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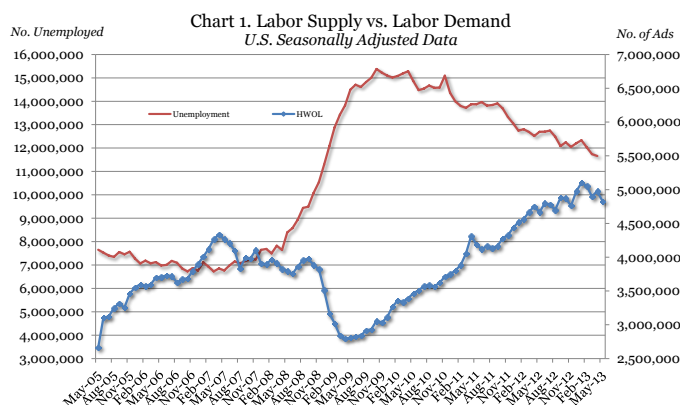
Online Labor Demand down 150,200 in May

- **May drop brings average lost to 29,600/month for the first five months of 2013**
- **Labor demand over the year remains nearly unchanged for many professional occupations**
- **NOTE: April 2013 data were revised to adjust for the removal of a job board (see p. 7)**

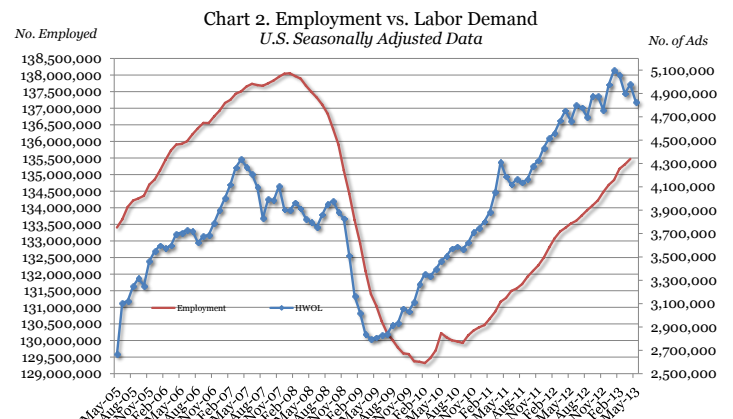
NEW YORK, June 5, 2013...Online advertised vacancies fell 150,200, or 3 percent, in May to 4,827,600 in *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. In the first five months of 2013 labor demand has dropped an average of 29,600 per month. The Supply/Demand rate stands at 2.3 unemployed for each vacancy. In April there were 6.7 million more unemployed than the number of advertised vacancies, down from 11.9 million at the end of the recession in June 2009.

“The upward trend in labor demand since the end of the recession seems to have stalled in 2013,” said June Shelp, Vice President of The Conference Board. “The 2013 levels for labor demand are still well above the pre-recession high of April 2007, but the small 2013 pullback of 29,000 per month in labor demand indicates that the national economy is still not out of the woods.”

Many of the professional occupations (management, computers, business and finance) were weak in 2013. A few bright spots included gains for production and construction workers and a surprisingly large rise (up 29 percent so far in 2013) for workers in legal occupations (See Table 7, page 14).



Source: The Conference Board, BLS



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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 is collected by **Wanted Technologies Corporation**.

REGIONAL AND STATE HIGHLIGHTS

- May losses in 19 of the 20 largest States (all but Colorado)
- 44 of the 50 States decreased in May

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent
Location	May-13	May-Apr 13	Apr-13	Trend³
United States	4,827.6	-150.2	2.34	↓ 1/13
NORTHEAST	933.0	-24.1	2.26	
Massachusetts	143.4	-6.1	1.49	↓ 1/13
New Jersey	158.4	-1.1	2.50	↓ 1/13
New York	294.6	-3.0	2.52	→ 1/13
Pennsylvania	200.4	-7.0	2.39	→ 2/12
SOUTH	1,599.8	-57.8	2.44	
Florida	242.3	-9.6	2.70	↓ 9/12
Georgia	132.5	-7.4	2.82	↓ 1/13
Maryland	104.8	-5.0	1.87	↓ 2/13
North Carolina	135.9	-6.2	2.95	↓ 1/13
Texas	358.3	-19.3	2.16	↓ 1/13
Virginia	140.6	-9.1	1.47	↓ 1/13
MIDWEST	1,029.9	-29.9	2.34	
Illinois	190.3	-1.4	3.19	↓ 1/13
Michigan	133.9	-6.9	2.77	↓ 1/13
Minnesota	111.3	-1.8	1.41	↓ 1/13
Missouri	79.8	-1.2	2.46	↓ 10/12
Ohio	182.0	-0.9	2.19	↓ 1/13
Wisconsin	93.4	-3.1	2.25	↓ 2/13
WEST	1,162.2	-32.6	2.43	
Arizona	94.9	-9.5	2.30	↑ 5/12
California	560.9	-29.5	2.83	↑ 8/12
Colorado	116.5	8.3	1.77	→ 1/13
Washington	124.2	-4.5	1.89	↓ 1/13

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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) .

May Changes for States

In May, online labor demand dropped in 44 of the 50 States in the U.S. (Table 3). States that increased were Utah, Colorado, Montana, West Virginia, Oregon, and Mississippi. Over sixty percent (32 of the 50 States) are above last May's levels.

The largest drop in online labor demand was in the **South**, down 57,800 in May with about one third of the decrease (19,300) in Texas, the largest State in the region. Florida, the second largest State, dropped 9,600. Virginia fell by 9,100; Georgia, by 7,400; North Carolina, by 6,200; and Maryland, by 5,000. Among the smaller States, Louisiana lost 2,300; Tennessee lost 2,100; Arkansas lost 400; and South Carolina lost 200 (Table 3).

Online labor demand in the **West** fell 32,600 in May (Table A), with California, the largest state, responsible for most of the decrease (29,500). Arizona lost 9,500 and Washington fell 4,500. Colorado posted a gain of 8,300 and reached its HWOL series high of 116,500. Among the smaller Western States, Nevada fell 900 in May while Oregon gained 800 and Utah rose 10,600 to its series high.

Online labor demand in the **Midwest** dropped 29,900 in May. Michigan posted the largest decrease, 6,900. Wisconsin fell by 3,100; Minnesota, by 1,800; Illinois, by 1,400; Missouri, by 1,200; and Ohio, by 900. Among the smaller Midwest States in May, Kansas fell by 3,300; Indiana, by 2,600; North Dakota, by 2,000.

Online labor demand in the **Northeast** decreased by 24,100 in May with Pennsylvania dropping 7,000. Massachusetts lost 6,100; New York fell 3,000; and New Jersey decreased by 1,100. Among the smaller States in the Northeast, May labor demand decreased by 3,200 in Connecticut; by 1,400 in Maine; by 1,000 in New Hampshire; and by 200 in Rhode Island (Table 3).

