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For further information:

Peter Tulupman 212-339-0231 / peter.tulupman@conference-board.org
 Jonathan Liu 212-339-0257 / jonathan.liu@conference-board.org

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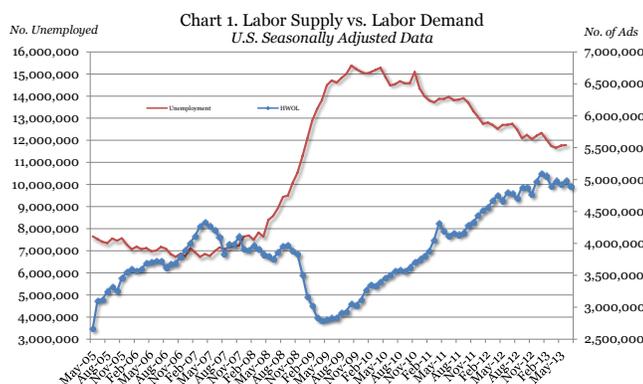
Online Labor Demand down 92,200 in July

- Labor demand is nearly flat in 2013 with dip of 87,000 between January and July
- Unemployment flattens in Q2 2013 as labor demand stalls
- July declines are widespread across States and occupations
- Construction job demand continues to rise while demand for sales and office workers falls

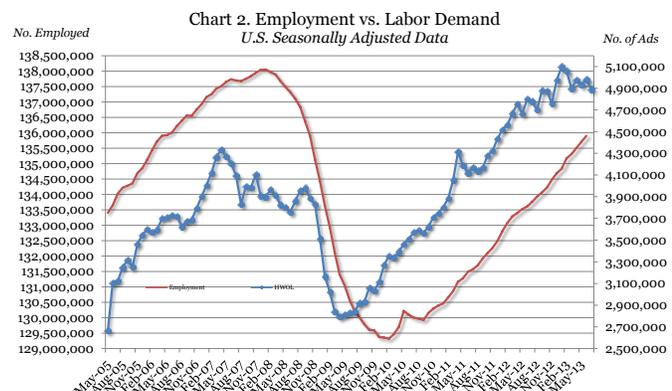
NEW YORK, July 31, 2013...Online advertised vacancies dropped 92,200 in July to 4,888,100, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. In the first seven months of 2013, labor demand dipped an average of 12,500 per month. The Supply/Demand rate stands at 2.4 unemployed for each vacancy. In June 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.

“In July labor demand continued to be flat,” said June Shelp, Vice President of The Conference Board. “While the 4.9 million advertised vacancies in July shows a healthy churn in the labor market for job changers, it does little to reduce the ranks of the unemployed. In the first seven months of 2013 national labor demand has been essentially flat, and the trend is down in more than half of the 20 largest States.” (See Table A, page 2).

Jobs ads continued to show strength in the building occupations including: construction; grounds and buildings maintenance; installation and repair; and transportation/material moving. Lackluster occupations included management, sales workers, and office help.



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

- July labor demand down in all of the 20 largest States
- 44 of the 50 States decreased in July
- Modest increases in Idaho, Louisiana, Nevada, Iowa, and New Mexico; no change in Hawaii

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Jul-13	Jul-Jun 13	Jun-13	
United States	4,888.1	-92.2	2.36	→ 12/12
NORTHEAST	927.5	-42.6	2.22	
Massachusetts	144.8	-3.2	1.64	↓ 1/13
New Jersey	161.8	-0.3	2.48	↓ 1/13
New York	294.1	-12.0	2.35	→ 1/13
Pennsylvania	193.0	-3.5	2.49	→ 12/12
SOUTH	1,608.9	-31.3	2.51	
Florida	254.8	-1.6	2.59	↓ 9/12
Georgia	136.8	-2.7	2.96	↓ 1/13
Maryland	103.5	-3.6	2.04	↓ 2/13
North Carolina	131.5	-6.3	3.03	↓ 1/13
Texas	364.8	-6.6	2.25	↓ 1/13
Virginia	143.8	-1.3	1.61	↓ 1/13
MIDWEST	1,048.6	-27.1	2.32	
Illinois	195.1	-8.5	2.95	→ 1/13
Michigan	133.0	-4.8	2.96	↓ 1/13
Minnesota	114.8	-0.4	1.34	↓ 1/13
Missouri	78.5	-2.7	2.55	↓ 10/12
Ohio	184.4	-2.3	2.21	→ 12/12
Wisconsin	95.0	-1.9	2.17	↓ 2/13
WEST	1,164.1	-21.7	2.38	
Arizona	98.9	-1.3	2.39	↑ 5/12
California	555.1	-13.7	2.80	→ 12/12
Colorado	115.5	-1.6	1.67	→ 1/13
Washington	124.6	-1.4	1.88	↓ 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).

July Changes for States

In July, online labor demand decreased in 44 of the 50 States in the U.S. (Table 3). Despite this month's declines, 31 of the 50 States are above last July's levels while just under forty percent were below the year-ago level.

The largest declines in online labor demand occurred in the **Northeast**, which was down a total of 42,600 in July (Table A). All Northeast States declined: New York, by 12,000; Pennsylvania, by 3,500; Massachusetts; by 3,200; and New Jersey, by 300. Among the smaller States in the Northeast, July labor demand dropped by 1,000 in Connecticut; 900 in Rhode Island; 400 in New Hampshire; and 300 in Maine (Table 3).

States in the **South** dropped 31,300 in July with Texas, the largest State in the region, losing 6,600. July labor demand fell by 6,300 in North Carolina; 3,600 in Maryland; 2,700 in Georgia, 1,600 in Florida; and 1,300 in Virginia. Among the smaller States, South Carolina lost 1,500; Arkansas dropped 900; and Tennessee fell 500. A bright spot was Louisiana, which gained 800.

The **Midwest** was down 27,100 in July. Illinois posted the largest decrease, 8,500, followed by Michigan (4,800); Missouri (2,700); Ohio (2,300); Wisconsin (1,900), and Minnesota (400). Among the smaller Midwest States in July, Indiana fell 900; Kansas fell 700, and North Dakota lost 300.

Online labor demand in the **West** fell 21,700 in July with California losing 13,700. Colorado dropped 1,600; Washington dropped 1,400; and Arizona fell 1,300. Among the smaller Western States, Oregon dropped 2,100 and Utah dropped 300 while Nevada gained 300.

