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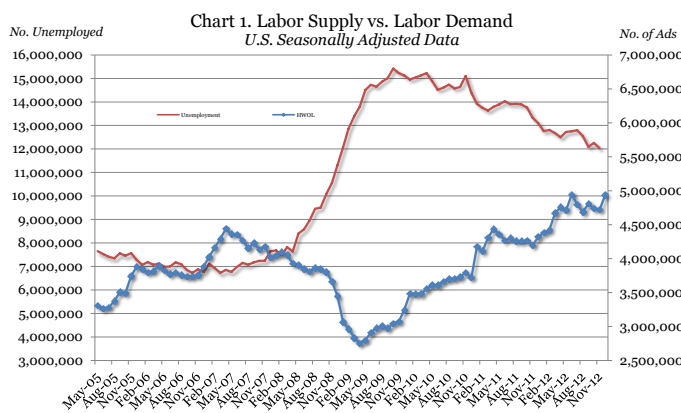
For Immediate Release 10:00 AM ET, Wednesday, January 2, 2013

Online Labor Demand Shows Strong Increases, up 217,900 in December

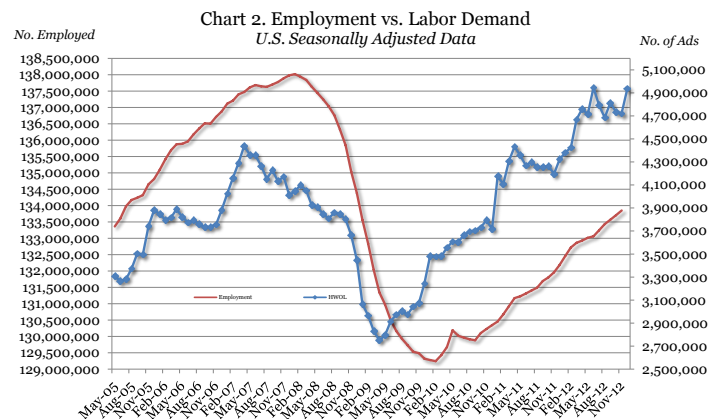
- The average monthly rise in 2012 was 51,000
- In spite of the substantial 217,900 December gain, job demand weakened in the 2nd half of 2012
- Northeast region posts largest December gains after “hurricane effect” declines in November
- The New York metro area up 38,400 in December

NEW YORK, January 2, 2013...Online advertised vacancies rose 217,900 in December to 4,937,800, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The Supply/Demand rate stands at 2.6 unemployed for every vacancy. In November, there were 7.3 million more unemployed than the number of advertised vacancies, down from 11.8 million at the end of the recession in June 2009.

“Labor demand rose across the nation in December, with the largest gain in the Northeast,” said June Shelp, Vice President at The Conference Board. “The Northeast gain of 75,000 was good news after the drop in ads last month from the effects of Hurricane Sandy that impacted states from Virginia to Massachusetts. All in all, 2012 and 2011 ended with the same average monthly gain of about 50,000, with the first six months of the year significantly stronger than the last half.” (See chart 1 below). Not all occupations slowed in their demand for labor as 2012 progressed. Among those that continued to build steam were Construction and Sales, while the demand for Production and Food Preparation workers softened. (See Occupational detail on page 6.)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

1 The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The 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

- All 4 regions increase in December with the largest gain in the Northeast
- Seventeen of the 20 largest States showed December increases

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Dec-12	M-O-M Change (Thousands) Dec-Nov 12	Supply/ Demand Rate ² Nov-12	Recent Trend ³
United States	4,937.8	217.9	2.55	↑ 11/11
NORTHEAST	938.0	75.0	2.68	
Massachusetts	146.5	8.5	1.67	↑ 11/11
New Jersey	162.0	19.3	3.11	↑ 1/12
New York	290.4	28.4	3.03	↑ 11/11
Pennsylvania	192.0	9.7	2.81	↑ 1/12
SOUTH	1,698.8	48.4	2.49	
Florida	260.3	-7.0	2.84	↑ 1/12
Georgia	143.2	10.3	3.08	↑ 9/11
Maryland	120.9	8.8	1.82	→ 3/12
North Carolina	141.5	1.4	3.08	↑ 1/12
Texas	376.8	15.6	2.17	↑ 8/11
Virginia	156.3	5.0	1.60	↑ 12/11
MIDWEST	1,094.0	40.6	2.31	
Illinois	193.7	12.2	3.17	↑ 9/11
Michigan	150.6	3.8	2.81	↑ 1/12
Minnesota	118.6	-1.1	1.40	→ 6/12
Missouri	82.9	-0.5	2.43	↑ 11/11
Ohio	185.9	4.2	2.15	↑ 11/11
Wisconsin	108.6	7.7	2.02	↑ 11/11
WEST	1,163.9	59.3	2.82	
Arizona	97.4	1.5	2.46	↑ 8/11
California	555.1	23.7	3.40	→ 3/12
Colorado	113.7	5.9	1.94	↑ 8/11
Washington	127.7	7.4	2.24	↑ 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) .

National 2012 Picture

The increase in employer demand for workers was about the same in 2012 and 2011. This year, the gain in labor demand averaged 51,000 month, which was in line with the 2011 monthly average of 50,000. The monthly average for the last two years was, however, above the 39,000 average monthly gain in 2010. In the 42 months since the official end of the recession (June 2009), the increase in labor demand has been just over 2 million jobs, or an average of 48,000/month.

December and 2012 Changes for States

In December, online labor demand rose in 47 of the 50 States in the U.S. (Table 3). All States but Missouri, Nevada, and Vermont were above last December's levels.

In the **Northeast**, labor demand rose 75,000 in December with New York up 28,400 and New Jersey up 19,300. Both States, which were hit hard by the recent hurricane, accounted for over 60 percent of the increase. New York's December increase brought the cumulative 2012 gain to 37,300, or 14.8 percent. New Jersey's 2012 gain was 19,300, or 13.5 percent. Pennsylvania rose 9,700 for a cumulative gain of 15,000, or 8.5 percent, this year. Massachusetts gained 8,500 for a yearly increase of 18,900, or 14.8 percent. Among the smaller States in the Northeast, December labor demand increased by 6,500 in Connecticut, 1,900 in Rhode Island, 800 in Maine, and 500 in New Hampshire (Table 3).

Online labor demand in the **West** increased by 59,300 in December. California, the region's largest State, gained 23,700 in December for a total 2012 gain of 91,800, or 19.8 percent. In several other large States in the region, the December gain brought the 2012 increase to over 20 percent. Washington rose 7,400 for a cumulative 2012 gain of 24,000, or 23.1 percent. Colorado was up 5,900 in December for a cumulative 2012 gain of 28,100, or 32.8 percent. Arizona's gain of 1,500 brought the State's cumulative increase to 17,900, or 22.5 percent, for the year. Among the smaller States in December, Oregon gained 2,200, Utah rose 900, and Nevada fell 3,900 (Table 3).

Online labor demand in the **South** rose 48,400 in December (Table A) with Texas posting the largest increase, 15,600, for a cumulative 2012 increase of 68,600, or 22.2 percent. Georgia was next with a gain of 10,300 for the month and 26,700, or 22.9 percent, for the year. Maryland rose 8,800 for a cumulative 2012 gain of 17,100, or 16.5 percent. Virginia gained 5,000 for a yearly gain of 19,400, or 14.2 percent. North Carolina was up 1,400 in December and 24,700, or 21.1 percent, for 2012. Florida dropped 7,000 in December for a cumulative 2012 increase of 19,400, or 8.0 percent. In December, among the smaller States, Tennessee gained 2,400, South Carolina increased by 1,800, Louisiana rose 1,300, and Arkansas increased by 1,000.

Online labor demand in the **Midwest** rose 40,600 in December. Illinois experienced the largest increase, 12,200, for a cumulative 2012 increase of 35,500, or 22.4 percent. Wisconsin rose 7,700 for a year-to-date gain of 11,400, or 11.7 percent. Ohio gained 4,200 for a cumulative gain of 16,800, or 9.9 percent. Michigan rose 3,800 for a cumulative increase of 26,800, or 21.6 percent. Minnesota dropped 1,100 for a 2012 gain of 9,600, or 8.8 percent. Missouri lost 500 for a 2012 loss of 2,000, or 2.3 percent. Among the smaller Midwest States in December, North Dakota gained 1,600, Indiana rose 800, and Kansas gained 700.

