26.5	30.4	30.9	0.5	17.6	20.1	20.3	0.2
Austin, TX	27.4	34.5	34.0	-0.5	17.5	24.2	22.7	-1.5
Dallas, TX	90.2	111.7	112.8	1.0	51.5	72.2	67.3	-4.9
Houston, TX	66.5	89.6	87.8	-1.8	37.8	55.4	52.7	-2.7
San Antonio, TX	28.7	34.1	34.7	0.6	20.4	24.9	24.9	0.0
Salt Lake City, UT	21.4	24.1	23.9	-0.3	14.4	16.5	15.5	-1.0
Richmond, VA	19.7	22.9	22.8	-0.1	13.4	15.4	15.4	0.1
Virginia Beach, VA	22.8	25.3	26.0	0.6	15.2	17.6	17.2	-0.4
Seattle-Tacoma, WA	63.9	81.4	80.2	-1.2	41.3	55.9	52.2	-3.6
Milwaukee, WI	31.5	37.9	37.7	-0.1	18.6	23.7	21.6	-2.2

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.

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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
	Jul-11	Jun-12	Jul-12	May-12	May-12	May-12	May-12
Birmingham, AL	2.57	3.00	2.96	6.7	34.8	14.4	2.42
Phoenix, AZ	2.40	3.07	3.01	7.4	149.3	55.9	2.67
Tucson, AZ	2.62	3.02	3.05	7.5	34.4	12.2	2.83
Los Angeles, CA	2.54	2.81	2.82	10.6	692.1	171.7	4.03
Riverside, CA	1.48	1.67	1.60	12.4	224.4	28.2	7.96
Sacramento, CA	2.27	2.65	2.61	10.9	113.1	24.6	4.60
San Diego, CA	2.52	2.94	2.84	9.2	145.6	44.4	3.28
San Francisco, CA	4.19	4.81	4.86	8.4	193.5	103.1	1.88
San Jose, CA	4.99	5.61	5.53	8.7	81.8	49.0	1.67
Denver, CO	2.86	3.98	4.05	8.1	113.5	54.5	2.08
Hartford, CT	3.81	4.21	4.09	7.8	47.7	24.5	1.94
Washington, DC	4.71	5.31	5.27	5.5	175.5	158.4	1.11
Jacksonville, FL	2.93	3.27	3.22	8.3	57.5	21.1	2.72
Miami, FL	2.00	2.27	2.37	8.6	250.1	63.0	3.97
Orlando, FL	2.94	3.43	3.51	8.6	96.4	35.6	2.71
Tampa, FL	3.00	3.49	3.45	8.9	117.0	42.8	2.73
Atlanta, GA	2.66	3.18	3.11	8.9	240.0	81.7	2.94
Honolulu, HI	2.85	3.24	3.40	5.8	26.5	12.9	2.05
Chicago, IL	2.50	2.98	2.91	8.6	419.3	137.7	3.04
Indianapolis, IN	3.15	3.75	3.57	7.4	67.4	31.5	2.14
Louisville, KY	2.77	3.35	3.36	8.2	52.7	19.6	2.69
New Orleans, LA	2.64	3.02	3.07	7.3	39.7	14.8	2.69
Baltimore, MD	3.82	4.13	4.18	7.3	105.7	54.0	1.96
Boston, MA	3.98	4.59	4.54	5.5	139.9	106.6	1.31
Detroit, MI	2.79	3.43	3.38	9.6	190.4	63.0	3.02
Minneapolis-St. Paul, MN	3.95	4.72	4.78	5.4	101.1	81.6	1.24
Kansas City, MO	3.26	3.68	3.71	7.2	75.0	36.5	2.05
St. Louis, MO	2.67	3.13	2.99	8.0	114.6	42.0	2.73
Las Vegas, NV	3.14	3.28	3.36	12.2	119.6	29.0	4.13
Buffalo, NY	2.58	3.22	3.23	8.5	48.6	17.2	2.82
New York, NY	2.72	3.05	2.99	8.9	843.3	271.3	3.11
Rochester, NY	2.55	2.92	2.83	8.0	42.4	14.1	2.99
Charlotte, NC	3.72	4.21	4.20	9.5	84.7	35.9	2.36
Cincinnati, OH	2.79	3.14	3.19	7.4	81.4	32.6	2.50
