



News Release

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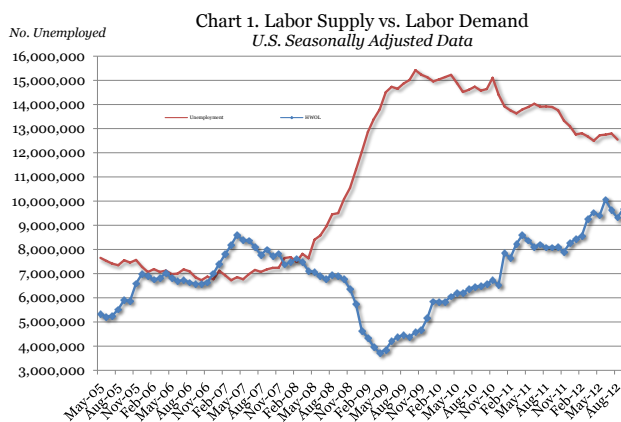
For Immediate Release 10:00 AM ET, Wednesday, October 3, 2012

Online Labor Demand up 128,600 in September

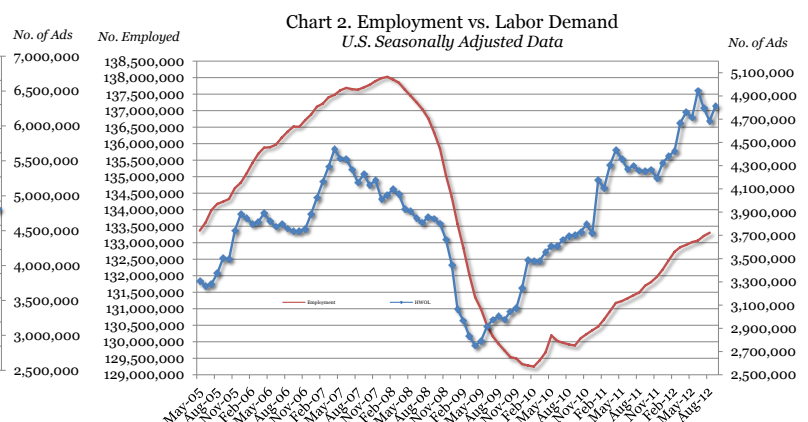
- The September rise follows a loss of 262,300 in July and August
- Even with the September rise, labor demand finished Q3 down 134,000
- The 2012 average monthly gain is 55,000 with a sharp gain in Sales occupations in September
- Haver Analytics: The HWOL press release time series (over 3,000 series) is available on Haver Analytics, see Program Notes, page 8

NEW YORK, October 3, 2012...Online advertised vacancies rose 128,600 in September to 4,813,400, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. Following a strong rise of 625,000 in the first half of 2012, the third quarter finishes down 134,000. The Supply/Demand rate stands at 2.7 unemployed for every vacancy. In August the number of unemployed was 7.9 million above the number of advertised vacancies, down from 11.8 million at the end of the recession in June 2009 and 10 million in Q3 of 2011.

“The September rise was welcome news, especially the strong gain for Sales staff and managers, which made up almost one third of the increase,” said June Shelp, Vice President at The Conference Board. “Occupations commonly associated with building (Construction and Building and Grounds Maintenance) also rose a combined 8,900 in September as employers had to replace or add workers. In 2012 the average monthly increase has been 55,000 and 48 of the 50 States (all but Vermont and Wyoming) are showing gains.”



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 historical series for States and the 52 largest MSA is available from Haver Analytics. The underlying data for The Conference Board HWOL are scraped by Wanted Technologies Corporation.

REGIONAL AND STATE HIGHLIGHTS

In September labor demand rose in 19 of the 20 largest States, with Colorado basically unchanged.

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Sep-12	M-O-M Change (Thousands) Sep-Aug 12	Supply/ Demand Rate ² Aug-12	Recent Trend ³
United States	4,813.4	128.6	2.68	↑ 11/11
NORTHEAST	917.3	31.3	2.74	
Massachusetts	144.7	4.2	1.56	↑ 11/11
New Jersey	157.7	4.9	2.98	↑ 1/12
New York	279.5	3.9	3.16	↑ 11/11
Pennsylvania	190.8	9.4	2.89	↑ 1/12
SOUTH	1,661.7	33.5	2.76	
Florida	268.6	4.3	3.09	↑ 1/12
Georgia	128.9	2.9	3.49	↑ 9/11
Maryland	114.5	1.1	1.92	↑ 1/12
North Carolina	136.4	5.5	3.45	↑ 1/12
Texas	356.3	2.1	2.55	↑ 8/11
Virginia	157.4	2.4	1.65	↑ 12/11
MIDWEST	1,068.6	36.7	2.49	
Illinois	179.5	1.6	3.34	↑ 9/11
Michigan	141.4	5.3	3.21	↑ 1/12
Minnesota	121.1	0.2	1.45	↑ 1/12
Missouri	92.7	4.8	2.43	↑ 11/11
Ohio	191.3	8.8	2.26	↑ 11/11
Wisconsin	100.9	2.8	2.33	↑ 11/11
WEST	1,095.0	39.8	3.18	
Arizona	88.3	1.8	2.89	↑ 8/11
California	529.4	14.6	3.76	↑ 11/11
Colorado	97.7	-0.1	2.30	↑ 8/11
Washington	118.6	7.0	2.71	↑ 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 September

In September, online labor demand rose in 45 of the 50 States in the U.S. (Table 3). All States but Vermont were above last September's levels.

Online labor demand in the **West** rose 39,800 in September. California, the largest State, gained 14,600 in September and was up 66,100, or 14.3 percent, in the first nine months of 2012. Washington State rose 7,000 in September and is up 14,800, or 14.3 percent, this year. Arizona increased by 1,800 for a cumulative 2012 gain of 8,800, or 11.0 percent. Colorado dipped 100 in September for a cumulative gain of 12,000, or 14.1 percent for the year. Among the smaller States, in September Oregon gained 4,300; Nevada increased by 1,900; and Utah rose 1,700 (Table 3).

Online labor demand in the **Midwest** rose 36,700 in September. Ohio experienced the largest increase, 8,800, while Michigan posted a gain of 5,300. The September increase in Ohio brought the nine-month total for 2012 to 22,100, or 13.1 percent. Michigan's cumulative gain was 17,600, or 14.2 percent. Missouri gained 4,800 for a 2012 gain of 7,900, or 9.3 percent. Illinois was up 1,600 in September for a year-to-date gain of 21,300, or 13.5 percent. Minnesota was up a mere 200 in September, but for all of 2012 the gain is 12,100, or 11.1 percent. Wisconsin rose 2,800 for a nine-month gain of 3,600, or 3.7 percent. Among the smaller Midwest States, in September Indiana gained 3,400; North Dakota gained 1,100; and Kansas gained 1,000.

Online labor demand in the **South** gained 33,500 in September (Table A) with North Carolina posting the largest increase, 5,500, for a cumulative 2012 increase of 19,600, or 16.8 percent. Next was Florida with a September increase of 4,300 and a nine-month increase of 27,700, or 11.5 percent. Georgia gained 2,900 in September for a year-to-date increase of 12,400, or 10.6 percent. Virginia rose 2,400 this month and 20,500, or 15.0 percent, so far this year. Texas gained 2,100 in September for a cumulative nine-month gain of 48,100, or 15.6 percent. Maryland increased by 1,100 in September for a year-to-date gain of 10,600, or 10.3 percent. In September among the smaller States, Tennessee and South Carolina both gained 2,900; Arkansas rose 1,000; and Louisiana fell 1,200.

In the **Northeast** labor demand rose 31,300 in September. Pennsylvania led with a September gain of 9,400 for a cumulative gain of 13,800, or 7.8 percent, so far this year. New Jersey increased by 4,900 in September for a cumulative gain of 15,000, or 10.5 percent, in 2012. Massachusetts rose 4,200 for a cumulative gain of 17,100, or 13.4 percent, in 2012. New York gained 3,900 for a cumulative gain of 26,500, or 10.5 percent, this year. Among the smaller States in the Northeast, September labor demand increased by 1,500 in Connecticut; 1,000 in New Hampshire; 800 in Rhode Island; and 400 in Maine (Table 3).