The Supply/Demand rates for the States are for November 2012, the latest month available for state unemployment data. The number of advertised vacancies exceeded the number of unemployed only in North Dakota and Nebraska, where the Supply/Demand rates were 0.66 and 0.98 respectively. The State with the

highest Supply/Demand rate is Mississippi (4.86), where there were nearly 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.

METRO AREA HIGHLIGHTS

- In December, 18 of the 20 largest metro areas posted increases in labor demand while Minneapolis and Cleveland dipped
- Half 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

Location	Total Ads ¹ (Thousands) Dec-12	M-O-M Change (Thousands) Dec-Nov 12	Supply/ Demand Rate ² Nov-12 for U.S. and Regions; Oct-12 for MSA's
United States	4,937.8	217.9	2.55
NORTHEAST	938.0	75.0	2.68
Boston, MA	117.3	6.3	1.35
New York, NY	294.9	38.4	3.11
Philadelphia, PA	98.2	8.4	2.90
SOUTH	1,698.8	48.4	2.49
Atlanta, GA	95.6	10.1	2.70
Baltimore, MD	65.6	7.2	1.71
Dallas, TX	121.2	6.9	1.94
Houston, TX	95.5	6.4	2.29
Miami, FL	75.3	3.0	3.47
Washington, DC	174.1	10.6	1.04
MIDWEST	1,094.0	40.6	2.31
Chicago, IL	151.9	10.8	3.07
Cleveland, OH	45.4	-0.3	1.67
Detroit, MI	67.1	0.2	3.23
Minneapolis-St. Paul, MN	82.5	-0.8	1.23
WEST	1,163.9	59.3	2.82
Denver, CO	66.0	5.6	1.90
Los Angeles, CA	189.8	9.4	3.35
Phoenix, AZ	66.0	3.5	2.30
San Diego, CA	50.1	4.3	2.96
San Francisco, CA	128.6	9.7	1.56
San Jose, CA	57.7	3.8	1.44
Seattle-Tacoma, WA	88.3	6.9	1.80

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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.

Metro Area Changes

In December, 18 of the 20 largest MSAs and 42 of the 52 metropolitan areas for which data are reported separately posted increases in the number of advertised vacancies (Table 5). In the largest metro areas, New York in the Northeast posted a gain of 38,400 advertised vacancies, or a monthly gain of 15 percent. Other large metro areas posting gains included: Philadelphia, up 8,400, or 9.3 percent; Atlanta, up 10,100, or 11.7 percent; and Washington, DC, up 10,600, or 6.5 percent, in the Southern region. San Francisco in the West rose 9,700, or 8.2 percent, and Chicago in the Midwest was up 10,800, or 7.6 percent.

A number of the largest metro areas have shown substantial strength in online advertised vacancies since the end of 2011. Most notably, among the 20 largest metro areas, Denver has risen 19,400, or 41.5 percent, since December 2011. Houston has gained 24,600, or 34.8 percent, this year. San Francisco has risen 32,100, or 33.3 percent, since December 2011. Among the 52 reported metro areas, New Orleans has risen 5,300, or 36.8 percent, this year. Sacramento has gained 7,500, or 32.6 percent, in 2012. Nashville has gained 7,600, or 28.4 percent, in 2012. Austin has risen 80,000, or 27.5 percent, this year. Honolulu has gained 3,400, or 25.8 percent, in 2012.

Twenty of the reported MSAs had Supply/Demand rates in October 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 (1.04) with about one advertised vacancy for every unemployed worker. Oklahoma City (1.21), Salt Lake City (1.23), Minneapolis-St. Paul (1.23), Boston (1.35), Columbus (1.38), Honolulu (1.43), and San Jose (1.44) had the next lowest Supply/Demand rates.

Metro areas in which the number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA with nearly seven unemployed workers for every advertised vacancy (6.65), Sacramento (3.84), and Miami (3.47). Supply/Demand rate data are for October 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

OCCUPATIONAL HIGHLIGHTS

In December:

- **20 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) rose in December while Healthcare Support declined and Legal remained constant (Table C and Table 7)**
- **Computers and Math occupations were up 36,700, and Healthcare Practitioners and Technical occupations were up 36,600**

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

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Dec-12	Dec-Nov 12	Nov-12	Nov-12	
41	Sales and related	650.4	7.3	1,293.7	2.01	\$18.04
29	Healthcare practitioners and technical	642.2	36.6	212.2	0.35	\$34.97
15	Computer and mathematical science	625.5	36.7	125.4	0.21	\$37.85
43	Office and administrative support	515.8	31.4	1,379.0	2.85	\$16.40
11	Management	478.6	27.1	622.7	1.38	\$51.64
13	Business and financial operations	298.9	27.3	250.2	0.92	\$33.05
53	Transportation and material moving	266.9	18.9	944.4	3.81	\$15.96
35	Food preparation and serving related	215.1	8.6	852.7	4.13	\$10.30
49	Installation, maintenance, and repair	179.6	11.7	307.5	1.83	\$20.86
17	Architecture and engineering	174.8	9.2	108.2	0.65	\$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 December

In December, among the largest occupational groups, **Computer and Mathematical Science** occupations posted an increase of 36,700 to 625,500 largely due to higher demand for Computer and Information Research Scientists and Statisticians. Labor demand for **Healthcare Practitioners and Technical** occupations rose 36,600 to 642,200 and was led by an increase in demand for Pharmacy Technicians. **Office and Administrative** occupations rose 31,400 to 515,800. In the Office and Administrative category, the December increase included higher demand for Postal-Service Mail Carriers and Human Resources Assistants except Payroll and Timekeeping. (Table C)

Other categories with large December increases in labor demand included **Business and Finance**, up 27,300 to 298,900; **Management**, up 27,100 to 478,600; and **Transportation and Material Moving**, up 18,900 to 266,900.

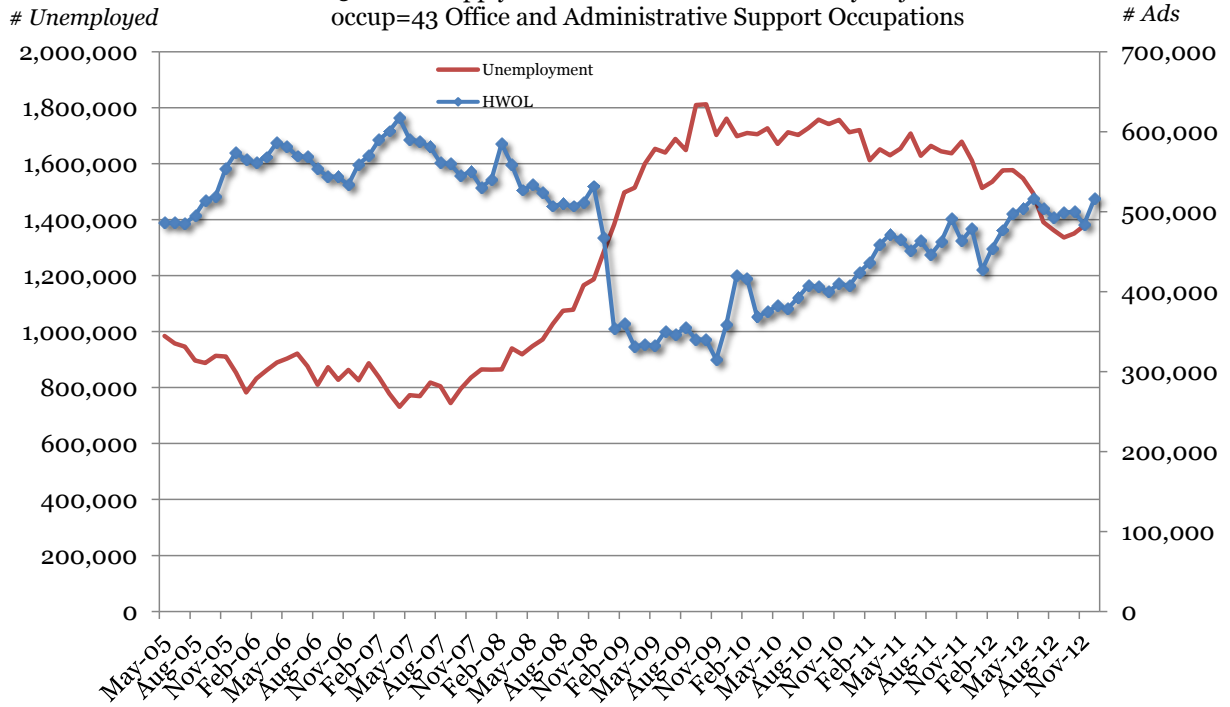
Trends in 2012

Several occupations have just held their own in 2012. Among those are several office occupations which, while posting gains this year, have suffered in the last half of 2012.