The Supply/Demand rates for the States are for June 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 0.63. The State with the highest Supply/Demand rate was Mississippi (4.63), 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 July, 40 of the 52 largest metro areas posted decreases in labor demand while 9 posted modest increases and 3 (Oklahoma City, Virginia Beach, and Salt Lake City) remained constant

Location	Total Ads ¹ (Thousands) Jul-13	M-O-M Change (Thousands) Jul-Jun 13	Supply/ Demand Rate ² Jun-13 for U.S. and Regions; May-13 for MSA's
United States	4,888.1	-92.2	2.36
NORTHEAST	927.5	-42.6	2.22
Boston, MA	109.4	-4.9	1.40
New York, NY	289.7	-14.5	2.57
Philadelphia, PA	91.0	-3.9	2.61
SOUTH	1,608.9	-31.3	2.51
Atlanta, GA	93.1	-1.3	2.52
Baltimore, MD	56.4	-2.5	1.84
Dallas, TX	113.3	-2.5	1.92
Houston, TX	92.9	-1.9	2.09
Miami, FL	70.0	-0.8	3.31
Washington, DC	147.7	-1.9	1.16
MIDWEST	1,048.6	-27.1	2.32
Chicago, IL	150.8	-5.1	3.07
Cleveland, OH	39.9	-1.0	1.76
Detroit, MI	60.8	-2.1	3.09
Minneapolis-St. Paul, MN	77.0	-1.3	1.25
WEST	1,164.1	-21.7	2.38
Denver, CO	63.9	-1.9	1.58
Los Angeles, CA	171.6	-7.0	3.34
Phoenix, AZ	67.7	-1.1	2.11
San Diego, CA	46.3	-1.5	2.49
San Francisco, CA	114.1	0.9	1.39
San Jose, CA	49.1	-1.5	1.22
Seattle-Tacoma, WA	84.4	-1.3	1.24

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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 July, 19 of the 20 largest MSAs (all but San Francisco) and 40 of the 52 metropolitan areas for which data are reported separately, posted decreases in the number of advertised vacancies (Table B and Table 5). Close to half of the largest 52 MSAs (46 percent) had labor demand levels below their levels in July 2012.

The churn in the labor market has led to twenty of the MSAs reported in HWOL having Supply/Demand rates in May 2013 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table 6). The metro areas with the most favorable Supply/Demand rates are Salt Lake City (0.91), Washington, DC (1.16), San Jose (1.22), Seattle–Tacoma (1.24), Minneapolis–St. Paul (1.25), Oklahoma City (1.30), San Francisco (1.39), and Boston (1.40).

Metro areas in which the number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA, with over six unemployed workers for every advertised vacancy (6.09); Las Vegas (3.79); Memphis (3.51); Los Angeles (3.34); and Miami (3.31). (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. Of the 16 metro areas that have gained over 100 percent since the recession’s end, nine have Supply/Demand rates below 2, indicating there were fewer than 2 unemployed for every available online vacancy. Since the end of the recession Detroit dropped from almost 12 unemployed (11.97) for every advertised vacancy to just over 3 (3.09). (See Table B.1)

Location ²	Percent change Jun '09 - Jul '13	Jun '09 Supply/Demand Rate ¹	May '13 Supply/Demand Rate ¹
Denver, CO	143.1%	4.63	1.58
Columbus, OH	139.3%	4.99	1.54
Cleveland, OH	129.7%	5.65	1.76
Portland, OR	126.3%	7.25	2.03
Detroit, MI	122.9%	11.97	3.09
Nashville, TN	122.0%	5.55	1.82
Charlotte, NC	118.5%	5.97	2.15
Phoenix, AZ	116.9%	6.26	2.11
Birmingham, AL	116.5%	6.59	1.95
Minneapolis-St. Paul, MN	115.1%	4.18	1.25
Atlanta, GA	111.1%	6.08	2.52
San Francisco, CA	109.8%	4.05	1.39
Indianapolis, IN	103.8%	5.38	2.32
San Jose, CA	103.0%	4.19	1.22
Seattle-Tacoma, WA	102.8%	4.29	1.24
Houston, TX	102.4%	4.71	2.09

Source: The Conference Board

1. 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.
2. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB MSA definition.

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OCCUPATIONAL HIGHLIGHTS

- In July, 9 of the top-10 SOC groups posted decreases (Table C)
- 15 of the 22 major groups in the Standard Occupational Classifications (SOC) decreased in July (Table 7)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jul-13	Jul-Jun 13	Jun-13	Jun-13	
41	Sales and related	604.2	-6.2	1,066.6	1.75	\$18.26
15	Computer and mathematical science	585.0	-14.0	185.9	0.31	\$38.55
29	Healthcare practitioners and technical	541.3	-5.1	155.5	0.28	\$35.35
43	Office and administrative support	511.4	-11.2	1,310.8	2.51	\$16.54
11	Management	478.0	-8.1	605.3	1.25	\$52.20
13	Business and financial operations	306.2	-3.2	269.7	0.87	\$33.44
53	Transportation and material moving	249.8	5.5	878.6	3.60	\$16.15
35	Food preparation and serving related	231.2	-3.4	989.8	4.22	\$10.28
49	Installation, maintenance, and repair	185.1	-8.2	301.6	1.56	\$21.09
17	Architecture and engineering	164.6	-6.7	114.5	0.67	\$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 July

In July, two of the occupational groups with the lowest Supply/Demand rates (Computer and Math; Healthcare Practitioners) declined. **Computer and Mathematical Science** occupations, where there are 3.2 ads for every unemployed person, dropped 14,000 to 585,000, led by a fall in demand for Web Developers, Applications Software Developers, Network and Computer Systems Administrators, and Computer Systems Analysts (Table 7). Healthcare practitioners, where there are nearly four ads for every unemployed person, dropped 5,100 on lower demand for Occupational and Physical Therapists and Speech Pathologists.

Office and Administrative occupations fell 11,200 in July to 511,400, led by a decrease in demand for Receptionists and Information Clerks, Sales Floor Stock Clerks, First-Line Supervisors/Managers of Office and Administrative Support Workers, and Executive Secretaries and Administrative Assistants. **Installation, Maintenance, and Repair** occupations dropped 8,200 to 185,100 on decreases in General Maintenance and Repair Workers and Heating and Air Conditioning Mechanics and Installers. Management occupations fell 8,100 to 478,000 due to drops in demand for Marketing Managers and Sales Managers.

Transportation and Material Moving occupations rose 5,500 to 249,800, largely due to higher demand for Heavy and Tractor-Trailer Truck Drivers.

PROGRAM NOTES

HWOL 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.