The Supply/Demand rate for the U.S. in August (the latest month for which the national unemployment number is available) stands at 2.68, indicating that there are fewer than three unemployed workers for every online advertised vacancy. Nationally, there are 7.9 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the States are also for August 2012, the latest month available for state unemployment data. The number of advertised vacancies exceeded the number of unemployed only in North Dakota, where the Supply/Demand rate was 0.67. The State with the highest Supply/Demand rate is Mississippi (5.31), 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 September all but 3 (Houston, Minneapolis, and Miami) of the largest metro areas posted increases in labor demand
- 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) Sep-12	M-O-M Change (Thousands) Sep-Aug 12	Supply/ Demand Rate ² Aug-12 for U.S. and Regions; Jul-12 for MSA's
United States	4,813.4	128.6	2.68
NORTHEAST	917.3	31.3	2.74
Boston, MA	115.2	4.7	1.21
New York, NY	284.3	11.5	3.13
Philadelphia, PA	93.9	4.9	2.74
SOUTH	1,661.7	33.5	2.76
Atlanta, GA	82.3	1.2	2.89
Baltimore, MD	60.8	2.0	1.76
Dallas, TX	110.1	0.5	2.07
Houston, TX	86.8	-0.7	2.45
Miami, FL	68.2	0.0	3.68
Washington, DC	168.5	3.7	1.03
MIDWEST	1,068.6	36.7	2.49
Chicago, IL	137.3	0.4	3.01
Cleveland, OH	45.9	2.2	1.68
Detroit, MI	68.6	2.3	3.01
Minneapolis-St. Paul, MN	86.0	-0.5	1.17
WEST	1,095.0	39.8	3.18
Denver, CO	54.7	0.7	2.03
Los Angeles, CA	184.2	3.8	3.62
Phoenix, AZ	59.0	1.7	2.40
San Diego, CA	45.9	1.7	3.17
San Francisco, CA	115.3	6.3	1.70
San Jose, CA	51.7	2.0	1.55
Seattle-Tacoma, WA	80.1	6.1	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 September, 17 of the 20 largest MSAs and 47 of the 52 metropolitan areas for which data are reported separately posted increases 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: Detroit (up 147%), Cleveland (up 141%), Minneapolis-St. Paul (up 140%), Columbus (up 123%), Milwaukee (up 123%), Nashville (up 120%), San Jose (up 115%), Indianapolis (up 112%), Louisville (up 112%), Charlotte (up 111%), and Cincinnati (up 103%).

Seventeen MSAs had Supply/Demand rates in July 2012 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table 6). Washington, DC continues to have the most favorable Supply/Demand rate (1.03) with basically one advertised vacancy for every unemployed worker. Oklahoma City (1.13), Minneapolis-St. Paul (1.17), Boston (1.21), Salt Lake City (1.46), and Columbus (1.47) 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 over 7 unemployed workers for every advertised vacancy (7.59), Sacramento (4.09); Miami (3.68), Los Angeles (3.62), and Las Vegas (3.60). Supply/Demand rate data are for July 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

OCCUPATIONAL HIGHLIGHTS

In September:

- **19 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted gains while 3 dipped (Table C and Table 7)**
- **Among the top 10 occupations for labor demand, Sales and Related occupations experienced by far the largest increase, 41,000**

Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted

SOC ¹	Occupation	Total Ads (Thousands) Sep-12	M-O-M Change (Thousands) Sep-Aug 12	Unemployed (Thousands) Aug-12	Supply/ Demand Rate ² Aug-12	Average Hourly Wage ³
41	Sales and related	671.0	41.0	1,519.2	2.41	\$18.04
29	Healthcare practitioners and technical	606.5	-0.4	276.4	0.46	\$34.97
15	Computer and mathematical science	602.5	-0.1	150.2	0.25	\$37.85
43	Office and administrative support	498.8	6.1	1,361.5	2.76	\$16.40
11	Management	464.0	7.8	571.8	1.25	\$51.64
13	Business and financial operations	280.2	1.7	325.2	1.17	\$33.05
53	Transportation and material moving	235.0	8.6	1,126.3	4.98	\$15.96
35	Food preparation and serving related	182.3	6.2	941.1	5.35	\$10.30
49	Installation, maintenance, and repair	171.3	9.1	344.9	2.13	\$20.86
17	Architecture and engineering	168.8	0.8	117.0	0.70	\$37.08

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1. Standard Occupational Classification code (SOC)

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. BLS Occupational Employment Statistics - May 2011 estimates.

Occupational Changes for the Month of September

Among the largest occupational groups, **Sales and Related** occupations experienced the largest September increase, gaining 41,000, or 6.5 percent, to 671,000. In the Sales category the increase included greater demand for Retail Sales Workers and First-Line Supervisors/Managers of Retail Sales Workers.

Installation, Maintenance, and Repair rose 9,100, or 5.6 percent, to 171,300. The Installation, Maintenance, and Repair demand increase was due to an increase in demand for Telecommunications Equipment Installers and Repairers and General Maintenance and Repair Workers. **Transportation and Material Moving** occupations also rose 8,600 to 235,000, largely reflecting increased demand for Truck Drivers.

Other categories with rises in labor demand included **Management**, up 7,800 to 464,000, reflecting a demand increase for Sales Managers and Food Service Managers; **Food Preparation and Serving Related**, up 6,200 to 182,300 due to higher demand for Waiters and Waitresses and First-Line Supervisors/Managers of Food Preparation and Serving Workers; and **Office and Administrative Support**, which was up 6,100 to 498,800, reflecting higher demand for First-Line Supervisors/Managers of Office and Administrative Workers, General Office Clerks, and Executive Secretaries and Administrative Assistants.

A Stark Contrast—Professional versus Services/Production-Related Occupations

Last month we highlighted the difference between occupations in two broad categories, **Professional occupations** and **Service/Production occupations**. The contrast remains quite stark with occupations in the Professional group showing labor shortages and higher wages while occupations and wages in the Service/Production group remain depressed with an over-supply of labor and in general lower wages. Since the official end of the recession in June 2009, the number of unemployed for every advertised vacancy has declined by almost half from 5.1 in 2009 to 2.7 in August 2012. “Overall the news is that the labor market situation seems to continue to improve in 2012,” said Shelp. “However, the experience for the two occupational categories remains quite divergent.”

The number of advertised vacancies is roughly 50/50 in the two categories¹; however, the number of unemployed seeking these jobs is not. About 80 percent of the officially unemployed are in the Service/Production occupations while 20 percent of the officially unemployed are in the Professional occupations. The Supply/Demand (S/D) rates also show this marked difference with roughly one unemployed for every advertised vacancy in the professional categories while the S/D rate for the Services/Production occupations is 4.0 (four unemployed for every advertised vacancy).

“While the current S/D rates for the Services/Production group seem quite high compared to the Professional group, there have been significant improvements in the S/D rates for many of the occupations in the Services/Production group since the end of the recession in June 2009”, added Shelp. Although the increase in

¹ Using the Federal government's Standard Occupational Classification (SOC) system codes, the Professional category is represented by SOC codes 11 through 29. The Services/Production-Related category is represented by SOC codes 31 through 53. (See Table 7, page 15 for the occupations in each category for each of these occupations). Table 7 contains counts of the current online ads, unemployment, and the current average wage.