Office and Administrative Support

Labor demand for occupations in Office and Administrative support was up just over 3,000 a month in 2012. However, all of the increase was confined to the early part of the year, January-June, when demand rose by 6,000/month. In the latter half of the year overall demand was dipped. (See Chart 3). In November, the latest data available for unemployment, there were almost three job-seekers for every available advertised vacancy.

Chart 3. Labor Supply vs. Labor Demand -- Seasonally Adjusted Data
 occup=43 Office and Administrative Support Occupations

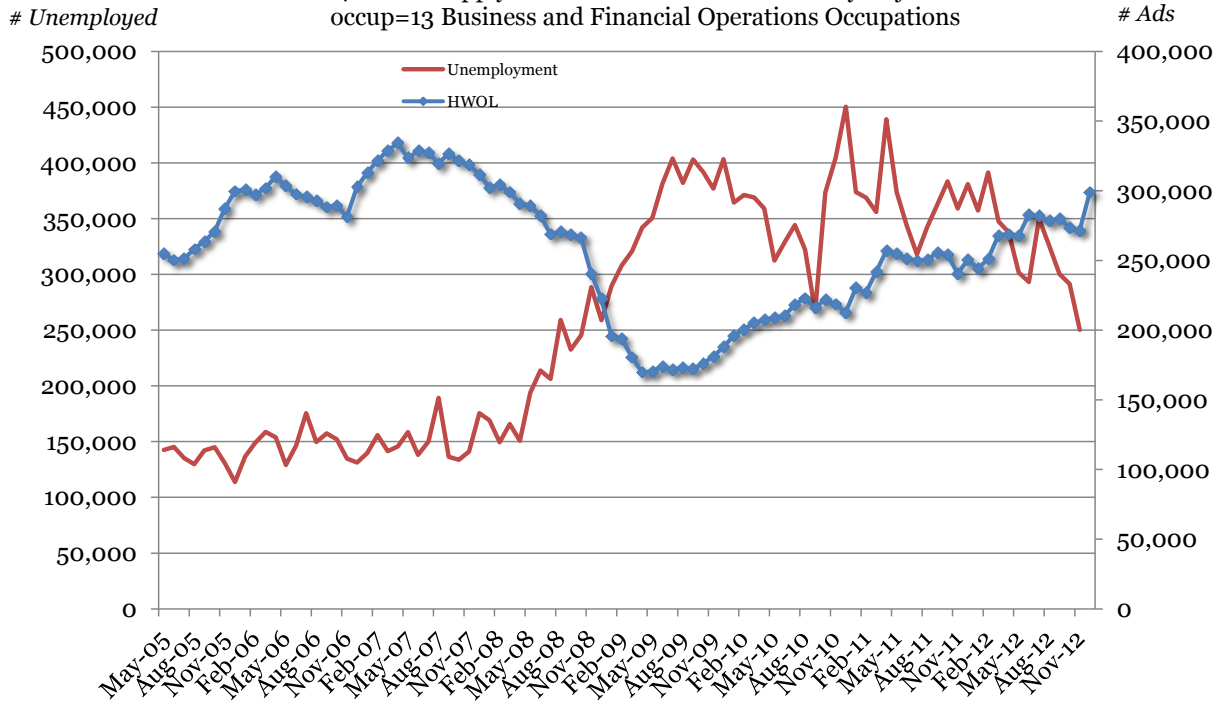


Source: The Conference Board, BLS

Business and Financial Operations

The professional category Business and Financial Operations fared somewhat better than the office support group described above. The strong rise in December (+27,300) offset the declines in 4 of the previous 5 months, but the second half of the year averaged a monthly increase of just under 3,000 vacancies compared to over 5,000 in the first half of the year (See Chart 4). The unemployed looking for a job in these occupations --- which includes occupations such as accountants, management analysts, and loan officers --- found roughly one (0.92) advertised opening for every unemployed worker.

Chart 4. Labor Supply vs. Labor Demand -- Seasonally Adjusted Data
 occup=13 Business and Financial Operations 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
January, 2013	January 30, 2013
February, 2013	March 6, 2013
March, 2013	April 3, 2013
April, 2013	May 1, 2013
May, 2013	June 5, 2013
June, 2013	July 3, 2013
July, 2013	July 31, 2013
August, 2013	September 4, 2013
September, 2013	October 2, 2013
October, 2013	October 30, 2013
November, 2013	December 4, 2013

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)
	Dec-11	Nov-12	Dec-12	Dec-Nov 12	Dec-11	Nov-12	Dec-12	Dec-Nov 12
United States	4,322.1	4,719.9	4,937.8	217.9	2,835.2	2,976.4	3,115.2	138.7
New England	265.4	273.3	293.6	20.2	171.2	170.0	182.9	12.9
Middle Atlantic	573.0	589.7	644.4	54.7	380.2	368.0	419.5	51.6
South Atlantic	852.9	950.2	976.6	26.4	556.6	589.8	612.0	22.3
East North Central	623.6	690.0	724.3	34.4	407.5	441.3	447.8	6.5
East South Central	185.3	202.9	211.2	8.3	121.1	130.7	132.9	2.3
West North Central	335.1	363.4	369.7	6.3	210.6	224.6	216.8	-7.8
West South Central	424.2	497.3	511.0	13.7	275.0	317.3	322.0	4.7
Mountain	307.9	359.9	365.7	5.8	205.8	229.3	228.5	-0.7
Pacific	664.2	744.7	798.2	53.5	449.7	487.8	532.6	44.8

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)		
	Dec-11	Nov-12	Dec-12	Dec-11	Nov-12	Dec-12
United States	2.81	3.04	3.18	1.84	1.92	2.01
New England	3.42	3.54	3.80	2.21	2.20	2.37
Middle Atlantic	2.80	2.85	3.11	1.86	1.78	2.02
South Atlantic	2.85	3.16	3.25	1.86	1.96	2.03
East North Central	2.68	2.96	3.11	1.75	1.90	1.92
East South Central	2.12	2.34	2.43	1.39	1.51	1.53
West North Central	3.03	3.31	3.37	1.90	2.05	1.98
West South Central	2.39	2.78	2.86	1.55	1.77	1.80
Mountain	2.80	3.28	3.33	1.87	2.09	2.08
Pacific	2.66	3.00	3.22	1.80	1.97	2.15

