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Release #5624

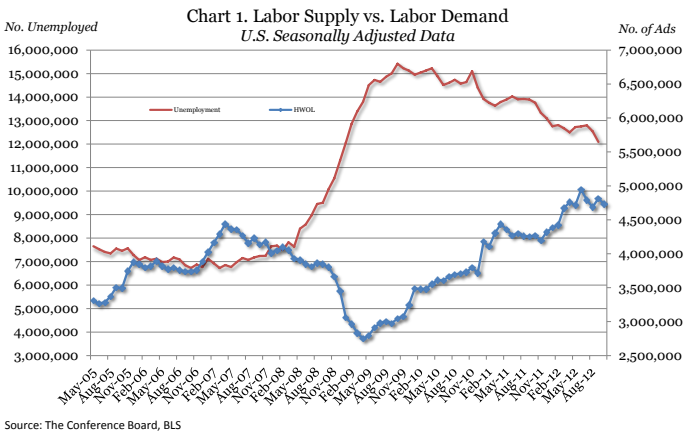
For Immediate Release 10:00 AM ET, Wednesday, October 31, 2012

Online Labor Demand down 77,800 in October

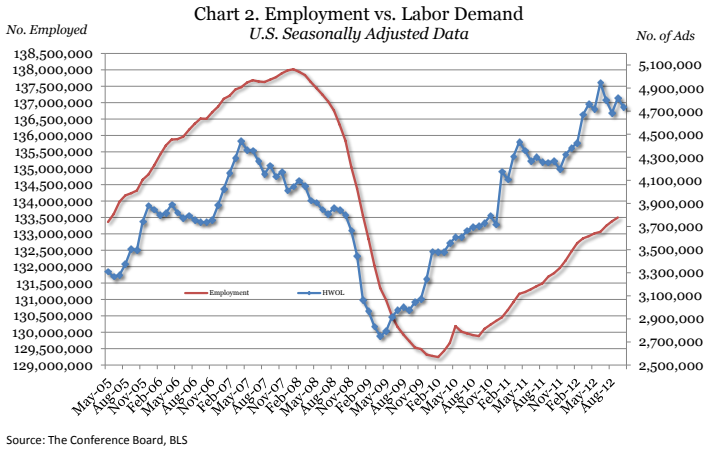
- **Advertised vacancies basically flat for the last five months (since May)**
- **2012 average monthly gain is 41,000 with over half of the gain in the first quarter**
- **Haver Analytics: The HWOL press release time series (over 3,000 series) is available on Haver Analytics, see Program Notes, page 10**

NEW YORK, October 31, 2012…Online advertised vacancies fell 77,800 in October to 4,735,600, according to ***The Conference Board Help Wanted OnLine*® (HWOL) Data Series** released today. The October number is in line with the number of advertised vacancies in May 2012. The Supply/Demand rate stands at 2.5 unemployed for every vacancy. In September the number of unemployed was 7.3 million above the number of advertised vacancies, down from 11.8 million at the end of the recession in June 2009.

"The average labor demand for the last five months (since May 2012) is neither up nor down but basically flat," said June Shelp, Vice President at The Conference Board. Nationally the gains and losses over the last five months netted out to a very weak average of about 4,000/month. There have been some bright spots recently with construction occupations — up 16 percent since May — while labor demand since May has been flat in occupations as varied as Management, Health Care Practitioners, and Office workers and other occupations (Healthcare Support and Sales workers) have shown declines (See Occupational section, p. 6). The flat national increase belies strength in some States including Idaho and Michigan, which both increased 10 percent, and Florida, with a 9 percent increase in labor demand for the five-month period. For detail on large State trends see page 2 and details on page 3.



Source: The Conference Board, BLS



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available on The Conference Board website, http://www.conference-board.org/data/helpwantedonline.cfm. The 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 October labor demand fell in 14 of the 20 largest States.

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	**Total Ads[1] (Thousands)** Oct-12	**M-O-M Change (Thousands)** Oct-Sep 12	**Supply/ Demand Rate[2]** Sep-12	**Recent Trend[3]**
United States	**4,735.6**	**-77.8**	**2.51**	**→ 5/12**
NORTHEAST	**893.9**	**-23.4**	**2.62**	
Massachusetts	140.3	-4.4	1.56	→ 7/12
New Jersey	152.3	-5.4	2.84	→ 4/12
New York	271.9	-7.6	3.04	→ 4/12
Pennsylvania	186.7	-4.1	2.78	→ 2/12
SOUTH	**1,635.4**	**-26.3**	**2.65**	
Florida	264.6	-3.9	3.01	↑ 1/12
Georgia	130.6	1.7	3.33	↑ 9/11
Maryland	114.1	-0.4	1.87	↑ 1/12
North Carolina	134.6	-1.8	3.29	↑ 1/12
Texas	350.3	-5.9	2.42	→ 6/12
Virginia	153.4	-4.0	1.61	→ 6/12
MIDWEST	**1,050.5**	**-18.1**	**2.36**	
Illinois	178.3	-1.2	3.25	→ 7/12
Michigan	141.3	-0.1	3.06	↑ 1/12
Minnesota	121.2	0.1	1.43	↑ 1/12
Missouri	91.2	-1.5	2.22	→ 3/12
Ohio	181.9	-9.3	2.12	→ 7/12
Wisconsin	99.7	-1.2	2.22	→ 7/12
WEST	**1,102.7**	**7.7**	**2.98**	
Arizona	94.3	6.0	2.78	↑ 8/11
California	530.6	1.2	3.54	↑ 11/11
Colorado	103.0	5.3	2.23	↑ 8/11
Washington	119.5	1.0	2.50	↑ 11/11

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) .

Recent Changes for States

In October, online labor demand declined in 39 of the 50 States in the U.S. (Table 3). However, all States but Vermont (which is down) and Rhode Island (no change) were above last October's levels. Many States posted gains in the last five months, May to October 2012, though the national average was flat. Large States in the South with the largest gains in labor demand in the last five months included Florida and North Carolina (up 8.7 and 8.8 percent, respectively), and Texas and Georgia, up 4.7 and 4.6 percent. In the West, Arizona was up 15.8 percent in the last five months while California and Colorado rose 5.7 and 6.2 percent. Slow or declining labor demand in other large States over this period included Pennsylvania (down 1.8 percent) and Ohio (down 3.5 percent), while New York in the East and Illinois in the Midwest were basically flat.

Online labor demand in the **South** fell 26,300 in October (Table A) with Texas posting the largest decrease, 5,900, for a cumulative 2012 increase of 42,100, or 13.7 percent. Next was Virginia with an October decrease of 4,000 and a ten-month increase of 16,500, or 12.1 percent. Florida dropped 3,900 in October for a year-to-date increase of 23,700, or 9.9 percent. North Carolina fell 1,800 for a cumulative 2012 increase of 17,800, or 15.2 percent. Maryland lost a mere 400 for a year-to-date gain of 10,300, or 9.9 percent. Georgia posted the only October gain, 1,700, for a year-to-date increase of 14,000, or 12.0 percent. In October among the smaller States, Louisiana rose 1,900, Tennessee gained 200, South Carolina dropped 2,100, and Arkansas fell 100.

In the **Northeast** labor demand fell 23,400 in October. New York led the drop with a decline of 7,600 for a cumulative 2012 gain of 18,800, or 7.4 percent. New Jersey was next with an October drop of 5,400 for a ten-month increase of 9,600, or 6.7 percent. Massachusetts lost 4,400 for a year-to-date increase of 12,700, or 10.0 percent. Pennsylvania fell 4,100 for a cumulative gain of 9,700, or 5.5 percent, so far this year. Among the smaller States in the Northeast, October labor demand decreased by 1,500 in Connecticut; 1,300 in Rhode Island, and 600 in New Hampshire and rose 200 in Maine (Table 3).

Online labor demand in the **Midwest** dropped 18,100 in October. Ohio experienced the largest decrease, 9,300, for a cumulative 2012 increase of 12,800, or 7.6 percent. Missouri lost 1,500 for a 2012 gain of 6,400, or 7.5 percent. Wisconsin and Illinois both dropped 1,200 in October. Wisconsin's year-to-date gain was 2,400, or 2.5 percent; Illinois' was 20,100, or 12.7 percent. Michigan fell a mere 100 for a ten-month gain of 17,500, or 14.1 percent. Minnesota experienced the only October increase,100, for a 2012 gain of 12,200, or 11.2 percent. Among the smaller Midwest States in October, Indiana fell 1,900; North Dakota dropped 600; and Kansas gained 500.

