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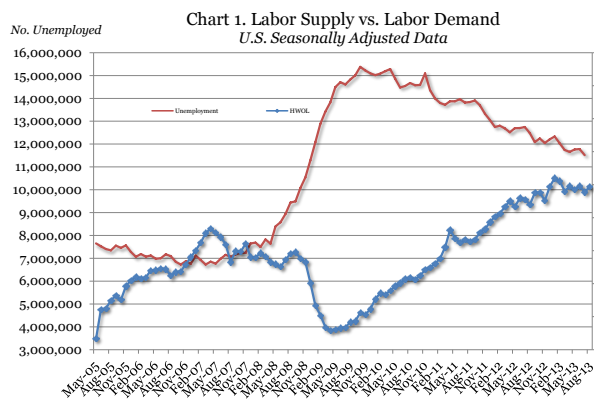
Online Labor Demand up 86,800 in August but flat thus far in 2013

- Employer labor demand remains stalled at the December 2012 level
- So far in 2013, gains in service occupations have been offset by declines in many professional and manufacturing occupations

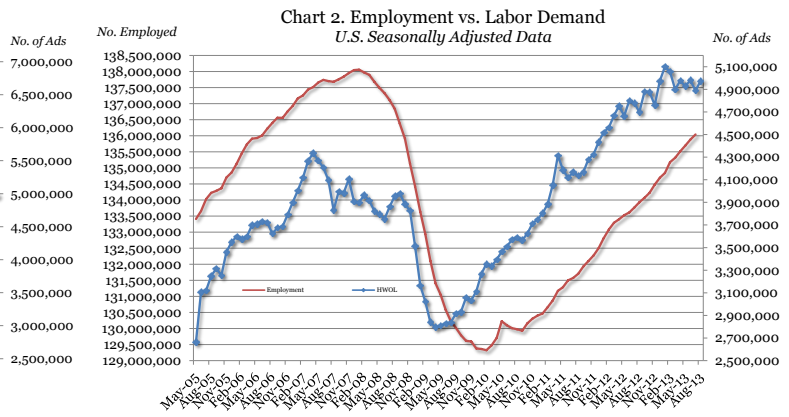
NEW YORK, September 4, 2013...Online advertised vacancies were up 86,800 in August to 4,974,900, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The modest August gain was not enough to offset earlier months' losses, leaving labor demand basically where it was eight months ago in December 2012. The July Supply/Demand rate stands at 2.4 unemployed for each vacancy, with a total of 6.6 million more unemployed workers than the number of advertised vacancies.

“This has not been a great year for labor demand,” said June Shelp, Vice President of The Conference Board. “While the churn in the labor market is there (with almost 5 million jobs advertised each month), the end results are disappointing. Thus far in 2013, ten of the 22 major occupational categories are down, offsetting increases in the 12 other groups.”

This year’s downturn in demand has hit higher-wage professional professions: architecture/engineering (-18,800); computer and math (-35,500); and management (-11,800). The growth has been in relatively low-wage service occupations such as transportation and material moving (+36,200); food service workers (+18,800); and building and grounds workers (+8,300). Demand for production workers also turned down this year, dropping 11,200. In 2013 employers are, however, seeking more construction workers (+14,800) and legal workers (+8,400).



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

- August labor demand up in 18 of the 20 largest States, with California declining and Arizona unchanged
- 46 of the 50 States increased in August

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²	Recent Trend ³
Location	Aug-13	Aug-Jul 13	Jul-13	
United States	4,974.9	86.8	2.36	→ 12/12
NORTHEAST	953.5	26.0	2.32	
Massachusetts	148.7	3.9	1.73	↓ 1/13
New Jersey	165.4	3.6	2.44	↓ 1/13
New York	305.7	11.6	2.44	→ 1/13
Pennsylvania	196.3	3.3	2.55	→ 12/12
SOUTH	1,668.8	59.9	2.56	
Florida	266.5	11.6	2.61	↓ 9/12
Georgia	138.8	2.1	3.09	↓ 1/13
Maryland	107.0	3.5	2.14	↓ 2/13
North Carolina	139.0	7.5	3.18	↓ 1/13
Texas	372.2	7.3	2.28	↓ 1/13
Virginia	150.0	6.2	1.68	↓ 1/13
MIDWEST	1,078.9	30.3	2.40	
Illinois	197.0	1.9	3.10	→ 1/13
Michigan	137.1	4.1	3.14	↓ 1/13
Minnesota	117.0	2.2	1.34	↓ 1/13
Missouri	81.9	3.5	2.71	↓ 10/12
Ohio	194.1	9.7	2.25	→ 12/12
Wisconsin	101.6	6.6	2.21	↓ 2/13
WEST	1,165.3	1.2	2.45	
Arizona	98.9	0.0	2.44	↑ 5/12
California	541.7	-13.5	2.92	→ 12/12
Colorado	116.8	1.3	1.70	→ 1/13
Washington	126.7	2.2	1.92	↓ 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) .