Cleveland, OH	3.83	4.43	4.12	6.8	74.6	47.2	1.58
Columbus, OH	3.64	4.33	4.12	6.5	62.0	38.6	1.61
Oklahoma City, OK	3.45	3.96	3.99	4.5	26.4	21.5	1.23
Portland, OR	2.79	3.25	3.10	7.9	95.6	36.6	2.62
Philadelphia, PA	2.78	3.24	3.15	8.2	244.8	92.1	2.66
Pittsburgh, PA	3.79	3.43	3.40	6.7	83.2	41.1	2.03
Providence, RI	3.38	3.67	3.74	10.6	73.1	23.1	3.17
Memphis, TN	2.52	2.87	2.81	8.8	54.8	17.2	3.18
Nashville, TN	3.15	3.63	3.70	6.6	55.3	29.5	1.87
Austin, TX	2.91	3.61	3.56	5.9	56.5	31.7	1.78
Dallas, TX	2.74	3.37	3.40	6.9	228.5	103.6	2.21
Houston, TX	2.23	2.96	2.89	7.0	210.9	86.1	2.45
San Antonio, TX	2.83	3.34	3.40	6.7	68.7	30.9	2.22
Salt Lake City, UT	3.61	4.02	3.98	5.8	34.9	21.9	1.59
Richmond, VA	2.92	3.38	3.37	6.2	42.2	22.1	1.91
Virginia Beach, VA	2.69	2.99	3.07	6.4	54.1	23.9	2.26
Seattle-Tacoma, WA	3.40	4.30	4.23	7.6	143.3	77.0	1.86
Milwaukee, WI	3.94	4.74	4.73	7.4	58.8	33.6	1.75

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.

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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
	Jul-11	Jun-12	Jul-12	Jul-Jun 12	Jun-12	Jun-12	
Total	4,299.3	4,947.1	4,793.5	-153.6	12,749.0	2.6	\$21.74
Management	419.3	471.6	467.4	-4.1	665.5	1.4	\$51.64
Business and financial operations	250.0	283.0	282.0	-1.0	293.2	1.0	\$33.05
Computer and mathematical science	580.4	651.2	629.4	-21.8	129.7	0.2	\$37.85
Architecture and engineering	167.1	182.9	174.0	-8.8	140.9	0.8	\$37.08
Life, physical, and social science	65.5	73.4	71.9	-1.5	28.9	0.4	\$32.44
Community and social services	52.4	63.0	59.5	-3.6	102.2	1.6	\$21.07
Legal	23.3	30.7	30.0	-0.8	60.1	2.0	\$47.30
Education, training, and library	96.0	119.2	110.6	-8.6	423.0	3.6	\$24.46
Arts, design, entertainment, sports, and media	99.7	125.9	120.8	-5.0	237.0	1.9	\$25.89
Healthcare practitioners and technical	549.2	615.8	590.6	-25.2	252.4	0.4	\$34.97
Healthcare support	127.5	150.4	133.8	-16.6	339.8	2.3	\$13.16
Protective service	35.8	39.2	36.3	-2.9	192.5	4.9	\$20.54
Food preparation and serving related	149.9	218.6	193.0	-25.6	928.4	4.2	\$10.30
Building and grounds cleaning and maintenance	59.5	70.1	73.4	3.2	651.4	9.3	\$12.29
Personal care and service	70.0	84.8	91.8	6.9	487.6	5.7	\$11.84
Sales and related	580.9	634.6	666.6	32.0	1,340.6	2.1	\$18.04
Office and administrative support	463.4	516.4	504.0	-12.4	1,495.0	2.9	\$16.40
Farming, fishing, and forestry	5.0	6.2	5.7	-0.5	157.1	25.5	\$11.68