Online labor demand in the **West** rose 7,700 in October. Arizona led with a gain of 6,000 for a cumulative 2012 gain of 14,800, or 18.6 percent. Colorado rose 5,300 in October for a cumulative gain of 17,300, or 20.3 percent, for the year. California, the largest State, gained 1,200 in October and was up 67,300, or 14.5 percent, in the first ten months of 2012. Washington State rose 1,000 in October and is up 15,800, or 15.3 percent, this year. Among the smaller States in October, Oregon and Utah dropped 400 and Nevada fell 500 (Table 3).

The Supply/Demand rates for the States are for September 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 0.63. 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 October 12 of the largest metro areas posted decreases in labor demand**
- **About 1/3 of the 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)** Oct-12	**M-O-M Change (Thousands)** Oct-Sep 12	**Supply/ Demand Rate[2]** Sep-12 for U.S. and Regions; Aug-12 for MSA's
United States	**4,735.6**	**-77.8**	**2.51**
NORTHEAST	**893.9**	**-23.4**	**2.62**
Boston, MA	112.0	-3.2	1.29
New York, NY	273.4	-11.0	3.25
Philadelphia, PA	91.0	-2.9	2.95
SOUTH	**1,635.4**	**-26.3**	**2.65**
Atlanta, GA	84.2	1.9	2.95
Baltimore, MD	60.3	-0.4	1.80
Dallas, TX	110.6	0.5	2.11
Houston, TX	85.9	-0.9	2.43
Miami, FL	70.0	1.7	3.69
Washington, DC	164.5	-4.0	1.05
MIDWEST	**1,050.5**	**-18.1**	**2.36**
Chicago, IL	137.7	0.4	3.11
Cleveland, OH	43.6	-2.3	1.72
Detroit, MI	67.6	-1.0	3.22
Minneapolis-St. Paul, MN	85.6	-0.4	1.21
WEST	**1,102.7**	**7.7**	**2.98**
Denver, CO	57.7	3.1	2.11
Los Angeles, CA	183.9	-0.3	3.58
Phoenix, AZ	60.5	1.5	2.52
San Diego, CA	46.3	0.4	3.20
San Francisco, CA	115.2	-0.1	1.71
San Jose, CA	53.1	1.4	1.59
Seattle-Tacoma, WA	79.6	-0.6	2.07

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 October, 12 of the 20 largest MSAs and 27 of the 52 metropolitan areas for which data are reported separately posted 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. Twelve have posted increases of over 100 percent: Detroit (up 143 percent), Minneapolis-St. Paul (up 139 percent), Cleveland (up 129 percent), Nashville (up 123 percent), San Jose (up 121 percent), Milwaukee (up 116 percent), Columbus (up 116 percent), Charlotte (up 112 percent), Indianapolis (up 112 percent), Denver (up 108 percent), Louisville (up 107 percent), and Birmingham (up 101 percent).

Seventeen MSAs had Supply/Demand rates in August 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 (1.05) with about one advertised vacancy for every unemployed worker. Oklahoma City (1.17), Minneapolis-St. Paul (1.21), Boston (1.29), Salt Lake City (1.41), and Columbus (1.45) 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 sevene unemployed workers for every advertised vacancy (7.48), Sacramento (4.09), Las Vegas (3.71), and Miami (3.69). Supply/Demand rate data are for August 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

OCCUPATIONAL HIGHLIGHTS

In October:

- **16 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted drops while 6 increased (Table C and Table 7)**
- **Among the top 10 occupations Food Preparation and Serving Related occupations were up 16,000**
- **Sales and Related occupations dropped 35,500**

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

SOC[1]	Occupation	Total Ads (Thousands) Oct-12	M-O-M Change (Thousands) Oct-Sep 12	Unemployed (Thousands) Sep-12	Supply/ Demand Rate[2] Sep-12	Average Hourly Wage[3]
41	Sales and related	635.5	-35.5	1,326.1	1.98	$18.04
29	Healthcare practitioners and technical	609.5	3.1	223.7	0.37	$34.97
15	Computer and mathematical science	593.8	-8.7	144.0	0.24	$37.85
43	Office and administrative support	499.8	0.9	1,336.4	2.68	$16.40
11	Management	461.2	-2.8	554.2	1.19	$51.64
13	Business and financial operations	273.7	-6.4	300.1	1.07	$33.05
53	Transportation and material moving	233.5	-1.5	951.5	4.05	$15.96
35	Food preparation and serving related	198.2	16.0	895.5	4.91	$10.30
49	Installation, maintenance, and repair	167.2	-4.1	346.9	2.02	$20.86
17	Architecture and engineering	166.8	-2.0	123.8	0.73	$37.08

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 October

Among the largest occupational groups, **Food Preparation and Serving Related** occupations posted an October increase of 16,000 to 198,200 largely due to higher demand for First-Line Supervisors/Managers of Food Preparation and Serving Workers. (Table C)

Demand for **Healthcare Practitioners and Technical** occupations rose 3,100 to 609,500 and was led by an increase in demand for Family and General Practitioners and Registered Nurses.

Sales and Related occupations experienced the largest October decrease, dropping 35,500, or 5.3 percent, to 635,500. In the Sales category the decrease included lower demand for First-Line Supervisors/Managers of Retail Sales Workers.

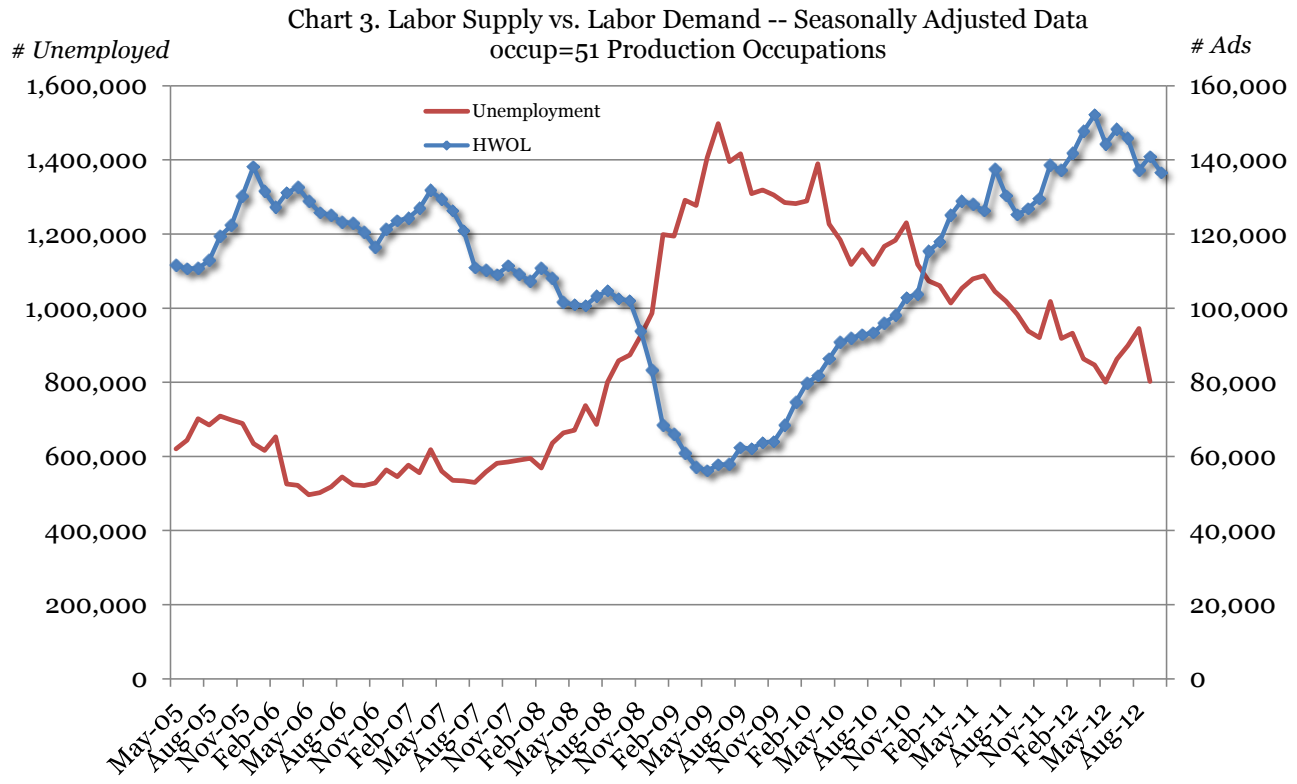
Other categories with October declines in labor demand included **Computer and Mathematical Science**, down 8,700 to 593,800; **Business and Financial Operations**, down 6,400 to 273,700; and **Installation, Maintenance, and Repair**, down 4,100 to 167,200.