August Changes for States

In August, online labor demand increased in 46 of the 50 States. Three States (Arizona, Delaware, and South Dakota) were basically unchanged, and California declined. Forty-four of the 50 States are above last August's levels (Table 3).

Since the start of 2013, however, the demand for workers has been flat in the U.S. with 21 of the 50 States posting losses, which largely offset the gains in other States. The sharpest declines for this year were in States like Maryland and Virginia, which were impacted by the federal budget sequester.

The largest increase in online labor demand occurred in the **South**, which gained 59,900 in August, led by Florida's increase of 11,600 (Table A). North Carolina rose 7,500. Texas, the largest State in the region, increased by 7,300. Virginia rose 6,200; its first gain since January. August labor demand increased 3,500 in Maryland and 2,100 in Georgia. Among the smaller States, Louisiana rose 3,200 to its HWOL series high; Tennessee rose 3,100; South Carolina increased 2,500; and Arkansas gained 2,000 (Table 3).

The **Midwest** was up 30,300 in August. Ohio posted the largest increase (9,700), followed by Wisconsin (6,600), Michigan (4,100), Missouri (3,500), Minnesota (2,200), and Illinois (1,900). Among the smaller Midwest States in August, Indiana gained 4,400; North Dakota increased 1,600; and Kansas rose 400.

The **Northeast** was up 26,000 in August with New York up 11,600. The next largest gains were found in Massachusetts (3,900), New Jersey (3,600), and Pennsylvania (3,300). Among the smaller States in the Northeast, August labor demand rose 2,400 in New Hampshire to its series high with smaller increases in Maine (1,400), Connecticut (700), and Rhode Island (700).

Online labor demand in the **West** rose just 1,200 in August with California, its largest State, losing 13,500. Arizona was unchanged. Washington gained 2,200 and Colorado rose 1,300. Among the smaller Western States, Nevada led increases (2,500), followed by Oregon (1,200) and Utah (900).

The Supply/Demand rates for the States are for July 2013, the latest month for which state unemployment data are available. The number of advertised vacancies exceeded the number of unemployed only in North Dakota and South Dakota, where the Supply/Demand rates were 0.63 and 0.99 respectively. The State with the highest Supply/Demand rate was Mississippi (4.65), where there were close to five unemployed workers for each online advertised vacancy (Table 4). 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 August, 43 of the 52 largest metro areas posted increases in labor demand while nine posted declines

Location	Total Ads ¹ (Thousands) Aug-13	M-O-M Change (Thousands) Aug-Jul 13	Supply/ Demand Rate ² Jul-13
United States	4,974.9	86.8	2.36
NORTHEAST	953.5	26.0	2.32
Boston, MA	110.6	1.3	1.50
New York, NY	294.6	4.9	2.58
Philadelphia, PA	91.9	0.8	2.65
SOUTH	1,668.8	59.9	2.56
Atlanta, GA	92.6	-0.5	2.49
Baltimore, MD	58.6	2.2	1.93
Dallas, TX	114.8	1.5	1.87
Houston, TX	94.3	1.3	2.08
Miami, FL	71.6	1.6	2.99
Washington, DC	148.8	1.0	1.21
MIDWEST	1,078.9	30.3	2.40
Chicago, IL	150.6	-0.2	3.01
Cleveland, OH	41.2	1.3	1.87
Detroit, MI	61.9	1.1	3.13
Minneapolis-St. Paul, MN	77.6	0.6	1.18
WEST	1,165.3	1.2	2.45
Denver, CO	64.1	0.2	1.54
Los Angeles, CA	167.9	-3.7	3.41
Phoenix, AZ	67.1	-0.6	2.02
San Diego, CA	45.0	-1.3	2.46
San Francisco, CA	113.7	-0.4	1.28
San Jose, CA	46.8	-2.3	1.28
Seattle-Tacoma, WA	85.4	0.9	1.25

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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 August, 13 of the 20 largest MSAs and 43 of the 52 metropolitan areas for which data are reported separately posted increases in the number of advertised vacancies (Table B and Table 5). Thirty-seven of the largest 52 MSAs (71 percent) had labor demand levels above their levels in August 2012.

With the churn in the labor market, 20 of the MSAs included in HWOL have July 2013 Supply/Demand rates (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (Table 6). The metro areas with the most favorable Supply/Demand rates are Salt Lake City (0.87), Minneapolis–St. Paul (1.18), Washington, DC (1.21), Seattle–Tacoma (1.25), San Francisco (1.28), San Jose (1.28), Oklahoma City (1.30), and Honolulu (1.34).

Metro areas in which the number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA with nearly six unemployed workers for every advertised vacancy (5.75), Memphis (3.54), Las Vegas (3.51), Los Angeles (3.41), Detroit (3.13), and Chicago (3.01) (Table 6).