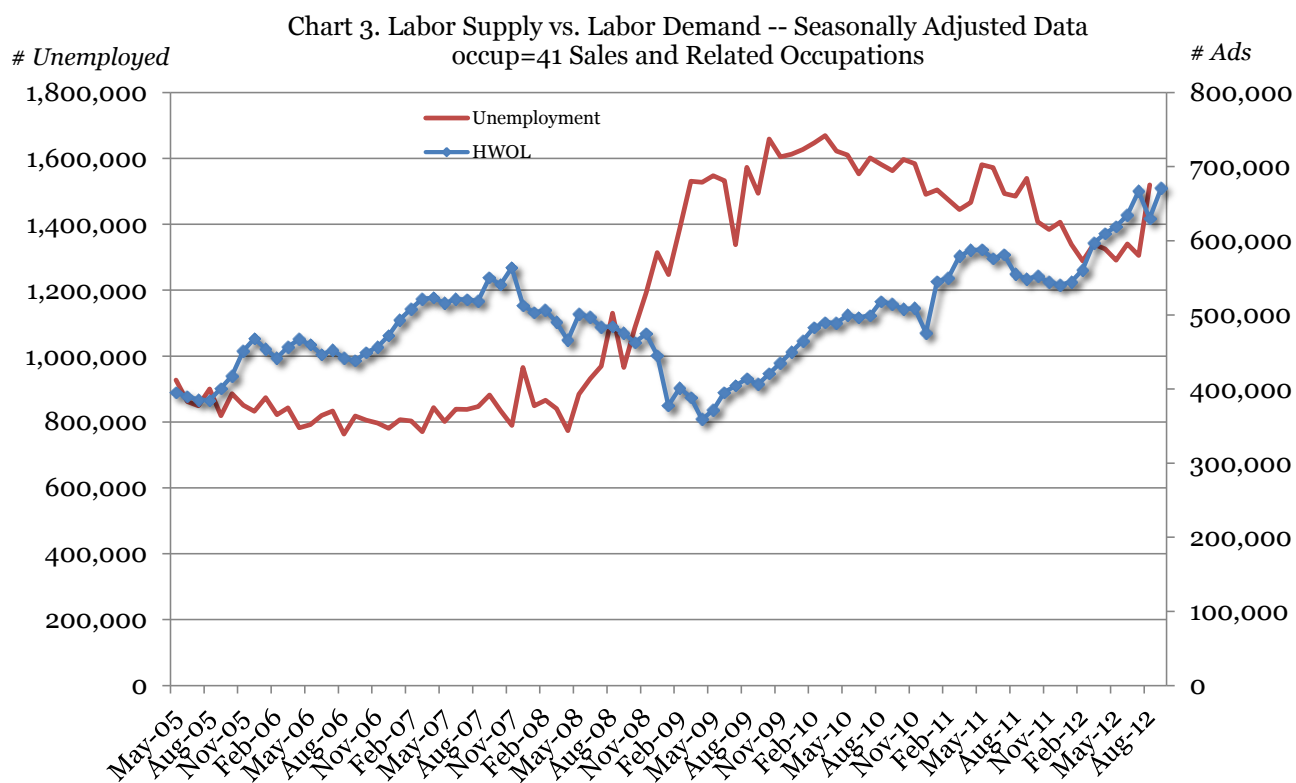
demand for sales, construction, and production workers (occupations in the Service/Production group) has been slow and no doubt difficult for workers that lack the education needed for the professional occupations, there has been improvement.

For Construction (SOC 47) the number of unemployed in August was 1,193,000 with a S/D rate of 13.5 — i.e. over 13 unemployed for every advertised vacancy. This was a significant improvement from the 46 unemployed for every advertised vacancy in June 2009 at the end of the recession. Building and Grounds Maintenance (SOC 37) with 574,000 unemployed and an August S/D rate of 8.0 is a large improvement from the 23 unemployed for every advertised vacancy at the end of the recession. The higher labor demand in September may continue to lower the S/D rates and make what is a difficult job challenge somewhat easier for workers in these categories.

A Look at Labor Demand in Sales Occupations

Sales and Related occupations (SOC 41) saw a significant increase in September, rising 41,000 to 671,000. The increase in the first nine months of 2012 was 131,000, a rise of 24 percent. (See Chart 3)

The number of unemployed (in August) was 2.4 for every advertised vacancy. The August S/D rate has fallen to about 60 percent of the rate in June 2009, when there were close to 4 unemployed for every advertised vacancy.



Source: The Conference Board, BLS

PROGRAM NOTES

HWOL is now available on Haver Analytics

Over 3,000 of the key HWOL press release time series are exclusively available on Haver Analytics. The available time series 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).

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 for over 16,000 Internet job boards, corporate boards 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 July 2008), the HWOL series measures help wanted advertising, i.e. labor 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 February 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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HAVER ANALYTICS®

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Sep-11	Aug-12	Sep-12	Sep-Aug 12	Sep-11	Aug-12	Sep-12	Sep-Aug 12
United States	4,255.2	4,684.8	4,813.4	128.6	2,712.5	2,836.3	3,013.3	177.0
New England	259.2	280.6	289.3	8.8	162.5	166.3	179.3	13.0
Middle Atlantic	559.8	605.4	628.0	22.6	367.5	369.1	410.7	41.6
South Atlantic	841.0	939.6	965.3	25.6	538.1	575.5	607.7	32.2
East North Central	608.4	669.2	695.1	25.8	388.1	402.9	438.0	35.1
East South Central	185.0	199.2	205.2	6.0	119.0	120.3	127.9	7.6
West North Central	329.2	362.7	373.5	10.8	202.3	214.5	226.3	11.7
West South Central	414.0	489.4	491.2	1.7	260.9	294.7	300.3	5.6
Mountain	293.9	338.7	346.6	7.9	195.2	211.2	225.4	14.2
Pacific	652.1	716.5	748.4	32.0	424.5	449.5	493.3	43.8

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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)		
	Sep-11	Aug-12	Sep-12	Sep-11	Aug-12	Sep-12
United States	2.76	3.03	3.11	1.76	1.83	1.95
New England	3.35	3.64	3.76	2.10	2.16	2.33
Middle Atlantic	2.74	2.94	3.05	1.80	1.79	1.99
South Atlantic	2.82	3.16	3.24	1.81	1.93	2.04
East North Central	2.61	2.89	3.00	1.67	1.74	1.89
East South Central	2.12	2.30	2.37	1.36	1.39	1.48
West North Central	2.99	3.32	3.42	1.84	1.96	2.07
West South Central	2.34	2.74	2.75	1.48	1.65	1.68
Mountain	2.68	3.09	3.16	1.78	1.93	2.06
Pacific	2.62	2.89	3.01	1.70	1.81	1.99