. . . thus far in 2012

Ten months into 2012 the slowdown in labor demand in recent months has impacted all of the two-digit occupational categories. Eleven, or half, of the 22 categories have lost ground in the last five months with the number of advertised vacancies in October below the May 2012 labor demand. These categories are Production; Food Preparation and Serving-Related; Healthcare Support; Architecture and Engineering; Education, Training, and Library; Legal; Computer and Mathematical Science; Life, Physical, and Social Science; Transportation and Material Moving; Office and Administrative Support and Farming and Fishing. However, all but two of the categories are still above their January 2012 levels. Production is roughly in line with the January level while the October level for Health Care Support occupations is 8,400 below the monthly demand in January.

Production Occupations

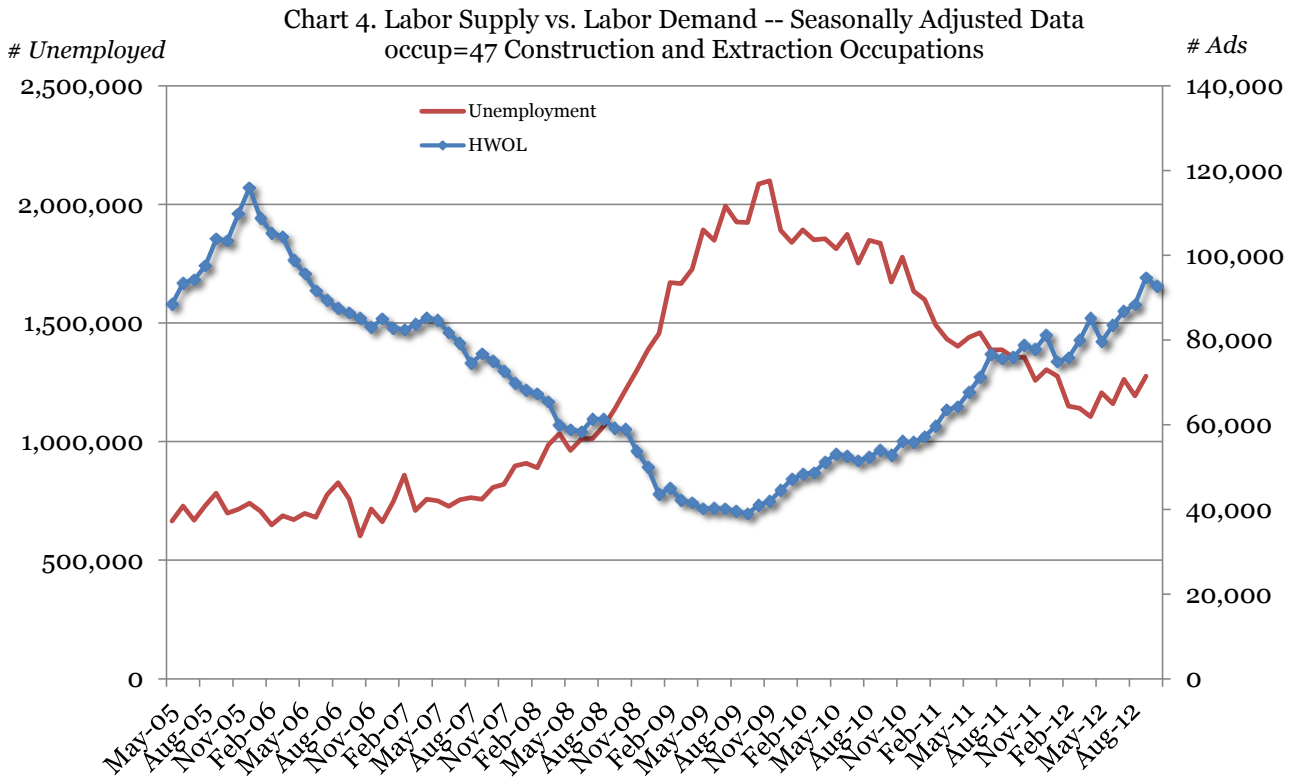
The monthly demand for Production workers has slowed in the last six months, and the October level of 136,600 is in line with the online advertisements for workers in January 2012 (See Chart 3). The number of unemployed workers remains well above the number of advertised vacancies with nearly 6 (5.7) unemployed for every advertised vacancy in September, the last month available for unemployment data.



Source: The Conference Board, BLS

Construction Occupations

Labor demand for Construction occupations, while down slightly in October, has continued to rise throughout 2012. In October demand was 92,600, almost 18,000 above the January 2012 level. The number of unemployed relative to the number of advertised vacancies has continued to improve, but it is still challenging for the unemployed looking for work. In September, the latest month for unemployment data, there were over 13 unemployed for every available ad. This is significantly better than the situation in June 2009, when there were 46 unemployed for every available ad in construction.

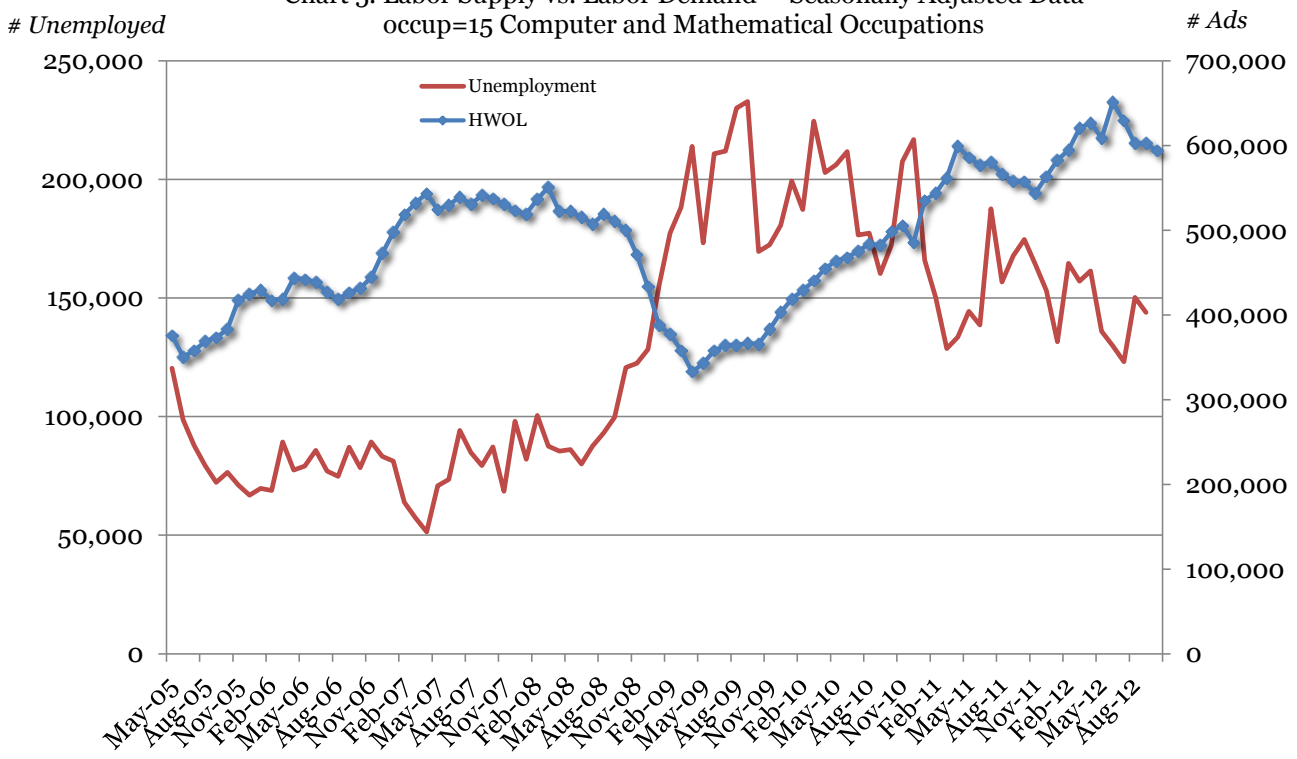


Source: The Conference Board, BLS

Computer and Mathematical Occupations

Labor demand for computer and mathematical occupations has declined over the last five months. However, the situation is markedly different from the situation for Production workers and Construction workers. In October the number of advertised vacancies outnumbered the unemployed looking for work in computer or math jobs by five-to-one, in sharp contrast to the situation for Production jobs where there were almost six unemployed for every ad and Construction where there were over 13 job seekers for every advertised vacancy.