Construction and extraction	76.7	83.4	86.8	3.4	1,160.0	13.9	\$21.46
Installation, maintenance, and repair	154.1	167.2	163.4	-3.8	262.1	1.6	\$20.86
Production	137.6	148.3	145.8	-2.4	862.3	5.8	\$16.45
Transportation and material moving	202.5	245.3	234.1	-11.2	1,076.6	4.4	\$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
	Jul-12	Wage ²	Jul-12	Wage ²	Jul-12	Wage ²
United States	755,483	\$42.35	1,816,538	\$31.09	530,443	\$12.52
Alabama	6,499	\$39.94	17,802	\$27.72	5,318	\$10.98
Alaska	2,273	\$40.79	7,694	\$33.86	2,417	\$14.93
Arizona	12,675	\$38.41	34,756	\$29.84	10,008	\$12.90
Arkansas	3,489	\$34.80	9,413	\$25.24	3,563	\$10.38
California	95,736	\$47.65	219,420	\$36.77	50,123	\$13.93
Colorado	14,942	\$41.41	38,714	\$32.12	12,649	\$12.75
Connecticut	12,532	\$48.46	24,946	\$33.14	6,120	\$14.33
Delaware	2,701	\$44.91	6,513	\$33.10	1,653	\$12.53
Florida	35,536	\$37.59	85,797	\$29.34	34,453	\$12.00
Georgia	21,555	\$42.61	54,071	\$28.39	12,002	\$11.35
Hawaii	2,266	\$37.74	5,493	\$29.93	3,407	\$13.83
Idaho	2,474	\$32.99	7,509	\$25.38	3,923	\$11.32
Illinois	35,878	\$40.83	70,221	\$30.97	16,764	\$12.93
Indiana	10,564	\$37.40	25,777	\$26.92	8,505	\$11.35
Iowa	5,990	\$34.92	17,183	\$25.76	5,783	\$11.34
Kansas	5,986	\$37.56	15,334	\$26.55	4,079	\$11.22
Kentucky	6,529	\$35.36	15,121	\$26.64	5,297	\$10.87
Louisiana	6,695	\$36.49	15,616	\$26.64	6,291	\$11.05
Maine	2,446	\$34.23	7,926	\$27.34	3,862	\$11.97
Maryland	17,639	\$44.76	50,557	\$35.21	12,477	\$13.48
Massachusetts	27,441	\$48.42	62,078	\$35.05	13,328	\$14.78
Michigan	18,713	\$39.95	48,795	\$29.54	16,532	\$12.10
Minnesota	19,523	\$40.82	44,893	\$30.64	13,113	\$12.23
Mississippi	3,060	\$33.43	6,804	\$23.87	2,582	\$10.32
Missouri	12,202	\$36.55	30,004	\$27.19	11,481	\$11.12
Montana	1,638	\$31.18	5,733	\$23.95	2,643	\$11.21
Nebraska	4,675	\$36.48	12,796	\$26.07	4,933	\$9.89
Nevada	6,081	\$39.54	14,881	\$31.81	8,268	\$13.27
New Hampshire	3,165	\$42.24	9,205	\$29.86	3,282	\$12.79
New Jersey	27,449	\$49.09	59,457	\$34.11	17,349	\$14.46
New Mexico	3,134	\$36.07	11,581	\$28.95	2,958	\$11.55
New York	56,813	\$51.35	102,000	\$31.63	29,900	\$14.46
North Carolina	18,100	\$15.53	50,157	\$23.90	16,192	\$11.30
North Dakota	1,978	\$35.31	5,116	\$24.81	1,802	\$11.50
Ohio	25,060	\$38.64	61,656	\$29.06	21,318	\$11.71
Oklahoma	6,535	\$34.10	17,471	\$25.70	6,881	\$10.85
Oregon	7,916	\$38.10	22,435	\$26.29	7,978	\$12.97