The Supply/Demand rates for the States are for April 2013, 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 0.64. The State with the highest Supply/Demand rate was Mississippi (4.79), where there were close to five unemployed workers for each 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 May 36 of the 52 largest metro areas posted decreases in labor demand while 14 posted increases and 2 (Cincinnati and Louisville) remained constant
- 21 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			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	May-13	May-Apr 13	Apr-13
United States	4,827.6	-150.2	2.34
NORTHEAST	933.0	-24.1	2.26
Boston, MA	107.7	-5.2	1.33
New York, NY	279.6	-16.6	2.60
Philadelphia, PA	88.7	-5.1	2.66
SOUTH	1,599.8	-57.8	2.44
Atlanta, GA	88.1	-6.3	2.36
Baltimore, MD	58.7	0.6	1.80
Dallas, TX	109.9	-6.3	1.84
Houston, TX	92.9	-5.1	1.98
Miami, FL	66.8	-3.0	3.33
Washington, DC	146.2	-3.1	1.13
MIDWEST	1,029.9	-29.9	2.34
Chicago, IL	145.9	0.5	3.21
Cleveland, OH	40.1	0.6	1.83
Detroit, MI	58.0	-4.7	3.04
Minneapolis-St. Paul, MN	75.2	-0.8	1.27
WEST	1,162.2	-32.6	2.43
Denver, CO	60.3	0.4	1.63
Los Angeles, CA	169.5	-2.9	3.45
Phoenix, AZ	64.0	-0.7	2.18
San Diego, CA	46.2	-1.1	2.59
San Francisco, CA	112.9	4.0	1.44
San Jose, CA	46.6	-5.1	1.30
Seattle-Tacoma, WA	84.1	-0.9	1.31

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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 May, 15 of the 20 largest MSAs and 36 of the 52 metropolitan areas for which data are reported separately posted decreases in the number of advertised vacancies (Table B and Table 5). May gains among the 20 largest metro areas included San Francisco (up 4,000) and Denver (400) in the **West**; Cleveland (600) and Chicago (500) in the **Midwest**; and Baltimore (600) in the **South** (Table B).

Twenty-one of the MSAs reported separately had Supply/Demand rates in April 2013 (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 (1.13) with about one advertised vacancy for every unemployed worker. Salt Lake City (1.14), Oklahoma City (1.27), Minneapolis–St. Paul (1.27), San Jose (1.30), Seattle–Tacoma (1.31), Boston (1.33), Austin (1.43), and San Francisco (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 included Riverside, CA, with over six unemployed workers for every advertised vacancy (6.25), Las Vegas (3.86), Los Angeles (3.45), and Sacramento (3.44) (See Table 6).

Since the end of the recession in June 2009, a number of the large metro areas have posted gains of at least 100 percent in labor demand. These are Cleveland (up 131 percent), Charlotte (130 percent), Denver (130 percent), Portland (129 percent), Columbus (126 percent), Nashville (120 percent), Birmingham (118 percent), Detroit (113 percent), Minneapolis-St. Paul (110 percent), San Francisco (108 percent), Phoenix (105 percent), Houston (102 percent), Seattle-Tacoma (102 percent), and Louisville (100 percent).

OCCUPATIONAL HIGHLIGHTS

- **17 of the 22 major groups in the Standard Occupational Classifications (SOC) declined in May**
- **All of the top-10 SOC groups decreased (Table C)**

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
		May-13	May-Apr 13	Apr-13	Apr-13	
15	Computer and mathematical science	588.2	-21.0	118.0	0.19	\$38.55
41	Sales and related	575.2	-20.2	1,209.6	2.03	\$18.26
29	Healthcare practitioners and technical	563.4	-20.1	245.8	0.42	\$35.35
43	Office and administrative support	497.4	-9.8	1,434.6	2.83	\$16.54
11	Management	469.7	-15.2	525.8	1.08	\$52.20
13	Business and financial operations	299.8	-14.2	344.7	1.10	\$33.44
53	Transportation and material moving	239.6	-0.9	856.4	3.56	\$16.15
35	Food preparation and serving related	218.2	-8.3	865.4	3.82	\$10.28
49	Installation, maintenance, and repair	186.1	-1.4	234.8	1.25	\$21.09
17	Architecture and engineering	169.3	-9.7	130.3	0.73	\$37.98

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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 2012 estimates.

Occupational Changes for the Month of May

Among the largest occupational groups, **Computer and Mathematical Science** occupations dropped 21,000 in May to 588,200, led by a decrease in demand for Computer Systems Analysts, Network and Computer Systems Administrators, Web Developers, and Applications Software Developers. **Sales and Related** occupations decreased by 20,200 to 575,200, driven by decreased demand for First-Line Supervisors/Managers of Retail Sales Workers, Sales Representatives, Wholesale and Manufacturing, and Retail Salespeople. **Healthcare Practitioners and Technical** occupations fell 20,100 to 563,400, largely due to lower demand for Registered Nurses. **Management** occupations dropped 15,200 to 469,700, largely due to drops in Food Service Managers and Marketing Managers. **Business and Financial Operations** occupations fell 14,200 to 299,800 based on lower demand for Management Analysts and Training and Development Specialists (Table 7).

PROGRAM NOTES

HWOL Data Revision

With the release of May 2013 data, April 2013 data were revised to adjust for the removal of a job board that was re-classified as out-of-scope. The removal of the job board has resulted in a small non-economic level drop of approximately –65,000 between the March and April seasonally adjusted levels. The May 2013 levels, over-the-month changes, and analysis contained in this May 2013 press release were unaffected by the revision.

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
	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)
	May-12	Apr-13 (r)	May-13	May-Apr 13	May-12	Apr-13 (r)	May-13	May-Apr 13
United States	4,665.4	4,977.8	4,827.6	-150.2	2,315.6	2,514.0	2,352.8	-161.2
New England	277.7	291.8	280.3	-11.4	134.4	142.6	134.8	-7.8
Middle Atlantic	619.7	665.3	652.7	-12.6	316.2	342.6	335.8	-6.9
South Atlantic	901.8	934.3	903.6	-30.7	444.5	466.1	436.5	-29.5
East North Central	678.8	694.1	674.6	-19.5	327.1	338.9	323.7	-15.2
East South Central	202.1	205.9	203.2	-2.6	95.4	98.1	95.2	-2.9
West North Central	363.6	365.7	355.3	-10.4	172.6	168.6	156.0	-12.6
West South Central	467.8	517.4	493.0	-24.3	229.7	251.4	230.2	-21.2
Mountain	324.0	370.1	375.2	5.1	165.7	191.3	191.1	-0.2
Pacific	717.3	824.7	787.0	-37.7	371.6	440.4	396.4	-44.1

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job board.