Chart 5. Labor Supply vs. Labor Demand -- Seasonally Adjusted Data
occup=15 Computer and Mathematical Occupations



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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Publication Schedule, Help Wanted OnLine Data Series

Data for the Month	Release Date
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								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Oct-11	Sep-12	Oct-12	Oct-Sep 12	Oct-11	Sep-12	Oct-12	Oct-Sep 12
United States	**4,265.8**	**4,813.4**	**4,735.6**	**-77.8**	**2,771.0**	**3,013.3**	**2,942.2**	**-71.1**
New England	260.0	289.3	283.3	-6.1	165.3	179.3	171.4	-7.9
Middle Atlantic	570.4	628.0	610.6	-17.4	375.8	410.7	381.1	-29.6
South Atlantic	844.0	965.3	947.5	-17.7	551.4	607.7	593.8	-13.9
East North Central	603.1	695.1	682.1	-12.9	384.8	438.0	416.7	-21.3
East South Central	184.9	205.2	202.9	-2.3	120.6	127.9	125.2	-2.7
West North Central	329.2	373.5	368.4	-5.1	205.0	226.3	223.1	-3.2
West South Central	419.5	491.2	485.0	-6.2	266.4	300.3	300.0	-0.3
Mountain	292.7	346.6	355.2	8.6	193.1	225.4	227.8	2.4
Pacific	645.4	748.4	747.5	-0.9	425.0	493.3	481.8	-11.5

Source: The Conference Board

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

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

3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	Oct-11	Sep-12	Oct-12	Oct-11	Sep-12	Oct-12
United States	**2.77**	**3.10**	**3.05**	**1.80**	**1.94**	**1.90**
New England	3.36	3.75	3.67	2.14	2.32	2.22
Middle Atlantic	2.79	3.04	2.96	1.84	1.99	1.85
South Atlantic	2.83	3.23	3.17	1.85	2.03	1.99
East North Central	2.59	2.99	2.94	1.65	1.89	1.80
East South Central	2.12	2.37	2.34	1.38	1.48	1.44
West North Central	2.98	3.42	3.37	1.86	2.07	2.04
West South Central	2.37	2.74	2.71	1.50	1.68	1.68
Mountain	2.67	3.16	3.24	1.76	2.06	2.08
Pacific	2.59	3.02	3.01	1.70	1.99	1.94

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.

Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location	Oct-11	Sep-12	Oct-12	Oct-Sep 12	Oct-11	Sep-12	Oct-12	Oct-Sep 12
United States	**4,265.8**	**4,813.4**	**4,735.6**	**-77.8**	**2,771.0**	**3,013.3**	**2,942.2**	**-71.1**
Alabama	44.7	48.3	47.1	-1.1	28.6	28.7	28.8	0.1
Alaska	16.9	19.3	18.1	-1.2	10.2	10.7	9.9	-0.8
Arizona	75.2	88.3	94.3	6.0	48.2	55.3	60.6	5.2
Arkansas	26.9	28.9	28.7	-0.1	16.9	16.8	17.2	0.4
California	457.1	529.4	530.6	1.2	301.6	345.0	341.3	-3.7
Colorado	76.3	97.7	103.0	5.3	50.9	62.8	66.6	3.7
Connecticut	60.3	66.0	64.5	-1.5	37.9	39.8	37.7	-2.1
Delaware	14.8	16.6	16.1	-0.4	9.8	9.9	10.2	0.2
Florida	236.5	268.6	264.6	-3.9	163.9	177.7	175.2	-2.5
Georgia	112.6	128.9	130.6	1.7	68.0	77.9	77.2	-0.7
Hawaii	16.0	19.9	19.6	-0.3	12.0	15.0	14.3	-0.7
Idaho	20.1	24.8	23.9	-0.9	14.7	17.7	16.3	-1.4
Illinois	151.8	179.5	178.3	-1.2	92.8	108.0	105.3	-2.7
Indiana	69.6	81.5	79.7	-1.9	44.2	48.8	47.9	-0.9
Iowa	42.3	47.8	46.5	-1.3	25.2	27.1	26.4	-0.7
Kansas	33.8	39.8	40.2	0.5	20.3	23.1	23.8	0.8
Kentucky	42.5	47.9	47.0	-0.9	27.4	30.8	28.6	-2.2
Louisiana	48.0	50.0	51.9	1.9	31.2	31.4	33.2	1.8
Maine	19.7	21.3	21.4	0.2	10.9	12.1	12.1	-0.1
Maryland	101.8	114.5	114.1	-0.4	62.9	68.8	67.5	-1.3
Massachusetts	125.2	144.7	140.3	-4.4	80.5	89.8	86.7	-3.0
Michigan	119.0	141.4	141.3	-0.1	81.1	93.1	91.8	-1.3
Minnesota	107.9	121.1	121.2	0.1	67.0	75.1	73.4	-1.7
Mississippi	19.8	23.1	23.0	-0.1	12.2	13.3	13.2	-0.1
Missouri	84.6	92.7	91.2	-1.5	55.4	60.6	59.3	-1.4
Montana	15.4	16.5	16.4	-0.1	9.0	9.0	9.1	0.1
Nebraska	29.6	37.4	36.3	-1.1	20.2	23.7	23.0	-0.7
Nevada	41.8	48.0	47.4	-0.5	29.8	33.3	32.6	-0.7
New Hampshire	21.6	26.1	25.5	-0.6	14.5	17.1	16.5	-0.5
New Jersey	140.7	157.7	152.3	-5.4	94.5	103.5	97.2	-6.3
New Mexico	23.2	25.0	24.5	-0.5	15.4	15.5	14.9	-0.6
New York	250.0	279.5	271.9	-7.6	166.0	186.8	173.0	-13.8
North Carolina	116.0	136.4	134.6	-1.8	80.8	89.7	87.8	-1.9
North Dakota	16.2	18.6	18.0	-0.6	8.8	10.1	9.6	-0.4
Ohio	169.8	191.3	181.9	-9.3	114.6	126.3	117.0	-9.2
Oklahoma	47.0	55.7	54.5	-1.2	31.6	35.6	35.6	0.0
Oregon	51.0	60.0	59.6	-0.4	35.2	40.8	40.4	-0.5
Pennsylvania	180.0	190.8	186.7	-4.1	114.8	117.4	110.5	-6.9
Rhode Island	18.0	19.3	18.0	-1.3	13.0	13.2	11.8	-1.4
South Carolina	50.7	58.0	55.9	-2.1	34.9	39.0	35.6	-3.4
South Dakota	15.4	16.3	15.6	-0.7	7.8	7.7	7.4	-0.3
Tennessee	78.0	85.6	85.8	0.2	52.5	54.6	54.7	0.1
Texas	297.8	356.3	350.3	-5.9	186.9	216.6	214.4	-2.2
Utah	33.3	38.5	38.1	-0.4	22.1	25.7	24.7	-1.1
Vermont	13.2	11.7	11.4	-0.3	8.5	7.3	6.6	-0.8
Virginia	139.9	157.4	153.4	-4.0	84.6	93.0	90.2	-2.8
Washington	104.5	118.6	119.5	1.0	65.9	82.0	75.7	-6.3
West Virginia	17.3	19.2	18.7	-0.4	10.6	11.3	10.6	-0.7
Wisconsin	92.0	100.9	99.7	-1.2	53.1	58.0	55.7	-2.4
Wyoming	7.6	7.9	8.4	0.5	4.1	4.6	4.5	-0.1

