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Release #5680

For Immediate Release 10:00 AM ET, Wednesday, July 3, 2013

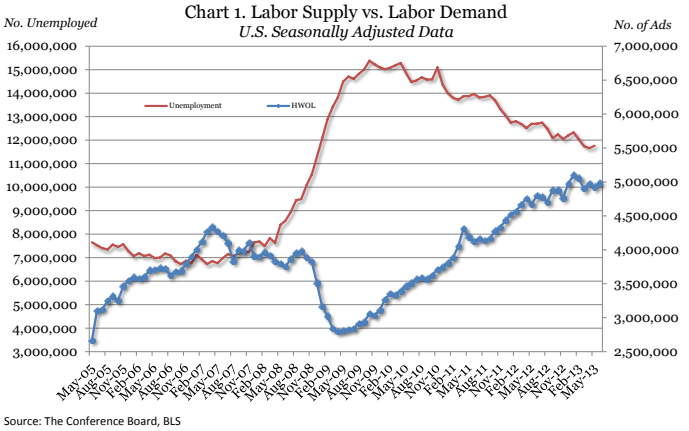
Online Labor Demand Up 52,900 in June

- **Modest June gains not enough to end the bumpy first six months of 2013**
- **Labor demand is flat from January – June of 2013**
- **Note: May 2013 data were revised (see page 8)**

NEW YORK, July 3, 2013…Online advertised vacancies rose 52,900 in June to 4,980,300, according to ***The Conference Board Help Wanted OnLine*® (HWOL) Data Series** released today. In the first six months of 2013, labor demand rose an average of 800 per month. The Supply/Demand rate stands at 2.4 unemployed for each vacancy. In May there were 6.8 million more unemployed than the number of advertised vacancies, down from 11.9 million at the end of the recession in June 2009.

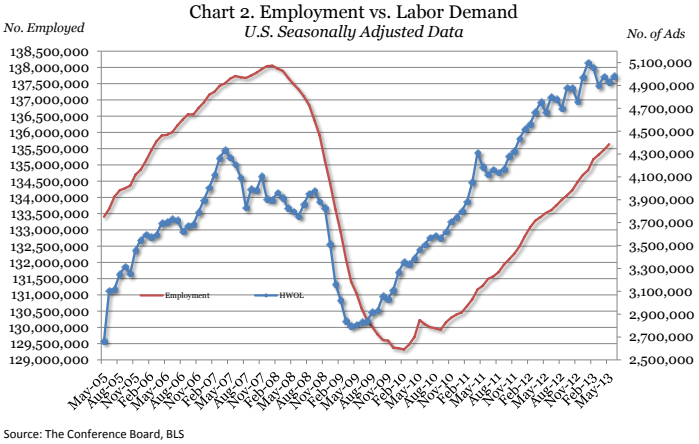
"Labor demand in the first half of this year has been disappointing," said June Shelp, Vice President of The Conference Board. Two bright months (January and April) have been offset by declines or modest gains in the other four months of the first half of 2013. While labor demand is well above its pre-recession high, the strong upward trend since 2009 has stalled with 19 of the 20 largest States either flat or down in the first half of 2013. Arizona is the only large State with a positive trend (See Table A). This year, the construction trades have been relatively strong with construction up 11 percent and maintenance & repair rising 8 percent. Online demand has been weak this year for many of the higher-wage professional occupations (healthcare professionals, architecture, business and finance, and computer workers) as well as occupations with more modest wages (personal care, sales, production workers, and office workers). (See Table D, page 7.)

Chart 1. Labor Supply vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

Chart 2. Employment vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

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The release schedule, national historic table and technical notes to this series are available on The Conference Board website, http://www.conference-board.org/data/helpwantedonline.cfm. The historical series for the States and the 52 largest MSAs is available from **Haver Analytics**. The underlying data for The Conference Board HWOL is collected by **Wanted Technologies Corporation**.

REGIONAL AND STATE HIGHLIGHTS

- **June gains in 13 of the 20 largest States**
- **33 of the 50 States increased in June**

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	**Total Ads[1] (Thousands)** Jun-13	**M-O-M Change (Thousands)** Jun-May 13	**Supply/ Demand Rate[2]** May-13	**Recent Trend[3]**
United States	**4,980.3**	**52.9**	**2.39**	**→ 12/12**
NORTHEAST	**970.1**	**24.8**	**2.27**	
Massachusetts	148.0	1.9	1.58	↓ 1/13
New Jersey	162.1	2.5	2.48	↓ 1/13
New York	306.1	7.1	2.44	→ 1/13
Pennsylvania	196.5	-5.4	2.42	→ 12/12
SOUTH	**1,640.2**	**11.4**	**2.51**	
Florida	256.4	8.0	2.70	↓ 9/12
Georgia	139.4	3.7	2.96	↓ 1/13
Maryland	107.2	-0.7	1.96	↓ 2/13
North Carolina	137.8	0.4	3.03	↓ 1/13
Texas	371.5	6.0	2.28	↓ 1/13
Virginia	145.1	-1.6	1.54	↓ 1/13
MIDWEST	**1,075.7**	**25.1**	**2.36**	
Illinois	203.6	8.8	3.08	→ 1/13
Michigan	137.8	1.7	2.90	↓ 1/13
Minnesota	115.3	2.4	1.40	↓ 1/13
Missouri	81.2	0.8	2.54	↓ 10/12
Ohio	186.7	1.8	2.19	→ 12/12
Wisconsin	96.9	-0.5	2.19	↓ 2/13
WEST	**1,185.8**	**1.2**	**2.38**	
Arizona	100.2	3.4	2.44	↑ 5/12
California	568.8	-2.4	2.81	→ 12/12
Colorado	117.0	-1.3	1.61	→ 1/13
Washington	126.0	-0.8	1.87	↓ 1/13

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) .

June Changes for States

In June, online labor demand increased in 33 of the 50 States in the U.S. (Table 3). Over sixty percent (31 of the 50 States) are above last June's levels.

The largest increase in online labor demand occurred in the **Midwest**, up 25,100 in June. Illinois posted the largest increase, 8,800. Minnesota gained 2,400, Ohio rose 1,800, Michigan increased by 1,700, and Missouri gained 800. Wisconsin fell 500. Among the smaller Midwest States in June, Indiana gained 1,900, Kansas rose 1,600, and North Dakota increased by 600.

The **Northeast** was up 24,800 in June with New York gaining 7,100 and reaching its highest level since the HWOL series began in May 2005. New Jersey increased 2,500, and Massachusetts rose 1,900. Pennsylvania dropped 5,400. Among the smaller States in the Northeast, June labor demand increased by 2,600 in Connecticut, 1,200 in New Hampshire, and 300 in Rhode Island and decreased by 800 in Maine (Table 3).

The **South** gained 11,400 in June with the majority (8,000) of the increase in Florida. Texas, the largest State in the region, gained 6,000. Georgia increased 3,700, and North Carolina rose 400. Virginia fell by 1,600, and Maryland lost 700. Among the smaller States, South Carolina rose 1,000 and Louisiana gained 700 while Arkansas lost 2,800 and Tennessee dropped 600.