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)
	Sep-11	Aug-12	Sep-12	Sep-Aug 12	Sep-11	Aug-12	Sep-12	Sep-Aug 12
United States	4,255.2	4,684.8	4,813.4	128.6	2,712.5	2,836.3	3,013.3	177.0
Alabama	45.2	47.8	48.3	0.4	28.8	28.1	28.7	0.6
Alaska	16.7	19.4	19.3	-0.1	10.3	11.0	10.7	-0.3
Arizona	75.0	86.4	88.3	1.8	47.1	52.8	55.3	2.5
Arkansas	27.3	27.9	28.9	1.0	16.7	16.4	16.8	0.4
California	456.3	514.8	529.4	14.6	296.7	317.6	345.0	27.4
Colorado	75.9	97.8	97.7	-0.1	50.9	60.3	62.8	2.5
Connecticut	59.9	64.5	66.0	1.5	37.1	36.7	39.8	3.0
Delaware	15.3	16.1	16.6	0.5	9.5	9.7	9.9	0.2
Florida	233.3	264.3	268.6	4.3	160.4	172.8	177.7	4.9
Georgia	110.5	126.1	128.9	2.9	68.2	72.1	77.9	5.8
Hawaii	15.7	18.5	19.9	1.4	11.7	13.7	15.0	1.3
Idaho	20.5	23.5	24.8	1.3	15.0	15.8	17.7	1.9
Illinois	151.1	177.9	179.5	1.6	92.4	99.6	108.0	8.4
Indiana	70.3	78.1	81.5	3.4	43.2	45.7	48.8	3.2
Iowa	43.0	47.0	47.8	0.8	25.3	25.9	27.1	1.2
Kansas	34.4	38.7	39.8	1.0	19.9	21.8	23.1	1.2
Kentucky	43.0	45.9	47.9	2.0	27.3	27.8	30.8	3.0
Louisiana	46.3	51.2	50.0	-1.2	30.3	30.7	31.4	0.7
Maine	20.2	20.9	21.3	0.4	11.1	11.2	12.1	0.9
Maryland	103.4	113.3	114.5	1.1	62.8	66.2	68.8	2.6
Massachusetts	126.5	140.5	144.7	4.2	79.1	83.6	89.8	6.2
Michigan	121.3	136.1	141.4	5.3	80.0	87.0	93.1	6.1
Minnesota	105.8	120.9	121.1	0.2	65.1	72.3	75.1	2.8
Mississippi	20.0	22.9	23.1	0.2	11.9	12.8	13.3	0.5
Missouri	86.2	87.9	92.7	4.8	57.0	55.8	60.6	4.8
Montana	15.9	15.8	16.5	0.7	9.5	8.5	9.0	0.6
Nebraska	29.2	36.9	37.4	0.5	20.0	23.3	23.7	0.4
Nevada	42.2	46.0	48.0	1.9	29.3	31.4	33.3	1.8
New Hampshire	22.0	25.1	26.1	1.0	14.4	15.8	17.1	1.3
New Jersey	138.6	152.8	157.7	4.9	91.8	95.9	103.5	7.7
New Mexico	23.9	24.3	25.0	0.7	16.0	14.7	15.5	0.8
New York	245.7	275.6	279.5	3.9	163.2	170.9	186.8	16.0
North Carolina	114.3	130.9	136.4	5.5	77.3	82.7	89.7	6.9
North Dakota	15.6	17.4	18.6	1.1	8.2	9.3	10.1	0.8
Ohio	173.6	182.5	191.3	8.8	117.1	116.4	126.3	9.9
Oklahoma	46.6	55.8	55.7	-0.1	30.9	35.3	35.6	0.4
Oregon	51.3	55.7	60.0	4.3	34.5	36.8	40.8	4.0
Pennsylvania	175.6	181.4	190.8	9.4	109.6	107.0	117.4	10.4
Rhode Island	17.3	18.5	19.3	0.8	12.2	12.1	13.2	1.1
South Carolina	49.2	55.1	58.0	2.9	33.4	34.4	39.0	4.6
South Dakota	15.1	15.8	16.3	0.4	7.8	7.1	7.7	0.6
Tennessee	76.6	82.6	85.6	2.9	50.7	51.7	54.6	2.9
Texas	293.6	354.2	356.3	2.1	183.1	212.8	216.6	3.8
Utah	33.0	36.7	38.5	1.7	21.8	23.5	25.7	2.2
Vermont	12.8	11.6	11.7	0.1	8.5	6.8	7.3	0.6
Virginia	140.3	155.0	157.4	2.4	81.5	89.2	93.0	3.8
Washington	110.9	111.5	118.6	7.0	71.5	70.9	82.0	11.1
West Virginia	17.1	17.3	19.2	1.9	10.3	9.7	11.3	1.7
Wisconsin	91.8	98.1	100.9	2.8	52.1	53.9	58.0	4.1
Wyoming	7.4	8.1	7.9	-0.2	4.4	4.2	4.6	0.4

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

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

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Sep-11	Aug-12	Sep-12	Aug-12	Aug-12	Aug-12	Aug-12
United States	2.76	3.03	3.11	8.1	12,544.00	4,684.8	2.68
Alabama	2.07	2.22	2.24	8.5	183.32	47.8	3.83
Alaska	4.55	5.30	5.26	7.8	28.41	19.4	1.46
Arizona	2.48	2.88	2.94	8.3	249.80	86.4	2.89
Arkansas	1.99	2.02	2.09	7.3	100.07	27.9	3.59
California	2.48	2.81	2.89	10.6	1,934.99	514.8	3.76
Colorado	2.79	3.59	3.59	8.2	224.43	97.8	2.30
Connecticut	3.13	3.39	3.47	9.0	170.97	64.5	2.65
Delaware	3.48	3.67	3.78	6.9	30.23	16.1	1.88
Florida	2.52	2.85	2.90	8.8	817.64	264.3	3.09
Georgia	2.34	2.65	2.71	9.2	439.69	126.1	3.49
Hawaii	2.37	2.89	3.11	6.1	38.90	18.5	2.10
Idaho	2.66	3.03	3.19	7.4	57.08	23.5	2.43
Illinois	2.30	2.71	2.74	9.1	593.80	177.9	3.34
Indiana	2.20	2.49	2.60	8.3	260.05	78.1	3.33
Iowa	2.59	2.86	2.91	5.5	89.98	47.0	1.91
Kansas	2.29	2.61	2.68	6.2	92.47	38.7	2.39
Kentucky	2.08	2.22	2.32	8.5	174.93	45.9	3.81
Louisiana	2.25	2.47	2.41	7.4	153.78	51.2	3.00
Maine	2.87	2.96	3.01	7.6	53.96	20.9	2.59
Maryland	3.36	3.69	3.73	7.1	217.39	113.3	1.92
Massachusetts	3.66	4.07	4.20	6.3	218.75	140.5	1.56
Michigan	2.61	2.92	3.04	9.4	436.60	136.1	3.21
Minnesota	3.55	4.07	4.08	5.9	175.11	120.9	1.45
Mississippi	1.48	1.72	1.73	9.1	121.78	22.9	5.31
Missouri	2.83	2.94	3.10	7.2	213.99	87.9	2.43
Montana	3.15	3.09	3.23	6.3	32.38	15.8	2.06
Nebraska	2.89	3.64	3.69	4.0	40.82	36.9	1.11
Nevada	3.05	3.36	3.50	12.1	165.86	46.0	3.60
New Hampshire	2.98	3.41	3.54	5.7	41.87	25.1	1.67
New Jersey	3.04	3.34	3.44	9.9	454.94	152.8	2.98
New Mexico	2.58	2.64	2.72	6.5	59.73	24.3	2.46
New York	2.59	2.89	2.93	9.1	872.06	275.6	3.16
North Carolina	2.45	2.82	2.93	9.7	451.64	130.9	3.45
North Dakota	4.06	4.50	4.80	3.0	11.63	17.4	0.67
Ohio	2.99	3.17	3.33	7.2	413.36	182.5	2.26
Oklahoma	2.62	3.10	3.10	5.1	91.19	55.8	1.64
Oregon	2.57	2.82	3.04	8.9	175.69	55.7	3.15
Pennsylvania	2.75	2.80	2.95	8.1	524.55	181.4	2.89
Rhode Island	3.08	3.33	3.47	10.7	59.20	18.5	3.20
South Carolina	2.28	2.58	2.72	9.6	204.94	55.1	3.72
South Dakota	3.40	3.58	3.69	4.5	19.74	15.8	1.25
Tennessee	2.45	2.66	2.75	8.5	264.38	82.6	3.20
Texas	2.35	2.80	2.82	7.1	901.87	354.2	2.55
Utah	2.48	2.71	2.84	5.8	78.75	36.7	2.14
Vermont	3.57	3.25	3.29	5.3	19.01	11.6	1.64
Virginia	3.25	3.59	3.64	5.9	255.34	155.0	1.65
Washington	3.18	3.19	3.39	8.6	301.66	111.5	2.71
West Virginia	2.14	2.17	2.40	7.5	59.99	17.3	3.47
Wisconsin	3.00	3.20	3.29	7.5	229.07	98.1	2.33
Wyoming	2.44	2.63	2.58	5.7	17.44	8.1	2.16