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)
	Dec-11	Nov-12	Dec-12	Dec-Nov 12	Dec-11	Nov-12	Dec-12	Dec-Nov 12
United States	4,322.1	4,719.9	4,937.8	217.9	2,835.2	2,976.4	3,115.2	138.7
Alabama	44.2	48.4	51.1	2.7	28.4	30.2	31.0	0.8
Alaska	17.0	17.4	19.3	1.9	10.2	9.7	11.5	1.7
Arizona	79.5	95.9	97.4	1.5	51.9	58.3	60.3	2.0
Arkansas	27.1	28.2	29.2	1.0	17.4	17.4	17.5	0.0
California	463.3	531.4	555.1	23.7	315.8	342.0	373.6	31.5
Colorado	85.6	107.8	113.7	5.9	59.9	69.7	72.5	2.8
Connecticut	62.8	60.3	66.8	6.5	40.9	35.2	41.2	6.0
Delaware	15.5	16.2	17.4	1.2	10.0	10.1	10.5	0.4
Florida	240.9	267.3	260.3	-7.0	166.5	174.1	167.8	-6.3
Georgia	116.6	133.0	143.2	10.3	71.0	78.9	86.0	7.1
Hawaii	16.1	19.3	21.1	1.7	12.2	13.9	15.6	1.7
Idaho	21.7	24.2	25.9	1.7	15.2	16.8	17.4	0.6
Illinois	158.2	181.4	193.7	12.2	98.6	107.5	119.4	11.9
Indiana	70.5	79.4	80.3	0.8	46.1	47.9	50.4	2.5
Iowa	45.2	49.4	50.6	1.2	27.5	29.1	29.3	0.1
Kansas	33.4	40.3	41.0	0.7	20.0	25.4	24.4	-0.9
Kentucky	42.3	47.2	48.4	1.2	26.6	30.3	30.2	-0.1
Louisiana	47.6	56.2	57.5	1.3	31.1	37.5	36.7	-0.8
Maine	20.1	22.0	22.7	0.8	11.1	12.8	12.7	-0.1
Maryland	103.8	112.1	120.9	8.8	63.0	66.2	70.4	4.3
Massachusetts	127.6	138.0	146.5	8.5	84.6	88.2	94.7	6.6
Michigan	123.8	146.8	150.6	3.8	86.1	102.0	89.4	-12.6
Minnesota	109.0	119.7	118.6	-1.1	67.0	72.0	67.1	-4.9
Mississippi	21.7	23.2	25.2	2.0	12.7	13.6	13.9	0.2
Missouri	84.8	83.4	82.9	-0.5	57.5	55.6	50.9	-4.7
Montana	16.1	16.4	16.8	0.4	8.9	9.1	9.2	0.1
Nebraska	30.3	39.0	40.3	1.3	20.7	25.0	25.5	0.6
Nevada	40.4	43.0	39.1	-3.9	29.6	29.2	25.1	-4.0
New Hampshire	23.4	24.4	24.8	0.5	16.0	16.1	16.1	0.0
New Jersey	142.7	142.7	162.0	19.3	97.7	88.9	109.6	20.7
New Mexico	24.3	25.1	25.7	0.6	15.4	15.4	15.9	0.5
New York	253.0	262.0	290.4	28.4	171.5	165.7	195.1	29.4
North Carolina	116.8	140.1	141.5	1.4	82.6	92.5	95.5	3.0
North Dakota	17.0	18.5	20.1	1.6	8.8	10.1	10.3	0.2
Ohio	169.1	181.7	185.9	4.2	116.4	124.9	121.6	-3.3
Oklahoma	46.9	54.6	54.7	0.1	32.5	36.8	37.3	0.5
Oregon	53.8	60.1	62.3	2.2	37.1	41.1	42.2	1.0
Pennsylvania	177.0	182.3	192.0	9.7	118.0	113.3	122.8	9.5
Rhode Island	18.3	18.2	20.1	1.9	13.2	11.8	13.7	1.9
South Carolina	50.6	56.4	58.2	1.8	34.7	36.3	38.1	1.8
South Dakota	15.9	15.5	16.7	1.3	8.0	7.5	7.9	0.4
Tennessee	78.3	85.5	87.9	2.4	52.3	56.2	56.7	0.5
Texas	308.2	361.2	376.8	15.6	195.5	226.9	232.4	5.5
Utah	33.5	39.2	40.1	0.9	22.1	25.1	25.6	0.5
Vermont	13.2	11.3	12.7	1.4	8.6	7.5	8.0	0.5
Virginia	136.9	151.3	156.3	5.0	85.1	89.3	94.5	5.2
Washington	103.7	120.3	127.7	7.4	69.8	82.1	84.6	2.4
West Virginia	19.0	18.6	20.5	1.9	11.1	10.8	11.9	1.1
Wisconsin	97.3	101.0	108.6	7.7	55.5	57.6	61.6	4.0
Wyoming	8.1	8.8	9.1	0.4	4.6	4.6	4.9	0.3

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
	Dec-11	Nov-12	Dec-12	Nov-12	Nov-12	Nov-12	Nov-12
United States	2.81	3.04	3.18	7.7	12,029.00	4,719.9	2.55
Alabama	2.03	2.24	2.37	7.5	162.18	48.4	3.35
Alaska	4.61	4.80	5.32	6.8	24.53	17.4	1.41
Arizona	2.63	3.18	3.23	7.8	236.37	95.9	2.46
Arkansas	1.97	2.07	2.14	7.0	95.94	28.2	3.40
California	2.51	2.89	3.02	9.8	1,804.54	531.4	3.40
Colorado	3.13	3.97	4.18	7.7	209.43	107.8	1.94
Connecticut	3.27	3.20	3.55	8.8	166.65	60.3	2.76
Delaware	3.50	3.68	3.96	6.7	29.56	16.2	1.82
Florida	2.59	2.86	2.79	8.1	759.93	267.3	2.84
Georgia	2.46	2.77	2.98	8.5	409.55	133.0	3.08
Hawaii	2.42	3.00	3.27	5.3	34.07	19.3	1.76
Idaho	2.80	3.13	3.35	6.8	52.36	24.2	2.16
Illinois	2.40	2.73	2.92	8.7	574.64	181.4	3.17
Indiana	2.19	2.52	2.55	8.0	252.24	79.4	3.18
Iowa	2.71	3.01	3.08	4.9	80.41	49.4	1.63
Kansas	2.21	2.71	2.76	5.4	80.80	40.3	2.01
Kentucky	2.04	2.26	2.32	8.2	170.50	47.2	3.61
Louisiana	2.31	2.71	2.77	5.8	119.95	56.2	2.13
Maine	2.84	3.11	3.21	7.2	51.30	22.0	2.33
Maryland	3.37	3.61	3.90	6.6	204.24	112.1	1.82
Massachusetts	3.69	3.97	4.22	6.6	230.18	138.0	1.67
Michigan	2.67	3.16	3.24	8.9	411.71	146.8	2.81
Minnesota	3.66	4.02	3.99	5.7	168.08	119.7	1.40
Mississippi	1.61	1.74	1.89	8.5	112.89	23.2	4.86
Missouri	2.78	2.77	2.76	6.7	202.33	83.4	2.43
Montana	3.17	3.21	3.29	5.8	29.54	16.4	1.81
Nebraska	2.98	3.80	3.93	3.7	38.09	39.0	0.98
Nevada	2.92	3.16	2.87	10.8	147.63	43.0	3.44
New Hampshire	3.16	3.29	3.36	5.6	41.59	24.4	1.71
New Jersey	3.12	3.10	3.52	9.6	444.12	142.7	3.11
New Mexico	2.62	2.70	2.76	6.2	57.49	25.1	2.29
New York	2.66	2.73	3.03	8.3	794.19	262.0	3.03
North Carolina	2.50	2.96	2.99	9.1	431.72	140.1	3.08
North Dakota	4.36	4.73	5.14	3.1	12.22	18.5	0.66
Ohio	2.92	3.15	3.22	6.8	390.76	181.7	2.15
Oklahoma	2.63	2.99	3.00	5.2	94.09	54.6	1.72
Oregon	2.69	3.06	3.17	8.4	165.71	60.1	2.76
Pennsylvania	2.77	2.79	2.93	7.8	512.11	182.3	2.81
Rhode Island	3.25	3.22	3.55	10.4	58.64	18.2	3.22
South Carolina	2.34	2.64	2.72	8.3	176.95	56.4	3.14
South Dakota	3.55	3.48	3.76	4.4	19.65	15.5	1.27
Tennessee	2.49	2.76	2.83	7.6	235.95	85.5	2.76
Texas	2.46	2.86	2.98	6.2	782.13	361.2	2.17
Utah	2.52	2.88	2.94	5.1	69.60	39.2	1.78
Vermont	3.67	3.15	3.55	5.2	18.76	11.3	1.67
Virginia	3.15	3.48	3.59	5.6	241.81	151.3	1.60
Washington	2.97	3.47	3.68	7.8	269.69	120.3	2.24
West Virginia	2.37	2.33	2.57	7.3	58.65	18.6	3.15
Wisconsin	3.18	3.30	3.55	6.7	203.77	101.0	2.02
Wyoming	2.64	2.88	3.00	5.1	15.38	8.8	1.75