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Jul-12	Jun-13	Jul-13	Jul-Jun 13	Jul-12	Jun-13	Jul-13	Jul-Jun 13
United States	4,779.6	4,980.3	4,888.1	-92.2	2,407.4	2,559.0	2,364.7	-194.3
New England	286.0	293.0	284.4	-8.6	139.5	149.9	139.1	-10.7
Middle Atlantic	627.7	677.1	643.1	-34.0	321.1	360.2	323.4	-36.8
South Atlantic	933.1	931.0	910.4	-20.6	473.1	476.0	441.2	-34.8
East North Central	691.8	706.1	685.1	-21.0	333.1	352.5	321.5	-31.0
East South Central	201.0	203.5	199.5	-4.0	96.5	100.8	94.2	-6.7
West North Central	371.4	369.6	363.5	-6.1	179.9	174.0	161.0	-13.0
West South Central	486.2	505.7	499.0	-6.7	244.0	252.6	235.5	-17.1
Mountain	342.8	386.5	383.2	-3.3	179.8	199.1	188.1	-11.0
Pacific	741.0	799.3	780.9	-18.4	398.8	423.8	391.2	-32.6

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jul-12	Jun-13	Jul-13	Jul-12	Jun-13	Jul-13
United States	3.08	3.20	3.14	1.55	1.64	1.52
New England	3.71	3.81	3.70	1.81	1.95	1.81
Middle Atlantic	3.04	3.27	3.10	1.55	1.74	1.56
South Atlantic	3.11	3.09	3.03	1.58	1.58	1.47
East North Central	2.99	3.03	2.94	1.44	1.51	1.38
East South Central	2.32	2.34	2.29	1.11	1.16	1.08
West North Central	3.40	3.35	3.30	1.65	1.58	1.46
West South Central	2.73	2.80	2.77	1.37	1.40	1.31
Mountain	3.11	3.48	3.45	1.63	1.79	1.70
Pacific	2.97	3.19	3.11	1.60	1.69	1.56

Source: The Conference Board

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

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jul-12	Jun-13	Jul-13	Jul-Jun 13	Jul-12	Jun-13	Jul-13	Jul-Jun 13
United States	4,779.6	4,980.3	4,888.1	-92.2	2,407.4	2,559.0	2,364.7	-194.3
Alabama	48.1	49.2	47.7	-1.5	22.4	23.5	21.5	-2.0
Alaska	18.4	19.5	19.2	-0.3	9.3	9.9	9.1	-0.8
Arizona	86.4	100.2	98.9	-1.3	44.2	52.1	47.5	-4.5
Arkansas	27.4	28.7	27.8	-0.9	11.8	12.9	12.6	-0.2
California	531.0	568.8	555.1	-13.7	286.1	298.7	275.7	-23.0
Colorado	101.6	117.0	115.5	-1.6	54.6	63.5	58.8	-4.7
Connecticut	65.3	66.5	65.5	-1.0	30.4	33.1	30.4	-2.8
Delaware	15.5	18.9	18.6	-0.2	7.1	9.1	8.4	-0.7
Florida	259.1	256.4	254.8	-1.6	147.9	141.6	132.6	-9.0
Georgia	132.4	139.4	136.8	-2.7	61.8	66.3	60.9	-5.4
Hawaii	18.2	18.5	18.5	0.0	11.5	11.8	11.4	-0.4
Idaho	20.3	22.8	24.0	1.3	11.2	12.8	13.3	0.5
Illinois	187.6	203.6	195.1	-8.5	84.7	95.8	83.3	-12.5
Indiana	79.1	79.1	78.3	-0.9	35.6	38.0	34.9	-3.1
Iowa	50.1	52.0	52.1	0.1	21.8	24.9	22.6	-2.4
Kansas	41.9	44.0	43.2	-0.7	19.0	21.0	18.5	-2.5
Kentucky	46.9	45.1	44.6	-0.5	22.1	21.9	20.6	-1.3
Louisiana	48.2	52.0	52.8	0.8	24.2	25.9	25.4	-0.5
Maine	21.0	20.8	20.5	-0.3	9.6	9.5	9.3	-0.2
Maryland	113.5	107.2	103.5	-3.6	53.9	52.3	46.9	-5.4
Massachusetts	145.3	148.0	144.8	-3.2	70.1	75.5	69.0	-6.5
Michigan	136.7	137.8	133.0	-4.8	70.7	68.6	63.6	-5.0
Minnesota	123.5	115.3	114.8	-0.4	61.9	53.9	50.0	-3.9
Mississippi	23.3	25.4	23.8	-1.6	10.0	11.3	9.5	-1.8
Missouri	85.3	81.2	78.5	-2.7	45.5	39.2	35.7	-3.4
Montana	16.2	18.8	18.2	-0.6	7.5	9.1	8.4	-0.7
Nebraska	35.4	39.5	38.7	-0.8	16.6	19.4	18.3	-1.1
Nevada	47.8	40.0	40.3	0.3	27.5	20.7	19.8	-1.0
New Hampshire	24.2	24.8	24.3	-0.4	12.5	14.0	13.6	-0.4
New Jersey	153.4	162.1	161.8	-0.3	80.2	92.0	84.6	-7.4
New Mexico	24.9	25.0	25.1	0.1	12.1	12.4	12.0	-0.3
New York	282.2	306.1	294.1	-12.0	149.3	165.6	151.1	-14.5
North Carolina	130.8	137.8	131.5	-6.3	69.6	73.0	67.8	-5.3
North Dakota	18.6	19.5	19.2	-0.3	8.0	9.0	8.9	-0.1
Ohio	186.1	186.7	184.4	-2.3	94.1	99.8	93.6	-6.2
Oklahoma	54.2	54.0	53.8	-0.2	27.8	28.4	27.8	-0.6
Oregon	55.1	67.0	64.9	-2.1	31.2	37.5	35.2	-2.3
Pennsylvania	197.5	196.5	193.0	-3.5	94.5	96.3	90.8	-5.4
Rhode Island	18.4	18.9	18.1	-0.9	10.2	11.0	10.2	-0.8
South Carolina	56.1	58.1	56.6	-1.5	28.6	30.9	29.0	-1.9
South Dakota	17.4	17.7	17.5	-0.2	6.8	7.9	6.7	-1.2
Tennessee	82.5	83.7	83.2	-0.5	41.6	44.1	42.2	-1.9
Texas	356.6	371.5	364.8	-6.6	180.5	186.0	170.0	-16.0
Utah	37.5	53.3	53.0	-0.3	19.5	26.3	24.8	-1.6
Vermont	11.5	11.7	11.0	-0.7	5.6	5.9	5.8	-0.2
Virginia	156.4	145.1	143.8	-1.3	73.7	70.4	66.5	-3.9
Washington	119.8	126.0	124.6	-1.4	63.1	65.5	62.1	-3.4
West Virginia	18.9	19.0	18.4	-0.6	7.7	7.8	7.6	-0.3
Wisconsin	103.0	96.9	95.0	-1.9	47.8	49.6	45.9	-3.7
Wyoming	8.6	9.3	9.0	-0.3	3.5	3.9	3.6	-0.3