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)
	Sep-11	Aug-12	Sep-12	Sep-Aug 12	Sep-11	Aug-12	Sep-12	Sep-Aug 12
Birmingham, AL	13.5	15.0	15.3	0.3	9.0	9.5	9.5	0.0
Phoenix, AZ	48.0	57.3	59.0	1.7	30.4	35.1	37.7	2.6
Tucson, AZ	12.1	13.7	14.0	0.3	8.7	9.1	9.8	0.6
Los Angeles, CA	154.2	180.4	184.2	3.8	104.8	117.8	125.7	7.8
Riverside, CA	26.7	28.8	30.8	2.0	18.4	19.2	21.5	2.4
Sacramento, CA	23.1	26.5	27.2	0.8	15.0	16.2	17.7	1.6
San Diego, CA	38.1	44.2	45.9	1.7	25.5	28.8	31.1	2.3
San Francisco, CA	90.1	109.0	115.3	6.3	61.6	69.0	77.4	8.5
San Jose, CA	43.0	49.8	51.7	2.0	25.5	27.5	30.5	3.0
Denver, CO	40.6	54.0	54.7	0.7	26.9	32.9	34.8	1.8
Hartford, CT	23.7	25.1	25.7	0.5	15.2	15.2	15.6	0.4
Washington, DC	148.0	164.8	168.5	3.7	86.8	95.1	100.3	5.2
Jacksonville, FL	20.6	21.9	23.0	1.1	15.0	15.1	16.6	1.5
Miami, FL	58.4	68.2	68.2	0.0	38.2	41.6	43.2	1.6
Orlando, FL	32.8	39.1	40.9	1.8	24.6	28.0	30.4	2.5
Tampa, FL	38.5	46.0	46.8	0.8	26.8	29.0	31.0	1.9
Atlanta, GA	67.6	81.1	82.3	1.2	41.8	46.2	49.8	3.5
Honolulu, HI	12.8	15.0	16.2	1.1	10.2	11.9	12.8	0.9
Chicago, IL	112.7	136.9	137.3	0.4	68.3	76.3	82.6	6.4
Indianapolis, IN	29.0	32.0	32.8	0.8	19.1	19.9	20.9	1.0
Louisville, KY	18.3	20.3	21.5	1.2	11.7	12.8	13.9	1.1
New Orleans, LA	14.4	16.1	15.8	-0.3	10.5	10.8	11.2	0.4
Baltimore, MD	53.7	58.8	60.8	2.0	35.0	37.3	38.7	1.4
Boston, MA	97.4	110.5	115.2	4.7	61.5	67.8	73.2	5.4
Detroit, MI	59.0	66.3	68.6	2.3	38.9	43.4	45.0	1.6
Minneapolis-St. Paul, MN	72.8	86.5	86.0	-0.5	47.1	53.4	55.3	2.0
Kansas City, MO	35.1	38.5	39.9	1.4	23.6	24.5	25.6	1.1
St. Louis, MO	37.7	42.3	44.8	2.5	25.7	27.4	30.9	3.5
Las Vegas, NV	29.7	31.8	33.2	1.4	21.5	23.0	24.2	1.2
Buffalo, NY	14.9	17.9	17.7	-0.2	10.5	10.6	11.8	1.3
New York, NY	243.2	272.8	284.3	11.5	163.4	170.4	191.5	21.2
Rochester, NY	12.8	14.2	14.5	0.3	8.9	9.0	10.0	1.0
Charlotte, NC	33.7	37.2	38.5	1.2	23.5	24.6	26.5	1.9
Cincinnati, OH	30.4	34.3	35.8	1.5	20.2	21.4	23.9	2.5
Cleveland, OH	43.7	43.7	45.9	2.2	31.1	28.8	31.2	2.4
Columbus, OH	35.7	39.4	41.1	1.7	24.6	26.5	28.4	1.8
Oklahoma City, OK	20.0	23.2	23.7	0.5	14.3	15.4	16.4	1.0
Portland, OR	32.4	36.0	38.6	2.6	22.0	23.7	26.7	3.0
Philadelphia, PA	79.4	89.0	93.9	4.9	49.4	51.5	57.8	6.4
Pittsburgh, PA	39.8	39.9	41.9	1.9	28.3	26.1	29.1	3.0
Providence, RI	22.4	24.3	25.3	1.0	16.1	16.0	17.8	1.9
Memphis, TN	15.9	16.8	18.2	1.5	10.2	9.9	11.3	1.4
Nashville, TN	25.9	31.4	31.8	0.4	18.2	20.2	21.7	1.5
Austin, TX	27.7	33.2	34.7	1.5	18.6	21.6	23.0	1.4
Dallas, TX	87.8	109.7	110.1	0.5	54.1	63.8	66.9	3.1
Houston, TX	67.2	87.5	86.8	-0.7	40.4	50.3	50.5	0.2
San Antonio, TX	28.5	34.6	35.5	0.9	21.2	23.7	26.4	2.7
Salt Lake City, UT	20.9	23.5	24.4	0.9	14.4	15.8	16.8	1.0
Richmond, VA	19.7	23.2	24.3	1.1	14.0	15.2	16.8	1.6
Virginia Beach, VA	22.7	26.4	27.6	1.1	16.0	17.7	19.0	1.4
Seattle-Tacoma, WA	61.4	74.0	80.1	6.1	41.3	47.1	56.2	9.1
Milwaukee, WI	31.1	36.6	37.5	0.9	19.1	20.7	22.1	1.4

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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
	Sep-11	Aug-12	Sep-12	Jul-12	Jul-12	Jul-12	Jul-12
Birmingham, AL	2.54	2.87	2.93	7.2	37.5	15.4	2.44
Phoenix, AZ	2.36	2.83	2.91	7.2	146.1	60.9	2.40
Tucson, AZ	2.62	3.01	3.07	7.3	33.3	14.0	2.37
Los Angeles, CA	2.36	2.79	2.85	10.2	662.9	183.3	3.62
Riverside, CA	1.48	1.60	1.70	12.2	219.9	29.0	7.59
Sacramento, CA	2.23	2.54	2.61	10.6	110.7	27.1	4.09
San Diego, CA	2.40	2.76	2.87	9.0	143.3	45.2	3.17
San Francisco, CA	3.97	4.74	5.01	8.2	189.6	111.5	1.70
San Jose, CA	4.63	5.27	5.48	8.5	80.6	52.1	1.55
Denver, CO	2.90	3.84	3.89	8.2	115.3	56.9	2.03
Hartford, CT	3.90	4.14	4.22	8.5	51.4	24.9	2.07
Washington, DC	4.65	5.13	5.25	5.4	173.4	169.0	1.03
Jacksonville, FL	2.98	3.16	3.32	8.3	57.7	22.3	2.59
Miami, FL	2.02	2.34	2.34	8.7	253.7	68.9	3.68
Orlando, FL	2.92	3.46	3.63	8.6	97.2	39.3	2.47
Tampa, FL	2.93	3.49	3.55	8.9	117.0	45.2	2.59
Atlanta, GA	2.51	2.98	3.02	9.0	244.0	84.3	2.89
Honolulu, HI	2.78	3.33	3.59	5.7	25.6	15.6	1.65
Chicago, IL	2.32	2.82	2.83	8.7	424.6	140.9	3.01
Indianapolis, IN	3.20	3.57	3.65	7.7	69.2	32.3	2.14
Louisville, KY	2.87	3.18	3.36	8.2	52.5	21.5	2.45
New Orleans, LA	2.67	2.97	2.92	7.5	40.8	16.6	2.45
Baltimore, MD	3.72	4.07	4.21	7.4	106.1	60.3	1.76
Boston, MA	3.86	4.36	4.55	5.5	138.9	114.9	1.21
Detroit, MI	2.93	3.34	3.45	10.2	202.9	67.3	3.01
Minneapolis-St. Paul, MN	3.93	4.64	4.62	5.6	104.3	88.8	1.17
Kansas City, MO	3.31	3.68	3.81	7.1	73.8	38.9	1.90
St. Louis, MO	2.60	2.96	3.13	7.8	110.9	42.9	2.58
Las Vegas, NV	2.99	3.24	3.38	12.1	118.7	32.9	3.60
Buffalo, NY	2.61	3.11	3.08	9.0	51.9	18.5	2.81
New York, NY	2.57	2.86	2.98	9.3	886.5	283.2	3.13
Rochester, NY	2.46	2.68	2.74	8.4	44.8	15.0	2.99
Charlotte, NC	3.75	4.15	4.28	9.6	86.5	37.5	2.31
Cincinnati, OH	2.76	3.11	3.24	7.0	77.6	35.1	2.21
Cleveland, OH	4.03	4.07	4.28	7.0	75.4	44.9	1.68
Columbus, OH	3.73	4.10	4.28	6.1	58.2	39.5	1.47
Oklahoma City, OK	3.43	3.93	4.01	4.5	26.4	23.4	1.13
Portland, OR	2.71	2.99	3.21	8.1	97.2	37.3	2.60
Philadelphia, PA	2.67	2.96	3.13	8.6	257.3	94.0	2.74
Pittsburgh, PA	3.22	3.19	3.34	7.1	89.4	42.2	2.12
Providence, RI	3.20	3.52	3.67	10.5	72.2	25.8	2.80
Memphis, TN	2.54	2.69	2.93	9.2	57.1	17.5	3.27
Nashville, TN	3.07	3.75	3.80	7.0	58.3	30.9	1.89
Austin, TX	2.94	3.45	3.60	6.0	58.0	34.0	1.71
Dallas, TX	2.67	3.29	3.30	7.0	233.5	112.8	2.07
Houston, TX	2.24	2.86	2.84	7.0	215.3	87.8	2.45
San Antonio, TX	2.82	3.37	3.46	6.8	69.7	34.7	2.01
Salt Lake City, UT	3.52	3.90	4.05	5.8	34.7	23.9	1.46
Richmond, VA	2.91	3.43	3.59	6.5	43.7	22.8	1.92
Virginia Beach, VA	2.68	3.11	3.25	6.6	55.9	26.0	2.15
Seattle-Tacoma, WA	3.26	3.88	4.20	7.8	149.0	80.2	1.86
Milwaukee, WI	3.90	4.58	4.69	7.8	62.0	37.7	1.64