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. 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)
	Dec-11	Nov-12	Dec-12	Dec-Nov 12	Dec-11	Nov-12	Dec-12	Dec-Nov 12
Birmingham, AL	13.3	15.9	16.6	0.7	9.7	10.7	10.9	0.3
Phoenix, AZ	51.4	62.4	66.0	3.5	34.7	39.4	42.3	3.0
Tucson, AZ	12.8	14.4	14.7	0.3	9.1	9.9	9.7	-0.1
Los Angeles, CA	160.4	180.4	189.8	9.4	111.6	121.6	127.7	6.0
Riverside, CA	27.2	30.1	29.9	-0.2	18.8	20.3	19.1	-1.3
Sacramento, CA	22.9	27.2	30.4	3.2	15.3	17.4	20.3	2.9
San Diego, CA	41.4	45.8	50.1	4.3	28.2	31.0	33.8	2.8
San Francisco, CA	96.4	118.9	128.6	9.7	66.8	78.2	87.0	8.8
San Jose, CA	45.2	53.9	57.7	3.8	28.1	31.4	36.1	4.7
Denver, CO	46.7	60.4	66.0	5.6	32.0	38.5	41.6	3.2
Hartford, CT	25.4	25.8	26.9	1.1	16.7	15.5	16.4	0.9
Washington, DC	146.8	163.5	174.1	10.6	88.7	96.2	101.8	5.6
Jacksonville, FL	21.1	22.9	22.9	0.0	15.4	15.9	15.6	-0.4
Miami, FL	62.0	72.3	75.3	3.0	40.0	45.0	47.9	2.8
Orlando, FL	34.9	36.7	32.1	-4.5	25.9	25.2	19.8	-5.4
Tampa, FL	40.4	44.0	40.7	-3.3	28.6	28.3	24.9	-3.4
Atlanta, GA	74.2	85.6	95.6	10.1	47.8	53.0	59.9	6.9
Honolulu, HI	13.0	15.5	16.4	0.9	10.5	12.2	12.9	0.7
Chicago, IL	120.5	141.1	151.9	10.8	76.6	83.7	94.4	10.8
Indianapolis, IN	30.4	32.5	33.5	1.0	21.5	21.6	22.9	1.3
Louisville, KY	17.5	21.4	21.5	0.1	11.6	14.0	14.0	0.0
New Orleans, LA	14.3	18.9	19.5	0.6	10.5	13.6	14.1	0.4
Baltimore, MD	53.4	58.4	65.6	7.2	36.5	37.8	42.7	5.0
Boston, MA	99.9	110.9	117.3	6.3	67.9	71.8	77.5	5.7
Detroit, MI	59.1	66.9	67.1	0.2	42.2	45.6	38.7	-6.8
Minneapolis-St. Paul, MN	75.2	83.3	82.5	-0.8	51.0	52.1	49.5	-2.6
Kansas City, MO	34.1	37.0	34.9	-2.1	24.0	23.8	21.4	-2.4
St. Louis, MO	38.6	41.6	40.0	-1.6	27.1	27.3	24.4	-2.8
Las Vegas, NV	28.8	29.9	25.9	-4.0	22.0	20.9	16.7	-4.2
Buffalo, NY	16.5	18.4	19.0	0.5	11.7	12.4	12.5	0.0
New York, NY	255.2	256.5	294.9	38.4	177.5	159.9	202.8	42.9
Rochester, NY	12.6	13.9	14.8	0.9	9.3	9.3	10.5	1.2
Charlotte, NC	33.8	39.6	41.2	1.6	24.2	27.1	28.5	1.3
Cincinnati, OH	29.6	34.0	35.2	1.2	20.4	23.1	22.9	-0.2
Cleveland, OH	42.3	45.6	45.4	-0.3	30.2	31.5	30.1	-1.4
Columbus, OH	35.8	40.0	41.6	1.6	25.7	27.6	29.5	1.9
Oklahoma City, OK	20.2	23.6	25.2	1.6	14.6	17.4	17.5	0.1
Portland, OR	34.2	39.2	41.3	2.1	23.6	26.6	28.0	1.4
Philadelphia, PA	83.9	89.9	98.2	8.4	54.3	54.3	60.6	6.3
Pittsburgh, PA	42.0	42.1	44.1	1.9	29.2	28.5	29.4	0.9
Providence, RI	23.8	24.2	26.5	2.3	17.1	16.4	18.2	1.8
Memphis, TN	16.3	17.3	18.2	0.9	11.3	11.0	12.1	1.1
Nashville, TN	26.7	33.1	34.3	1.2	19.0	22.6	22.7	0.1
Austin, TX	29.0	34.1	37.0	2.8	20.1	23.5	25.6	2.1
Dallas, TX	94.6	114.3	121.2	6.9	58.9	69.4	74.2	4.9
Houston, TX	70.9	89.1	95.5	6.4	45.6	54.7	61.2	6.5
San Antonio, TX	30.1	33.4	30.2	-3.2	21.9	23.2	18.7	-4.5
Salt Lake City, UT	21.5	25.3	25.7	0.4	14.8	16.5	16.8	0.3
Richmond, VA	21.4	24.5	25.2	0.6	15.7	16.8	17.0	0.2
Virginia Beach, VA	23.6	26.1	27.7	1.6	16.4	17.7	18.2	0.5
Seattle-Tacoma, WA	68.5	81.5	88.3	6.9	47.4	55.2	59.8	4.6
Milwaukee, WI	31.0	36.7	38.6	1.8	19.2	21.7	22.6	0.8