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	May-12	Apr-13 (r)	May-13	May-12	Apr-13 (r)	May-13
United States	3.01	3.21	3.11	1.49	1.62	1.52
New England	3.60	3.80	3.65	1.74	1.86	1.75
Middle Atlantic	3.00	3.22	3.16	1.53	1.66	1.62
South Atlantic	3.01	3.10	3.00	1.48	1.55	1.45
East North Central	2.93	2.99	2.91	1.41	1.46	1.39
East South Central	2.33	2.36	2.33	1.10	1.13	1.09
West North Central	3.32	3.32	3.22	1.58	1.53	1.42
West South Central	2.62	2.88	2.74	1.29	1.40	1.28
Mountain	2.94	3.34	3.39	1.50	1.73	1.72
Pacific	2.87	3.29	3.14	1.49	1.76	1.58

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job board.

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.
2. Regions are as defined by the U.S. Census Bureau.

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-12	Apr-13 (r)	May-13	May-Apr 13	May-12	Apr-13 (r)	May-13	May-Apr 13
United States	4,665.4	4,977.8	4,827.6	-150.2	2,315.6	2,514.0	2,352.8	-161.2
Alabama	47.1	50.9	49.9	-1.0	22.0	24.6	21.8	-2.8
Alaska	17.7	19.7	18.6	-1.0	8.2	9.8	8.8	-1.0
Arizona	79.6	104.5	94.9	-9.5	40.3	58.8	45.6	-13.2
Arkansas	29.1	31.4	31.0	-0.4	13.0	15.6	13.7	-1.9
California	513.2	590.4	560.9	-29.5	263.8	316.5	279.7	-36.8
Colorado	95.8	108.2	116.5	8.3	49.9	56.2	61.4	5.2
Connecticut	63.1	65.3	62.1	-3.2	29.1	30.7	28.4	-2.4
Delaware	15.0	18.7	18.2	-0.5	6.6	8.5	8.0	-0.6
Florida	244.5	251.9	242.3	-9.6	137.1	135.0	126.9	-8.1
Georgia	127.4	139.9	132.5	-7.4	58.3	64.9	59.0	-5.9
Hawaii	16.6	18.4	17.7	-0.7	10.5	11.5	11.0	-0.5
Idaho	19.2	23.0	21.3	-1.7	10.2	12.3	10.8	-1.5
Illinois	182.3	191.7	190.3	-1.4	81.1	87.6	85.0	-2.6
Indiana	79.2	78.1	75.5	-2.6	35.8	35.9	33.3	-2.6
Iowa	49.9	51.8	50.1	-1.7	21.5	22.6	21.3	-1.3
Kansas	40.3	43.8	40.5	-3.3	17.9	18.7	16.4	-2.3
Kentucky	47.1	45.7	44.5	-1.2	21.7	20.3	20.4	0.1
Louisiana	45.3	52.4	50.1	-2.3	22.4	25.9	23.3	-2.6
Maine	20.3	22.7	21.3	-1.4	9.1	10.0	9.4	-0.6
Maryland	110.2	109.8	104.8	-5.0	47.9	49.3	44.8	-4.5
Massachusetts	139.4	149.5	143.4	-6.1	69.5	71.3	69.5	-1.8
Michigan	129.2	140.8	133.9	-6.9	67.0	68.0	64.5	-3.5
Minnesota	114.5	113.1	111.3	-1.8	55.2	52.1	47.5	-4.6
Mississippi	22.8	25.2	25.5	0.4	9.5	11.3	11.0	-0.4
Missouri	86.3	81.0	79.8	-1.2	44.6	37.2	37.6	0.4
Montana	16.7	17.5	18.7	1.2	7.6	7.4	9.3	1.9
Nebraska	35.2	39.0	38.1	-0.9	17.1	19.1	17.5	-1.7
Nevada	42.2	39.8	38.9	-0.9	23.8	20.1	19.2	-0.9
New Hampshire	24.4	24.4	23.5	-1.0	12.5	12.9	12.7	-0.2
New Jersey	149.0	159.5	158.4	-1.1	78.2	85.7	85.5	-0.2
New Mexico	25.0	24.7	24.4	-0.3	11.9	12.2	11.3	-1.0
New York	272.5	297.6	294.6	-3.0	144.0	157.8	155.5	-2.3
North Carolina	126.7	142.2	135.9	-6.2	66.1	73.3	70.5	-2.8
North Dakota	18.9	20.6	18.6	-2.0	7.4	9.4	7.8	-1.6
Ohio	187.1	182.9	182.0	-0.9	95.6	94.5	94.0	-0.5
Oklahoma	53.5	55.3	53.6	-1.7	27.4	28.5	26.6	-1.9
Oregon	55.3	66.5	67.3	0.8	29.3	36.3	34.8	-1.5
Pennsylvania	199.0	207.4	200.4	-7.0	94.7	99.8	95.4	-4.4
Rhode Island	18.0	18.8	18.7	-0.2	9.7	10.4	10.4	0.0
South Carolina	53.6	56.6	56.4	-0.2	27.4	29.8	28.4	-1.3
South Dakota	18.2	17.0	16.6	-0.4	7.6	6.8	6.7	-0.1
Tennessee	84.9	85.3	83.3	-2.1	42.0	43.1	42.0	-1.2
Texas	339.8	377.6	358.3	-19.3	167.1	180.2	166.8	-13.4
Utah	36.8	40.7	51.4	10.6	18.5	19.7	29.9	10.2
Vermont	12.8	12.0	11.8	-0.2	6.1	6.2	6.0	-0.2
Virginia	153.4	149.8	140.6	-9.1	68.6	68.9	61.2	-7.7
Washington	116.0	128.6	124.2	-4.5	58.5	64.9	60.6	-4.3
West Virginia	20.1	18.3	19.3	0.9	8.1	7.6	7.9	0.3
Wisconsin	101.5	96.5	93.4	-3.1	47.0	50.9	46.4	-4.5
Wyoming	8.4	9.3	9.0	-0.3	3.4	3.8	3.5	-0.3

(r) - revised: April 2013 data were revised to adjust for the removal of a job 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.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted

Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	May-12	Apr-13 (r)	May-13	Apr-13	Apr-13	Apr-13 (r)	Apr-13
United States	3.01	3.21	3.11	7.5	11,659.00	4,977.8	2.34
Alabama	2.18	2.34	2.29	6.9	150.50	50.9	2.96
Alaska	4.83	5.40	5.12	6.0	21.70	19.7	1.10
Arizona	2.63	3.45	3.14	7.9	240.26	104.5	2.30
Arkansas	2.14	2.36	2.33	7.1	95.15	31.4	3.04
California	2.78	3.17	3.01	9.0	1,672.55	590.4	2.83
Colorado	3.49	3.91	4.21	6.9	191.96	108.2	1.77
Connecticut	3.35	3.54	3.36	8.0	147.03	65.3	2.25
Delaware	3.39	4.19	4.08	7.2	31.89	18.7	1.71
Florida	2.61	2.68	2.57	7.2	680.43	251.9	2.70
Georgia	2.65	2.91	2.75	8.2	395.17	139.9	2.82
Hawaii	2.55	2.85	2.74	4.9	31.86	18.4	1.73
Idaho	2.49	2.98	2.76	6.1	46.65	23.0	2.03
Illinois	2.77	2.91	2.89	9.3	610.96	191.7	3.19
Indiana	2.52	2.47	2.39	8.5	267.60	78.1	3.43
Iowa	3.04	3.14	3.04	4.7	77.80	51.8	1.50
Kansas	2.71	2.93	2.71	5.5	82.93	43.8	1.89
Kentucky	2.28	2.18	2.12	7.9	166.32	45.7	3.64
Louisiana	2.17	2.50	2.39	6.5	134.93	52.4	2.58
Maine	2.88	3.22	3.02	6.9	48.59	22.7	2.14
Maryland	3.54	3.49	3.33	6.5	205.47	109.8	1.87
Massachusetts	4.01	4.30	4.13	6.4	222.85	149.5	1.49
Michigan	2.77	3.01	2.87	8.4	390.59	140.8	2.77
Minnesota	3.86	3.79	3.73	5.3	159.00	113.1	1.41
Mississippi	1.71	1.91	1.94	9.1	120.58	25.2	4.79
Missouri	2.89	2.70	2.66	6.6	199.43	81.0	2.46
Montana	3.29	3.44	3.67	5.5	27.90	17.5	1.60
Nebraska	3.46	3.76	3.68	3.7	38.84	39.0	1.00
Nevada	3.06	2.89	2.83	9.6	132.44	39.8	3.33
New Hampshire	3.28	3.28	3.16	5.5	41.01	24.4	1.68
New Jersey	3.25	3.46	3.44	8.7	399.46	159.5	2.50
New Mexico	2.68	2.61	2.58	6.7	63.70	24.7	2.58
New York	2.84	3.11	3.08	7.8	748.47	297.6	2.52
North Carolina	2.69	3.01	2.88	8.9	419.29	142.2	2.95
North Dakota	4.83	5.15	4.65	3.3	13.22	20.6	0.64
Ohio	3.25	3.19	3.17	7.0	399.79	182.9	2.19
Oklahoma	2.98	3.05	2.96	4.9	88.64	55.3	1.60
Oregon	2.81	3.44	3.48	8.0	153.66	66.5	2.31
Pennsylvania	3.07	3.19	3.08	7.6	496.31	207.4	2.39
Rhode Island	3.22	3.38	3.34	8.8	49.37	18.8	2.62
South Carolina	2.47	2.61	2.60	8.0	174.35	56.6	3.08
South Dakota	4.09	3.79	3.71	4.1	18.57	17.0	1.09
Tennessee	2.73	2.73	2.66	8.0	249.89	85.3	2.93
Texas	2.70	2.96	2.81	6.4	815.73	377.6	2.16
Utah	2.72	2.95	3.72	4.7	64.38	40.7	1.58
Vermont	3.60	3.42	3.36	4.0	13.98	12.0	1.16
Virginia	3.65	3.54	3.33	5.2	219.73	149.8	1.47
Washington	3.32	3.69	3.56	7.0	243.08	128.6	1.89
West Virginia	2.50	2.28	2.39	6.6	53.55	18.3	2.92
Wisconsin	3.32	3.14	3.04	7.1	216.94	96.5	2.25
Wyoming	2.75	3.01	2.93	4.8	14.70	9.3	1.59

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job 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.

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Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-12	Apr-13 (r)	May-13	May-Apr 13	May-12	Apr-13 (r)	May-13	May-Apr 13
Birmingham, AL	14.7	17.1	16.4	-0.7	7.0	8.0	7.5	-0.5
Phoenix, AZ	55.2	64.7	64.0	-0.7	26.8	32.1	30.3	-1.7
Tucson, AZ	11.6	12.8	13.4	0.6	6.5	6.9	7.5	0.7
Los Angeles, CA	162.3	172.3	169.5	-2.9	84.7	87.4	86.6	-0.8
Riverside, CA	31.1	30.4	29.2	-1.2	18.9	15.3	14.7	-0.6
Sacramento, CA	24.4	26.9	26.3	-0.5	12.5	13.8	13.0	-0.8
San Diego, CA	44.8	47.4	46.2	-1.1	23.9	24.9	24.0	-1.0
San Francisco, CA	102.1	109.0	112.9	4.0	50.3	53.8	56.4	2.6
San Jose, CA	50.0	51.6	46.6	-5.1	21.5	21.8	16.7	-5.1
Denver, CO	54.1	59.9	60.3	0.4	27.0	29.5	30.5	0.9
Hartford, CT	24.0	24.8	23.5	-1.3	11.1	11.3	11.1	-0.3
Washington, DC	163.5	149.3	146.2	-3.1	69.2	63.5	62.4	-1.1
Jacksonville, FL	20.4	21.4	21.8	0.4	11.4	12.3	12.8	0.5
Miami, FL	63.5	69.8	66.8	-3.0	32.9	35.9	34.9	-1.0
Orlando, FL	34.3	31.6	30.3	-1.3	20.0	15.5	14.4	-1.1
Tampa, FL	46.3	39.2	36.9	-2.2	27.5	19.2	17.4	-1.8
Atlanta, GA	83.1	94.4	88.1	-6.3	37.6	42.0	39.0	-3.0
Honolulu, HI	12.0	12.8	13.7	0.9	8.0	8.4	9.5	1.1
Chicago, IL	141.9	145.4	145.9	0.5	61.5	66.2	63.8	-2.3
Indianapolis, IN	31.2	30.0	29.6	-0.4	15.2	14.4	14.5	0.1
Louisville, KY	19.9	19.5	19.5	0.0	9.6	9.2	9.4	0.3
New Orleans, LA	14.8	17.8	17.7	-0.1	8.4	10.0	9.7	-0.3
Baltimore, MD	59.5	58.1	58.7	0.6	27.8	27.0	28.7	1.7
Boston, MA	107.8	112.9	107.7	-5.2	52.0	52.0	50.2	-1.7
Detroit, MI	63.0	62.8	58.0	-4.7	33.6	27.9	25.5	-2.4
Minneapolis-St. Paul, MN	82.5	75.9	75.2	-0.8	41.4	33.9	32.3	-1.7
Kansas City, MO	37.5	34.0	33.3	-0.7	18.4	14.4	14.4	0.0
St. Louis, MO	41.4	36.5	35.6	-1.0	21.4	15.5	15.9	0.4
Las Vegas, NV	28.8	25.6	25.0	-0.5	17.0	12.9	11.9	-1.0
Buffalo, NY	17.0	16.4	17.5	1.1	9.5	8.7	10.0	1.2
New York, NY	268.8	296.2	279.6	-16.6	140.7	155.5	141.3	-14.1
Rochester, NY	13.8	13.8	13.6	-0.2	7.5	7.6	7.6	0.1
Charlotte, NC	34.8	39.5	38.3	-1.2	18.1	20.2	20.4	0.2
Cincinnati, OH	32.8	32.5	32.5	0.0	16.4	15.9	16.7	0.8
Cleveland, OH	45.1	39.4	40.1	0.6	22.4	20.2	20.2	0.0
Columbus, OH	37.1	37.0	37.4	0.4	20.0	19.4	20.4	1.0
Oklahoma City, OK	21.5	22.8	22.6	-0.2	11.9	12.1	12.5	0.4
Portland, OR	35.7	41.9	41.6	-0.3	19.2	22.5	22.0	-0.5
Philadelphia, PA	91.1	93.7	88.7	-5.1	42.0	41.8	39.2	-2.6
Pittsburgh, PA	43.3	41.6	42.2	0.7	22.0	21.4	22.1	0.7
Providence, RI	22.2	23.7	23.8	0.1	12.3	13.2	13.6	0.4
Memphis, TN	17.4	17.0	16.3	-0.8	8.1	7.8	7.6	-0.3
Nashville, TN	28.3	31.6	31.0	-0.7	15.0	16.8	16.4	-0.4
Austin, TX	30.9	37.3	35.9	-1.4	16.8	19.4	19.0	-0.4
Dallas, TX	104.3	116.2	109.9	-6.3	50.0	53.4	50.3	-3.0
Houston, TX	85.8	98.0	92.9	-5.1	39.5	44.3	40.6	-3.7
San Antonio, TX	30.0	27.7	27.4	-0.3	17.6	13.0	13.4	0.4
Salt Lake City, UT	23.0	24.6	30.2	5.6	11.5	11.8	17.3	5.6
Richmond, VA	21.0	23.0	23.7	0.6	10.8	11.9	12.5	0.6
Virginia Beach, VA	24.1	23.8	23.7	-0.2	12.5	12.7	12.2	-0.6
Seattle-Tacoma, WA	79.1	85.0	84.1	-0.9	39.3	40.7	40.6	-0.1
Milwaukee, WI	37.5	29.9	29.7	-0.2	17.4	15.0	15.5	0.5