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								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Sep-11	Aug-12	Sep-12	Sep-Aug 12	Aug-12	Aug-12	
	Total	4,255.2	4,684.8	4,813.4	128.6	12,544.0	2.7	\$21.74
11	Management	409.9	456.2	464.0	7.8	571.8	1.3	\$51.64
13	Business and financial operations	255.5	278.4	280.2	1.7	325.2	1.2	\$33.05
15	Computer and mathematical science	558.1	602.6	602.5	-0.1	150.2	0.2	\$37.85
17	Architecture and engineering	153.9	168.1	168.8	0.8	117.0	0.7	\$37.08
19	Life, physical, and social science	65.2	70.3	72.5	2.2	91.4	1.3	\$32.44
21	Community and social services	50.3	58.6	59.9	1.3	118.1	2.0	\$21.07
23	Legal	22.5	27.5	28.5	1.0	65.7	2.4	\$47.30
25	Education, training, and library	94.2	106.8	112.6	5.8	395.0	3.7	\$24.46
27	Arts, design, entertainment, sports, and media	97.7	116.5	123.4	6.9	210.0	1.8	\$25.89
29	Healthcare practitioners and technical	582.0	606.9	606.5	-0.4	276.4	0.5	\$34.97
31	Healthcare support	125.5	134.5	136.9	2.4	288.2	2.1	\$13.16
33	Protective service	32.1	36.5	37.0	0.5	160.9	4.4	\$20.54
35	Food preparation and serving related	146.7	176.0	182.3	6.2	941.1	5.3	\$10.30
37	Building and grounds cleaning and maintenance	60.1	72.1	74.6	2.5	574.1	8.0	\$12.29
39	Personal care and service	66.9	85.2	86.5	1.3	331.8	3.9	\$11.84
41	Sales and related	548.6	630.0	671.0	41.0	1,519.2	2.4	\$18.04
43	Office and administrative support	462.0	492.7	498.8	6.1	1,361.5	2.8	\$16.40
45	Farming, fishing, and forestry	5.3	5.8	5.8	-0.1	159.7	27.4	\$11.68
47	Construction and extraction	75.9	88.3	94.7	6.4	1,193.1	13.5	\$21.46
49	Installation, maintenance, and repair	152.7	162.2	171.3	9.1	344.9	2.1	\$20.86
51	Production	125.2	137.2	140.9	3.7	945.0	6.9	\$16.45
53	Transportation and material moving	199.8	226.4	235.0	8.6	1,126.3	5.0	\$15.96