Online labor demand in the **West** rose 1,200 in June (Table A) with Arizona gaining 3,400. California lost 2,400, Colorado dropped 1,300, and Washington fell 800. Among the smaller Western States, Utah rose 1,700 in June to its series high and Nevada gained 400 while Oregon dropped 3,000.

The Supply/Demand rates for the States are for May 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 0.69. The State with the highest Supply/Demand rate was Mississippi (4.62), 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 June, 45 of the 52 largest metro areas posted increases in labor demand while 6 posted decreases and 1 (Virginia Beach) remained constant**

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	**Total Ads[1] (Thousands)** Jun-13	**M-O-M Change (Thousands)** Jun-May 13	**Supply/ Demand Rate[2]** May-13 for U.S. and Regions; Apr-13 for MSA's
United States	**4,980.3**	**52.9**	**2.39**
NORTHEAST	**970.1**	**24.8**	**2.27**
Boston, MA	114.2	3.5	1.33
New York, NY	304.2	8.5	2.60
Philadelphia, PA	94.9	1.1	2.66
SOUTH	**1,640.2**	**11.4**	**2.51**
Atlanta, GA	94.4	4.3	2.36
Baltimore, MD	58.8	0.6	1.80
Dallas, TX	115.8	3.1	1.84
Houston, TX	94.8	0.3	1.98
Miami, FL	70.7	3.0	3.33
Washington, DC	149.6	0.1	1.13
MIDWEST	**1,075.7**	**25.1**	**2.36**
Chicago, IL	155.9	6.5	3.21
Cleveland, OH	40.9	0.2	1.83
Detroit, MI	62.9	2.5	3.04
Minneapolis-St. Paul, MN	78.2	1.7	1.27
WEST	**1,185.8**	**1.2**	**2.38**
Denver, CO	65.8	4.7	1.63
Los Angeles, CA	178.7	5.4	3.45
Phoenix, AZ	68.9	3.3	2.18
San Diego, CA	47.8	0.8	2.59
San Francisco, CA	113.2	5.6	1.44
San Jose, CA	50.6	-1.9	1.30
Seattle-Tacoma, WA	85.8	1.2	1.31

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 June, 19 of the 20 largest MSAs (all but San Jose) and 45 of the 52 metropolitan areas for which data are reported separately posted increases in the number of advertised vacancies (Table B and Table 5).

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 over 100 percent in labor demand. The most notable of these are Denver (150 percent), Columbus (136 percent), Cleveland (136 percent), Portland (134 percent), Detroit (130 percent), Charlotte (129 percent), Nashville (122 percent), Phoenix (121 percent), Minneapolis-St. Paul (119 percent), and Birmingham (118 percent).

OCCUPATIONAL HIGHLIGHTS

- **16 of the 22 major groups in the Standard Occupational Classifications (SOC) increased in June**
- **7 of the top-10 SOC groups posted increases (Table C)**

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

SOC[1]	Occupation	Total Ads (Thousands) Jun-13	M-O-M Change (Thousands) Jun-May 13	Unemployed (Thousands) May-13	Supply/ Demand Rate[2] May-13	Average Hourly Wage[3]
41	Sales and related	610.4	23.3	1,159.6	1.97	$18.26
15	Computer and mathematical science	599.0	-5.9	144.8	0.24	$38.55
29	Healthcare practitioners and technical	546.4	-25.9	171.7	0.30	$35.35
43	Office and administrative support	522.6	18.5	1,363.0	2.70	$16.54
11	Management	486.1	4.8	567.3	1.18	$52.20
13	Business and financial operations	309.3	0.9	334.2	1.08	$33.44
53	Transportation and material moving	244.3	1.8	912.1	3.76	$16.15
35	Food preparation and serving related	234.6	10.7	976.7	4.36	$10.28
49	Installation, maintenance, and repair	193.3	4.7	313.5	1.66	$21.09
17	Architecture and engineering	171.3	-1.8	112.0	0.65	$37.98

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 June

In June, **Sales and Related** occupations increased by 23,300 to 610,400. The increase was driven by greater demand for a wide range of sales workers and managers including Retail Salespeople, First-Line, Sales Representatives, and Insurance Sales Agents. **Office and Administrative** occupations rose 18,500 in June to 522,600, led by an increase in demand for Customer Service Representatives, Executive Secretaries and Administrative Assistants, and Supervisors. **Food Preparation and Serving Related** occupations gained 10,700 in June to 234,600, largely led by an increase in demand for Restaurant Cooks.

Occupations that declined in June included **Healthcare Practitioners and Technical** occupations, which fell 25,900 to 546,400, largely due to lower demand for Physical Therapists, Pharmacy Technicians, and Occupational Therapists. **Computer and Mathematical Science** occupations dropped 5,900 in June to 599,000, led by a decrease in demand for Systems Software Developers and Computer Programmers (Table 7).

Occupational Changes in the First Six Months of 2013

Labor demand for 7 out of 10 higher-wage professional occupations (SOC 11-29) dipped in the first half of 2013 with bright spots including legal (+24 percent), education, training, and library (+12 percent), and a 3-percent gain for the art, design, entertainment, and sports category. Architecture and engineering dropped 6 percent and healthcare professionals declined 5 percent with more modest declines of just over 3 percent in demand for computer and math and business and finance occupations in the first half of 2013. Management occupations were flat, dipping 0.5 percent. (See Table D)

In the twelve lower-wage occupations for service and production workers (SOC 31-53), 4 of the 6 categories with increased labor demand are normally associated with the building trades or maintenance (construction, up 11 percent; installation, maintenance, and repair and transportation and material handling, both up 8 percent; and building and grounds cleaning and maintenance, up 7 percent). Food preparation and serving, the occupation with the lowest average wage, was up 13 percent while demand for production workers declined by 3 percent.

The number of advertised vacancies is about the same for the higher-wage professional occupations as for the lower-wage service/productions occupations with each having about 50 percent of the advertised vacancies. However, the number of vacancies for each job-seeker is much higher for the high-wage jobs where there are 1 or more available openings for every unemployed job seeker. In the lower-wage service and production jobs, the number of workers seeking employment is closer to 4 unemployed job-seekers for every available opening.

Table D: National Labor Supply/Labor Demand by Occupation[1] for the First Six Months of 2013, Seasonally Adjusted							
				Change Dec'12-Jun'13		Supply / Demand	Average
SOC[2]	Occupation[3]	Dec-12	Jun-13	Number	Percent	Rate (May-13)[4]	Hourly Wage[5]
11	Management	488,316	486,089	-2,227	-0.5%	1.2	$52.20
13	Business and financial operations	319,275	309,342	-9,933	-3.1%	1.1	$33.44
15	Computer and mathematical science	619,584	598,951	-20,633	-3.3%	0.2	$38.55
17	Architecture and engineering	182,290	171,297	-10,993	-6.0%	0.6	$37.98
19	Life, physical, and social science	51,732	50,877	-855	-1.7%	1.6	$32.87
21	Community and social services	76,065	73,445	-2,620	-3.4%	1.1	$21.27
23	Legal	31,690	39,380	7,691	24.3%	0.9	$47.39
25	Education, training, and library	114,838	128,515	13,678	11.9%	2.7	$24.62
27	Arts, design, entertainment, sports, and media	133,446	137,984	4,538	3.4%	1.5	$26.20
29	Healthcare practitioners and technical	574,791	546,393	-28,398	-4.9%	0.3	$35.35
31	Healthcare support	119,186	123,966	4,780	4.0%	2.3	$13.36
33	Protective service	47,464	46,962	-502	-1.1%	3.0	$20.70
35	Food preparation and serving related	207,828	234,589	26,761	12.9%	4.4	$10.28
37	Building and grounds cleaning and maintenance	86,371	92,247	5,877	6.8%	8.0	$12.34
39	Personal care and service	96,493	81,625	-14,868	-15.4%	6.9	$11.80
41	Sales and related	643,274	610,444	-32,831	-5.1%	2.0	$18.26
43	Office and administrative support	526,227	522,588	-3,640	-0.7%	2.7	$16.54
45	Farming, fishing, and forestry	6,527	7,744	1,217	18.7%	12.3	$11.65
47	Construction and extraction	103,580	115,051	11,471	11.1%	8.7	$21.61
49	Installation, maintenance, and repair	178,963	193,289	14,326	8.0%	1.7	$21.09
51	Production	144,993	140,652	-4,342	-3.0%	6.0	$16.59
53	Transportation and material moving	226,041	244,279	18,238	8.1%	3.8	$16.15