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. 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
	Dec-11	Nov-12	Dec-12	Oct-12	Oct-12	Oct-12	Oct-12
Birmingham, AL	2.54	3.04	3.18	7.1	37.0	15.6	2.37
Phoenix, AZ	2.54	3.07	3.24	6.8	139.1	60.5	2.30
Tucson, AZ	2.77	3.17	3.24	7.0	31.8	14.0	2.26
Los Angeles, CA	2.45	2.81	2.96	9.6	615.7	183.9	3.35
Riverside, CA	1.50	1.67	1.66	11.6	208.3	31.3	6.65
Sacramento, CA	2.21	2.61	2.92	10.0	104.6	27.2	3.84
San Diego, CA	2.60	2.86	3.13	8.6	137.1	46.3	2.96
San Francisco, CA	4.23	5.15	5.57	7.8	180.0	115.2	1.56
San Jose, CA	4.84	5.70	6.10	8.1	76.6	53.1	1.44
Denver, CO	3.32	4.29	4.69	7.8	109.4	57.7	1.90
Hartford, CT	4.17	4.29	4.48	8.9	53.6	25.8	2.08
Washington, DC	4.59	5.05	5.38	5.3	171.7	164.5	1.04
Jacksonville, FL	3.04	3.29	3.29	8.0	55.8	22.3	2.51
Miami, FL	2.15	2.48	2.58	8.3	242.6	70.0	3.47
Orlando, FL	3.10	3.20	2.81	8.1	93.2	40.3	2.31
Tampa, FL	3.06	3.31	3.06	8.4	112.1	44.9	2.49
Atlanta, GA	2.75	3.13	3.49	8.3	227.2	84.2	2.70
Honolulu, HI	2.82	3.45	3.64	4.9	22.2	15.6	1.43
Chicago, IL	2.48	2.87	3.09	8.6	422.9	137.7	3.07
Indianapolis, IN	3.35	3.65	3.76	7.5	66.7	32.8	2.03
Louisville, KY	2.74	3.34	3.35	8.0	51.2	21.0	2.44
New Orleans, LA	2.65	3.51	3.63	6.9	37.0	17.6	2.10
Baltimore, MD	3.69	4.03	4.53	7.1	103.2	60.3	1.71
Boston, MA	3.95	4.36	4.60	6.0	151.5	112.0	1.35
Detroit, MI	2.95	3.32	3.33	10.8	217.9	67.6	3.23
Minneapolis-St. Paul, MN	4.04	4.47	4.43	5.6	105.1	85.6	1.23
Kansas City, MO	3.22	3.55	3.35	6.4	66.9	38.9	1.72
St. Louis, MO	2.66	2.91	2.79	7.4	105.2	44.1	2.39
Las Vegas, NV	2.90	3.06	2.65	11.3	111.1	33.7	3.29
Buffalo, NY	2.91	3.20	3.30	9.2	52.8	18.2	2.90
New York, NY	2.70	2.69	3.10	8.9	850.3	273.4	3.11
Rochester, NY	2.40	2.62	2.80	8.4	44.4	14.7	3.03
Charlotte, NC	3.77	4.35	4.52	9.4	85.3	38.6	2.21
Cincinnati, OH	2.69	3.07	3.18	6.6	73.3	34.3	2.14
Cleveland, OH	3.88	4.29	4.26	6.8	72.8	43.6	1.67
Columbus, OH	3.74	4.16	4.32	5.7	55.2	39.9	1.38
Oklahoma City, OK	3.47	3.92	4.19	4.8	28.8	23.7	1.21
Portland, OR	2.85	3.30	3.48	7.9	94.4	38.9	2.43
Philadelphia, PA	2.82	2.98	3.26	8.7	263.7	91.0	2.90
Pittsburgh, PA	3.38	3.33	3.48	7.3	92.6	42.2	2.20
Providence, RI	3.41	3.46	3.79	10.3	72.1	23.7	3.04
Memphis, TN	2.58	2.78	2.92	8.8	54.8	17.7	3.10
Nashville, TN	3.17	3.98	4.12	6.7	56.0	32.3	1.73
Austin, TX	3.07	3.52	3.81	5.5	53.2	33.1	1.61
Dallas, TX	2.87	3.43	3.63	6.4	215.1	110.6	1.94
Houston, TX	2.35	2.91	3.12	6.4	197.0	85.9	2.29
San Antonio, TX	2.97	3.25	2.94	6.2	63.5	34.5	1.84
Salt Lake City, UT	3.61	4.15	4.22	5.0	30.2	24.6	1.23
Richmond, VA	3.14	3.61	3.70	6.2	42.3	24.5	1.73
Virginia Beach, VA	2.77	3.07	3.26	6.4	54.1	25.6	2.12
Seattle-Tacoma, WA	3.63	4.30	4.66	7.6	143.4	79.6	1.80
Milwaukee, WI	3.90	4.63	4.87	7.4	58.4	36.4	1.60