Pennsylvania	28,610	\$41.05	65,701	\$29.09	22,989	\$12.52
Rhode Island	2,941	\$45.08	7,199	\$32.85	2,664	\$13.30
South Carolina	6,405	\$37.37	20,683	\$27.19	7,515	\$10.97
South Dakota	1,718	\$32.93	5,731	\$23.84	2,373	\$10.86
Tennessee	11,216	\$36.93	26,479	\$25.48	10,127	\$11.04
Texas	57,366	\$41.89	133,756	\$30.34	35,201	\$11.39
Utah	4,994	\$36.47	11,842	\$26.86	4,346	\$7.26
Vermont	1,629	\$37.37	5,121	\$26.87	1,794	\$13.05
Virginia	26,733	\$45.17	70,135	\$33.70	15,543	\$12.53
Washington	20,139	\$25.74	53,167	\$33.17	12,730	\$14.44
West Virginia	2,118	\$32.21	6,568	\$24.64	2,286	\$10.43
Wisconsin	13,840	\$36.84	34,536	\$28.68	12,058	\$11.69
Wyoming	889	\$35.34	3,625	\$26.75	977	\$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
	Jul-12	Wage ¹	Jul-12	Wage ¹	Jul-12	Wage ¹
United States	1,150,555	\$17.04	281,859	\$20.78	401,309	\$16.20
Alabama	13,606	\$14.77	3,237	\$18.55	6,130	\$15.12
Alaska	4,143	\$17.93	1,659	\$28.20	1,327	\$7.88
Arizona	21,649	\$16.73	5,828	\$19.44	5,675	\$16.13
Arkansas	7,653	\$14.23	2,123	\$17.07	3,945	\$14.48
California	125,885	\$18.77	21,588	\$21.93	30,397	\$16.34
Colorado	24,401	\$18.10	8,027	\$21.09	7,982	\$16.82
Connecticut	15,350	\$20.22	3,037	\$24.37	4,843	\$17.63
Delaware	3,546	\$17.30	829	\$21.58	1,147	\$15.67
Florida	73,699	\$16.13	18,193	\$17.93	16,251	\$15.16
Georgia	28,874	\$16.10	6,833	\$18.92	10,053	\$15.26
Hawaii	5,975	\$6.44	1,204	\$26.33	1,089	\$18.16
Idaho	6,606	\$15.12	2,265	\$18.32	2,593	\$14.97
Illinois	42,222	\$17.73	7,048	\$23.89	14,686	\$16.63
Indiana	20,919	\$15.66	5,274	\$21.10	11,219	\$15.97
Iowa	12,098	\$15.31	3,607	\$19.17	6,399	\$15.59
Kansas	9,967	\$15.68	2,731	\$19.56	4,225	\$15.93
Kentucky	13,245	\$15.00	3,370	\$18.64	6,337	\$16.17
Louisiana	13,606	\$14.55	4,975	\$18.72	5,705	\$17.70
Maine	5,338	\$15.14	1,280	\$18.88	1,872	\$15.93
Maryland	25,897	\$17.83	5,465	\$21.85	6,052	\$17.02
Massachusetts	30,798	\$19.82	5,639	\$25.38	8,214	\$17.33
Michigan	32,925	\$16.47	9,658	\$21.25	15,783	\$17.18
Minnesota	26,248	\$17.58	7,027	\$22.76	12,199	\$16.74
Mississippi	6,281	\$13.71	1,857	\$17.10	3,097	\$14.25
Missouri	23,530	\$15.64	6,354	\$21.13	9,699	\$15.65
Montana	3,978	\$14.61	1,480	\$19.61	1,621	\$16.04
Nebraska	9,522	\$15.34	3,562	\$18.69	4,353	\$15.96
Nevada	14,150	\$16.12	3,288	\$24.37	3,161	\$16.78
New Hampshire	6,796	\$17.08	1,646	\$20.89	2,407	\$16.56
New Jersey	37,207	\$18.97	6,803	\$25.16	10,160	\$16.38