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. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2012 estimates.

PROGRAM NOTES

HWOL Data Revision

With the release of June 2013 data, the May 2013 data were revised upward by approximately 100,000, reducing the May loss from -150,000 to -50,000. The mid-monthly revision was required to adjust for the county/city level coding issues affecting a major job board.

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
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								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Jun-12	May-13 (r)	Jun-13	Jun-May 13	Jun-12	May-13 (r)	Jun-13	Jun-May 13
United States	**4,799.4**	**4,927.4**	**4,980.3**	**52.9**	**2,472.3**	**2,409.5**	**2,559.0**	**149.5**
New England	291.1	285.3	293.0	7.7	146.0	137.9	149.9	12.0
Middle Atlantic	650.2	660.0	677.1	17.1	342.4	339.5	360.2	20.7
South Atlantic	925.9	919.7	931.0	11.3	479.7	447.1	476.0	28.9
East North Central	703.9	690.1	706.1	16.1	348.3	333.3	352.5	19.2
East South Central	202.1	206.3	203.5	-2.9	98.2	97.3	100.8	3.6
West North Central	374.3	360.5	369.6	9.1	184.7	159.5	174.0	14.5
West South Central	479.6	502.8	505.7	2.9	243.1	236.9	252.6	15.8
Mountain	339.7	381.4	386.5	5.0	181.6	195.5	199.1	3.6
Pacific	739.3	803.2	799.3	-3.9	404.9	406.6	423.8	17.1

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	Jun-12	May-13 (r)	Jun-13	Jun-12	May-13 (r)	Jun-13
United States	**3.09**	**3.17**	**3.20**	**1.59**	**1.55**	**1.64**
New England	3.77	3.70	3.80	1.89	1.79	1.95
Middle Atlantic	3.15	3.19	3.27	1.66	1.64	1.74
South Atlantic	3.09	3.05	3.09	1.60	1.48	1.58
East North Central	3.04	2.97	3.04	1.50	1.43	1.52
East South Central	2.33	2.36	2.33	1.13	1.11	1.16
West North Central	3.42	3.27	3.35	1.69	1.44	1.58
West South Central	2.69	2.79	2.80	1.36	1.31	1.40
Mountain	3.08	3.44	3.48	1.65	1.76	1.80
Pacific	2.96	3.20	3.19	1.62	1.62	1.69

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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

Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location	Jun-12	May-13 (r)	Jun-13	Jun-May 13	Jun-12	May-13 (r)	Jun-13	Jun-May 13
United States	**4,799.4**	**4,927.4**	**4,980.3**	**52.9**	**2,472.3**	**2,409.5**	**2,559.0**	**149.5**
Alabama	47.5	50.7	49.2	-1.5	22.8	22.3	23.5	1.2
Alaska	18.1	18.8	19.5	0.8	9.2	8.8	9.9	1.1
Arizona	86.9	96.8	100.2	3.4	47.9	46.9	52.1	5.2
Arkansas	28.7	31.5	28.7	-2.8	12.4	14.0	12.9	-1.1
California	530.3	571.2	568.8	-2.4	291.4	286.0	298.7	12.7
Colorado	99.7	118.3	117.0	-1.3	54.5	62.9	63.5	0.5
Connecticut	65.5	64.0	66.5	2.6	31.7	29.6	33.1	3.5
Delaware	16.0	18.4	18.9	0.5	7.8	8.0	9.1	1.1
Florida	254.6	248.4	256.4	8.0	148.9	131.2	141.6	10.4
Georgia	130.6	135.7	139.4	3.7	62.8	61.1	66.3	5.2
Hawaii	17.5	18.2	18.5	0.3	10.9	11.4	11.8	0.3
Idaho	20.1	22.2	22.8	0.5	11.1	11.6	12.8	1.2
Illinois	191.3	194.8	203.6	8.8	88.9	88.4	95.8	7.4
Indiana	81.1	77.2	79.1	1.9	38.3	34.4	38.0	3.6
Iowa	51.4	50.4	52.0	1.6	23.9	21.5	24.9	3.4
Kansas	42.2	42.3	44.0	1.6	20.9	17.9	21.0	3.1
Kentucky	47.7	45.4	45.1	-0.3	22.8	21.2	21.9	0.6
Louisiana	46.9	51.2	52.0	0.7	23.8	24.2	25.9	1.7
Maine	21.1	21.7	20.8	-0.8	9.9	9.5	9.5	0.0
Maryland	114.0	107.8	107.2	-0.7	56.0	47.2	52.3	5.1
Massachusetts	145.2	146.0	148.0	1.9	73.7	71.3	75.5	4.1
Michigan	137.2	136.1	137.8	1.7	72.8	66.0	68.6	2.6
Minnesota	119.9	112.9	115.3	2.4	62.0	48.6	53.9	5.3
Mississippi	22.8	25.9	25.4	-0.5	9.7	11.1	11.3	0.1
Missouri	86.7	80.3	81.2	0.8	46.4	37.7	39.2	1.4
Montana	16.6	18.7	18.8	0.1	7.6	9.3	9.1	-0.2
Nebraska	36.0	38.6	39.5	0.8	17.1	17.8	19.4	1.6
Nevada	44.8	39.6	40.0	0.4	26.3	19.4	20.7	1.3
New Hampshire	25.5	23.5	24.8	1.2	13.2	12.7	14.0	1.3
New Jersey	154.2	159.6	162.1	2.5	84.8	85.8	92.0	6.2
New Mexico	25.3	24.7	25.0	0.3	12.1	11.5	12.4	0.9
New York	283.4	299.0	306.1	7.1	152.7	158.4	165.6	7.2
North Carolina	129.7	137.4	137.8	0.4	69.7	71.2	73.0	1.8
North Dakota	19.1	18.9	19.5	0.6	8.1	8.0	9.0	1.0
Ohio	189.4	184.9	186.7	1.8	98.1	95.8	99.8	4.0
Oklahoma	54.0	54.5	54.0	-0.5	27.7	27.4	28.4	1.0
Oregon	55.6	70.0	67.0	-3.0	31.2	36.8	37.5	0.7
Pennsylvania	201.3	201.9	196.5	-5.4	99.2	96.0	96.3	0.3
Rhode Island	18.7	18.6	18.9	0.3	10.6	10.3	11.0	0.7
South Carolina	54.9	57.1	58.1	1.0	28.4	28.8	30.9	2.1
South Dakota	18.3	16.8	17.7	0.9	7.6	6.7	7.9	1.2
Tennessee	84.0	84.3	83.7	-0.6	42.8	42.6	44.1	1.5
Texas	350.2	365.5	371.5	6.0	179.7	171.6	186.0	14.4
Utah	37.5	51.6	53.3	1.7	19.5	29.8	26.3	-3.5
Vermont	12.7	12.0	11.7	-0.2	6.0	6.1	5.9	-0.2
Virginia	154.2	146.6	145.1	-1.6	73.3	66.8	70.4	3.6
Washington	118.3	126.8	126.0	-0.8	62.0	62.2	65.5	3.3
West Virginia	19.9	19.6	19.0	-0.6	8.2	8.2	7.8	-0.4
Wisconsin	103.0	97.4	96.9	-0.5	49.4	48.2	49.6	1.4
Wyoming	8.6	9.2	9.3	0.1	3.8	3.7	3.9	0.2