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job 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
	May-12	Apr-13 (r)	May-13	Apr-13	Apr-13	Apr-13 (r)	Apr-13
Birmingham, AL	2.77	3.20	3.07	6.2	33.4	17.1	1.95
Phoenix, AZ	2.71	3.17	3.14	6.9	140.9	64.7	2.18
Tucson, AZ	2.51	2.79	2.92	7.0	32.2	12.8	2.52
Los Angeles, CA	2.50	2.63	2.59	9.1	595.0	172.3	3.45
Riverside, CA	1.72	1.68	1.61	10.5	190.1	30.4	6.25
Sacramento, CA	2.32	2.57	2.52	8.8	92.3	26.9	3.44
San Diego, CA	2.80	2.94	2.87	7.6	122.8	47.4	2.59
San Francisco, CA	4.40	4.65	4.82	6.7	157.4	109.0	1.44
San Jose, CA	5.34	5.43	4.90	7.1	67.4	51.6	1.30
Denver, CO	3.83	4.21	4.24	6.9	97.8	59.9	1.63
Hartford, CT	4.04	4.22	4.01	8.1	47.7	24.8	1.92
Washington, DC	5.15	4.66	4.56	5.3	169.4	149.3	1.13
Jacksonville, FL	2.93	3.04	3.10	6.8	48.0	21.4	2.24
Miami, FL	2.15	2.35	2.25	7.8	232.4	69.8	3.33
Orlando, FL	2.99	2.75	2.64	6.9	79.8	31.6	2.52
Tampa, FL	3.50	2.92	2.75	7.2	96.4	39.2	2.46
Atlanta, GA	3.04	3.43	3.20	8.1	223.1	94.4	2.36
Honolulu, HI	2.62	2.82	3.02	4.5	20.2	12.8	1.58
Chicago, IL	2.91	2.98	2.99	9.6	467.0	145.4	3.21
Indianapolis, IN	3.46	3.30	3.25	7.8	71.4	30.0	2.38
Louisville, KY	3.16	3.02	3.02	7.8	50.3	19.5	2.58
New Orleans, LA	2.71	3.26	3.24	6.4	35.1	17.8	1.97
Baltimore, MD	4.05	3.91	3.95	7.0	104.8	58.1	1.80
Boston, MA	4.23	4.42	4.22	5.9	150.5	112.9	1.33
Detroit, MI	3.14	3.13	2.89	9.5	191.1	62.8	3.04
Minneapolis-St. Paul, MN	4.44	4.04	4.00	5.2	96.8	75.9	1.27
Kansas City, MO	3.58	3.27	3.20	6.6	68.5	34.0	2.01
St. Louis, MO	2.91	2.58	2.51	7.4	104.7	36.5	2.87
Las Vegas, NV	2.90	2.57	2.52	9.9	98.6	25.6	3.86
Buffalo, NY	2.96	2.86	3.05	8.1	46.1	16.4	2.82
New York, NY	2.82	3.10	2.93	8.1	771.3	296.2	2.60
Rochester, NY	2.64	2.66	2.61	7.7	40.3	13.8	2.91
Charlotte, NC	3.80	4.27	4.14	9.0	82.7	39.5	2.10
Cincinnati, OH	3.01	2.98	2.98	6.9	75.5	32.5	2.33
Cleveland, OH	4.28	3.79	3.85	6.9	72.2	39.4	1.83
Columbus, OH	3.83	3.81	3.85	6.0	58.4	37.0	1.58
Oklahoma City, OK	3.63	3.78	3.74	4.8	28.8	22.8	1.27
Portland, OR	3.00	3.58	3.56	7.5	87.2	41.9	2.08
Philadelphia, PA	3.02	3.10	2.93	8.2	249.0	93.7	2.66
Pittsburgh, PA	3.45	3.30	3.35	7.1	89.1	41.6	2.14
Providence, RI	3.20	3.43	3.44	9.1	63.3	23.7	2.67
Memphis, TN	2.83	2.78	2.65	9.3	57.0	17.0	3.35
Nashville, TN	3.33	3.67	3.59	6.3	54.7	31.6	1.73
Austin, TX	3.21	3.79	3.66	5.4	53.2	37.3	1.43
Dallas, TX	3.13	3.42	3.24	6.3	213.6	116.2	1.84
Houston, TX	2.83	3.17	3.01	6.3	194.3	98.0	1.98
San Antonio, TX	2.92	2.71	2.68	6.2	63.6	27.7	2.29
Salt Lake City, UT	3.83	4.00	4.91	4.5	28.0	24.6	1.14
Richmond, VA	3.15	3.46	3.55	5.8	38.5	23.0	1.67
Virginia Beach, VA	2.92	2.86	2.84	5.8	48.4	23.8	2.03
Seattle-Tacoma, WA	4.18	4.47	4.42	5.8	111.0	85.0	1.31
Milwaukee, WI	4.71	3.75	3.73	7.6	60.4	29.9	2.02