New Mexico	5,925	\$14.68	1,631	\$18.61	1,747	\$16.48
New York	68,736	\$19.77	12,251	\$13.93	16,564	\$17.71
North Carolina	31,228	\$16.16	8,774	\$18.29	11,324	\$14.82
North Dakota	4,365	\$14.87	2,390	\$20.91	2,663	\$17.28
Ohio	46,157	\$16.10	12,417	\$20.38	23,918	\$15.80
Oklahoma	14,475	\$14.60	5,843	\$18.23	7,750	\$15.55
Oregon	13,960	\$16.97	3,742	\$20.23	5,186	\$16.19
Pennsylvania	47,632	\$17.20	11,100	\$20.91	20,182	\$16.52
Rhode Island	4,615	\$17.87	981	\$22.16	1,434	\$16.04
South Carolina	14,520	\$14.92	4,319	\$18.14	5,762	\$15.44
South Dakota	3,961	\$14.15	1,659	\$17.40	1,949	\$14.30
Tennessee	22,365	\$15.46	6,012	\$18.37	10,537	\$15.12
Texas	85,239	\$16.59	24,747	\$18.46	31,156	\$15.80
Utah	11,440	\$15.62	2,393	\$19.89	2,985	\$16.35
Vermont	2,598	\$16.18	670	\$19.26	913	\$16.22
Virginia	31,189	\$16.98	7,557	\$20.02	8,281	\$16.19
Washington	23,736	\$18.26	5,828	\$23.87	7,241	\$18.65
West Virginia	4,749	\$13.39	1,293	\$19.53	2,380	\$15.74
Wisconsin	23,685	\$16.24	6,660	\$21.61	14,732	\$16.23
Wyoming	1,916	\$15.30	813	\$22.54	897	\$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.

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}
	Jul-12		Jul-12		Jul-12	
United States	755,483	\$42.35	1,816,538	\$31.09	530,443	\$12.52
Birmingham, AL	2,151	\$41.72	5,049	\$17.00	1,641	\$11.34
Phoenix, AZ	9,275	\$39.40	22,960	\$26.75	6,058	\$12.94
Tucson, AZ	1,665	\$36.57	5,017	\$29.93	1,962	\$10.46
Los Angeles, CA	34,479	\$47.57	67,460	\$36.58	17,125	\$13.67
Riverside, CA	3,432	\$41.25	8,522	\$32.59	4,234	\$13.04
Sacramento, CA	4,141	\$42.26	10,705	\$35.72	2,770	\$13.95
San Diego, CA	7,196	\$45.39	19,482	\$35.33	5,330	\$13.19
San Francisco, CA	25,521	\$52.92	51,108	\$40.31	8,987	\$15.16
San Jose, CA	10,808	\$59.31	32,097	\$45.67	2,175	\$14.87
Denver, CO	9,988	\$42.99	22,155	\$34.11	5,743	\$12.82
Hartford, CT	4,846	\$45.10	9,271	\$33.02	2,333	\$14.21
Washington, DC	34,245	\$50.22	79,612	\$40.60	15,470	\$14.71
Jacksonville, FL	3,331	\$36.55	7,124	\$29.77	2,805	\$11.53
Miami, FL	11,373	\$40.39	22,040	\$30.40	7,403	\$12.58
Orlando, FL	5,211	\$36.47	11,377	\$28.98	5,770	\$11.60
Tampa, FL	6,478	\$37.50	16,345	\$29.95	5,353	\$7.36
Atlanta, GA	16,431	\$44.72	37,111	\$30.34	6,923	\$11.75
Honolulu, HI	1,783	\$38.09	3,965	\$28.89	2,961	\$13.51
Chicago, IL	30,135	\$42.39	53,798	\$32.26	13,055	\$13.13
Indianapolis, IN	5,068	\$38.57	10,229	\$29.10	3,260	\$11.82
Louisville, KY	3,035	.	6,273	.	2,466	.