Source: The Conference Board

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

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

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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
	Jul-12	Jun-13	Jul-13	Jun-13	Jun-13	Jun-13	Jun-13
United States	3.08	3.20	3.14	7.6	11,777.00	4,980.3	2.36
Alabama	2.23	2.27	2.20	6.5	140.15	49.2	2.85
Alaska	5.04	5.37	5.29	6.1	22.06	19.5	1.13
Arizona	2.86	3.33	3.28	8.0	239.98	100.2	2.39
Arkansas	2.02	2.15	2.09	7.3	97.67	28.7	3.41
California	2.87	3.05	2.98	8.5	1,591.64	568.8	2.80
Colorado	3.71	4.21	4.16	7.0	195.59	117.0	1.67
Connecticut	3.48	3.60	3.54	8.1	149.00	66.5	2.24
Delaware	3.48	4.25	4.20	7.3	32.29	18.9	1.71
Florida	2.76	2.72	2.71	7.1	665.08	256.4	2.59
Georgia	2.76	2.89	2.84	8.6	412.11	139.4	2.96
Hawaii	2.81	2.85	2.86	4.6	29.69	18.5	1.61
Idaho	2.63	2.94	3.11	6.4	49.40	22.8	2.17
Illinois	2.85	3.10	2.97	9.2	600.66	203.6	2.95
Indiana	2.52	2.51	2.48	8.4	264.67	79.1	3.35
Iowa	3.06	3.14	3.15	4.6	76.55	52.0	1.47
Kansas	2.82	2.94	2.89	5.8	86.63	44.0	1.97
Kentucky	2.26	2.15	2.13	8.4	175.94	45.1	3.90
Louisiana	2.32	2.48	2.52	7.0	146.79	52.0	2.82
Maine	2.97	2.94	2.89	6.8	48.55	20.8	2.33
Maryland	3.64	3.41	3.30	7.0	218.74	107.2	2.04
Massachusetts	4.19	4.25	4.16	7.0	242.16	148.0	1.64
Michigan	2.93	2.92	2.82	8.7	408.34	137.8	2.96
Minnesota	4.17	3.86	3.85	5.2	154.54	115.3	1.34
Mississippi	1.75	1.94	1.82	9.0	117.51	25.4	4.63
Missouri	2.85	2.70	2.61	6.9	206.65	81.2	2.55
Montana	3.20	3.70	3.58	5.4	27.33	18.8	1.45
Nebraska	3.47	3.80	3.73	4.0	41.04	39.5	1.04
Nevada	3.47	2.91	2.93	9.6	132.44	40.0	3.31
New Hampshire	3.26	3.33	3.27	5.2	38.29	24.8	1.55
New Jersey	3.34	3.51	3.50	8.7	401.98	162.1	2.48
New Mexico	2.67	2.65	2.66	6.8	64.02	25.0	2.56
New York	2.95	3.20	3.07	7.5	720.92	306.1	2.35
North Carolina	2.77	2.93	2.79	8.8	416.77	137.8	3.03
North Dakota	4.75	4.87	4.80	3.1	12.36	19.5	0.63
Ohio	3.24	3.24	3.20	7.2	412.73	186.7	2.21
Oklahoma	3.01	2.97	2.96	5.2	94.86	54.0	1.76
Oregon	2.81	3.48	3.37	7.9	151.90	67.0	2.27
Pennsylvania	3.05	3.01	2.96	7.5	489.76	196.5	2.49
Rhode Island	3.28	3.39	3.23	8.9	49.49	18.9	2.61
South Carolina	2.59	2.68	2.61	8.1	174.42	58.1	3.00
South Dakota	3.91	3.94	3.89	3.9	17.71	17.7	1.00
Tennessee	2.65	2.68	2.67	8.5	264.58	83.7	3.16
Texas	2.83	2.90	2.85	6.5	835.90	371.5	2.25
Utah	2.77	3.82	3.80	4.7	65.11	53.3	1.22
Vermont	3.24	3.34	3.13	4.4	15.38	11.7	1.31
Virginia	3.72	3.43	3.40	5.5	233.59	145.1	1.61
Washington	3.44	3.60	3.56	6.8	237.08	126.0	1.88
West Virginia	2.35	2.38	2.31	6.1	48.35	19.0	2.54
Wisconsin	3.38	3.15	3.09	6.8	210.07	96.9	2.17
Wyoming	2.80	3.03	2.92	4.6	14.09	9.3	1.51

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.
2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jul-12	Jun-13	Jul-13	Jul-Jun 13	Jul-12	Jun-13	Jul-13	Jul-Jun 13
Birmingham, AL	15.3	16.4	16.3	-0.1	7.4	8.0	7.8	-0.2
Phoenix, AZ	58.0	68.9	67.7	-1.1	29.6	36.1	32.8	-3.3
Tucson, AZ	12.3	14.2	13.5	-0.7	7.2	7.7	7.0	-0.7
Los Angeles, CA	165.1	178.7	171.6	-7.0	89.5	96.3	86.4	-9.9
Riverside, CA	33.0	31.4	30.6	-0.7	20.5	16.2	15.2	-1.0
Sacramento, CA	25.3	28.5	28.9	0.5	13.2	15.9	14.9	-1.0
San Diego, CA	46.1	47.8	46.3	-1.5	25.3	25.6	24.0	-1.6
San Francisco, CA	103.6	113.2	114.1	0.9	53.8	57.8	55.8	-2.0
San Jose, CA	49.9	50.6	49.1	-1.5	22.4	22.0	19.8	-2.2
Denver, CO	57.1	65.8	63.9	-1.9	29.8	34.9	31.1	-3.8
Hartford, CT	24.5	25.6	24.9	-0.7	11.6	12.9	11.6	-1.3
Washington, DC	165.0	149.6	147.7	-1.9	75.1	70.4	65.7	-4.6
Jacksonville, FL	21.2	22.9	22.4	-0.5	12.4	13.9	13.0	-0.9
Miami, FL	65.8	70.7	70.0	-0.8	35.4	37.4	35.0	-2.3
Orlando, FL	36.6	33.2	33.4	0.1	22.0	17.2	16.2	-1.0
Tampa, FL	48.7	39.6	40.0	0.4	29.3	20.4	19.6	-0.8
Atlanta, GA	86.5	94.4	93.1	-1.3	39.9	45.0	40.9	-4.1
Honolulu, HI	12.9	13.1	13.4	0.2	8.7	8.9	8.9	0.0
Chicago, IL	144.8	155.9	150.8	-5.1	64.2	73.1	63.2	-9.8
Indianapolis, IN	31.2	30.8	30.6	-0.2	15.3	15.8	15.0	-0.8
Louisville, KY	20.5	20.2	19.3	-0.9	10.1	10.2	9.0	-1.2
New Orleans, LA	16.1	18.4	18.2	-0.2	9.4	10.6	9.8	-0.8
Baltimore, MD	61.4	58.8	56.4	-2.5	30.4	30.5	26.8	-3.6
Boston, MA	112.3	114.2	109.4	-4.9	53.7	57.9	51.5	-6.4
Detroit, MI	65.7	62.9	60.8	-2.1	34.6	29.7	27.2	-2.5
Minneapolis-St. Paul, MN	88.0	78.2	77.0	-1.3	46.0	36.4	33.8	-2.6
Kansas City, MO	37.2	35.5	34.6	-0.9	19.1	16.8	14.9	-1.9
St. Louis, MO	41.6	37.8	36.4	-1.4	22.5	17.5	15.6	-2.0
Las Vegas, NV	31.9	26.2	26.7	0.5	19.4	13.3	12.8	-0.5
Buffalo, NY	17.5	17.5	17.1	-0.4	9.8	10.1	9.4	-0.8
New York, NY	275.6	304.2	289.7	-14.5	144.2	161.9	148.1	-13.8
Rochester, NY	14.2	14.4	13.4	-1.0	7.9	8.2	7.3	-0.9
Charlotte, NC	35.4	38.0	36.3	-1.7	19.2	20.3	18.9	-1.4
Cincinnati, OH	33.8	33.4	33.1	-0.3	17.1	17.9	16.6	-1.3
Cleveland, OH	43.2	40.9	39.9	-1.0	20.7	20.9	19.5	-1.4
Columbus, OH	37.6	39.2	39.7	0.6	20.5	22.6	21.8	-0.7
Oklahoma City, OK	22.0	22.9	22.9	0.0	12.2	12.9	12.9	0.0
Portland, OR	35.7	42.6	41.2	-1.4	19.3	23.2	21.3	-1.9
Philadelphia, PA	91.6	94.9	91.0	-3.9	42.3	45.9	40.6	-5.4
Pittsburgh, PA	42.2	41.5	42.0	0.5	21.7	22.3	21.2	-1.0
Providence, RI	23.0	24.0	23.3	-0.7	13.0	14.1	13.2	-0.9
Memphis, TN	16.7	16.3	16.2	-0.1	7.8	7.8	7.7	-0.1
Nashville, TN	29.3	31.1	31.2	0.1	16.0	17.3	16.7	-0.7
Austin, TX	32.2	36.8	34.8	-2.0	18.1	20.6	17.9	-2.6
Dallas, TX	109.3	115.8	113.3	-2.5	53.5	56.7	51.2	-5.5
Houston, TX	88.2	94.8	92.9	-1.9	41.8	45.8	41.2	-4.6
San Antonio, TX	31.9	28.7	28.2	-0.5	19.7	14.9	13.7	-1.2
Salt Lake City, UT	22.9	31.0	31.0	0.0	11.9	15.4	14.6	-0.8
Richmond, VA	21.3	23.1	22.1	-1.0	11.5	12.9	11.4	-1.4
Virginia Beach, VA	25.0	23.7	23.7	0.0	13.7	13.3	12.7	-0.5
Seattle-Tacoma, WA	81.1	85.8	84.4	-1.3	41.2	43.6	40.1	-3.5
Milwaukee, WI	37.9	32.3	31.0	-1.3	17.6	16.9	15.4	-1.5