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							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location	Oct-11	Sep-12	Oct-12	Sep-12	Sep-12	Sep-12	Sep-12
United States	**2.77**	**3.10**	**3.05**	**7.8**	**12,088.00**	**4,813.4**	**2.51**
Alabama	2.05	2.24	2.19	8.3	177.85	48.3	3.69
Alaska	4.60	5.27	4.95	7.5	27.57	19.3	1.43
Arizona	2.49	2.94	3.14	8.2	245.16	88.3	2.78
Arkansas	1.96	2.10	2.09	7.1	98.28	28.9	3.41
California	2.48	2.89	2.89	10.2	1,876.46	529.4	3.54
Colorado	2.80	3.59	3.78	8.0	217.82	97.7	2.23
Connecticut	3.14	3.48	3.40	8.9	169.54	66.0	2.57
Delaware	3.35	3.78	3.68	6.8	29.98	16.6	1.81
Florida	2.55	2.89	2.85	8.7	808.47	268.6	3.01
Georgia	2.38	2.70	2.73	9.0	429.46	128.9	3.33
Hawaii	2.42	3.11	3.05	5.7	36.65	19.9	1.84
Idaho	2.60	3.20	3.08	7.1	55.31	24.8	2.23
Illinois	2.31	2.73	2.71	8.8	582.63	179.5	3.25
Indiana	2.17	2.59	2.54	8.2	256.43	81.5	3.14
Iowa	2.54	2.92	2.84	5.2	85.75	47.8	1.79
Kansas	2.24	2.68	2.71	5.9	87.42	39.8	2.20
Kentucky	2.05	2.31	2.27	8.4	174.48	47.9	3.64
Louisiana	2.33	2.41	2.51	7.0	144.24	50.0	2.88
Maine	2.79	3.01	3.04	7.6	53.45	21.3	2.51
Maryland	3.31	3.72	3.71	6.9	213.91	114.5	1.87
Massachusetts	3.63	4.18	4.05	6.5	225.38	144.7	1.56
Michigan	2.56	3.03	3.03	9.3	432.28	141.4	3.06
Minnesota	3.62	4.07	4.08	5.8	173.08	121.1	1.43
Mississippi	1.47	1.73	1.73	9.2	122.71	23.1	5.31
Missouri	2.78	3.10	3.05	6.9	205.99	92.7	2.22
Montana	3.04	3.23	3.22	6.1	31.05	16.5	1.89
Nebraska	2.93	3.68	3.56	3.9	39.71	37.4	1.06
Nevada	3.01	3.51	3.47	11.8	161.56	48.0	3.37
New Hampshire	2.92	3.54	3.45	5.7	42.01	26.1	1.61
New Jersey	3.08	3.45	3.33	9.8	448.39	157.7	2.84
New Mexico	2.51	2.71	2.66	6.4	58.80	25.0	2.35
New York	2.63	2.92	2.84	8.9	848.41	279.5	3.04
North Carolina	2.49	2.92	2.88	9.6	448.33	136.4	3.29
North Dakota	4.19	4.79	4.63	3.0	11.68	18.6	0.63
Ohio	2.93	3.32	3.16	7.0	405.88	191.3	2.12
Oklahoma	2.64	3.07	3.01	5.2	94.18	55.7	1.69
Oregon	2.56	3.05	3.02	8.7	171.13	60.0	2.85
Pennsylvania	2.82	2.93	2.87	8.2	530.18	190.8	2.78
Rhode Island	3.19	3.45	3.23	10.5	58.64	19.3	3.05
South Carolina	2.35	2.72	2.62	9.1	194.25	58.0	3.35
South Dakota	3.44	3.68	3.53	4.4	19.68	16.3	1.21
Tennessee	2.49	2.75	2.76	8.3	258.19	85.6	3.02
Texas	2.38	2.82	2.77	6.8	861.57	356.3	2.42
Utah	2.50	2.83	2.81	5.4	73.09	38.5	1.90
Vermont	3.67	3.28	3.19	5.4	19.38	11.7	1.65
Virginia	3.23	3.63	3.54	5.9	254.05	157.4	1.61
Washington	3.00	3.39	3.42	8.5	296.37	118.6	2.50
West Virginia	2.15	2.40	2.34	7.6	60.75	19.2	3.17
Wisconsin	3.01	3.30	3.26	7.3	223.57	100.9	2.22
Wyoming	2.49	2.58	2.73	5.4	16.66	7.9	2.11

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								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Oct-11	Sep-12	Oct-12	Oct-Sep 12	Oct-11	Sep-12	Oct-12	Oct-Sep 12
Birmingham, AL	13.7	15.3	15.6	0.3	9.5	9.5	10.2	0.7
Phoenix, AZ	48.5	59.0	60.5	1.5	31.1	37.7	38.3	0.7
Tucson, AZ	12.1	14.0	14.0	0.0	8.7	9.8	9.9	0.2
Los Angeles, CA	156.1	184.2	183.9	-0.3	107.8	125.7	123.9	-1.7
Riverside, CA	26.6	30.8	31.3	0.6	18.3	21.5	21.7	0.1
Sacramento, CA	22.4	27.2	27.2	0.0	14.4	17.7	17.4	-0.3
San Diego, CA	38.5	45.9	46.3	0.4	26.2	31.1	31.3	0.2
San Francisco, CA	91.0	115.3	115.2	-0.1	61.8	77.4	74.4	-3.0
San Jose, CA	43.0	51.7	53.1	1.4	25.6	30.5	31.1	0.6
Denver, CO	40.6	54.7	57.7	3.1	26.7	34.8	37.2	2.5
Hartford, CT	24.6	25.7	25.8	0.2	16.1	15.6	15.8	0.2
Washington, DC	146.8	168.5	164.5	-4.0	88.5	100.3	97.8	-2.5
Jacksonville, FL	21.0	23.0	22.3	-0.7	15.6	16.6	15.9	-0.6
Miami, FL	58.8	68.2	70.0	1.7	37.3	43.2	43.8	0.5
Orlando, FL	33.9	40.9	40.3	-0.7	25.9	30.4	29.5	-0.9
Tampa, FL	38.8	46.8	44.9	-1.9	27.2	31.0	29.5	-1.5
Atlanta, GA	69.1	82.3	84.2	1.9	42.6	49.8	51.2	1.5
Honolulu, HI	13.3	16.2	15.6	-0.6	10.8	12.8	12.3	-0.5
Chicago, IL	113.7	137.3	137.7	0.4	69.5	82.6	81.4	-1.2
Indianapolis, IN	29.8	32.8	32.8	0.0	20.3	20.9	21.4	0.5
Louisville, KY	18.1	21.5	21.0	-0.5	12.1	13.9	13.3	-0.6
New Orleans, LA	15.3	15.8	17.6	1.8	11.0	11.2	12.6	1.4
Baltimore, MD	53.6	60.8	60.3	-0.4	36.7	38.7	38.8	0.1
Boston, MA	96.9	115.2	112.0	-3.2	62.5	73.2	69.8	-3.4
Detroit, MI	58.0	68.6	67.6	-1.0	39.7	45.0	44.4	-0.6
Minneapolis-St. Paul, MN	74.4	86.0	85.6	-0.4	49.6	55.3	55.2	-0.2
Kansas City, MO	34.6	39.9	38.9	-1.0	23.6	25.6	25.5	-0.2
St. Louis, MO	37.6	44.8	44.1	-0.7	25.6	30.9	29.3	-1.6
Las Vegas, NV	29.6	33.2	33.7	0.5	22.0	24.2	24.6	0.4
Buffalo, NY	16.7	17.7	18.2	0.5	11.6	11.8	11.9	0.1
New York, NY	246.7	284.3	273.4	-11.0	166.7	191.5	174.5	-17.1
Rochester, NY	13.1	14.5	14.7	0.1	9.2	10.0	10.2	0.2
Charlotte, NC	34.3	38.5	38.6	0.2	24.2	26.5	26.3	-0.2
Cincinnati, OH	29.8	35.8	34.3	-1.5	20.3	23.9	21.9	-2.0
Cleveland, OH	42.8	45.9	43.6	-2.3	30.1	31.2	29.7	-1.5
Columbus, OH	35.3	41.1	39.9	-1.2	24.7	28.4	26.7	-1.7
Oklahoma City, OK	20.3	23.7	23.7	0.0	14.4	16.4	16.3	-0.1
Portland, OR	32.5	38.6	38.9	0.3	22.2	26.7	26.2	-0.4
Philadelphia, PA	80.5	93.9	91.0	-2.9	51.1	57.8	53.7	-4.2
Pittsburgh, PA	42.4	41.9	42.2	0.3	29.9	29.1	28.1	-1.0
Providence, RI	23.1	25.3	23.7	-1.6	16.7	17.8	15.8	-2.1
Memphis, TN	16.2	18.2	17.7	-0.6	10.9	11.3	10.9	-0.4
Nashville, TN	26.6	31.8	32.3	0.5	18.5	21.7	21.8	0.1
Austin, TX	27.4	34.7	33.1	-1.6	18.4	23.0	22.2	-0.8
Dallas, TX	88.7	110.1	110.6	0.5	54.5	66.9	66.8	-0.1
Houston, TX	68.9	86.8	85.9	-0.9	41.9	50.5	51.2	0.7
San Antonio, TX	29.1	35.5	34.5	-1.0	21.4	26.4	24.7	-1.7
Salt Lake City, UT	21.2	24.4	24.6	0.3	14.7	16.8	16.5	-0.3
Richmond, VA	20.5	24.3	24.5	0.2	14.5	16.8	16.4	-0.4
Virginia Beach, VA	23.2	27.6	25.6	-2.0	16.4	19.0	16.7	-2.3
Seattle-Tacoma, WA	63.6	80.1	79.6	-0.6	43.5	56.2	50.6	-5.6
Milwaukee, WI	31.2	37.5	36.4	-1.1	19.4	22.1	20.9	-1.2

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.