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. 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.
6. 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 Sep-12	Average Hourly Wage ²	Total Ads Sep-12	Average Hourly Wage ²	Total Ads Sep-12	Average Hourly Wage ²
United States	769,797	\$42.35	1,843,828	\$31.09	569,841	\$12.52
Alabama	5,765	\$39.94	16,242	\$27.72	4,876	\$10.98
Alaska	2,329	\$40.79	8,279	\$33.86	2,669	\$14.93
Arizona	12,657	\$38.41	34,606	\$29.84	11,157	\$12.90
Arkansas	3,570	\$34.80	9,859	\$25.24	3,812	\$10.38
California	100,258	\$47.65	224,646	\$36.77	53,483	\$13.93
Colorado	15,281	\$41.41	38,439	\$32.12	12,760	\$12.75
Connecticut	12,172	\$48.46	26,079	\$33.14	6,647	\$14.33
Delaware	2,856	\$44.91	7,136	\$33.10	1,763	\$12.53
Florida	36,519	\$37.59	87,361	\$29.34	36,507	\$12.00
Georgia	22,325	\$42.61	56,674	\$28.39	12,333	\$11.35
Hawaii	2,310	\$37.74	5,560	\$29.93	3,597	\$13.83
Idaho	2,495	\$32.99	7,664	\$25.38	4,385	\$11.32
Illinois	36,578	\$40.83	72,263	\$30.97	17,333	\$12.93
Indiana	10,465	\$37.40	26,463	\$26.92	9,661	\$11.35
Iowa	5,976	\$34.92	17,256	\$25.76	6,162	\$11.34
Kansas	6,240	\$37.56	15,058	\$26.55	4,146	\$11.22
Kentucky	6,328	\$35.36	14,785	\$26.64	5,175	\$10.87
Louisiana	6,369	\$36.49	15,227	\$26.64	6,316	\$11.05
Maine	2,391	\$34.23	7,814	\$27.34	3,951	\$11.97
Maryland	17,936	\$44.76	49,820	\$35.21	12,928	\$13.48
Massachusetts	27,657	\$48.42	62,874	\$35.05	14,976	\$14.78
Michigan	19,772	\$39.95	52,200	\$29.54	18,696	\$12.10
Minnesota	19,987	\$40.82	45,930	\$30.64	15,350	\$12.23
Mississippi	3,096	\$33.43	7,013	\$23.87	2,590	\$10.32
Missouri	13,367	\$36.55	30,676	\$27.19	12,165	\$11.12
Montana	1,773	\$31.18	6,094	\$23.95	2,978	\$11.21
Nebraska	5,035	\$36.48	13,258	\$26.07	5,140	\$9.89
Nevada	5,773	\$39.54	14,817	\$31.81	7,289	\$13.27
New Hampshire	3,179	\$42.24	9,483	\$29.86	3,893	\$12.79
New Jersey	27,491	\$49.09	60,669	\$34.11	19,488	\$14.46
New Mexico	2,934	\$36.07	11,417	\$28.95	3,124	\$11.55
New York	57,720	\$51.35	105,227	\$31.63	33,949	\$14.46
North Carolina	18,968	\$15.53	52,402	\$23.90	17,749	\$11.30
North Dakota	1,965	\$35.31	5,400	\$24.81	2,316	\$11.50
Ohio	26,594	\$38.64	64,660	\$29.06	23,231	\$11.71
Oklahoma	6,443	\$34.10	17,101	\$25.70	7,268	\$10.85
Oregon	8,029	\$38.10	23,120	\$26.29	8,457	\$12.97
Pennsylvania	29,183	\$41.05	67,335	\$29.09	25,392	\$12.52
Rhode Island	2,983	\$45.08	7,456	\$32.85	2,936	\$13.30
South Carolina	6,453	\$37.37	20,696	\$27.19	7,747	\$10.97
South Dakota	1,809	\$32.93	5,458	\$23.84	2,624	\$10.86
Tennessee	11,460	\$36.93	27,248	\$25.48	10,744	\$11.04
Texas	58,682	\$41.89	136,643	\$30.34	37,740	\$11.39
Utah	5,079	\$36.47	12,839	\$26.86	5,160	\$7.26
Vermont	1,648	\$37.37	4,871	\$26.87	1,992	\$13.05
Virginia	27,980	\$45.17	71,004	\$33.70	16,531	\$12.53
Washington	21,463	\$25.74	54,588	\$33.17	13,768	\$14.44
West Virginia	2,074	\$32.21	6,767	\$24.64	2,547	\$10.43
Wisconsin	13,759	\$36.84	35,086	\$28.68	13,249	\$11.69
Wyoming	943	\$35.34	3,827	\$26.75	1,026	\$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
	Sep-12	Wage ¹	Sep-12	Wage ¹	Sep-12	Wage ¹
United States	1,240,938	\$17.04	295,224	\$20.78	426,129	\$16.20
Alabama	14,408	\$14.77	3,454	\$18.55	6,036	\$15.12
Alaska	4,428	\$17.93	1,690	\$28.20	1,216	\$7.88
Arizona	23,268	\$16.73	5,820	\$19.44	5,881	\$16.13
Arkansas	7,835	\$14.23	2,222	\$17.07	4,118	\$14.48
California	136,141	\$18.77	23,891	\$21.93	32,852	\$16.34
Colorado	25,498	\$18.10	7,756	\$21.09	8,072	\$16.82
Connecticut	17,208	\$20.22	3,108	\$24.37	5,177	\$17.63
Delaware	3,892	\$17.30	966	\$21.58	1,384	\$15.67
Florida	80,511	\$16.13	19,301	\$17.93	17,134	\$15.16
Georgia	31,486	\$16.10	7,003	\$18.92	10,487	\$15.26
Hawaii	6,640	\$6.44	1,390	\$26.33	1,318	\$18.16
Idaho	6,847	\$15.12	2,637	\$18.32	3,041	\$14.97
Illinois	46,750	\$17.73	7,410	\$23.89	15,849	\$16.63
Indiana	22,395	\$15.66	5,635	\$21.10	12,023	\$15.97
Iowa	12,739	\$15.31	3,706	\$19.17	7,098	\$15.59
Kansas	10,241	\$15.68	2,607	\$19.56	4,339	\$15.93
Kentucky	13,680	\$15.00	3,627	\$18.64	6,531	\$16.17
Louisiana	14,411	\$14.55	4,692	\$18.72	5,800	\$17.70
Maine	5,402	\$15.14	1,499	\$18.88	1,993	\$15.93
Maryland	27,599	\$17.83	5,884	\$21.85	6,321	\$17.02
Massachusetts	33,838	\$19.82	6,203	\$25.38	9,036	\$17.33
Michigan	35,358	\$16.47	10,284	\$21.25	16,891	\$17.18
Minnesota	29,171	\$17.58	7,542	\$22.76	13,983	\$16.74
Mississippi	6,960	\$13.71	1,985	\$17.10	3,449	\$14.25
Missouri	25,448	\$15.64	6,245	\$21.13	10,032	\$15.65
Montana	4,202	\$14.61	1,783	\$19.61	1,786	\$16.04
Nebraska	9,741	\$15.34	3,296	\$18.69	4,550	\$15.96
Nevada	14,909	\$16.12	3,182	\$24.37	3,306	\$16.78
New Hampshire	7,108	\$17.08	1,811	\$20.89	2,689	\$16.56
New Jersey	40,546	\$18.97	7,040	\$25.16	10,986	\$16.38
New Mexico	6,108	\$14.68	1,732	\$18.61	1,874	\$16.48
New York	75,686	\$19.77	12,438	\$13.93	17,289	\$17.71
North Carolina	34,370	\$16.16	9,018	\$18.29	11,778	\$14.82
North Dakota	4,742	\$14.87	2,794	\$20.91	2,876	\$17.28
Ohio	50,617	\$16.10	13,605	\$20.38	25,993	\$15.80
Oklahoma	15,319	\$14.60	5,385	\$18.23	8,064	\$15.55
Oregon	14,854	\$16.97	4,049	\$20.23	5,617	\$16.19
Pennsylvania	50,914	\$17.20	11,362	\$20.91	20,105	\$16.52
Rhode Island	5,137	\$17.87	1,076	\$22.16	1,467	\$16.04
South Carolina	15,637	\$14.92	4,353	\$18.14	6,209	\$15.44
South Dakota	4,238	\$14.15	1,790	\$17.40	2,118	\$14.30
Tennessee	24,834	\$15.46	6,439	\$18.37	11,177	\$15.12
Texas	92,655	\$16.59	25,008	\$18.46	31,984	\$15.80
Utah	12,411	\$15.62	2,629	\$19.89	3,465	\$16.35
Vermont	2,724	\$16.18	741	\$19.26	1,194	\$16.22
Virginia	33,490	\$16.98	7,916	\$20.02	9,045	\$16.19
Washington	26,252	\$18.26	7,080	\$23.87	8,344	\$18.65
West Virginia	5,557	\$13.39	1,479	\$19.53	2,448	\$15.74
Wisconsin	25,227	\$16.24	7,037	\$21.61	16,147	\$16.23
Wyoming	1,903	\$15.30	987	\$22.54	955	\$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	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-12	Wage ^{2*}	Sep-12	Wage ^{2*}	Sep-12	Wage ^{2*}