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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

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

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted								
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]		Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location	Jun-12	May-13 (r)	Jun-13	May-13		May-13	May-13 (r)	May-13
United States	**3.09**	**3.17**	**3.20**	**7.6**		**11,760.00**	**4,927.4**	**2.39**
Alabama	2.20	2.32	2.26	6.8		147.79	50.7	2.92
Alaska	4.93	5.15	5.36	5.9		21.55	18.8	1.15
Arizona	2.87	3.21	3.33	7.8		235.91	96.8	2.44
Arkansas	2.12	2.36	2.15	7.3		96.97	31.5	3.08
California	2.87	3.06	3.05	8.6		1,607.99	571.2	2.81
Colorado	3.64	4.27	4.22	6.9		190.77	118.3	1.61
Connecticut	3.48	3.45	3.59	8.0		149.05	64.0	2.33
Delaware	3.60	4.12	4.24	7.2		32.12	18.4	1.75
Florida	2.72	2.64	2.72	7.1		671.14	248.4	2.70
Georgia	2.72	2.82	2.89	8.3		401.37	135.7	2.96
Hawaii	2.69	2.81	2.86	4.7		30.61	18.2	1.68
Idaho	2.61	2.88	2.95	6.2		47.52	22.2	2.14
Illinois	2.91	2.96	3.09	9.1		599.22	194.8	3.08
Indiana	2.58	2.45	2.51	8.3		262.79	77.2	3.40
Iowa	3.14	3.05	3.14	4.6		76.76	50.4	1.52
Kansas	2.84	2.83	2.94	5.7		85.80	42.3	2.03
Kentucky	2.30	2.17	2.15	8.1		170.61	45.4	3.76
Louisiana	2.25	2.44	2.48	6.8		143.34	51.2	2.80
Maine	2.99	3.06	2.94	6.8		48.17	21.7	2.22
Maryland	3.66	3.43	3.41	6.7		210.83	107.8	1.96
Massachusetts	4.18	4.19	4.25	6.6		230.48	146.0	1.58
Michigan	2.94	2.90	2.93	8.4		395.10	136.1	2.90
Minnesota	4.04	3.77	3.85	5.3		158.51	112.9	1.40
Mississippi	1.71	1.97	1.93	9.1		119.51	25.9	4.62
Missouri	2.90	2.67	2.70	6.8		203.84	80.3	2.54
Montana	3.27	3.68	3.69	5.4		27.46	18.7	1.46
Nebraska	3.54	3.72	3.80	3.8		39.44	38.6	1.02
Nevada	3.24	2.87	2.91	9.5		131.39	39.6	3.32
New Hampshire	3.44	3.16	3.33	5.3		39.68	23.5	1.69
New Jersey	3.36	3.46	3.52	8.6		396.47	159.6	2.48
New Mexico	2.70	2.61	2.65	6.7		63.27	24.7	2.57
New York	2.96	3.12	3.20	7.6		729.77	299.0	2.44
North Carolina	2.75	2.91	2.92	8.8		416.57	137.4	3.03
North Dakota	4.89	4.72	4.86	3.2		12.95	18.9	0.69
Ohio	3.30	3.22	3.25	7.0		404.91	184.9	2.19
Oklahoma	3.00	3.00	2.97	5.0		91.62	54.5	1.68
Oregon	2.84	3.63	3.47	7.8		151.13	70.0	2.16
Pennsylvania	3.11	3.10	3.01	7.5		488.16	201.9	2.42
Rhode Island	3.35	3.33	3.39	8.9		49.56	18.6	2.67
South Carolina	2.54	2.63	2.68	8.0		172.78	57.1	3.03
South Dakota	4.12	3.73	3.94	4.0		18.09	16.8	1.08
Tennessee	2.70	2.69	2.67	8.3		260.75	84.3	3.09
Texas	2.78	2.86	2.90	6.5		833.81	365.5	2.28
Utah	2.78	3.72	3.84	4.6		63.40	51.6	1.23
Vermont	3.58	3.41	3.34	4.1		14.45	12.0	1.21
Virginia	3.67	3.46	3.43	5.3		225.70	146.6	1.54
Washington	3.39	3.63	3.61	6.8		236.86	126.8	1.87
West Virginia	2.47	2.44	2.36	6.2		50.20	19.6	2.56
Wisconsin	3.38	3.17	3.16	7.0		213.68	97.4	2.19
Wyoming	2.82	3.00	3.03	4.6		14.15	9.2	1.53