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted								
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]		Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location[4]	Oct-11	Sep-12	Oct-12	Aug-12		Aug-12	Aug-12	Aug-12
Birmingham, AL	2.60	2.93	2.99	7.3		37.8	15.0	2.53
Phoenix, AZ	2.39	2.91	2.99	7.1		144.3	57.3	2.52
Tucson, AZ	2.62	3.08	3.09	7.2		32.9	13.7	2.39
Los Angeles, CA	2.39	2.86	2.85	10.0		645.9	180.4	3.58
Riverside, CA	1.47	1.70	1.74	11.9		215.7	28.8	7.48
Sacramento, CA	2.16	2.61	2.61	10.4		108.4	26.5	4.09
San Diego, CA	2.42	2.87	2.90	8.8		141.2	44.2	3.20
San Francisco, CA	4.00	5.01	5.00	8.1		186.5	109.0	1.71
San Jose, CA	4.63	5.49	5.63	8.4		79.4	49.8	1.59
Denver, CO	2.89	3.89	4.11	8.1		113.6	54.0	2.11
Hartford, CT	4.04	4.24	4.27	8.8		53.5	25.1	2.13
Washington, DC	4.61	5.25	5.13	5.4		172.7	164.8	1.05
Jacksonville, FL	3.03	3.33	3.22	8.3		57.4	21.9	2.62
Miami, FL	2.04	2.35	2.41	8.7		251.4	68.2	3.69
Orlando, FL	3.00	3.62	3.56	8.5		96.5	39.1	2.47
Tampa, FL	2.95	3.55	3.41	8.8		116.0	46.0	2.52
Atlanta, GA	2.56	3.02	3.09	8.8		239.6	81.1	2.95
Honolulu, HI	2.89	3.60	3.47	5.4		24.2	15.0	1.61
Chicago, IL	2.34	2.83	2.83	8.8		425.7	136.9	3.11
Indianapolis, IN	3.28	3.67	3.68	7.7		69.1	32.0	2.16
Louisville, KY	2.84	3.36	3.28	8.3		52.8	20.3	2.60
New Orleans, LA	2.83	2.92	3.25	7.4		39.8	16.1	2.48
Baltimore, MD	3.71	4.22	4.19	7.3		105.8	58.8	1.80
Boston, MA	3.84	4.55	4.42	5.6		143.0	110.5	1.29
Detroit, MI	2.89	3.44	3.39	10.7		213.3	66.3	3.22
Minneapolis-St. Paul, MN	4.01	4.62	4.60	5.6		105.0	86.5	1.21
Kansas City, MO	3.27	3.82	3.72	6.9		72.0	38.5	1.87
St. Louis, MO	2.59	3.14	3.09	7.6		108.7	42.3	2.57
Las Vegas, NV	2.98	3.37	3.43	12.0		118.0	31.8	3.71
Buffalo, NY	2.93	3.08	3.18	9.2		53.1	17.9	2.97
New York, NY	2.61	2.99	2.87	9.3		886.0	272.8	3.25
Rochester, NY	2.51	2.75	2.77	8.6		45.5	14.2	3.20
Charlotte, NC	3.81	4.27	4.29	9.7		87.1	37.2	2.34
Cincinnati, OH	2.71	3.24	3.10	6.9		76.1	34.3	2.22
Cleveland, OH	3.94	4.32	4.10	7.1		75.1	43.7	1.72
Columbus, OH	3.70	4.28	4.15	5.9		57.1	39.4	1.45
Oklahoma City, OK	3.49	3.99	3.99	4.6		27.3	23.2	1.17
Portland, OR	2.71	3.22	3.24	8.1		97.4	36.0	2.71
Philadelphia, PA	2.70	3.13	3.03	8.8		262.9	89.0	2.95
Pittsburgh, PA	3.42	3.34	3.36	7.3		92.1	39.9	2.31
Providence, RI	3.31	3.67	3.43	10.4		71.8	24.3	2.96
Memphis, TN	2.57	2.93	2.83	9.1		56.7	16.8	3.38
Nashville, TN	3.16	3.81	3.87	7.0		58.8	31.4	1.87
Austin, TX	2.90	3.59	3.43	5.9		57.3	33.2	1.72
Dallas, TX	2.69	3.30	3.32	6.9		231.4	109.7	2.11
Houston, TX	2.30	2.84	2.81	7.0		212.8	87.5	2.43
San Antonio, TX	2.87	3.46	3.36	6.7		68.7	34.6	1.99
Salt Lake City, UT	3.57	4.04	4.08	5.5		33.1	23.5	1.41
Richmond, VA	3.01	3.58	3.61	6.4		43.3	23.2	1.86
Virginia Beach, VA	2.73	3.25	3.02	6.6		55.5	26.4	2.10
Seattle-Tacoma, WA	3.38	4.21	4.18	8.1		153.3	74.0	2.07
Milwaukee, WI	3.91	4.70	4.57	7.9		62.8	36.6	1.72

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by 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]
		Oct-11	Sep-12	Oct-12	Oct-Sep 12	Sep-12	Sep-12	
	Total	4,265.8	4,813.4	4,735.6	-77.8	12,088.0	2.5	$21.74
11	Management	410.2	464.0	461.2	-2.8	554.2	1.2	$51.64
13	Business and financial operations	254.4	280.2	273.7	-6.4	300.1	1.1	$33.05
15	Computer and mathematical science	557.2	602.5	593.8	-8.7	144.0	0.2	$37.85
17	Architecture and engineering	153.6	168.8	166.8	-2.0	123.8	0.7	$37.08
19	Life, physical, and social science	64.8	72.5	71.9	-0.5	89.6	1.2	$32.44
21	Community and social services	49.7	59.9	68.7	8.8	118.8	2.0	$21.07
23	Legal	22.1	28.5	25.9	-2.7	60.4	2.1	$47.30
25	Education, training, and library	97.3	112.6	108.7	-3.9	379.6	3.4	$24.46
27	Arts, design, entertainment, sports, and media	97.2	123.4	120.7	-2.7	230.8	1.9	$25.89
29	Healthcare practitioners and technical	569.2	606.5	609.5	3.1	223.7	0.4	$34.97
31	Healthcare support	124.5	136.9	131.9	-5.0	293.1	2.1	$13.16
33	Protective service	34.0	37.0	42.8	5.8	227.4	6.1	$20.54
35	Food preparation and serving related	146.4	182.3	198.2	16.0	895.5	4.9	$10.30
37	Building and grounds cleaning and maintenance	60.5	74.6	72.9	-1.8	630.9	8.5	$12.29
39	Personal care and service	67.7	86.5	91.4	4.9	362.4	4.2	$11.84
41	Sales and related	552.1	671.0	635.5	-35.5	1,326.1	2.0	$18.04
43	Office and administrative support	491.1	498.8	499.8	0.9	1,336.4	2.7	$16.40
45	Farming, fishing, and forestry	5.5	5.8	5.5	-0.3	157.0	27.2	$11.68
47	Construction and extraction	78.7	94.7	92.6	-2.1	1,275.1	13.5	$21.46
49	Installation, maintenance, and repair	153.9	171.3	167.2	-4.1	346.9	2.0	$20.86
51	Production	126.9	140.9	136.6	-4.3	802.4	5.7	$16.45
53	Transportation and material moving	209.6	235.0	233.5	-1.5	951.5	4.0	$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.

Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Oct-12	Average Hourly Wage[2]	Total Ads Oct-12	Average Hourly Wage[2]	Total Ads Oct-12	Average Hourly Wage[2]
United States	**760,638**	**$42.35**	**1,838,852**	**$31.09**	**557,194**	**$12.52**
Alabama	5,544	$39.94	16,086	$27.72	5,073	$10.98
Alaska	2,215	$40.79	7,983	$33.86	2,254	$14.93
Arizona	14,426	$38.41	36,246	$29.84	12,224	$12.90
Arkansas	3,474	$34.80	9,780	$25.24	3,791	$10.38
California	100,406	$47.65	224,159	$36.77	54,559	$13.93
Colorado	15,049	$41.41	39,774	$32.12	12,740	$12.75
Connecticut	12,044	$48.46	25,718	$33.14	6,338	$14.33
Delaware	2,832	$44.91	6,816	$33.10	1,750	$12.53
Florida	35,162	$37.59	85,967	$29.34	37,499	$12.00
Georgia	22,197	$42.61	57,780	$28.39	12,867	$11.35
Hawaii	2,248	$37.74	5,597	$29.93	3,329	$13.83
Idaho	2,439	$32.99	7,658	$25.38	4,066	$11.32
Illinois	36,628	$40.83	71,580	$30.97	17,063	$12.93
Indiana	10,275	$37.40	26,439	$26.92	9,633	$11.35
Iowa	5,790	$34.92	16,825	$25.76	5,668	$11.34
Kansas	6,388	$37.56	15,430	$26.55	4,353	$11.22
Kentucky	6,190	$35.36	14,781	$26.64	5,496	$10.87
Louisiana	6,440	$36.49	15,648	$26.64	7,251	$11.05
Maine	2,514	$34.23	8,019	$27.34	3,547	$11.97
Maryland	17,665	$44.76	51,113	$35.21	12,975	$13.48
Massachusetts	27,405	$48.42	61,924	$35.05	13,445	$14.78
Michigan	19,939	$39.95	52,981	$29.54	17,989	$12.10
Minnesota	20,070	$40.82	46,868	$30.64	14,570	$12.23
Mississippi	2,991	$33.43	7,225	$23.87	2,725	$10.32
Missouri	13,398	$36.55	31,648	$27.19	11,522	$11.12
Montana	1,784	$31.18	6,164	$23.95	2,619	$11.21
Nebraska	5,096	$36.48	12,541	$26.07	5,039	$9.89
Nevada	5,718	$39.54	14,980	$31.81	7,075	$13.27
New Hampshire	3,178	$42.24	9,342	$29.86	3,467	$12.79
New Jersey	27,286	$49.09	60,324	$34.11	17,983	$14.46
New Mexico	2,830	$36.07	11,491	$28.95	3,041	$11.55
New York	56,847	$51.35	103,285	$31.63	31,087	$14.46
North Carolina	18,698	$15.53	53,183	$23.90	17,399	$11.30
North Dakota	1,956	$35.31	5,430	$24.81	2,212	$11.50
Ohio	26,050	$38.64	63,165	$29.06	22,985	$11.71
Oklahoma	6,215	$34.10	16,977	$25.70	7,111	$10.85
Oregon	8,029	$38.10	23,633	$26.29	8,031	$12.97
Pennsylvania	28,350	$41.05	66,911	$29.09	24,459	$12.52
Rhode Island	2,863	$45.08	7,183	$32.85	2,383	$13.30
South Carolina	6,101	$37.37	20,378	$27.19	7,486	$10.97
South Dakota	1,686	$32.93	5,356	$23.84	2,412	$10.86
Tennessee	11,112	$36.93	27,920	$25.48	10,716	$11.04
Texas	57,031	$41.89	133,420	$30.34	37,012	$11.39
Utah	4,943	$36.47	12,723	$26.86	5,119	$7.26
Vermont	1,473	$37.37	4,586	$26.87	1,688	$13.05
Virginia	27,838	$45.17	71,308	$33.70	16,269	$12.53
Washington	20,675	$25.74	52,795	$33.17	13,254	$14.44
West Virginia	2,028	$32.21	6,977	$24.64	2,489	$10.43
Wisconsin	13,568	$36.84	34,959	$28.68	12,587	$11.69
Wyoming	914	$35.34	3,802	$26.75	983	$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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Oct-12	Average Hourly Wage[1]	Total Ads Oct-12	Average Hourly Wage[1]	Total Ads Oct-12	Average Hourly Wage[1]
United States	**1,215,818**	**$17.04**	**278,220**	**$20.78**	**406,953**	**$16.20**
Alabama	13,622	$14.77	3,359	$18.55	6,007	$15.12
Alaska	3,940	$17.93	1,526	$28.20	1,081	$7.88
Arizona	24,541	$16.73	5,506	$19.44	5,712	$16.13
Arkansas	7,200	$14.23	2,106	$17.07	4,109	$14.48
California	137,168	$18.77	23,404	$21.93	31,560	$16.34
Colorado	25,788	$18.10	7,703	$21.09	8,006	$16.82
Connecticut	16,569	$20.22	3,041	$24.37	5,121	$17.63
Delaware	3,800	$17.30	856	$21.58	1,279	$15.67
Florida	79,100	$16.13	18,605	$17.93	16,321	$15.16
Georgia	31,005	$16.10	6,739	$18.92	10,154	$15.26
Hawaii	6,176	$6.44	1,357	$26.33	1,215	$18.16
Idaho	6,744	$15.12	2,254	$18.32	2,784	$14.97
Illinois	44,685	$17.73	7,228	$23.89	14,936	$16.63
Indiana	22,699	$15.66	5,415	$21.10	11,256	$15.97
Iowa	11,821	$15.31	3,607	$19.17	6,877	$15.59
Kansas	10,302	$15.68	2,492	$19.56	4,286	$15.93
Kentucky	13,039	$15.00	3,207	$18.64	6,581	$16.17
Louisiana	14,433	$14.55	4,899	$18.72	5,925	$17.70
Maine	5,334	$15.14	1,414	$18.88	1,929	$15.93
Maryland	28,708	$17.83	5,454	$21.85	6,287	$17.02
Massachusetts	32,214	$19.82	5,778	$25.38	8,562	$17.33
Michigan	35,529	$16.47	9,637	$21.25	16,065	$17.18
Minnesota	29,571	$17.58	7,082	$22.76	13,444	$16.74
Mississippi	6,711	$13.71	1,929	$17.10	3,377	$14.25
Missouri	24,402	$15.64	5,717	$21.13	9,372	$15.65
Montana	4,057	$14.61	1,677	$19.61	1,682	$16.04
Nebraska	9,649	$15.34	3,176	$18.69	4,190	$15.96
Nevada	15,286	$16.12	2,924	$24.37	3,116	$16.78
New Hampshire	7,084	$17.08	1,784	$20.89	2,553	$16.56
New Jersey	40,380	$18.97	6,616	$25.16	10,612	$16.38
New Mexico	5,700	$14.68	1,605	$18.61	1,762	$16.48
New York	73,040	$19.77	11,639	$13.93	16,456	$17.71
North Carolina	33,914	$16.16	8,189	$18.29	11,057	$14.82
North Dakota	4,521	$14.87	2,501	$20.91	2,714	$17.28
Ohio	49,095	$16.10	12,530	$20.38	24,179	$15.80
Oklahoma	14,937	$14.60	5,060	$18.23	7,514	$15.55
Oregon	14,900	$16.97	3,773	$20.23	5,205	$16.19
Pennsylvania	48,857	$17.20	10,541	$20.91	19,704	$16.52
Rhode Island	4,651	$17.87	975	$22.16	1,449	$16.04
South Carolina	14,388	$14.92	4,012	$18.14	5,684	$15.44
South Dakota	4,137	$14.15	1,660	$17.40	1,997	$14.30
Tennessee	24,047	$15.46	5,794	$18.37	10,425	$15.12
Texas	88,433	$16.59	22,979	$18.46	30,089	$15.80
Utah	12,386	$15.62	2,524	$19.89	3,201	$16.35
Vermont	2,531	$16.18	684	$19.26	1,209	$16.22
Virginia	32,269	$16.98	7,015	$20.02	8,512	$16.19
Washington	26,174	$18.26	6,572	$23.87	7,906	$18.65
West Virginia	5,142	$13.39	1,420	$19.53	2,365	$15.74
Wisconsin	24,666	$16.24	7,026	$21.61	15,660	$16.23
Wyoming	1,768	$15.30	966	$22.54	1,008	$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						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Oct-12	Average Hourly Wage[2*]	Total Ads Oct-12	Average Hourly Wage[2*]	Total Ads Oct-12	Average Hourly Wage[2*]