Source: The Conference Board

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

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

3. 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
	Jul-12	Jun-13	Jul-13	May-13	May-13	May-13	May-13
Birmingham, AL	2.88	3.06	3.05	6.0	32.3	16.6	1.95
Phoenix, AZ	2.85	3.39	3.33	6.8	138.5	65.6	2.11
Tucson, AZ	2.67	3.12	2.96	7.0	31.7	13.6	2.34
Los Angeles, CA	2.54	2.72	2.62	8.8	578.9	173.3	3.34
Riverside, CA	1.83	1.74	1.70	10.1	181.6	29.8	6.09
Sacramento, CA	2.41	2.73	2.77	8.4	88.1	27.1	3.25
San Diego, CA	2.88	2.96	2.87	7.3	117.3	47.0	2.49
San Francisco, CA	4.45	4.82	4.86	6.4	149.7	107.6	1.39
San Jose, CA	5.31	5.31	5.15	6.7	64.2	52.5	1.22
Denver, CO	4.03	4.61	4.48	6.8	97.0	61.2	1.58
Hartford, CT	4.13	4.36	4.24	8.2	48.1	24.3	1.98
Washington, DC	5.19	4.66	4.61	5.4	173.1	149.5	1.16
Jacksonville, FL	3.04	3.24	3.17	6.7	47.6	21.8	2.18
Miami, FL	2.23	2.39	2.36	7.6	223.9	67.7	3.31
Orlando, FL	3.18	2.88	2.89	6.8	78.9	31.4	2.52
Tampa, FL	3.67	2.94	2.97	7.1	95.7	38.3	2.50
Atlanta, GA	3.16	3.42	3.37	8.2	226.4	90.0	2.52
Honolulu, HI	2.84	2.89	2.94	4.3	19.4	12.8	1.51
Chicago, IL	2.96	3.19	3.08	9.4	459.2	149.5	3.07
Indianapolis, IN	3.45	3.37	3.35	7.7	70.0	30.2	2.32
Louisville, KY	3.24	3.13	2.99	7.9	51.2	19.8	2.59
New Orleans, LA	2.95	3.36	3.32	6.7	36.6	18.0	2.03
Baltimore, MD	4.17	3.95	3.79	7.2	106.9	58.2	1.84
Boston, MA	4.41	4.46	4.27	6.0	154.8	110.7	1.40
Detroit, MI	3.27	3.13	3.02	9.3	186.6	60.4	3.09
Minneapolis-St. Paul, MN	4.74	4.15	4.08	5.1	95.5	76.6	1.25
Kansas City, MO	3.56	3.41	3.32	6.6	68.9	34.1	2.02
St. Louis, MO	2.94	2.67	2.57	7.4	104.9	36.5	2.87
Las Vegas, NV	3.21	2.63	2.68	9.8	97.4	25.7	3.79
Buffalo, NY	3.05	3.07	3.00	7.8	44.7	17.3	2.59
New York, NY	2.88	3.18	3.03	7.9	759.2	295.7	2.57
Rochester, NY	2.71	2.77	2.58	7.5	38.9	13.9	2.81
Charlotte, NC	3.85	4.10	3.92	8.9	82.3	38.2	2.15
Cincinnati, OH	3.11	3.05	3.03	7.0	76.0	32.8	2.31
Cleveland, OH	4.09	3.93	3.84	6.9	71.6	40.7	1.76
Columbus, OH	3.88	4.02	4.08	6.0	58.9	38.4	1.54
Oklahoma City, OK	3.70	3.78	3.78	4.9	29.5	22.7	1.30
Portland, OR	3.01	3.64	3.53	7.3	85.5	42.1	2.03
Philadelphia, PA	3.03	3.14	3.01	8.1	245.4	93.9	2.61
Pittsburgh, PA	3.36	3.29	3.32	6.9	87.1	42.2	2.06
Providence, RI	3.30	3.46	3.35	9.2	63.8	23.5	2.72
Memphis, TN	2.72	2.66	2.65	9.5	58.1	16.5	3.51
Nashville, TN	3.44	3.60	3.61	6.5	56.6	31.0	1.82
Austin, TX	3.34	3.73	3.52	5.5	53.9	36.3	1.48
Dallas, TX	3.27	3.40	3.32	6.4	216.6	112.7	1.92
Houston, TX	2.90	3.06	3.00	6.4	197.3	94.5	2.09
San Antonio, TX	3.11	2.80	2.75	6.3	64.8	28.1	2.31
Salt Lake City, UT	3.81	5.02	5.02	4.4	27.3	30.1	0.91
Richmond, VA	3.20	3.46	3.31	5.9	39.3	23.2	1.70
Virginia Beach, VA	3.03	2.84	2.84	5.9	49.4	23.7	2.09
Seattle-Tacoma, WA	4.29	4.49	4.42	5.5	105.1	84.6	1.24
Milwaukee, WI	4.77	4.03	3.87	7.4	59.5	31.9	1.87