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 Occupation¹, 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
		Dec-11	Nov-12	Dec-12	Dec-Nov 12	Nov-12	Nov-12	
	Total	4,322.1	4,719.9	4,937.8	217.9	12,029.0	2.5	\$21.74
11	Management	424.5	451.5	478.6	27.1	622.7	1.4	\$51.64
13	Business and financial operations	250.5	271.6	298.9	27.3	250.2	0.9	\$33.05
15	Computer and mathematical science	563.4	588.7	625.5	36.7	125.4	0.2	\$37.85
17	Architecture and engineering	155.5	165.6	174.8	9.2	108.2	0.7	\$37.08
19	Life, physical, and social science	64.1	72.7	78.0	5.4	67.8	0.9	\$32.44
21	Community and social services	50.6	58.2	59.5	1.4	80.6	1.4	\$21.07
23	Legal	22.4	26.3	26.3	0.0	54.4	2.1	\$47.30
25	Education, training, and library	104.8	109.1	114.0	4.9	486.7	4.5	\$24.46
27	Arts, design, entertainment, sports, and media	101.7	123.4	128.2	4.8	154.9	1.3	\$25.89
29	Healthcare practitioners and technical	593.2	605.7	642.2	36.6	212.2	0.4	\$34.97
31	Healthcare support	129.8	130.7	128.8	-1.9	215.4	1.6	\$13.16
33	Protective service	33.3	46.8	49.3	2.5	141.7	3.0	\$20.54
35	Food preparation and serving related	162.7	206.5	215.1	8.6	852.7	4.1	\$10.30
37	Building and grounds cleaning and maintenance	64.5	75.7	77.2	1.5	770.2	10.2	\$12.29
39	Personal care and service	69.5	92.5	94.6	2.1	477.5	5.2	\$11.84
41	Sales and related	540.2	643.1	650.4	7.3	1,293.7	2.0	\$18.04
43	Office and administrative support	479.0	484.4	515.8	31.4	1,379.0	2.8	\$16.40
45	Farming, fishing, and forestry	5.6	6.1	6.7	0.5	168.4	27.5	\$11.68
47	Construction and extraction	81.1	96.9	98.0	1.0	1,162.6	12.0	\$21.46
49	Installation, maintenance, and repair	157.7	167.9	179.6	11.7	307.5	1.8	\$20.86
51	Production	138.7	144.2	157.0	12.7	778.0	5.4	\$16.45
53	Transportation and material moving	233.4	248.0	266.9	18.9	944.4	3.8	\$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 Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Dec-12	Average Hourly Wage ²	Total Ads Dec-12	Average Hourly Wage ²	Total Ads Dec-12	Average Hourly Wage ²
United States	716,873	\$42.35	1,703,282	\$31.09	468,077	\$12.52
Alabama	5,477	\$39.94	14,814	\$27.72	4,649	\$10.98
Alaska	1,962	\$40.79	7,635	\$33.86	2,063	\$14.93
Arizona	12,116	\$38.41	33,557	\$29.84	11,450	\$12.90
Arkansas	3,065	\$34.80	8,704	\$25.24	3,191	\$10.38
California	94,803	\$47.65	208,443	\$36.77	45,561	\$13.93
Colorado	14,784	\$41.41	37,248	\$32.12	10,961	\$12.75
Connecticut	11,390	\$48.46	23,557	\$33.14	5,334	\$14.33
Delaware	2,853	\$44.91	6,691	\$33.10	1,486	\$12.53
Florida	33,438	\$37.59	78,012	\$29.34	31,146	\$12.00
Georgia	21,544	\$42.61	52,764	\$28.39	11,638	\$11.35
Hawaii	2,191	\$37.74	5,313	\$29.93	3,591	\$13.83
Idaho	2,245	\$32.99	6,983	\$25.38	3,163	\$11.32
Illinois	35,282	\$40.83	68,929	\$30.97	14,656	\$12.93
Indiana	9,449	\$37.40	23,670	\$26.92	8,218	\$11.35
Iowa	5,545	\$34.92	16,207	\$25.76	4,890	\$11.34
Kansas	5,953	\$37.56	14,221	\$26.55	3,797	\$11.22
Kentucky	5,882	\$35.36	13,713	\$26.64	5,209	\$10.87
Louisiana	6,224	\$36.49	14,505	\$26.64	6,648	\$11.05
Maine	2,354	\$34.23	7,865	\$27.34	2,920	\$11.97
Maryland	16,839	\$44.76	48,723	\$35.21	11,064	\$13.48
Massachusetts	25,704	\$48.42	58,202	\$35.05	10,948	\$14.78
Michigan	19,497	\$39.95	50,106	\$29.54	13,475	\$12.10
Minnesota	18,649	\$40.82	41,772	\$30.64	10,230	\$12.23
Mississippi	2,809	\$33.43	6,498	\$23.87	2,594	\$10.32
Missouri	11,725	\$36.55	26,624	\$27.19	7,853	\$11.12
Montana	1,565	\$31.18	5,252	\$23.95	1,921	\$11.21
Nebraska	4,961	\$36.48	11,982	\$26.07	4,407	\$9.89
Nevada	4,789	\$39.54	11,872	\$31.81	5,176	\$13.27
New Hampshire	2,798	\$42.24	8,071	\$29.86	2,601	\$12.79
New Jersey	25,251	\$49.09	55,024	\$34.11	15,656	\$14.46
New Mexico	2,605	\$36.07	10,205	\$28.95	2,654	\$11.55
New York	53,229	\$51.35	96,409	\$31.63	26,272	\$14.46
North Carolina	17,281	\$15.53	48,635	\$23.90	14,925	\$11.30
North Dakota	1,914	\$35.31	5,207	\$24.81	1,828	\$11.50
Ohio	24,689	\$38.64	57,589	\$29.06	18,644	\$11.71
Oklahoma	5,841	\$34.10	16,159	\$25.70	6,248	\$10.85
Oregon	7,406	\$38.10	21,873	\$26.29	6,615	\$12.97
Pennsylvania	26,880	\$41.05	61,882	\$29.09	20,317	\$12.52
Rhode Island	2,742	\$45.08	6,775	\$32.85	1,902	\$13.30
South Carolina	5,689	\$37.37	18,118	\$27.19	6,237	\$10.97
South Dakota	1,496	\$32.93	5,121	\$23.84	1,942	\$10.86
Tennessee	10,617	\$36.93	25,092	\$25.48	9,238	\$11.04
Texas	54,659	\$41.89	124,655	\$30.34	32,483	\$11.39
Utah	4,486	\$36.47	11,812	\$26.86	4,440	\$7.26
Vermont	1,503	\$37.37	4,546	\$26.87	1,379	\$13.05
Virginia	25,668	\$45.17	66,667	\$33.70	13,736	\$12.53
Washington	20,089	\$25.74	49,784	\$33.17	10,629	\$14.44
West Virginia	1,897	\$32.21	6,303	\$24.64	2,030	\$10.43
Wisconsin	12,915	\$36.84	32,878	\$28.68	10,864	\$11.69
Wyoming	832	\$35.34	3,168	\$26.75	852	\$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
	Dec-12	Wage ¹	Dec-12	Wage ¹	Dec-12	Wage ¹
United States	1,046,900	\$17.04	228,931	\$20.78	364,708	\$16.20
Alabama	11,751	\$14.77	2,874	\$18.55	5,769	\$15.12
Alaska	3,333	\$17.93	1,149	\$28.20	928	\$7.88
Arizona	21,076	\$16.73	4,479	\$19.44	5,426	\$16.13
Arkansas	6,192	\$14.23	1,763	\$17.07	3,656	\$14.48
California	118,355	\$18.77	19,187	\$21.93	27,481	\$16.34
Colorado	22,814	\$18.10	5,836	\$21.09	6,774	\$16.82
Connecticut	14,174	\$20.22	2,619	\$24.37	4,836	\$17.63
Delaware	3,311	\$17.30	728	\$21.58	1,120	\$15.67
Florida	63,338	\$16.13	13,160	\$17.93	14,136	\$15.16
Georgia	28,362	\$16.10	5,519	\$18.92	9,712	\$15.26
Hawaii	5,780	\$6.44	1,279	\$26.33	1,142	\$18.16
Idaho	5,169	\$15.12	1,548	\$18.32	2,250	\$14.97
Illinois	40,483	\$17.73	6,335	\$23.89	13,644	\$16.63
Indiana	19,319	\$15.66	4,401	\$21.10	10,146	\$15.97
Iowa	10,650	\$15.31	2,935	\$19.17	6,489	\$15.59
Kansas	9,018	\$15.68	2,177	\$19.56	3,964	\$15.93
Kentucky	12,362	\$15.00	2,890	\$18.64	6,061	\$16.17
Louisiana	14,015	\$14.55	4,541	\$18.72	5,738	\$17.70
Maine	4,674	\$15.14	1,114	\$18.88	1,813	\$15.93
Maryland	25,136	\$17.83	4,822	\$21.85	5,832	\$17.02
Massachusetts	28,284	\$19.82	4,628	\$25.38	7,949	\$17.33
Michigan	28,830	\$16.47	7,599	\$21.25	14,846	\$17.18
Minnesota	23,325	\$17.58	4,937	\$22.76	10,085	\$16.74
Mississippi	5,754	\$13.71	1,808	\$17.10	3,197	\$14.25
Missouri	17,589	\$15.64	3,717	\$21.13	7,076	\$15.65
Montana	3,200	\$14.61	1,195	\$19.61	1,417	\$16.04
Nebraska	8,716	\$15.34	2,600	\$18.69	3,643	\$15.96
Nevada	9,497	\$16.12	1,993	\$24.37	2,453	\$16.78
New Hampshire	5,408	\$17.08	1,342	\$20.89	2,191	\$16.56
New Jersey	34,668	\$18.97	7,025	\$25.16	10,462	\$16.38
New Mexico	4,938	\$14.68	1,373	\$18.61	1,505	\$16.48
New York	64,899	\$19.77	10,812	\$13.93	15,361	\$17.71
North Carolina	30,911	\$16.16	6,961	\$18.29	10,511	\$14.82
North Dakota	4,082	\$14.87	2,209	\$20.91	2,462	\$17.28
Ohio	40,190	\$16.10	10,188	\$20.38	20,542	\$15.80
Oklahoma	12,444	\$14.60	4,302	\$18.23	6,541	\$15.55
Oregon	12,211	\$16.97	2,884	\$20.23	4,390	\$16.19
Pennsylvania	42,319	\$17.20	9,274	\$20.91	18,105	\$16.52
Rhode Island	4,007	\$17.87	885	\$22.16	1,244	\$16.04
South Carolina	12,879	\$14.92	3,324	\$18.14	5,289	\$15.44
South Dakota	3,524	\$14.15	1,286	\$17.40	1,629	\$14.30
Tennessee	21,279	\$15.46	4,754	\$18.37	9,069	\$15.12
Texas	79,798	\$16.59	18,946	\$18.46	27,311	\$15.80
Utah	10,638	\$15.62	2,038	\$19.89	2,785	\$16.35
Vermont	2,226	\$16.18	549	\$19.26	1,162	\$16.22
Virginia	28,380	\$16.98	6,246	\$20.02	8,055	\$16.19
Washington	21,973	\$18.26	4,985	\$23.87	6,597	\$18.65
West Virginia	4,628	\$13.39	1,196	\$19.53	2,141	\$15.74
Wisconsin	22,572	\$16.24	5,882	\$21.61	14,317	\$16.23
Wyoming	1,474	\$15.30	792	\$22.54	904	\$20.44