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Jun-12	May-13 (r)	Jun-13	Jun-May 13	Jun-12	May-13 (r)	Jun-13	Jun-May 13
Birmingham, AL	15.0	16.6	16.4	-0.2	7.5	7.7	8.0	0.3
Phoenix, AZ	58.9	65.6	68.9	3.3	32.6	31.5	36.1	4.7
Tucson, AZ	12.4	13.6	14.2	0.6	7.2	7.6	7.7	0.1
Los Angeles, CA	166.9	173.3	178.7	5.4	92.8	89.2	96.3	7.2
Riverside, CA	32.6	29.8	31.4	1.5	19.9	15.0	16.2	1.2
Sacramento, CA	25.5	27.1	28.5	1.3	14.6	13.7	15.9	2.2
San Diego, CA	46.0	47.0	47.8	0.8	25.3	24.5	25.6	1.1
San Francisco, CA	104.5	107.6	113.2	5.6	55.4	50.7	57.8	7.1
San Jose, CA	50.9	52.5	50.6	-1.9	23.4	22.1	22.0	-0.1
Denver, CO	55.8	61.2	65.8	4.7	29.5	31.1	34.9	3.8
Hartford, CT	24.8	24.3	25.6	1.3	12.1	11.6	12.9	1.3
Washington, DC	164.6	149.5	149.6	0.1	76.4	64.5	70.4	5.9
Jacksonville, FL	21.2	21.8	22.9	1.0	12.5	12.7	13.9	1.2
Miami, FL	64.9	67.7	70.7	3.0	35.5	35.3	37.4	2.1
Orlando, FL	35.8	31.4	33.2	1.9	22.2	15.1	17.2	2.0
Tampa, FL	48.4	38.3	39.6	1.2	29.7	18.5	20.4	1.9
Atlanta, GA	85.1	90.0	94.4	4.3	40.8	40.3	45.0	4.7
Honolulu, HI	12.3	12.8	13.1	0.3	8.1	8.6	8.9	0.3
Chicago, IL	146.4	149.5	155.9	6.5	67.0	66.5	73.1	6.6
Indianapolis, IN	32.0	30.2	30.8	0.5	16.5	15.0	15.8	0.8
Louisville, KY	20.6	19.8	20.2	0.4	10.4	9.6	10.2	0.5
New Orleans, LA	15.6	18.0	18.4	0.4	9.3	9.9	10.6	0.7
Baltimore, MD	62.0	58.2	58.8	0.6	31.6	27.9	30.5	2.6
Boston, MA	113.5	110.7	114.2	3.5	57.3	52.6	57.9	5.3
Detroit, MI	67.0	60.4	62.9	2.5	36.2	27.5	29.7	2.3
Minneapolis-St. Paul, MN	85.9	76.6	78.2	1.7	45.6	33.2	36.4	3.2
Kansas City, MO	37.6	34.1	35.5	1.4	19.4	15.0	16.8	1.8
St. Louis, MO	42.0	36.5	37.8	1.2	22.8	16.6	17.5	0.9
Las Vegas, NV	30.1	25.7	26.2	0.5	18.3	12.2	13.3	1.2
Buffalo, NY	17.6	17.3	17.5	0.3	9.9	9.7	10.1	0.4
New York, NY	281.3	295.7	304.2	8.5	150.4	155.7	161.9	6.3
Rochester, NY	14.8	13.9	14.4	0.5	8.0	7.8	8.2	0.4
Charlotte, NC	35.2	38.2	38.0	-0.2	19.2	20.1	20.3	0.2
Cincinnati, OH	33.4	32.8	33.4	0.5	17.1	17.0	17.9	0.9
Cleveland, OH	44.7	40.7	40.9	0.2	22.3	20.6	20.9	0.3
Columbus, OH	38.2	38.4	39.2	0.8	21.1	21.1	22.6	1.4
Oklahoma City, OK	21.8	22.7	22.9	0.2	12.1	12.5	12.9	0.3
Portland, OR	36.3	42.1	42.6	0.5	20.1	22.1	23.2	1.1
Philadelphia, PA	93.2	93.9	94.9	1.1	45.2	43.7	45.9	2.3
Pittsburgh, PA	43.6	42.2	41.5	-0.8	22.9	22.0	22.3	0.3
Providence, RI	23.1	23.5	24.0	0.5	13.2	13.2	14.1	0.9
Memphis, TN	17.1	16.5	16.3	-0.2	8.1	7.8	7.8	0.1
Nashville, TN	28.4	31.0	31.1	0.1	15.5	16.3	17.3	1.0
Austin, TX	31.7	36.3	36.8	0.5	18.1	19.2	20.6	1.3
Dallas, TX	107.1	112.7	115.8	3.1	53.6	52.5	56.7	4.2
Houston, TX	87.3	94.5	94.8	0.3	41.9	41.7	45.8	4.2
San Antonio, TX	31.3	28.1	28.7	0.7	19.5	13.8	14.9	1.0
Salt Lake City, UT	23.3	30.1	31.0	0.9	12.0	17.1	15.4	-1.7
Richmond, VA	21.0	23.2	23.1	-0.1	11.5	12.2	12.9	0.7
Virginia Beach, VA	24.3	23.7	23.7	0.0	13.2	12.3	13.3	0.9
Seattle-Tacoma, WA	81.0	84.6	85.8	1.2	41.9	40.5	43.6	3.1
Milwaukee, WI	38.4	31.9	32.3	0.4	18.4	16.5	16.9	0.5

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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

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

3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location[4]	Jun-12	May-13 (r)	Jun-13	Apr-13	Apr-13	Apr-13	Apr-13
Birmingham, AL	2.82	3.11	3.07	6.2	33.4	17.1	1.95
Phoenix, AZ	2.89	3.22	3.38	6.9	140.9	64.7	2.18
Tucson, AZ	2.68	2.96	3.10	7.0	32.2	12.8	2.52
Los Angeles, CA	2.57	2.65	2.73	9.1	595.0	172.3	3.45
Riverside, CA	1.81	1.65	1.73	10.5	190.1	30.4	6.25
Sacramento, CA	2.43	2.60	2.73	8.8	92.3	26.9	3.44
San Diego, CA	2.87	2.92	2.97	7.6	122.8	47.4	2.59
San Francisco, CA	4.50	4.59	4.83	6.7	157.4	109.0	1.44
San Jose, CA	5.43	5.52	5.33	7.1	67.4	51.6	1.30
Denver, CO	3.94	4.30	4.63	6.9	97.8	59.9	1.63
Hartford, CT	4.17	4.13	4.36	8.1	47.7	24.8	1.92
Washington, DC	5.18	4.66	4.67	5.3	169.4	149.3	1.13
Jacksonville, FL	3.04	3.10	3.25	6.8	48.0	21.4	2.24
Miami, FL	2.20	2.28	2.38	7.8	232.4	69.8	3.33
Orlando, FL	3.12	2.73	2.89	6.9	79.8	31.6	2.52
Tampa, FL	3.66	2.85	2.94	7.2	96.4	39.2	2.46
Atlanta, GA	3.11	3.27	3.43	8.1	223.1	94.4	2.36
Honolulu, HI	2.70	2.83	2.89	4.5	20.2	12.8	1.58
Chicago, IL	3.00	3.06	3.19	9.6	467.0	145.4	3.21
Indianapolis, IN	3.54	3.32	3.38	7.8	71.4	30.0	2.38
Louisville, KY	3.26	3.07	3.12	7.8	50.3	19.5	2.58
New Orleans, LA	2.86	3.30	3.37	6.4	35.1	17.8	1.97
Baltimore, MD	4.21	3.91	3.95	7.0	104.8	58.1	1.80
Boston, MA	4.45	4.33	4.47	5.9	150.5	112.9	1.33
Detroit, MI	3.34	3.01	3.13	9.5	191.1	62.8	3.04
Minneapolis-St. Paul, MN	4.63	4.07	4.16	5.2	96.8	75.9	1.27
Kansas City, MO	3.59	3.28	3.42	6.6	68.5	34.0	2.01
St. Louis, MO	2.96	2.58	2.67	7.4	104.7	36.5	2.87
Las Vegas, NV	3.04	2.59	2.64	9.9	98.6	25.6	3.86
Buffalo, NY	3.06	3.02	3.07	8.1	46.1	16.4	2.82
New York, NY	2.94	3.10	3.19	8.1	771.3	296.2	2.60
Rochester, NY	2.81	2.66	2.76	7.7	40.3	13.8	2.91
Charlotte, NC	3.84	4.13	4.11	9.0	82.7	39.5	2.10
Cincinnati, OH	3.06	3.01	3.06	6.9	75.5	32.5	2.33
Cleveland, OH	4.24	3.91	3.93	6.9	72.2	39.4	1.83
Columbus, OH	3.94	3.95	4.03	6.0	58.4	37.0	1.58
Oklahoma City, OK	3.67	3.76	3.79	4.8	28.8	22.8	1.27
Portland, OR	3.06	3.60	3.64	7.5	87.2	41.9	2.08
Philadelphia, PA	3.09	3.11	3.14	8.2	249.0	93.7	2.66
Pittsburgh, PA	3.47	3.35	3.29	7.1	89.1	41.6	2.14
Providence, RI	3.31	3.39	3.46	9.1	63.3	23.7	2.67
Memphis, TN	2.78	2.70	2.66	9.3	57.0	17.0	3.35
Nashville, TN	3.34	3.60	3.61	6.3	54.7	31.6	1.73
Austin, TX	3.29	3.70	3.74	5.4	53.2	37.3	1.43
Dallas, TX	3.21	3.32	3.41	6.3	213.6	116.2	1.84
Houston, TX	2.87	3.06	3.07	6.3	194.3	98.0	1.98
San Antonio, TX	3.05	2.74	2.80	6.2	63.6	27.7	2.29
Salt Lake City, UT	3.88	4.90	5.04	4.5	28.0	24.6	1.14
Richmond, VA	3.15	3.48	3.47	5.8	38.5	23.0	1.67
Virginia Beach, VA	2.95	2.84	2.84	5.8	48.4	23.8	2.03
Seattle-Tacoma, WA	4.28	4.45	4.51	5.8	111.0	85.0	1.31
Milwaukee, WI	4.83	3.99	4.04	7.6	60.4	29.9	2.02