New Orleans, LA	2,238	.	4,702	.	2,520	.
Baltimore, MD	8,818	.	23,130	.	7,115	.
Boston, MA	23,304	\$49.89	50,246	\$36.34	9,844	\$15.01
Detroit, MI	9,698	\$42.63	23,972	\$32.04	7,818	\$12.46
Minneapolis-St. Paul, MN	15,328	.	32,066	.	8,664	.
Kansas City, MO	5,496	.	13,077	.	4,367	.
St. Louis, MO	6,599	.	15,345	.	5,324	.
Las Vegas, NV	4,085	.	9,457	.	5,571	.
Buffalo, NY	2,314	.	4,778	.	2,351	.
New York, NY	60,891	\$54.02	109,452	\$36.83	27,856	\$14.97
Rochester, NY	1,746	.	4,487	.	1,893	.
Charlotte, NC	6,794	.	13,430	.	4,099	.
Cincinnati, OH	5,364	\$40.66	10,613	\$29.80	3,708	\$11.73
Cleveland, OH	6,568	\$39.75	16,054	\$30.06	4,984	\$12.42
Columbus, OH	5,715	\$39.25	12,732	\$30.85	4,384	\$12.07
Oklahoma City, OK	2,847	\$35.59	6,733	\$27.69	3,029	\$10.88
Portland, OR	5,904	\$40.81	14,878	\$31.68	4,414	\$13.34
Philadelphia, PA	17,308	\$45.43	36,351	\$32.31	10,016	\$13.59
Pittsburgh, PA	5,895	\$40.17	12,336	\$29.77	5,735	\$12.01
Providence, RI	3,548	\$43.90	8,954	\$31.93	3,597	\$13.27
Memphis, TN	2,549	\$38.97	5,767	\$24.81	1,933	\$11.62
Nashville, TN	4,913	\$38.10	9,305	\$27.16	3,555	\$11.24
Austin, TX	5,201	\$41.77	14,581	\$32.40	3,621	\$11.78
Dallas, TX	21,274	\$43.22	44,181	\$32.13	9,341	\$11.87
Houston, TX	16,665	\$46.51	33,800	\$33.74	7,166	\$11.45
San Antonio, TX	4,903	\$37.84	10,682	\$29.64	4,700	\$11.15
Salt Lake City, UT	3,409	\$38.14	7,478	\$29.09	2,576	\$10.79
Richmond, VA	3,798	\$40.20	8,795	\$29.82	2,511	\$12.23
Virginia Beach, VA	3,325	\$38.70	8,760	\$29.50	3,527	\$11.73
Seattle-Tacoma, WA	15,132	\$45.79	38,820	\$35.63	6,931	\$15.01
Milwaukee, WI	5,528	\$40.26	12,605	\$30.58	4,216	\$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 Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}
	Jul-12		Jul-12		Jul-12	
United States	1,150,555	\$17.04	281,859	\$20.78	401,309	\$16.20
Birmingham, AL	4,723	\$16.29	1,038	\$19.05	1,560	\$15.15
Phoenix, AZ	15,230	\$17.45	3,856	\$20.05	3,607	\$16.34
Tucson, AZ	3,320	\$15.16	1,209	\$19.67	1,171	\$15.20
Los Angeles, CA	49,671	\$18.73	6,813	\$23.73	11,282	\$15.60
Riverside, CA	9,096	\$16.37	1,961	\$22.62	3,096	\$15.69
Sacramento, CA	6,665	\$18.33	1,581	\$23.41	1,789	\$17.01
San Diego, CA	11,179	\$18.07	2,092	\$23.22	2,323	\$16.00
San Francisco, CA	21,950	\$21.86	3,597	\$27.45	3,945	\$19.06
San Jose, CA	6,922	\$22.96	1,088	\$26.96	1,288	\$17.94
Denver, CO	13,590	\$19.41	4,265	\$21.15	3,876	\$17.21
Hartford, CT	6,180	\$19.39	1,334	\$24.14	1,910	\$10.78
Washington, DC	31,249	\$19.40	5,982	\$22.86	4,918	\$17.87
Jacksonville, FL	6,313	\$16.31	1,989	\$10.95	1,969	\$16.11
Miami, FL	20,463	\$17.06	3,372	\$18.97	2,976	\$15.42
Orlando, FL	11,881	\$15.53	2,901	\$18.02	2,500	\$15.22
Tampa, FL	12,078	\$16.39	3,037	\$17.75	2,611	\$14.79
Atlanta, GA	17,910	\$17.40	3,674	\$19.98	4,691	\$16.05
Honolulu, HI	5,138	\$16.73	1,022	\$27.38	965	\$18.64
Chicago, IL	32,928	\$18.52	4,790	\$24.72	9,827	\$16.81
Indianapolis, IN	9,225	\$17.30	2,195	\$21.84	3,583	\$16.04
Louisville, KY	5,901	.	1,694	\$11.42	2,745	.