Source: The Conference Board

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

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Table 7: National Labor Supply/Labor Demand by Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Jul-12	Jun-13	Jul-13	Jul-Jun 13	Jun-13	Jun-13	
	Total	4,779.6	4,980.3	4,888.1	-92.2	11,777.0	2.4	\$22.01
11	Management	472.2	486.1	478.0	-8.1	605.3	1.2	\$52.20
13	Business and financial operations	309.2	309.3	306.2	-3.2	269.7	0.9	\$33.44
15	Computer and mathematical science	604.5	599.0	585.0	-14.0	185.9	0.3	\$38.55
17	Architecture and engineering	178.0	171.3	164.6	-6.7	114.5	0.7	\$37.98
19	Life, physical, and social science	48.6	50.9	51.1	0.2	45.2	0.9	\$32.87
21	Community and social services	74.0	73.4	74.2	0.8	103.8	1.4	\$21.27
23	Legal	29.4	39.4	39.7	0.3	54.1	1.4	\$47.39
25	Education, training, and library	116.1	128.5	126.3	-2.2	437.3	3.4	\$24.62
27	Arts, design, entertainment, sports, and media	124.8	138.0	138.2	0.2	242.7	1.8	\$26.20
29	Healthcare practitioners and technical	555.9	546.4	541.3	-5.1	155.5	0.3	\$35.35
31	Healthcare support	126.4	124.0	119.5	-4.4	325.1	2.6	\$13.36
33	Protective service	37.8	47.0	46.2	-0.8	102.9	2.2	\$20.70
35	Food preparation and serving related	181.1	234.6	231.2	-3.4	989.8	4.2	\$10.28
37	Building and grounds cleaning and maintenance	80.0	92.2	91.7	-0.6	781.9	8.5	\$12.34
39	Personal care and service	84.0	81.6	84.6	2.9	523.0	6.4	\$11.80
41	Sales and related	619.1	610.4	604.2	-6.2	1,066.6	1.7	\$18.26
43	Office and administrative support	521.7	522.6	511.4	-11.2	1,310.8	2.5	\$16.54
45	Farming, fishing, and forestry	6.2	7.7	7.9	0.1	115.2	14.9	\$11.65
47	Construction and extraction	88.6	115.1	112.4	-2.6	1,042.6	9.1	\$21.61
49	Installation, maintenance, and repair	165.8	193.3	185.1	-8.2	301.6	1.6	\$21.09
51	Production	139.6	140.7	131.9	-8.7	765.9	5.4	\$16.59
53	Transportation and material moving	216.2	244.3	249.8	5.5	878.6	3.6	\$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. 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 Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jul-13	Wage ²	Jul-13	Wage ²	Jul-13	Wage ²
United States	788,718	\$42.80	1,748,228	\$31.56	584,394	\$12.53
Alabama	5,687	\$40.53	15,535	\$28.04	5,820	\$10.90
Alaska	2,160	\$42.16	7,320	\$33.66	2,851	\$15.08
Arizona	14,160	\$38.82	36,113	\$30.14	12,132	\$12.84
Arkansas	3,319	\$35.61	8,881	\$25.70	3,814	\$10.28
California	105,030	\$47.77	213,784	\$37.12	59,031	\$13.90
Colorado	16,574	\$41.86	40,463	\$32.78	16,323	\$12.85
Connecticut	12,239	\$49.43	25,017	\$33.80	6,640	\$14.38
Delaware	3,659	\$46.19	7,315	\$33.83	1,770	\$12.50
Florida	35,395	\$38.21	77,316	\$29.47	36,455	\$12.09
Georgia	22,990	\$42.44	53,502	\$28.37	14,056	\$11.23
Hawaii	2,164	\$37.12	4,853	\$29.94	3,788	\$14.00
Idaho	2,985	\$33.74	7,818	\$25.57	3,846	\$11.24
Illinois	39,373	\$42.41	71,137	\$31.20	19,176	\$12.94
Indiana	10,089	\$37.43	23,665	\$27.60	9,805	\$11.38
Iowa	6,088	\$35.12	18,176	\$26.38	6,572	\$11.39
Kansas	7,772	\$38.30	14,714	\$20.29	4,919	\$11.22
Kentucky	6,223	\$35.83	13,651	\$26.94	5,543	\$10.86
Louisiana	6,371	\$36.71	14,588	\$26.99	7,228	\$11.03
Maine	2,455	\$35.09	7,640	\$27.72	3,645	\$11.97
Maryland	15,886	\$45.65	42,162	\$35.45	12,172	\$13.42
Massachusetts	27,668	\$48.66	59,624	\$35.29	14,230	\$14.88
Michigan	19,357	\$39.85	47,163	\$30.08	16,132	\$12.05
Minnesota	18,863	\$41.44	39,938	\$30.88	12,002	\$12.15
Mississippi	3,271	\$34.32	6,393	\$24.24	3,429	\$6.47
Missouri	11,957	\$37.24	27,196	\$27.60	9,396	\$11.22
Montana	1,668	\$31.80	5,897	\$24.63	3,629	\$11.56
Nebraska	5,241	\$36.70	12,265	\$26.54	5,156	\$11.33
Nevada	5,272	\$39.03	11,996	\$31.90	7,571	\$13.30
New Hampshire	2,611	\$42.22	8,250	\$30.17	3,538	\$12.79
New Jersey	29,689	\$49.32	57,974	\$34.58	21,571	\$14.47
New Mexico	2,863	\$36.63	10,835	\$29.55	3,324	\$11.66
New York	65,461	\$51.61	98,956	\$35.02	31,592	\$14.58
North Carolina	19,085	\$42.23	48,533	\$28.70	17,261	\$11.25
North Dakota	1,925	\$35.79	5,121	\$26.21	2,018	\$11.83
Ohio	26,236	\$38.74	55,743	\$29.85	22,363	\$11.82
Oklahoma	6,104	\$35.14	15,992	\$26.57	7,047	\$10.91
Oregon	8,620	\$38.45	25,370	\$31.06	9,614	\$13.06
Pennsylvania	28,449	\$41.77	63,660	\$30.55	25,072	\$12.38
Rhode Island	2,865	\$45.64	5,908	\$33.59	2,652	\$13.15
South Carolina	5,873	\$37.41	18,594	\$27.36	8,957	\$10.91
South Dakota	1,833	\$15.72	5,108	\$24.47	2,696	\$10.80
Tennessee	11,109	\$37.32	24,692	\$26.89	11,920	\$11.02
Texas	59,912	\$42.58	128,984	\$31.04	38,518	\$11.38
Utah	6,009	\$37.25	14,200	\$27.69	7,724	\$11.70
Vermont	1,405	\$37.26	4,111	\$25.23	1,728	\$13.12
Virginia	24,352	\$45.95	60,070	\$34.23	16,273	\$12.56
Washington	20,940	\$43.88	51,877	\$33.77	15,170	\$14.42
West Virginia	1,779	\$32.97	6,048	\$25.54	2,699	\$10.38
Wisconsin	13,270	\$37.34	28,607	\$29.20	12,183	\$11.79
Wyoming	921	\$36.03	3,077	\$27.23	1,189	\$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 Wage ¹	Total Ads	Average Hourly Wage ¹	Total Ads	Average Hourly Wage ¹
	Jul-13		Jul-13		Jul-13	
United States	1,107,152	\$17.22	338,436	\$20.95	404,529	\$16.37
Alabama	12,842	\$14.95	4,013	\$18.74	5,970	\$15.20
Alaska	4,467	\$18.27	1,744	\$28.16	1,413	\$22.57
Arizona	23,047	\$16.52	6,867	\$19.46	5,615	\$16.47