United States	**760,638**	**$42.35**	**1,838,852**	**$31.09**	**557,194**	**$12.52**
Birmingham, AL	2,058	$41.72	4,985	$17.00	1,783	$11.34
Phoenix, AZ	9,125	$39.40	23,172	$26.75	7,862	$12.94
Tucson, AZ	1,669	$36.57	4,976	$29.93	2,157	$10.46
Los Angeles, CA	35,844	$47.57	68,583	$36.58	18,691	$13.67
Riverside, CA	3,688	$41.25	9,174	$32.59	4,883	$13.04
Sacramento, CA	4,824	$42.26	11,034	$35.72	3,090	$13.95
San Diego, CA	7,662	$45.39	19,838	$35.33	5,243	$13.19
San Francisco, CA	27,700	$52.92	53,541	$40.31	10,141	$15.16
San Jose, CA	11,259	$59.31	33,055	$45.67	2,458	$14.87
Denver, CO	10,334	$42.99	23,258	$34.11	5,837	$12.82
Hartford, CT	5,066	$45.10	10,051	$33.02	2,441	$14.21
Washington, DC	35,344	$50.22	81,511	$40.60	15,924	$14.71
Jacksonville, FL	3,294	$36.55	6,804	$29.77	2,633	$11.53
Miami, FL	11,544	$40.39	22,119	$30.40	9,393	$12.58
Orlando, FL	5,255	$36.47	11,831	$28.98	5,983	$11.60
Tampa, FL	6,622	$37.50	15,762	$29.95	5,655	$7.36
Atlanta, GA	17,183	$44.72	39,437	$30.34	7,563	$11.75
Honolulu, HI	1,742	$38.09	3,857	$28.89	2,758	$13.51
Chicago, IL	30,989	$42.39	54,783	$32.26	13,153	$13.13
Indianapolis, IN	4,857	$38.57	10,498	$29.10	3,822	$11.82
Louisville, KY	2,905	.	6,243	.	2,651	.
New Orleans, LA	2,296	.	4,495	.	3,214	.
Baltimore, MD	9,078	.	24,084	.	7,424	.
Boston, MA	23,556	$49.89	50,085	$36.34	10,382	$15.01
Detroit, MI	10,111	$42.63	25,581	$32.04	8,358	$12.46
Minneapolis-St. Paul, MN	15,741	.	33,199	.	9,692	.
Kansas City, MO	6,142	.	13,459	.	4,589	.
St. Louis, MO	7,128	.	16,569	.	5,235	.
Las Vegas, NV	4,167	.	10,192	.	5,274	.
Buffalo, NY	2,324	.	5,372	.	2,429	.
New York, NY	60,950	$54.02	109,308	$36.83	29,913	$14.97
Rochester, NY	1,841	.	4,901	.	1,993	.
Charlotte, NC	7,160	.	13,631	.	4,396	.
Cincinnati, OH	5,762	$40.66	11,102	$29.80	4,108	$11.73
Cleveland, OH	7,038	$39.75	16,126	$30.06	5,356	$12.42
Columbus, OH	6,015	$39.25	13,292	$30.85	4,885	$12.07
Oklahoma City, OK	2,942	$35.59	6,704	$27.69	3,215	$10.88
Portland, OR	6,060	$40.81	15,879	$31.68	4,616	$13.34
Philadelphia, PA	17,209	$45.43	36,371	$32.31	10,615	$13.59
Pittsburgh, PA	6,186	$40.17	13,031	$29.77	6,312	$12.01
Providence, RI	3,447	$43.90	8,735	$31.93	3,269	$13.27
Memphis, TN	2,425	$38.97	5,848	$24.81	1,966	$11.62
Nashville, TN	4,897	$38.10	10,507	$27.16	3,949	$11.24
Austin, TX	5,051	$41.77	14,053	$32.40	3,836	$11.78
Dallas, TX	21,105	$43.22	44,819	$32.13	10,269	$11.87
Houston, TX	17,168	$46.51	33,745	$33.74	8,000	$11.45
San Antonio, TX	4,910	$37.84	10,984	$29.64	4,641	$11.15
Salt Lake City, UT	3,477	$38.14	8,185	$29.09	3,265	$10.79
Richmond, VA	4,077	$40.20	9,694	$29.82	2,788	$12.23
Virginia Beach, VA	3,309	$38.70	9,245	$29.50	3,512	$11.73
Seattle-Tacoma, WA	16,092	$45.79	38,298	$35.63	7,353	$15.01
Milwaukee, WI	5,586	$40.26	12,718	$30.58	4,414	$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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Oct-12	Average Hourly Wage[2*]	Total Ads Oct-12	Average Hourly Wage[2*]	Total Ads Oct-12	Average Hourly Wage[2*]
United States	**1,215,818**	**$17.04**	**278,220**	**$20.78**	**406,953**	**$16.20**
Birmingham, AL	5,125	$16.29	1,074	$19.05	1,609	$15.15
Phoenix, AZ	16,439	$17.45	3,651	$20.05	3,781	$16.34
Tucson, AZ	3,918	$15.16	1,045	$19.67	1,036	$15.20
Los Angeles, CA	54,304	$18.73	7,683	$23.73	11,926	$15.60
Riverside, CA	9,972	$16.37	2,298	$22.62	3,397	$15.69
Sacramento, CA	7,514	$18.33	1,578	$23.41	1,827	$17.01
San Diego, CA	11,922	$18.07	2,417	$23.22	2,428	$16.00
San Francisco, CA	24,313	$21.86	3,761	$27.45	4,218	$19.06
San Jose, CA	7,491	$22.96	1,050	$26.96	1,385	$17.94
Denver, CO	14,225	$19.41	4,011	$21.15	3,837	$17.21
Hartford, CT	6,790	$19.39	1,276	$24.14	1,997	$10.78
Washington, DC	32,676	$19.40	5,747	$22.86	5,023	$17.87
Jacksonville, FL	6,582	$16.31	1,833	$10.95	1,732	$16.11
Miami, FL	23,166	$17.06	3,917	$18.97	3,201	$15.42
Orlando, FL	12,933	$15.53	2,957	$18.02	2,408	$15.22
Tampa, FL	13,340	$16.39	2,941	$17.75	2,600	$14.79
Atlanta, GA	19,461	$17.40	3,468	$19.98	4,625	$16.05
Honolulu, HI	5,258	$16.73	1,116	$27.38	1,017	$18.64
Chicago, IL	35,261	$18.52	4,983	$24.72	10,062	$16.81
Indianapolis, IN	10,359	$17.30	2,176	$21.84	3,597	$16.04
Louisville, KY	6,077	.	1,559	$11.42	2,775	.
New Orleans, LA	4,964	.	1,716	$16.51	1,571	.
Baltimore, MD	16,866	.	3,275	.	3,635	.
Boston, MA	25,850	$20.67	4,232	$26.08	6,056	$17.59
Detroit, MI	17,157	$17.76	4,687	$22.95	6,828	$18.54
Minneapolis-St. Paul, MN	22,275	.	4,695	.	8,710	.
Kansas City, MO	11,598	.	2,426	$13.85	3,651	.
St. Louis, MO	11,749	.	2,428	.	3,556	.
Las Vegas, NV	11,669	.	1,861	$18.54	1,801	.
Buffalo, NY	6,124	.	1,282	$13.75	2,010	.
New York, NY	71,152	$20.84	8,780	$26.84	13,171	$17.77
Rochester, NY	4,011	.	1,114	$11.37	1,795	.
Charlotte, NC	10,801	.	2,091	$14.26	3,007	.
Cincinnati, OH	10,326	$16.90	1,958	$11.39	3,923	$16.41
Cleveland, OH	11,600	$17.10	2,871	$21.47	5,345	$16.33
Columbus, OH	11,143	$16.88	2,649	$20.51	4,449	$14.97
Oklahoma City, OK	7,102	$15.27	2,405	$18.83	2,737	$15.41
Portland, OR	9,697	$18.26	2,303	$23.01	3,276	$16.90
Philadelphia, PA	23,598	$19.03	3,936	$23.63	5,739	$17.48
Pittsburgh, PA	11,806	$16.81	2,852	$20.98	4,437	$16.67
Providence, RI	6,551	$17.52	1,442	$22.29	2,147	$15.96
Memphis, TN	5,205	$16.14	1,166	$19.36	2,129	$15.65
Nashville, TN	9,592	$16.41	2,003	$18.79	3,375	$15.73
Austin, TX	8,064	$18.08	1,833	$18.18	1,904	$14.57
Dallas, TX	27,648	$18.01	5,332	$18.79	7,571	$15.81
Houston, TX	22,062	$17.73	5,363	$19.86	7,013	$17.65
San Antonio, TX	9,137	$15.76	3,027	$17.16	3,163	$13.87
Salt Lake City, UT	7,988	$16.79	1,601	$20.20	1,962	$16.75
Richmond, VA	6,015	$17.49	1,581	$19.93	1,759	$16.03
Virginia Beach, VA	6,296	$15.41	2,070	$19.65	2,145	$16.39
Seattle-Tacoma, WA	16,602	$19.58	3,595	$25.55	4,461	$19.94
Milwaukee, WI	9,261	$18.06	2,408	$23.64	5,333	$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