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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

Table 7: National Labor Supply/Labor Demand by Occupation[1], Seasonally Adjusted								
		Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed[4] (Thousands)	Supply/ Demand Rate[5]	Average Hourly Wage[6]
SOC[2]	Occupation[3]	Jun-12	May-13 (r)	Jun-13	Jun-May 13	May-13	May-13	
	Total	4,799.4	4,927.4	4,980.3	52.9	11,760.0	2.4	$22.01
11	Management	470.0	481.2	486.1	4.8	567.3	1.2	$52.20
13	Business and financial operations	303.1	308.4	309.3	0.9	334.2	1.1	$33.44
15	Computer and mathematical science	607.3	604.8	599.0	-5.9	144.8	0.2	$38.55
17	Architecture and engineering	177.9	173.1	171.3	-1.8	112.0	0.6	$37.98
19	Life, physical, and social science	48.8	49.6	50.9	1.3	79.1	1.6	$32.87
21	Community and social services	75.6	73.8	73.4	-0.4	82.0	1.1	$21.27
23	Legal	29.5	41.3	39.4	-1.9	36.3	0.9	$47.39
25	Education, training, and library	121.7	125.0	128.5	3.5	338.9	2.7	$24.62
27	Arts, design, entertainment, sports, and media	125.0	136.4	138.0	1.6	205.0	1.5	$26.20
29	Healthcare practitioners and technical	566.4	572.3	546.4	-25.9	171.7	0.3	$35.35
31	Healthcare support	132.8	122.2	124.0	1.7	280.4	2.3	$13.36
33	Protective service	39.5	46.6	47.0	0.3	138.8	3.0	$20.70
35	Food preparation and serving related	184.6	223.9	234.6	10.7	976.7	4.4	$10.28
37	Building and grounds cleaning and maintenance	76.8	90.2	92.2	2.1	722.8	8.0	$12.34
39	Personal care and service	80.4	75.8	81.6	5.8	520.6	6.9	$11.80
41	Sales and related	605.9	587.2	610.4	23.3	1,159.6	2.0	$18.26
43	Office and administrative support	518.6	504.1	522.6	18.5	1,363.0	2.7	$16.54
45	Farming, fishing, and forestry	6.1	7.2	7.7	0.6	88.2	12.3	$11.65
47	Construction and extraction	87.3	114.1	115.1	0.9	987.5	8.7	$21.61
49	Installation, maintenance, and repair	167.3	188.6	193.3	4.7	313.5	1.7	$21.09
51	Production	142.1	142.2	140.7	-1.6	860.5	6.0	$16.59
53	Transportation and material moving	218.0	242.5	244.3	1.8	912.1	3.8	$16.15

Source: The Conference Board

(r)- revised: May 2013 data were revised to correct a county-level geographic coding issue.

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.

Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Jun-13	Average Hourly Wage[2]	Total Ads Jun-13	Average Hourly Wage[2]	Total Ads Jun-13	Average Hourly Wage[2]
United States	**820,984**	**$42.80**	**1,805,107**	**$31.56**	**625,643**	**$12.53**
Alabama	6,135	$40.53	16,306	$28.04	5,983	$10.90
Alaska	2,231	$42.16	7,577	$33.66	3,181	$15.08
Arizona	14,381	$38.82	37,949	$30.14	12,985	$12.84
Arkansas	3,404	$35.61	9,030	$25.70	4,243	$10.28
California	111,504	$47.77	224,785	$37.12	63,243	$13.90
Colorado	17,603	$41.86	41,628	$32.78	17,577	$12.85
Connecticut	12,768	$49.43	25,197	$33.80	7,182	$14.38
Delaware	3,750	$46.19	7,875	$33.83	2,008	$12.50
Florida	37,133	$38.21	79,807	$29.47	39,162	$12.09
Georgia	23,840	$42.44	55,310	$28.37	14,438	$11.23
Hawaii	2,151	$37.12	4,824	$29.94	3,910	$14.00
Idaho	2,741	$33.74	7,494	$25.57	4,006	$11.24
Illinois	41,778	$42.41	74,766	$31.20	20,248	$12.94
Indiana	10,523	$37.43	23,870	$27.60	9,994	$11.38
Iowa	6,143	$35.12	18,397	$26.38	6,756	$11.39
Kansas	8,125	$38.30	15,425	$20.29	5,348	$11.22
Kentucky	6,247	$35.83	13,994	$26.94	5,856	$10.86
Louisiana	6,350	$36.71	14,103	$26.99	7,726	$11.03
Maine	2,522	$35.09	7,855	$27.72	4,176	$11.97
Maryland	16,797	$45.65	43,528	$35.45	12,956	$13.42
Massachusetts	29,456	$48.66	62,054	$35.29	15,737	$14.88
Michigan	20,061	$39.85	48,584	$30.08	17,701	$12.05
Minnesota	20,055	$41.44	42,586	$30.88	12,891	$12.15
Mississippi	3,439	$34.32	6,746	$24.24	3,542	$6.47
Missouri	12,719	$37.24	28,470	$27.60	10,528	$11.22
Montana	1,873	$31.80	6,135	$24.63	3,819	$11.56
Nebraska	5,317	$36.70	12,586	$26.54	5,466	$11.33
Nevada	5,349	$39.03	12,189	$31.90	7,805	$13.30
New Hampshire	2,825	$42.22	8,298	$30.17	3,823	$12.79
New Jersey	30,039	$49.32	59,174	$34.58	22,752	$14.47
New Mexico	2,972	$36.63	10,773	$29.55	3,495	$11.66
New York	69,244	$51.61	105,127	$35.02	36,225	$14.58
North Carolina	20,298	$42.23	50,987	$28.70	19,169	$11.25
North Dakota	2,142	$35.79	5,276	$26.21	2,212	$11.83
Ohio	27,074	$38.74	57,482	$29.85	23,798	$11.82
Oklahoma	6,229	$35.14	16,349	$26.57	7,498	$10.91
Oregon	8,876	$38.45	26,454	$31.06	10,138	$13.06
Pennsylvania	30,017	$41.77	65,371	$30.55	26,644	$12.38
Rhode Island	3,119	$45.64	6,264	$33.59	3,100	$13.15
South Carolina	6,323	$37.41	19,349	$27.36	9,777	$10.91
South Dakota	1,830	$15.72	5,547	$24.47	2,727	$10.80
Tennessee	11,461	$37.32	25,405	$26.89	12,245	$11.02
Texas	62,981	$42.58	133,855	$31.04	41,404	$11.38
Utah	6,239	$37.25	14,709	$27.69	7,846	$11.70
Vermont	1,495	$37.26	4,552	$25.23	1,840	$13.12
Virginia	24,494	$45.95	61,885	$34.23	17,439	$12.56
Washington	21,268	$43.88	53,379	$33.77	16,013	$14.42
West Virginia	1,843	$32.97	6,365	$25.54	2,891	$10.38
Wisconsin	13,775	$37.34	29,642	$29.20	13,019	$11.79
Wyoming	955	$36.03	3,315	$27.23	1,214	$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.

Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Jun-13	Average Hourly Wage[1]	Total Ads Jun-13	Average Hourly Wage[1]	Total Ads Jun-13	Average Hourly Wage[1]
United States	**1,159,878**	**$17.22**	**352,579**	**$20.95**	**416,270**	**$16.37**
Alabama	13,142	$14.95	4,273	$18.74	6,049	$15.20
Alaska	4,707	$18.27	1,918	$28.16	1,530	$22.57
Arizona	24,669	$16.52	7,258	$19.46	5,765	$16.47
Arkansas	7,273	$14.47	2,595	$17.19	4,085	$14.64
California	135,668	$18.88	27,749	$22.02	32,464	$16.46
Colorado	27,598	$18.13	11,022	$21.25	8,555	$17.16
Connecticut	14,505	$20.47	3,911	$24.61	5,119	$18.09
Delaware	3,880	$17.21	1,005	$21.75	1,172	$16.11
Florida	72,176	$16.10	21,171	$17.97	15,754	$15.22
Georgia	30,058	$16.39	8,878	$19.12	11,700	$15.81
Hawaii	5,828	$6.63	1,399	$26.26	980	$18.28
Idaho	5,603	$14.83	2,534	$18.19	2,518	$15.18
Illinois	45,612	$18.00	9,345	$24.03	15,921	$16.73
Indiana	19,815	$15.84	6,638	$21.57	11,651	$16.04
Iowa	11,811	$15.56	4,959	$19.38	6,734	$15.81
Kansas	9,985	$16.04	3,301	$19.79	4,423	$16.41
Kentucky	11,469	$15.10	3,729	$19.05	6,053	$16.14
Louisiana	13,536	$14.74	5,982	$19.02	5,882	$18.10
Maine	4,732	$15.40	1,621	$19.27	1,974	$16.20
Maryland	24,388	$18.13	6,337	$21.95	6,253	$17.32
Massachusetts	30,988	$20.02	7,492	$12.42	8,856	$17.62
Michigan	30,864	$16.45	10,545	$21.18	14,995	$16.97
Minnesota	24,484	$17.79	7,816	$22.95	11,820	$17.01
Mississippi	6,299	$13.90	2,550	$17.40	3,430	$14.50
Missouri	19,715	$15.80	6,054	$21.21	8,203	$15.66
Montana	4,670	$14.98	2,268	$20.27	1,972	$16.70
Nebraska	9,249	$15.39	4,378	$18.96	4,204	$15.73
Nevada	11,147	$16.18	2,963	$24.22	2,692	$17.09
New Hampshire	6,092	$17.41	2,221	$21.08	2,807	$16.63
New Jersey	36,372	$19.15	10,049	$25.25	10,945	$16.43
New Mexico	5,585	$14.73	2,047	$18.88	1,690	$16.53
New York	71,134	$20.27	15,951	$25.35	16,849	$17.97
North Carolina	31,079	$16.35	11,141	$18.55	11,541	$15.10
North Dakota	4,706	$15.38	3,532	$21.79	3,203	$18.35
Ohio	44,630	$16.39	15,530	$20.64	25,565	$15.93
Oklahoma	13,598	$14.90	6,197	$18.64	7,002	$15.80
Oregon	15,480	$17.17	4,961	$21.75	6,013	$16.44
Pennsylvania	47,280	$17.32	13,848	$20.97	20,920	$16.65
Rhode Island	4,556	$18.54	1,318	$22.71	1,434	$16.09
South Carolina	14,235	$14.92	5,700	$18.29	6,438	$15.70
South Dakota	4,440	$14.50	2,294	$17.66	2,179	$14.46
Tennessee	21,470	$15.57	7,282	$18.46	10,130	$15.16
Texas	89,276	$16.73	30,488	$18.70	32,679	$16.00
Utah	15,758	$16.06	4,938	$19.99	5,014	$16.52
Vermont	2,360	$16.59	852	$19.47	1,200	$16.38
Virginia	29,896	$17.13	9,120	$20.28	8,483	$16.35
Washington	25,393	$18.59	7,766	$24.06	7,862	$18.80
West Virginia	4,881	$13.40	1,740	$20.10	2,297	$15.98
Wisconsin	22,555	$16.48	8,198	$21.76	13,350	$16.24
Wyoming	1,824	$15.68	1,265	$22.62	980	$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.