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job 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
		May-12	Apr-13 (r)	May-13	May-Apr 13	Apr-13	Apr-13	
	Total	4,665.4	4,977.8	4,827.6	-150.2	11,659.0	2.3	\$22.01
11	Management	461.4	484.9	469.7	-15.2	525.8	1.1	\$52.20
13	Business and financial operations	298.1	314.0	299.8	-14.2	344.7	1.1	\$33.44
15	Computer and mathematical science	592.6	609.2	588.2	-21.0	118.0	0.2	\$38.55
17	Architecture and engineering	177.5	178.9	169.3	-9.7	130.3	0.7	\$37.98
19	Life, physical, and social science	48.1	48.5	46.6	-2.0	67.2	1.4	\$32.87
21	Community and social services	73.9	73.6	72.1	-1.5	84.0	1.1	\$21.27
23	Legal	28.6	39.1	40.9	1.7	49.4	1.3	\$47.39
25	Education, training, and library	115.4	122.8	122.1	-0.7	437.9	3.6	\$24.62
27	Arts, design, entertainment, sports, and media	120.8	137.1	134.2	-2.9	243.6	1.8	\$26.20
29	Healthcare practitioners and technical	553.3	583.6	563.4	-20.1	245.8	0.4	\$35.35
31	Healthcare support	127.3	120.2	119.8	-0.3	228.4	1.9	\$13.36
33	Protective service	40.1	45.1	46.0	0.8	119.3	2.6	\$20.70
35	Food preparation and serving related	183.0	226.5	218.2	-8.3	865.4	3.8	\$10.28
37	Building and grounds cleaning and maintenance	72.9	86.7	88.5	1.8	727.8	8.4	\$12.34
39	Personal care and service	77.4	78.4	74.6	-3.8	467.7	6.0	\$11.80
41	Sales and related	579.4	595.5	575.2	-20.2	1,209.6	2.0	\$18.26
43	Office and administrative support	501.6	507.2	497.4	-9.8	1,434.6	2.8	\$16.54
45	Farming, fishing, and forestry	6.0	6.8	7.1	0.4	98.2	14.5	\$11.65
47	Construction and extraction	85.5	111.2	112.5	1.3	1,146.5	10.3	\$21.61
49	Installation, maintenance, and repair	162.0	187.5	186.1	-1.4	234.8	1.3	\$21.09
51	Production	140.5	140.3	139.8	-0.4	721.7	5.1	\$16.59
53	Transportation and material moving	211.8	240.5	239.6	-0.9	856.4	3.6	\$16.15

Source: The Conference Board

(r) - revised: April 2013 data were revised to adjust for the removal of a job 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 2012 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	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-13	Wage ²	May-13	Wage ²	May-13	Wage ²
United States	798,169	\$42.80	1,787,277	\$31.56	619,605	\$12.53
Alabama	6,059	\$40.53	16,823	\$28.04	5,790	\$10.90
Alaska	2,128	\$42.16	7,806	\$33.66	3,185	\$15.08
Arizona	14,070	\$38.82	37,979	\$30.14	13,971	\$12.84
Arkansas	3,736	\$35.61	9,929	\$25.70	4,529	\$10.28
California	111,693	\$47.77	223,143	\$37.12	59,705	\$13.90
Colorado	19,178	\$41.86	43,928	\$32.78	16,466	\$12.85
Connecticut	11,880	\$49.43	24,211	\$33.80	6,964	\$14.38
Delaware	3,855	\$46.19	7,946	\$33.83	1,931	\$12.50
Florida	36,139	\$38.21	79,032	\$29.47	37,074	\$12.09
Georgia	22,600	\$42.44	53,789	\$28.37	14,394	\$11.23
Hawaii	2,086	\$37.12	4,617	\$29.94	3,725	\$14.00
Idaho	2,372	\$33.74	7,027	\$25.57	3,807	\$11.24
Illinois	40,218	\$42.41	73,072	\$31.20	19,300	\$12.94
Indiana	10,204	\$37.43	23,602	\$27.60	9,875	\$11.38
Iowa	6,125	\$35.12	18,033	\$26.38	6,605	\$11.39
Kansas	7,100	\$38.30	14,711	\$20.29	5,019	\$11.22
Kentucky	6,245	\$35.83	14,178	\$26.94	5,750	\$10.86
Louisiana	6,227	\$36.71	13,984	\$26.99	7,319	\$11.03
Maine	2,576	\$35.09	7,981	\$27.72	4,220	\$11.97
Maryland	16,315	\$45.65	44,451	\$35.45	13,163	\$13.42
Massachusetts	28,760	\$48.66	60,408	\$35.29	15,898	\$14.88
Michigan	19,202	\$39.85	47,642	\$30.08	17,555	\$12.05
Minnesota	19,582	\$41.44	42,326	\$30.88	12,986	\$12.15
Mississippi	3,334	\$34.32	7,048	\$24.24	3,433	\$6.47
Missouri	12,488	\$37.24	28,351	\$27.60	10,716	\$11.22
Montana	1,807	\$31.80	6,306	\$24.63	3,721	\$11.56
Nebraska	5,196	\$36.70	12,737	\$26.54	5,295	\$11.33
Nevada	5,214	\$39.03	11,960	\$31.90	7,401	\$13.30
New Hampshire	2,933	\$42.22	8,255	\$30.17	4,028	\$12.79
New Jersey	28,836	\$49.32	58,948	\$34.58	23,303	\$14.47
New Mexico	2,871	\$36.63	10,388	\$29.55	3,372	\$11.66
New York	65,988	\$51.61	102,534	\$35.02	38,188	\$14.58
North Carolina	19,762	\$42.23	51,315	\$28.70	19,968	\$11.25
North Dakota	2,221	\$35.79	5,417	\$26.21	2,296	\$11.83
Ohio	26,278	\$38.74	57,617	\$29.85	23,862	\$11.82
Oklahoma	5,866	\$35.14	16,263	\$26.57	7,702	\$10.91
Oregon	8,918	\$38.45	26,915	\$31.06	9,385	\$13.06
Pennsylvania	29,088	\$41.77	65,865	\$30.55	27,708	\$12.38
Rhode Island	3,145	\$45.64	6,220	\$33.59	3,265	\$13.15
South Carolina	6,220	\$37.41	19,374	\$27.36	9,664	\$10.91
South Dakota	1,699	\$15.72	5,415	\$24.47	2,576	\$10.80
Tennessee	11,482	\$37.32	26,101	\$26.89	12,034	\$11.02
Texas	59,754	\$42.58	131,421	\$31.04	40,714	\$11.38
Utah	6,077	\$37.25	14,839	\$27.69	7,769	\$11.70
Vermont	1,543	\$37.26	4,582	\$25.23	1,931	\$13.12
Virginia	23,290	\$45.95	61,987	\$34.23	17,104	\$12.56
Washington	21,177	\$43.88	53,518	\$33.77	15,003	\$14.42
West Virginia	1,868	\$32.97	6,619	\$25.54	2,885	\$10.38
Wisconsin	13,247	\$37.34	29,283	\$29.20	13,017	\$11.79
Wyoming	872	\$36.03	3,373	\$27.23	1,071	\$12.39