United States	769,797	\$42.35	1,843,828	\$31.09	569,841	\$12.52
Birmingham, AL	2,130	\$41.72	5,074	\$17.00	1,699	\$11.34
Phoenix, AZ	9,330	\$39.40	22,899	\$26.75	6,879	\$12.94
Tucson, AZ	1,658	\$36.57	4,892	\$29.93	2,242	\$10.46
Los Angeles, CA	36,123	\$47.57	70,044	\$36.58	18,117	\$13.67
Riverside, CA	3,671	\$41.25	9,076	\$32.59	4,410	\$13.04
Sacramento, CA	4,738	\$42.26	11,025	\$35.72	2,931	\$13.95
San Diego, CA	7,689	\$45.39	19,586	\$35.33	5,228	\$13.19
San Francisco, CA	27,601	\$52.92	54,580	\$40.31	10,017	\$15.16
San Jose, CA	10,892	\$59.31	32,055	\$45.67	2,427	\$14.87
Denver, CO	10,368	\$42.99	22,261	\$34.11	5,940	\$12.82
Hartford, CT	5,030	\$45.10	9,968	\$33.02	2,494	\$14.21
Washington, DC	36,041	\$50.22	81,371	\$40.60	16,543	\$14.71
Jacksonville, FL	3,562	\$36.55	6,815	\$29.77	2,775	\$11.53
Miami, FL	11,691	\$40.39	22,343	\$30.40	8,411	\$12.58
Orlando, FL	5,463	\$36.47	12,013	\$28.98	5,950	\$11.60
Tampa, FL	6,910	\$37.50	16,420	\$29.95	5,765	\$7.36
Atlanta, GA	17,256	\$44.72	38,510	\$30.34	7,293	\$11.75
Honolulu, HI	1,856	\$38.09	4,016	\$28.89	3,052	\$13.51
Chicago, IL	30,907	\$42.39	55,120	\$32.26	13,310	\$13.13
Indianapolis, IN	4,940	\$38.57	10,387	\$29.10	3,979	\$11.82
Louisville, KY	3,010	.	6,107	.	2,541	.
New Orleans, LA	2,158	.	4,195	.	2,635	.
Baltimore, MD	9,248	.	23,751	.	7,570	.
Boston, MA	23,563	\$49.89	50,676	\$36.34	11,292	\$15.01
Detroit, MI	10,419	\$42.63	25,495	\$32.04	8,703	\$12.46
Minneapolis-St. Paul, MN	15,503	.	32,638	.	10,331	.
Kansas City, MO	6,231	.	13,443	.	4,694	.
St. Louis, MO	7,243	.	16,009	.	5,571	.
Las Vegas, NV	4,176	.	9,855	.	5,266	.
Buffalo, NY	2,484	.	5,162	.	2,602	.
New York, NY	61,983	\$54.02	113,236	\$36.83	32,617	\$14.97
Rochester, NY	1,919	.	4,555	.	2,083	.
Charlotte, NC	7,247	.	13,349	.	4,401	.
Cincinnati, OH	5,932	\$40.66	11,234	\$29.80	4,030	\$11.73
Cleveland, OH	7,050	\$39.75	16,630	\$30.06	5,576	\$12.42
Columbus, OH	5,945	\$39.25	13,653	\$30.85	4,968	\$12.07
Oklahoma City, OK	2,961	\$35.59	6,804	\$27.69	3,333	\$10.88
Portland, OR	6,005	\$40.81	15,574	\$31.68	4,627	\$13.34
Philadelphia, PA	17,554	\$45.43	37,181	\$32.31	10,810	\$13.59
Pittsburgh, PA	6,260	\$40.17	12,961	\$29.77	6,798	\$12.01
Providence, RI	3,569	\$43.90	9,143	\$31.93	3,938	\$13.27
Memphis, TN	2,641	\$38.97	5,676	\$24.81	2,002	\$11.62
Nashville, TN	5,016	\$38.10	10,009	\$27.16	3,986	\$11.24
Austin, TX	5,115	\$41.77	14,845	\$32.40	4,088	\$11.78
Dallas, TX	21,697	\$43.22	45,178	\$32.13	9,936	\$11.87
Houston, TX	17,598	\$46.51	34,794	\$33.74	7,507	\$11.45
San Antonio, TX	5,071	\$37.84	11,124	\$29.64	5,167	\$11.15
Salt Lake City, UT	3,562	\$38.14	8,209	\$29.09	3,172	\$10.79
Richmond, VA	3,991	\$40.20	9,268	\$29.82	2,912	\$12.23
Virginia Beach, VA	3,530	\$38.70	9,695	\$29.50	3,538	\$11.73
Seattle-Tacoma, WA	16,338	\$45.79	39,515	\$35.63	7,738	\$15.01
Milwaukee, WI	5,603	\$40.26	12,696	\$30.58	4,738	\$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
	Sep-12	Wage ^{2*}	Sep-12	Wage ^{2*}	Sep-12	Wage ^{2*}
United States	1,240,938	\$17.04	295,224	\$20.78	426,129	\$16.20
Birmingham, AL	5,028	\$16.29	1,132	\$19.05	1,582	\$15.15
Phoenix, AZ	16,401	\$17.45	3,906	\$20.05	3,873	\$16.34
Tucson, AZ	3,803	\$15.16	1,155	\$19.67	1,103	\$15.20
Los Angeles, CA	54,032	\$18.73	7,705	\$23.73	12,296	\$15.60
Riverside, CA	10,249	\$16.37	2,245	\$22.62	3,488	\$15.69
Sacramento, CA	7,422	\$18.33	1,684	\$23.41	1,883	\$17.01
San Diego, CA	11,889	\$18.07	2,380	\$23.22	2,540	\$16.00
San Francisco, CA	24,205	\$21.86	3,864	\$27.45	4,333	\$19.06
San Jose, CA	7,333	\$22.96	1,126	\$26.96	1,361	\$17.94
Denver, CO	14,041	\$19.41	3,958	\$21.15	3,855	\$17.21
Hartford, CT	7,129	\$19.39	1,331	\$24.14	2,056	\$10.78
Washington, DC	33,577	\$19.40	6,290	\$22.86	5,265	\$17.87
Jacksonville, FL	6,869	\$16.31	1,967	\$10.95	1,932	\$16.11
Miami, FL	22,317	\$17.06	3,718	\$18.97	3,220	\$15.42
Orlando, FL	13,437	\$15.53	3,172	\$18.02	2,767	\$15.22
Tampa, FL	13,507	\$16.39	3,000	\$17.75	2,591	\$14.79
Atlanta, GA	19,415	\$17.40	3,780	\$19.98	4,863	\$16.05
Honolulu, HI	5,715	\$16.73	1,175	\$27.38	1,102	\$18.64
Chicago, IL	36,278	\$18.52	5,221	\$24.72	10,740	\$16.81
Indianapolis, IN	9,754	\$17.30	2,225	\$21.84	3,801	\$16.04
Louisville, KY	6,149	.	1,835	\$11.42	2,858	.
New Orleans, LA	4,645	.	1,535	\$16.51	1,501	.
Baltimore, MD	15,667	.	3,636	.	3,706	.
Boston, MA	26,738	\$20.67	4,593	\$26.08	6,527	\$17.59
Detroit, MI	17,074	\$17.76	5,057	\$22.95	7,158	\$18.54
Minneapolis-St. Paul, MN	21,959	.	5,065	.	9,034	.
Kansas City, MO	11,582	.	2,560	\$13.85	4,011	.
St. Louis, MO	12,538	.	2,721	.	3,828	.
Las Vegas, NV	11,216	.	2,024	\$18.54	1,954	.
Buffalo, NY	5,955	.	1,319	\$13.75	2,081	.
New York, NY	73,604	\$20.84	9,544	\$26.84	13,727	\$17.77
Rochester, NY	4,299	.	1,166	\$11.37	1,896	.
Charlotte, NC	10,138	.	2,426	\$14.26	3,309	.
Cincinnati, OH	10,299	\$16.90	2,185	\$11.39	4,280	\$16.41
Cleveland, OH	11,796	\$17.10	3,025	\$21.47	5,591	\$16.33
Columbus, OH	11,424	\$16.88	2,790	\$20.51	4,628	\$14.97
Oklahoma City, OK	7,026	\$15.27	2,509	\$18.83	2,990	\$15.41
Portland, OR	9,475	\$18.26	2,442	\$23.01	3,420	\$16.90
Philadelphia, PA	24,342	\$19.03	4,162	\$23.63	5,940	\$17.48
Pittsburgh, PA	12,269	\$16.81	3,036	\$20.98	4,422	\$16.67
Providence, RI	7,137	\$17.52	1,551	\$22.29	2,213	\$15.96
Memphis, TN	5,239	\$16.14	1,226	\$19.36	2,287	\$15.65
Nashville, TN	9,680	\$16.41	2,263	\$18.79	3,541	\$15.73
Austin, TX	8,394	\$18.08	2,185	\$18.18	2,082	\$14.57
Dallas, TX	28,718	\$18.01	5,837	\$18.79	7,963	\$15.81
Houston, TX	22,354	\$17.73	5,629	\$19.86	7,392	\$17.65
San Antonio, TX	9,555	\$15.76	3,294	\$17.16	3,544	\$13.87
Salt Lake City, UT	7,858	\$16.79	1,584	\$20.20	2,121	\$16.75
Richmond, VA	6,011	\$17.49	1,780	\$19.93	1,886	\$16.03
Virginia Beach, VA	6,614	\$15.41	2,416	\$19.65	2,367	\$16.39
Seattle-Tacoma, WA	16,481	\$19.58	3,790	\$25.55	4,673	\$19.94
Milwaukee, WI	9,274	\$18.06	2,303	\$23.64	5,339	\$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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