Table 9: MSA Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Jun-13	Average Hourly Wage[2*]	Total Ads Jun-13	Average Hourly Wage[2*]	Total Ads Jun-13	Average Hourly Wage[2*]
United States	**820,984**	**$42.80**	**1,805,107**	**$31.56**	**625,643**	**$12.53**
Birmingham, AL	2,271	$42.01	5,490	$27.95	1,819	$11.27
Phoenix, AZ	10,987	$39.88	24,787	$24.88	8,373	$12.78
Tucson, AZ	1,574	$36.11	5,376	$30.08	2,188	$12.63
Los Angeles, CA	36,664	$47.62	64,004	$37.13	19,455	$13.55
Riverside, CA	3,603	$42.25	9,359	$32.92	4,493	$13.00
Sacramento, CA	5,049	$40.98	10,769	$36.28	3,111	$13.87
San Diego, CA	8,036	$45.18	18,899	$35.38	6,601	$13.10
San Francisco, CA	29,972	$53.31	49,087	$41.14	9,508	$15.61
San Jose, CA	11,291	$59.11	29,992	$45.16	2,858	$14.30
Denver, CO	11,613	$43.36	24,085	$34.66	7,833	$12.95
Hartford, CT	5,212	$46.34	9,553	$33.98	2,364	$14.18
Washington, DC	32,265	$50.76	68,580	$41.23	15,185	$14.65
Jacksonville, FL	3,539	$37.54	6,361	$24.25	3,530	$11.72
Miami, FL	12,574	$40.70	20,790	$30.51	8,964	$12.70
Orlando, FL	5,206	$37.49	9,704	$28.89	5,584	$11.68
Tampa, FL	6,193	$38.37	13,958	$29.87	5,200	$11.81
Atlanta, GA	19,147	$44.65	39,393	$31.00	8,476	$11.57
Honolulu, HI	1,534	$37.47	3,274	$30.53	2,515	$13.56
Chicago, IL	35,215	$43.94	56,949	$30.98	15,045	$13.13
Indianapolis, IN	4,757	$38.93	8,749	$29.91	3,663	$11.88
Louisville, KY	2,963	.	5,750	.	2,566	.
New Orleans, LA	2,204	.	4,835	.	3,575	.
Baltimore, MD	8,897	.	23,125	.	7,178	.
Boston, MA	24,627	$50.15	48,289	$36.52	10,759	$15.09
Detroit, MI	10,124	$42.44	24,130	$32.64	6,895	$12.36
Minneapolis-St. Paul, MN	15,454	.	29,154	.	7,526	.
Kansas City, MO	6,273	.	12,527	.	3,876	.
St. Louis, MO	6,893	.	14,229	.	4,257	.
Las Vegas, NV	3,749	.	7,804	.	5,315	.
Buffalo, NY	2,168	.	4,774	.	2,546	.
New York, NY	73,222	$54.25	111,284	$37.30	34,407	$15.06
Rochester, NY	1,623	.	4,118	.	2,103	.
Charlotte, NC	7,078	.	13,289	.	4,731	.
Cincinnati, OH	5,503	.	10,062	.	3,920	.
Cleveland, OH	6,284	.	13,237	.	5,114	.
Columbus, OH	6,553	.	12,429	.	4,829	.
Oklahoma City, OK	2,699	.	6,438	.	3,312	.
Portland, OR	6,541	.	17,343	.	5,107	.
Philadelphia, PA	18,566	$46.34	36,156	$33.40	11,003	$13.33
Pittsburgh, PA	6,138	.	11,906	.	5,950	.
Providence, RI	3,597	.	7,811	$30.70	3,943	.
Memphis, TN	2,428	.	4,983	.	2,081	.
Nashville, TN	4,980	.	9,200	.	4,414	.
Austin, TX	5,550	.	15,766	.	4,447	.
Dallas, TX	23,561	$43.48	42,919	$32.37	11,316	$11.84
Houston, TX	18,609	.	33,879	.	8,844	.
San Antonio, TX	4,832	.	9,416	.	4,189	.
Salt Lake City, UT	4,191	.	8,743	.	4,291	.
Richmond, VA	3,567	.	8,792	.	2,866	.
Virginia Beach, VA	2,729	.	8,081	.	3,884	.
Seattle-Tacoma, WA	16,243	$46.04	38,551	$36.39	9,164	$14.91
Milwaukee, WI	5,341	.	9,930	.	4,166	.

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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Jun-13	Average Hourly Wage[2*]	Total Ads Jun-13	Average Hourly Wage[2*]	Total Ads Jun-13	Average Hourly Wage[2*]
United States	**1,159,878**	**$17.22**	**352,579**	**$20.95**	**416,270**	**$16.37**
Birmingham, AL	4,713	$16.47	1,317	$19.67	1,799	$7.74
Phoenix, AZ	17,929	$17.20	4,725	$20.05	3,718	$16.79
Tucson, AZ	3,231	$14.91	1,216	$19.36	918	$15.26
Los Angeles, CA	48,458	$18.81	7,289	$24.26	10,015	$15.68
Riverside, CA	8,975	$16.32	2,434	$22.66	3,347	$15.81
Sacramento, CA	7,512	$18.29	1,779	$23.72	1,701	$16.93
San Diego, CA	11,700	$18.29	2,511	$23.79	2,302	$16.25
San Francisco, CA	22,762	$22.22	3,950	$27.73	3,974	$19.43
San Jose, CA	6,927	$23.22	1,247	$26.51	1,306	$18.08
Denver, CO	15,660	$19.36	5,688	$21.68	4,064	$17.48
Hartford, CT	5,653	$19.82	1,506	$24.25	1,916	$18.13
Washington, DC	27,168	$19.65	6,036	$23.19	4,461	$17.92
Jacksonville, FL	6,198	$16.39	2,431	$18.88	1,936	$16.38
Miami, FL	22,231	$16.99	4,107	$18.95	3,166	$15.42
Orlando, FL	9,776	$15.48	2,578	$18.00	1,957	$15.00
Tampa, FL	10,637	$16.48	3,095	$17.69	2,303	$14.83
Atlanta, GA	19,552	$17.74	4,889	$20.20	5,771	$16.92
Honolulu, HI	4,443	$16.75	1,003	$27.24	734	$18.82
Chicago, IL	36,015	$18.76	6,526	$25.05	10,534	$16.95
Indianapolis, IN	8,520	$17.59	2,835	$22.51	3,641	$16.06
Louisville, KY	5,175	.	1,653	$11.64	2,570	.
New Orleans, LA	4,909	.	1,927	$18.76	1,562	.
Baltimore, MD	13,845	.	3,810	$16.07	3,525	.
Boston, MA	23,702	$20.89	4,971	$26.18	5,722	$17.90
Detroit, MI	13,742	$17.69	4,287	$22.80	5,564	$18.16
Minneapolis-St. Paul, MN	17,197	.	4,408	$14.13	6,837	.
Kansas City, MO	8,719	.	2,459	$14.29	2,975	.
St. Louis, MO	9,203	.	2,082	.	2,823	.
Las Vegas, NV	7,696	.	1,647	$15.94	1,383	.
Buffalo, NY	5,019	.	1,428	$14.54	1,893	.
New York, NY	67,291	$21.32	13,057	$27.06	13,175	$17.96
Rochester, NY	3,586	.	1,275	$11.83	1,626	.
Charlotte, NC	8,902	.	2,662	$13.59	2,939	.
Cincinnati, OH	8,730	.	2,568	$12.93	3,779	.
Cleveland, OH	9,794	.	2,893	$13.63	5,040	.
Columbus, OH	9,536	.	3,426	$14.05	4,088	.
Oklahoma City, OK	6,278	.	2,957	$17.38	2,608	.
Portland, OR	9,934	.	2,774	.	3,516	.
Philadelphia, PA	21,653	$19.13	4,822	$23.42	5,557	$17.43
Pittsburgh, PA	11,012	.	3,461	$13.32	4,575	.
Providence, RI	6,095	.	1,879	$14.05	2,121	.
Memphis, TN	4,111	.	1,431	$12.27	1,998	.
Nashville, TN	8,384	.	2,499	$13.29	3,094	.
Austin, TX	8,738	.	2,670	$11.58	2,077	.
Dallas, TX	28,027	$17.92	7,582	$18.82	8,754	$15.49
Houston, TX	22,273	.	7,195	.	7,179	.
San Antonio, TX	7,143	.	2,603	$11.27	2,437	.
Salt Lake City, UT	9,101	.	2,547	$14.56	2,780	.
Richmond, VA	5,296	.	1,812	$16.19	1,741	.
Virginia Beach, VA	5,764	.	2,616	$12.23	2,005	.
Seattle-Tacoma, WA	16,339	$20.02	4,179	$25.77	4,284	$20.09
Milwaukee, WI	7,588	.	2,407	$16.30	3,878	.

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