New Orleans, LA	4,550	.	1,469	\$16.51	1,404	.
Baltimore, MD	14,608	.	3,347	.	3,483	.
Boston, MA	24,225	\$20.67	4,092	\$26.08	5,684	\$17.59
Detroit, MI	15,394	\$17.76	4,905	\$22.95	6,841	\$18.54
Minneapolis-St. Paul, MN	19,704	.	4,661	.	7,864	.
Kansas City, MO	10,679	.	2,558	\$13.85	3,806	.
St. Louis, MO	11,314	.	2,716	.	3,596	.
Las Vegas, NV	10,519	.	2,068	\$18.54	1,783	.
Buffalo, NY	5,462	.	1,341	\$13.75	2,138	.
New York, NY	66,555	\$20.84	9,165	\$26.84	12,908	\$17.77
Rochester, NY	3,833	.	1,184	\$11.37	1,875	.
Charlotte, NC	9,214	.	2,479	\$14.26	3,133	.
Cincinnati, OH	9,541	\$16.90	2,123	\$11.39	4,002	\$16.41
Cleveland, OH	10,708	\$17.10	2,677	\$21.47	4,994	\$16.33
Columbus, OH	10,224	\$16.88	2,624	\$20.51	4,156	\$14.97
Oklahoma City, OK	6,858	\$15.27	2,729	\$18.83	2,773	\$15.41
Portland, OR	8,891	\$18.26	2,339	\$23.01	3,228	\$16.90
Philadelphia, PA	22,748	\$19.03	4,043	\$23.63	5,515	\$17.48
Pittsburgh, PA	11,060	\$16.81	2,938	\$20.98	4,483	\$16.67
Providence, RI	6,413	\$17.52	1,370	\$22.29	2,153	\$15.96
Memphis, TN	4,535	\$16.14	1,256	\$19.36	2,116	\$15.65
Nashville, TN	8,815	\$16.41	2,072	\$18.79	3,281	\$15.73
Austin, TX	7,901	\$18.08	2,292	\$18.18	2,028	\$14.57
Dallas, TX	26,552	\$18.01	6,161	\$18.79	7,833	\$15.81
Houston, TX	20,500	\$17.73	5,452	\$19.86	7,100	\$17.65
San Antonio, TX	8,984	\$15.76	3,174	\$17.16	3,391	\$13.87
Salt Lake City, UT	7,231	\$16.79	1,481	\$20.20	1,907	\$16.75
Richmond, VA	5,399	\$17.49	1,607	\$19.93	1,709	\$16.03
Virginia Beach, VA	6,160	\$15.41	2,241	\$19.65	2,213	\$16.39
Seattle-Tacoma, WA	15,162	\$19.58	3,048	\$25.55	4,089	\$19.94
Milwaukee, WI	8,566	\$18.06	2,136	\$23.64	4,808	\$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

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