Arkansas	6,801	\$14.47	2,414	\$17.19	4,002	\$14.64
California	128,248	\$18.88	27,612	\$22.02	30,928	\$16.46
Colorado	26,461	\$18.13	10,337	\$21.25	8,414	\$17.16
Connecticut	14,030	\$20.47	3,716	\$24.61	4,915	\$18.09
Delaware	3,794	\$17.21	975	\$21.75	1,250	\$16.11
Florida	68,673	\$16.10	20,822	\$17.97	15,242	\$15.22
Georgia	28,629	\$16.39	8,432	\$19.12	11,171	\$15.81
Hawaii	5,701	\$6.63	1,322	\$26.26	1,048	\$18.28
Idaho	5,651	\$14.83	2,526	\$18.19	2,569	\$15.18
Illinois	42,857	\$18.00	9,003	\$24.03	15,286	\$16.73
Indiana	19,067	\$15.84	6,295	\$21.57	11,396	\$16.04
Iowa	11,546	\$15.56	4,812	\$19.38	6,737	\$15.81
Kansas	9,693	\$16.04	3,226	\$19.79	4,584	\$16.41
Kentucky	11,102	\$15.10	3,401	\$19.05	5,985	\$16.14
Louisiana	13,311	\$14.74	6,149	\$19.02	5,558	\$18.10
Maine	4,534	\$15.40	1,537	\$19.27	1,843	\$16.20
Maryland	23,331	\$18.13	5,831	\$21.95	5,906	\$17.32
Massachusetts	28,714	\$20.02	6,958	\$12.42	8,481	\$17.62
Michigan	29,064	\$16.45	9,789	\$21.18	14,155	\$16.97
Minnesota	23,429	\$17.79	7,596	\$22.95	11,685	\$17.01
Mississippi	6,123	\$13.90	2,521	\$17.40	3,384	\$14.50
Missouri	18,821	\$15.80	5,750	\$21.21	8,410	\$15.66
Montana	4,376	\$14.98	2,304	\$20.27	1,956	\$16.70
Nebraska	9,314	\$15.39	4,264	\$18.96	4,240	\$15.73
Nevada	10,743	\$16.18	2,957	\$24.22	2,587	\$17.09
New Hampshire	5,618	\$17.41	2,081	\$21.08	2,741	\$16.63
New Jersey	35,614	\$19.15	9,547	\$25.25	10,691	\$16.43
New Mexico	5,425	\$14.73	1,968	\$18.88	1,793	\$16.53
New York	67,321	\$20.27	14,801	\$25.35	15,805	\$17.97
North Carolina	28,479	\$16.35	10,651	\$18.55	10,885	\$15.10
North Dakota	4,452	\$15.38	3,274	\$21.79	3,131	\$18.35
Ohio	43,107	\$16.39	14,697	\$20.64	23,747	\$15.93
Oklahoma	13,349	\$14.90	6,196	\$18.64	7,022	\$15.80
Oregon	14,457	\$17.17	4,785	\$21.75	5,719	\$16.44
Pennsylvania	44,251	\$17.32	13,263	\$20.97	20,174	\$16.65
Rhode Island	4,260	\$18.54	1,173	\$22.71	1,381	\$16.09
South Carolina	13,274	\$14.92	5,354	\$18.29	6,089	\$15.70
South Dakota	4,242	\$14.50	2,204	\$17.66	2,212	\$14.46
Tennessee	20,785	\$15.57	6,917	\$18.46	10,136	\$15.16
Texas	85,148	\$16.73	28,836	\$18.70	31,157	\$16.00
Utah	15,303	\$16.06	4,899	\$19.99	5,156	\$16.52
Vermont	2,163	\$16.59	770	\$19.47	1,081	\$16.38
Virginia	28,496	\$17.13	8,813	\$20.28	8,272	\$16.35
Washington	23,969	\$18.59	7,570	\$24.06	7,831	\$18.80
West Virginia	4,708	\$13.40	1,684	\$20.10	2,431	\$15.98
Wisconsin	21,254	\$16.48	7,773	\$21.76	12,821	\$16.24
Wyoming	1,761	\$15.68	1,237	\$22.62	1,026	\$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 Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}
	Jul-13		Jul-13		Jul-13	
United States	788,718	\$42.80	1,748,228	\$31.56	584,394	\$12.53
Birmingham, AL	2,183	\$42.01	5,278	\$27.95	1,732	\$11.27
Phoenix, AZ	10,734	\$39.88	23,734	\$24.88	7,667	\$12.78
Tucson, AZ	1,605	\$36.11	4,939	\$30.08	2,045	\$12.63
Los Angeles, CA	34,820	\$47.62	59,986	\$37.13	17,807	\$13.55
Riverside, CA	3,582	\$42.25	9,197	\$32.92	4,108	\$13.00
Sacramento, CA	4,958	\$40.98	10,924	\$36.28	3,047	\$13.87
San Diego, CA	7,499	\$45.18	18,041	\$35.38	6,214	\$13.10
San Francisco, CA	28,164	\$53.31	47,136	\$41.14	9,707	\$15.61
San Jose, CA	10,703	\$59.11	28,478	\$45.16	2,458	\$14.30
Denver, CO	10,873	\$43.36	23,107	\$34.66	7,178	\$12.95
Hartford, CT	4,875	\$46.34	9,282	\$33.98	2,182	\$14.18
Washington, DC	31,642	\$50.76	66,576	\$41.23	14,204	\$14.65
Jacksonville, FL	3,371	\$37.54	5,839	\$24.25	3,216	\$11.72
Miami, FL	11,773	\$40.70	20,603	\$30.51	8,272	\$12.70
Orlando, FL	5,203	\$37.49	9,508	\$28.89	5,041	\$11.68
Tampa, FL	5,867	\$38.37	13,188	\$29.87	5,093	\$11.81
Atlanta, GA	18,408	\$44.65	37,991	\$31.00	8,384	\$11.57
Honolulu, HI	1,570	\$37.47	3,379	\$30.53	2,465	\$13.56
Chicago, IL	33,169	\$43.94	53,858	\$30.98	14,338	\$13.13
Indianapolis, IN	4,560	\$38.93	8,755	\$29.91	3,579	\$11.88
Louisville, KY	2,948	.	5,492	.	2,437	.
New Orleans, LA	2,193	.	4,835	.	3,187	.
Baltimore, MD	8,463	.	22,030	.	6,692	.
Boston, MA	22,736	\$50.15	45,162	\$36.52	9,812	\$15.09
Detroit, MI	9,806	\$42.44	23,551	\$32.64	6,323	\$12.36
Minneapolis-St. Paul, MN	14,362	.	26,913	.	7,014	.
Kansas City, MO	6,030	.	11,761	.	3,696	.
St. Louis, MO	6,415	.	13,701	.	3,846	.
Las Vegas, NV	3,647	.	7,747	.	5,121	.
Buffalo, NY	2,167	.	4,714	.	2,294	.
New York, NY	69,389	\$54.25	104,165	\$37.30	30,455	\$15.06
Rochester, NY	1,582	.	3,984	.	1,751	.
Charlotte, NC	6,656	.	12,852	.	4,066	.
Cincinnati, OH	5,412	.	9,754	.	3,714	.
Cleveland, OH	6,029	.	12,476	.	4,723	.
Columbus, OH	6,487	.	11,990	.	4,601	.
Oklahoma City, OK	2,592	.	6,360	.	3,073	.
Portland, OR	6,456	.	16,277	.	4,879	.
Philadelphia, PA	17,420	\$46.34	33,966	\$33.40	10,029	\$13.33
Pittsburgh, PA	6,052	.	11,862	.	5,848	.
Providence, RI	3,328	.	7,547	\$30.70	3,382	.
Memphis, TN	2,490	.	4,912	.	1,860	.
Nashville, TN	4,808	.	9,167	.	4,281	.
Austin, TX	5,162	.	14,652	.	3,884	.
Dallas, TX	22,208	\$43.48	40,418	\$32.37	10,624	\$11.84
Houston, TX	17,996	.	32,876	.	8,786	.
San Antonio, TX	4,412	.	9,328	.	3,913	.
Salt Lake City, UT	4,062	.	8,474	.	4,142	.
Richmond, VA	3,389	.	8,164	.	2,771	.
Virginia Beach, VA	2,732	.	7,629	.	3,598	.
Seattle-Tacoma, WA	16,324	\$46.04	37,486	\$36.39	8,828	\$14.91
Milwaukee, WI	5,142	.	9,288	.	3,878	.