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 2012 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-13	Wage ¹	May-13	Wage ¹	May-13	Wage ¹
United States	1,117,190	\$17.22	330,511	\$20.95	402,789	\$16.37
Alabama	12,599	\$14.95	4,231	\$18.74	5,803	\$15.20
Alaska	4,454	\$18.27	1,687	\$28.16	1,370	\$22.57
Arizona	24,423	\$16.52	7,176	\$19.46	5,954	\$16.47
Arkansas	7,534	\$14.47	2,490	\$17.19	3,946	\$14.64
California	130,418	\$18.88	26,188	\$22.02	31,567	\$16.46
Colorado	27,691	\$18.13	9,421	\$21.25	8,363	\$17.16
Connecticut	13,493	\$20.47	3,640	\$24.61	4,735	\$18.09
Delaware	3,794	\$17.21	1,070	\$21.75	1,198	\$16.11
Florida	69,498	\$16.10	19,451	\$17.97	15,187	\$15.22
Georgia	28,413	\$16.39	7,992	\$19.12	11,016	\$15.81
Hawaii	5,775	\$6.63	1,300	\$26.26	1,009	\$18.28
Idaho	5,263	\$14.83	2,372	\$18.19	2,423	\$15.18
Illinois	42,937	\$18.00	8,595	\$24.03	15,223	\$16.73
Indiana	18,386	\$15.84	6,147	\$21.57	11,128	\$16.04
Iowa	10,707	\$15.56	4,802	\$19.38	6,684	\$15.81
Kansas	9,286	\$16.04	2,918	\$19.79	3,985	\$16.41
Kentucky	10,919	\$15.10	3,441	\$19.05	5,887	\$16.14
Louisiana	12,924	\$14.74	5,718	\$19.02	5,646	\$18.10
Maine	4,937	\$15.40	1,552	\$19.27	1,959	\$16.20
Maryland	23,013	\$18.13	6,050	\$21.95	5,986	\$17.32
Massachusetts	29,872	\$20.02	6,833	\$12.42	8,585	\$17.62
Michigan	30,181	\$16.45	10,210	\$21.18	14,709	\$16.97
Minnesota	23,638	\$17.79	7,567	\$22.95	11,722	\$17.01
Mississippi	6,070	\$13.90	2,520	\$17.40	3,403	\$14.50
Missouri	19,445	\$15.80	5,820	\$21.21	8,258	\$15.66
Montana	4,402	\$14.98	2,104	\$20.27	1,865	\$16.70
Nebraska	8,781	\$15.39	3,955	\$18.96	4,081	\$15.73
Nevada	10,677	\$16.18	2,916	\$24.22	2,580	\$17.09
New Hampshire	5,943	\$17.41	1,898	\$21.08	2,631	\$16.63
New Jersey	35,027	\$19.15	9,648	\$25.25	10,532	\$16.43
New Mexico	5,268	\$14.73	1,967	\$18.88	1,694	\$16.53
New York	69,002	\$20.27	15,482	\$25.35	16,563	\$17.97
North Carolina	30,314	\$16.35	10,591	\$18.55	11,021	\$15.10
North Dakota	4,373	\$15.38	3,352	\$21.79	3,074	\$18.35
Ohio	43,291	\$16.39	14,513	\$20.64	24,292	\$15.93
Oklahoma	13,494	\$14.90	5,453	\$18.64	6,961	\$15.80
Oregon	14,598	\$17.17	4,466	\$21.75	5,541	\$16.44
Pennsylvania	46,525	\$17.32	13,824	\$20.97	20,534	\$16.65
Rhode Island	4,477	\$18.54	1,180	\$22.71	1,396	\$16.09
South Carolina	13,575	\$14.92	5,391	\$18.29	6,117	\$15.70
South Dakota	4,028	\$14.50	2,036	\$17.66	2,101	\$14.46
Tennessee	21,038	\$15.57	6,843	\$18.46	9,971	\$15.16
Texas	85,538	\$16.73	27,939	\$18.70	31,658	\$16.00
Utah	15,460	\$16.06	4,475	\$19.99	4,629	\$16.52
Vermont	2,364	\$16.59	894	\$19.47	1,190	\$16.38
Virginia	27,850	\$17.13	8,022	\$20.28	7,976	\$16.35
Washington	24,133	\$18.59	7,068	\$24.06	7,539	\$18.80
West Virginia	4,617	\$13.40	1,654	\$20.10	2,138	\$15.98
Wisconsin	21,117	\$16.48	7,614	\$21.76	12,724	\$16.24
Wyoming	1,680	\$15.68	1,140	\$22.62	908	\$21.05