Source: The Conference Board

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

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Dec-12	Wage ^{2*}	Dec-12	Wage ^{2*}	Dec-12	Wage ^{2*}
United States	716,873	\$42.35	1,703,282	\$31.09	468,077	\$12.52
Birmingham, AL	2,019	\$41.72	4,390	\$17.00	1,583	\$11.34
Phoenix, AZ	8,967	\$39.40	22,170	\$26.75	7,519	\$12.94
Tucson, AZ	1,560	\$36.57	4,744	\$29.93	2,028	\$10.46
Los Angeles, CA	33,338	\$47.57	63,797	\$36.58	15,133	\$13.67
Riverside, CA	3,113	\$41.25	8,367	\$32.59	3,717	\$13.04
Sacramento, CA	4,765	\$42.26	10,162	\$35.72	2,687	\$13.95
San Diego, CA	7,212	\$45.39	17,927	\$35.33	4,446	\$13.19
San Francisco, CA	26,988	\$52.92	51,536	\$40.31	8,503	\$15.16
San Jose, CA	10,478	\$59.31	31,292	\$45.67	2,209	\$14.87
Denver, CO	10,336	\$42.99	22,218	\$34.11	5,079	\$12.82
Hartford, CT	4,717	\$45.10	9,368	\$33.02	2,028	\$14.21
Washington, DC	32,557	\$50.22	77,532	\$40.60	13,940	\$14.71
Jacksonville, FL	3,275	\$36.55	6,064	\$29.77	2,282	\$11.53
Miami, FL	11,472	\$40.39	20,634	\$30.40	9,123	\$12.58
Orlando, FL	4,512	\$36.47	8,981	\$28.98	4,121	\$11.60
Tampa, FL	5,924	\$37.50	14,296	\$29.95	3,627	\$7.36
Atlanta, GA	17,025	\$44.72	36,671	\$30.34	6,911	\$11.75
Honolulu, HI	1,726	\$38.09	3,659	\$28.89	2,906	\$13.51
Chicago, IL	29,716	\$42.39	53,009	\$32.26	11,269	\$13.13
Indianapolis, IN	4,400	\$38.57	9,229	\$29.10	3,233	\$11.82
Louisville, KY	2,656	.	5,700	.	2,540	.
New Orleans, LA	2,012	.	4,321	.	3,023	.
Baltimore, MD	8,644	.	23,238	.	6,281	.
Boston, MA	22,036	\$49.89	46,734	\$36.34	8,404	\$15.01
Detroit, MI	9,524	\$42.63	24,394	\$32.04	4,947	\$12.46
Minneapolis-St. Paul, MN	14,635	.	29,760	.	6,009	.
Kansas City, MO	5,504	.	11,897	.	3,101	.
St. Louis, MO	6,287	.	13,918	.	3,207	.
Las Vegas, NV	3,271	.	7,597	.	3,430	.
Buffalo, NY	2,151	.	5,007	.	1,970	.
New York, NY	56,274	\$54.02	101,471	\$36.83	26,477	\$14.97
Rochester, NY	1,667	.	4,384	.	1,620	.
Charlotte, NC	6,316	.	12,330	.	3,888	.
Cincinnati, OH	5,458	\$40.66	10,395	\$29.80	3,588	\$11.73
Cleveland, OH	6,378	\$39.75	14,658	\$30.06	4,307	\$12.42
Columbus, OH	5,853	\$39.25	12,061	\$30.85	4,088	\$12.07
Oklahoma City, OK	2,758	\$35.59	6,557	\$27.69	2,770	\$10.88
Portland, OR	5,655	\$40.81	14,622	\$31.68	3,869	\$13.34
Philadelphia, PA	16,438	\$45.43	34,652	\$32.31	9,064	\$13.59
Pittsburgh, PA	5,885	\$40.17	11,719	\$29.77	5,056	\$12.01
Providence, RI	3,284	\$43.90	8,346	\$31.93	2,629	\$13.27
Memphis, TN	2,219	\$38.97	4,980	\$24.81	1,729	\$11.62
Nashville, TN	4,738	\$38.10	9,731	\$27.16	3,380	\$11.24
Austin, TX	4,957	\$41.77	12,926	\$32.40	3,225	\$11.78
Dallas, TX	20,375	\$43.22	41,602	\$32.13	9,707	\$11.87
Houston, TX	16,696	\$46.51	32,601	\$33.74	7,545	\$11.45
San Antonio, TX	4,308	\$37.84	9,313	\$29.64	2,942	\$11.15
Salt Lake City, UT	3,139	\$38.14	7,604	\$29.09	2,810	\$10.79
Richmond, VA	3,814	\$40.20	8,411	\$29.82	2,359	\$12.23
Virginia Beach, VA	3,054	\$38.70	8,580	\$29.50	2,864	\$11.73
Seattle-Tacoma, WA	15,935	\$45.79	36,380	\$35.63	5,986	\$15.01
Milwaukee, WI	5,353	\$40.26	12,364	\$30.58	3,952	\$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
	Dec-12	Wage ^{2*}	Dec-12	Wage ^{2*}	Dec-12	Wage ^{2*}
United States	1,046,900	\$17.04	228,931	\$20.78	364,708	\$16.20
Birmingham, AL	4,383	\$16.29	973	\$19.05	1,484	\$15.15
Phoenix, AZ	15,212	\$17.45	3,010	\$20.05	3,594	\$16.34
Tucson, AZ	3,220	\$15.16	832	\$19.67	946	\$15.20
Los Angeles, CA	45,206	\$18.73	5,855	\$23.73	9,694	\$15.60
Riverside, CA	7,713	\$16.37	1,625	\$22.62	2,538	\$15.69
Sacramento, CA	6,859	\$18.33	1,277	\$23.41	1,596	\$17.01
San Diego, CA	10,510	\$18.07	1,992	\$23.22	2,251	\$16.00
San Francisco, CA	21,642	\$21.86	3,455	\$27.45	3,865	\$19.06
San Jose, CA	6,924	\$22.96	953	\$26.96	1,284	\$17.94
Denver, CO	13,070	\$19.41	3,094	\$21.15	3,115	\$17.21
Hartford, CT	5,858	\$19.39	1,049	\$24.14	1,851	\$10.78
Washington, DC	28,647	\$19.40	5,255	\$22.86	4,894	\$17.87
Jacksonville, FL	5,278	\$16.31	1,456	\$10.95	1,567	\$16.11
Miami, FL	20,849	\$17.06	3,131	\$18.97	3,083	\$15.42
Orlando, FL	7,831	\$15.53	1,577	\$18.02	1,530	\$15.22
Tampa, FL	9,360	\$16.39	1,558	\$17.75	1,881	\$14.79
Atlanta, GA	17,997	\$17.40	2,937	\$19.98	4,513	\$16.05
Honolulu, HI	4,937	\$16.73	1,064	\$27.38	983	\$18.64
Chicago, IL	32,109	\$18.52	4,345	\$24.72	9,415	\$16.81
Indianapolis, IN	8,698	\$17.30	1,846	\$21.84	3,293	\$16.04
Louisville, KY	5,841	.	1,382	\$11.42	2,497	.
New Orleans, LA	5,025	.	1,444	\$16.51	1,448	.
Baltimore, MD	14,579	.	3,003	.	3,338	.
Boston, MA	22,409	\$20.67	3,313	\$26.08	5,574	\$17.59
Detroit, MI	12,778	\$17.76	3,042	\$22.95	5,465	\$18.54
Minneapolis-St. Paul, MN	17,043	.	2,908	.	6,184	.
Kansas City, MO	8,190	.	1,529	\$13.85	2,735	.
St. Louis, MO	8,474	.	1,500	.	2,330	.
Las Vegas, NV	6,475	.	1,121	\$18.54	1,211	.
Buffalo, NY	5,180	.	1,014	\$13.75	1,628	.
New York, NY	62,523	\$20.84	9,865	\$26.84	13,722	\$17.77
Rochester, NY	3,617	.	876	\$11.37	1,475	.
Charlotte, NC	9,958	.	1,906	\$14.26	2,645	.
Cincinnati, OH	8,650	\$16.90	1,688	\$11.39	3,406	\$16.41
Cleveland, OH	9,233	\$17.10	2,340	\$21.47	4,390	\$16.33
Columbus, OH	9,200	\$16.88	2,159	\$20.51	3,972	\$14.97
Oklahoma City, OK	5,818	\$15.27	2,008	\$18.83	2,387	\$15.41
Portland, OR	8,123	\$18.26	1,798	\$23.01	2,707	\$16.90
Philadelphia, PA	20,288	\$19.03	3,675	\$23.63	5,603	\$17.48
Pittsburgh, PA	10,195	\$16.81	2,309	\$20.98	3,917	\$16.67
Providence, RI	5,622	\$17.52	1,266	\$22.29	2,002	\$15.96
Memphis, TN	4,588	\$16.14	1,002	\$19.36	1,975	\$15.65
Nashville, TN	8,633	\$16.41	1,707	\$18.79	3,050	\$15.73
Austin, TX	7,791	\$18.08	1,641	\$18.18	1,829	\$14.57
Dallas, TX	25,463	\$18.01	4,795	\$18.79	7,014	\$15.81
Houston, TX	20,415	\$17.73	4,641	\$19.86	6,621	\$17.65
San Antonio, TX	6,370	\$15.76	1,611	\$17.16	2,032	\$13.87
Salt Lake City, UT	6,643	\$16.79	1,296	\$20.20	1,666	\$16.75
Richmond, VA	5,051	\$17.49	1,358	\$19.93	1,575	\$16.03
Virginia Beach, VA	5,571	\$15.41	1,843	\$19.65	1,995	\$16.39
Seattle-Tacoma, WA	14,371	\$19.58	2,849	\$25.55	3,791	\$19.94
Milwaukee, WI	8,550	\$18.06	2,047	\$23.64	4,953	\$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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