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

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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
	Jul-13	Wage ^{2*}	Jul-13	Wage ^{2*}	Jul-13	Wage ^{2*}
United States	1,107,152	\$17.22	338,436	\$20.95	404,529	\$16.37
Birmingham, AL	4,648	\$16.47	1,213	\$19.67	1,741	\$7.74
Phoenix, AZ	16,687	\$17.20	4,538	\$20.05	3,589	\$16.79
Tucson, AZ	3,021	\$14.91	1,141	\$19.36	804	\$15.26
Los Angeles, CA	44,830	\$18.81	6,915	\$24.26	9,244	\$15.68
Riverside, CA	8,241	\$16.32	2,409	\$22.66	3,051	\$15.81
Sacramento, CA	7,171	\$18.29	1,808	\$23.72	1,635	\$16.93
San Diego, CA	10,992	\$18.29	2,496	\$23.79	2,109	\$16.25
San Francisco, CA	22,653	\$22.22	4,585	\$27.73	4,061	\$19.43
San Jose, CA	6,537	\$23.22	1,154	\$26.51	1,208	\$18.08
Denver, CO	14,848	\$19.36	4,930	\$21.68	3,855	\$17.48
Hartford, CT	5,484	\$19.82	1,454	\$24.25	1,786	\$18.13
Washington, DC	26,362	\$19.65	5,596	\$23.19	4,222	\$17.92
Jacksonville, FL	6,185	\$16.39	2,412	\$18.88	1,984	\$16.38
Miami, FL	20,771	\$16.99	3,966	\$18.95	3,058	\$15.42
Orlando, FL	9,162	\$15.48	2,707	\$18.00	1,888	\$15.00
Tampa, FL	10,011	\$16.48	3,109	\$17.69	2,169	\$14.83
Atlanta, GA	18,540	\$17.74	4,658	\$20.20	5,321	\$16.92
Honolulu, HI	4,391	\$16.75	1,003	\$27.24	816	\$18.82
Chicago, IL	33,829	\$18.76	6,288	\$25.05	10,010	\$16.95
Indianapolis, IN	8,182	\$17.59	2,639	\$22.51	3,535	\$16.06
Louisville, KY	4,945	.	1,488	\$11.64	2,427	.
New Orleans, LA	4,702	.	1,945	\$18.76	1,444	.
Baltimore, MD	13,178	.	3,525	\$16.07	3,294	.
Boston, MA	21,751	\$20.89	4,703	\$26.18	5,384	\$17.90
Detroit, MI	12,896	\$17.69	3,936	\$22.80	5,126	\$18.16
Minneapolis-St. Paul, MN	16,481	.	4,367	\$14.13	6,795	.
Kansas City, MO	8,230	.	2,444	\$14.29	3,141	.
St. Louis, MO	8,674	.	1,945	.	2,696	.
Las Vegas, NV	7,441	.	1,629	\$15.94	1,310	.
Buffalo, NY	4,756	.	1,280	\$14.54	1,761	.
New York, NY	63,662	\$21.32	12,289	\$27.06	12,481	\$17.96
Rochester, NY	3,514	.	1,116	\$11.83	1,362	.
Charlotte, NC	8,152	.	2,582	\$13.59	2,791	.
Cincinnati, OH	8,282	.	2,360	\$12.93	3,528	.
Cleveland, OH	9,349	.	2,864	\$13.63	4,664	.
Columbus, OH	9,286	.	3,143	\$14.05	4,034	.
Oklahoma City, OK	6,091	.	3,017	\$17.38	2,704	.
Portland, OR	9,297	.	2,678	.	3,314	.
Philadelphia, PA	20,002	\$19.13	4,720	\$23.42	5,437	\$17.43
Pittsburgh, PA	10,504	.	3,238	\$13.32	4,120	.
Providence, RI	5,695	.	1,652	\$14.05	2,096	.
Memphis, TN	4,075	.	1,367	\$12.27	2,062	.
Nashville, TN	8,012	.	2,483	\$13.29	3,067	.
Austin, TX	8,039	.	2,378	\$11.58	1,886	.
Dallas, TX	26,556	\$17.92	7,081	\$18.82	8,250	\$15.49
Houston, TX	21,188	.	6,647	.	6,696	.
San Antonio, TX	6,591	.	2,485	\$11.27	2,178	.
Salt Lake City, UT	8,890	.	2,511	\$14.56	2,827	.
Richmond, VA	5,002	.	1,770	\$16.19	1,579	.
Virginia Beach, VA	5,433	.	2,519	\$12.23	1,982	.
Seattle-Tacoma, WA	15,324	\$20.02	4,097	\$25.77	4,298	\$20.09
Milwaukee, WI	6,940	.	2,319	\$16.30	3,488	.

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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