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2012 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
	May-13	Wage ^{2*}	May-13	Wage ^{2*}	May-13	Wage ^{2*}
United States	798,169	\$42.80	1,787,277	\$31.56	619,605	\$12.53
Birmingham, AL	2,155	\$42.01	5,478	\$27.95	1,908	\$11.27
Phoenix, AZ	10,169	\$39.88	23,966	\$24.88	8,672	\$12.78
Tucson, AZ	1,495	\$36.11	5,247	\$30.08	2,313	\$12.63
Los Angeles, CA	34,317	\$47.62	61,403	\$37.13	18,119	\$13.55
Riverside, CA	3,490	\$42.25	8,651	\$32.92	4,385	\$13.00
Sacramento, CA	4,700	\$40.98	9,734	\$36.28	2,728	\$13.87
San Diego, CA	7,899	\$45.18	18,612	\$35.38	5,916	\$13.10
San Francisco, CA	28,517	\$53.31	47,746	\$41.14	10,229	\$15.61
San Jose, CA	10,957	\$59.11	28,777	\$45.16	1,743	\$14.30
Denver, CO	11,107	\$43.36	23,366	\$34.66	7,157	\$12.95
Hartford, CT	4,873	\$46.34	9,101	\$33.98	2,304	\$14.18
Washington, DC	30,542	\$50.76	68,827	\$41.23	15,712	\$14.65
Jacksonville, FL	3,443	\$37.54	6,459	\$24.25	3,296	\$11.72
Miami, FL	12,054	\$40.70	20,441	\$30.51	8,971	\$12.70
Orlando, FL	4,863	\$37.49	9,276	\$28.89	5,424	\$11.68
Tampa, FL	5,888	\$38.37	13,592	\$29.87	4,856	\$11.81
Atlanta, GA	17,983	\$44.65	37,618	\$31.00	8,460	\$11.57
Honolulu, HI	1,541	\$37.47	3,248	\$30.53	2,857	\$13.56
Chicago, IL	33,693	\$43.94	54,726	\$30.98	14,371	\$13.13
Indianapolis, IN	4,704	\$38.93	8,493	\$29.91	3,665	\$11.88
Louisville, KY	2,868	.	5,705	.	2,700	.
New Orleans, LA	2,213	.	4,667	.	3,461	.
Baltimore, MD	8,625	.	23,650	.	7,757	.
Boston, MA	23,818	\$50.15	46,446	\$36.52	10,710	\$15.09
Detroit, MI	9,442	\$42.44	22,780	\$32.64	6,409	\$12.36
Minneapolis-St. Paul, MN	14,921	.	28,719	.	7,735	.
Kansas City, MO	5,639	.	12,032	.	3,943	.
St. Louis, MO	6,695	.	13,739	.	3,928	.
Las Vegas, NV	3,622	.	7,730	.	4,858	.
Buffalo, NY	2,189	.	4,751	.	2,874	.
New York, NY	69,830	\$54.25	106,988	\$37.30	31,399	\$15.06
Rochester, NY	1,569	.	4,217	.	2,330	.
Charlotte, NC	6,896	.	13,461	.	5,168	.
Cincinnati, OH	5,299	.	9,893	.	3,870	.
Cleveland, OH	6,016	.	13,268	.	5,138	.
Columbus, OH	6,467	.	12,087	.	5,054	.
Oklahoma City, OK	2,516	.	6,545	.	3,329	.
Portland, OR	6,245	.	16,749	.	4,861	.
Philadelphia, PA	17,693	\$46.34	35,059	\$33.40	10,036	\$13.33
Pittsburgh, PA	5,981	.	12,094	.	6,347	.
Providence, RI	3,620	.	7,749	\$30.70	4,140	.
Memphis, TN	2,378	.	5,191	.	2,187	.
Nashville, TN	5,086	.	9,192	.	4,608	.
Austin, TX	5,327	.	15,443	.	4,530	.
Dallas, TX	22,125	\$43.48	41,702	\$32.37	11,093	\$11.84
Houston, TX	17,771	.	33,437	.	8,658	.
San Antonio, TX	4,433	.	8,842	.	4,177	.
Salt Lake City, UT	4,089	.	8,979	.	4,266	.
Richmond, VA	3,584	.	9,175	.	3,157	.
Virginia Beach, VA	2,827	.	8,319	.	4,021	.
Seattle-Tacoma, WA	16,226	\$46.04	38,563	\$36.39	8,613	\$14.91
Milwaukee, WI	4,860	.	9,436	.	3,990	.

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 2012 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-13	Wage ^{2*}	May-13	Wage ^{2*}	May-13	Wage ^{2*}
United States	1,117,190	\$17.22	330,511	\$20.95	402,789	\$16.37
Birmingham, AL	4,441	\$16.47	1,316	\$19.67	1,668	\$7.74
Phoenix, AZ	16,936	\$17.20	4,596	\$20.05	3,681	\$16.79
Tucson, AZ	3,169	\$14.91	1,169	\$19.36	917	\$15.26
Los Angeles, CA	45,335	\$18.81	6,682	\$24.26	9,478	\$15.68
Riverside, CA	8,357	\$16.32	2,314	\$22.66	3,159	\$15.81
Sacramento, CA	6,910	\$18.29	1,683	\$23.72	1,554	\$16.93
San Diego, CA	11,456	\$18.29	2,325	\$23.79	2,198	\$16.25
San Francisco, CA	22,841	\$22.22	4,167	\$27.73	4,264	\$19.43
San Jose, CA	5,454	\$23.22	759	\$26.51	846	\$18.08
Denver, CO	14,659	\$19.36	4,518	\$21.68	3,783	\$17.48
Hartford, CT	5,122	\$19.82	1,380	\$24.25	1,793	\$18.13
Washington, DC	26,275	\$19.65	5,834	\$23.19	4,341	\$17.92
Jacksonville, FL	5,687	\$16.39	2,181	\$18.88	1,826	\$16.38
Miami, FL	21,751	\$16.99	3,964	\$18.95	3,232	\$15.42
Orlando, FL	8,966	\$15.48	2,270	\$18.00	1,809	\$15.00
Tampa, FL	10,285	\$16.48	2,746	\$17.69	2,171	\$14.83
Atlanta, GA	18,630	\$17.74	4,278	\$20.20	5,359	\$16.92
Honolulu, HI	4,714	\$16.75	1,038	\$27.24	866	\$18.82
Chicago, IL	33,877	\$18.76	5,829	\$25.05	10,207	\$16.95
Indianapolis, IN	7,952	\$17.59	2,618	\$22.51	3,544	\$16.06
Louisville, KY	4,832	.	1,464	\$11.64	2,454	.
New Orleans, LA	4,760	.	1,873	\$18.76	1,552	.
Baltimore, MD	13,316	.	3,859	\$16.07	3,597	.
Boston, MA	22,296	\$20.89	4,346	\$26.18	5,356	\$17.90
Detroit, MI	13,332	\$17.69	3,819	\$22.80	5,190	\$18.16
Minneapolis-St. Paul, MN	16,540	.	4,192	\$14.13	6,791	.
Kansas City, MO	8,393	.	2,255	\$14.29	2,923	.
St. Louis, MO	8,902	.	1,941	.	2,721	.
Las Vegas, NV	7,357	.	1,610	\$15.94	1,271	.
Buffalo, NY	4,875	.	1,478	\$14.54	1,931	.
New York, NY	62,104	\$21.32	11,172	\$27.06	11,583	\$17.96
Rochester, NY	3,402	.	1,214	\$11.83	1,612	.
Charlotte, NC	8,723	.	2,687	\$13.59	2,873	.
Cincinnati, OH	8,456	.	2,321	\$12.93	3,698	.
Cleveland, OH	9,593	.	2,671	\$13.63	4,631	.
Columbus, OH	9,164	.	3,147	\$14.05	3,720	.
Oklahoma City, OK	6,070	.	2,423	\$17.38	2,661	.
Portland, OR	9,414	.	2,560	.	3,391	.
Philadelphia, PA	20,452	\$19.13	4,199	\$23.42	5,070	\$17.43
Pittsburgh, PA	10,800	.	3,421	\$13.32	4,388	.
Providence, RI	5,985	.	1,664	\$14.05	2,133	.
Memphis, TN	4,114	.	1,265	\$12.27	1,925	.
Nashville, TN	8,322	.	2,305	\$13.29	3,035	.
Austin, TX	8,409	.	2,377	\$11.58	2,170	.
Dallas, TX	26,908	\$17.92	6,896	\$18.82	8,308	\$15.49
Houston, TX	21,212	.	6,636	.	7,108	.
San Antonio, TX	6,923	.	2,459	\$11.27	2,419	.
Salt Lake City, UT	9,056	.	2,355	\$14.56	2,579	.
Richmond, VA	5,143	.	1,777	\$16.19	1,703	.
Virginia Beach, VA	5,718	.	2,469	\$12.23	1,939	.
Seattle-Tacoma, WA	15,760	\$20.02	3,928	\$25.77	4,212	\$20.09
Milwaukee, WI	6,912	.	2,122	\$16.30	3,394	.

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2012 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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