OCCUPATIONAL HIGHLIGHTS

- In August, 6 of the top 10 SOC groups posted increases (Table C)
- 15 of the 22 major groups in the Standard Occupational Classifications (SOC) increased in August (Table 7)

SOC ¹	Occupation	Total Ads (Thousands) Aug-13	M-O-M Change (Thousands) Aug-Jul 13	Unemployed (Thousands) Jul-13	Supply/ Demand Rate ² Jul-13	Average Hourly Wage ³
41	Sales and related	645.0	40.8	1,088.0	1.80	\$18.26
15	Computer and mathematical science	584.1	-0.9	161.2	0.28	\$38.55
29	Healthcare practitioners and technical	545.3	4.0	207.9	0.38	\$35.35
43	Office and administrative support	525.9	14.5	1,254.2	2.45	\$16.54
11	Management	476.5	-1.5	514.1	1.08	\$52.20
13	Business and financial operations	309.1	2.9	234.1	0.76	\$33.44
53	Transportation and material moving	262.2	12.5	899.0	3.60	\$16.15
35	Food preparation and serving related	226.7	-4.5	917.4	3.97	\$10.28
49	Installation, maintenance, and repair	192.2	7.2	271.7	1.47	\$21.09
17	Architecture and engineering	163.5	-1.1	86.7	0.53	\$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 August

In August, **Sales and Related** occupations rose 40,800, to 645,000, largely driven by a rise in demand for Retail Salespeople and First-Line Supervisors/Managers of Retail Sales Workers (Table C). In August, sales positions, which include sales clerks as well as managers, reached their highest level in the HWOL series. The Supply/Demand rate based on the latest unemployment data for July 2013 is 1.8, or just under two job-seekers for every advertised opening — a significant reduction from the four job-seekers for every position at the official end of the recession in June 2009.

Office and Administrative occupations rose 14,500 to 525,900 in August, but labor demand has not reached the level seen earlier this year of 555,000 in February 2013. The August 2013 increase partly reflected higher demand by employers for Customer Service Representatives and Receptions and Information Clerks. **Transportation and Material Moving** occupations increased 12,500 in August to 262,200, a series high as demand for workers grew. One of the drivers for the August rise was higher demand for Truck Drivers. **Installation, Maintenance, and Repair** occupations rose 7,200 to 192,200 based on increases in Automotive Specialty Technicians and General Maintenance and Repair Workers and their Supervisors and Managers.

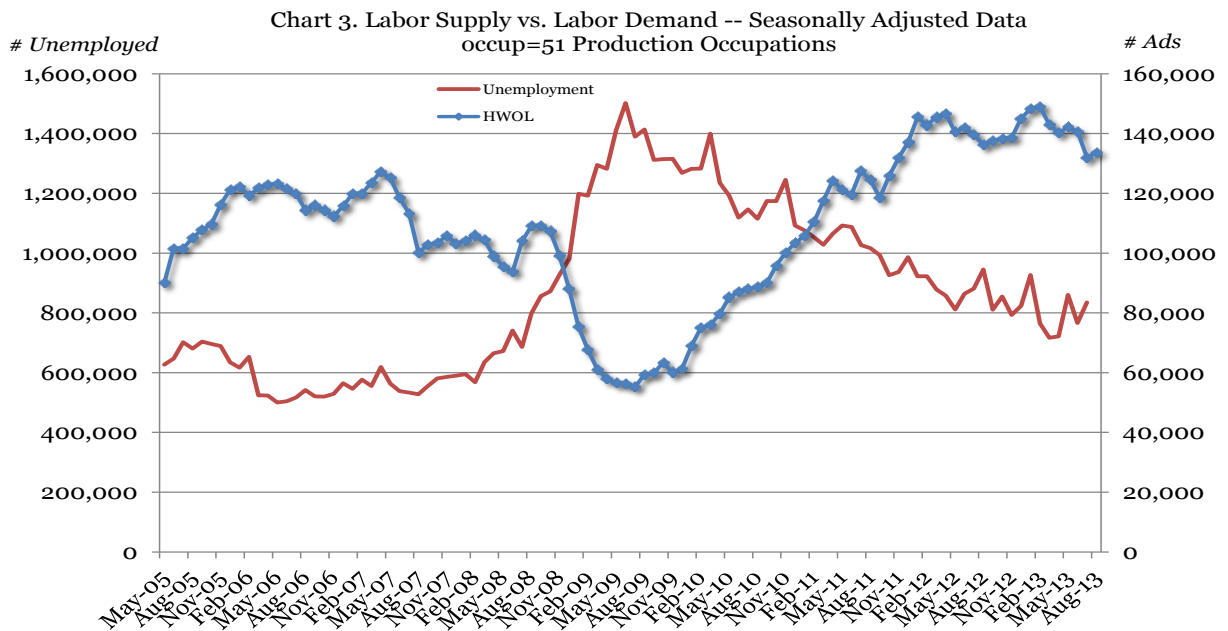
Occupations that declined in August included **Food Preparation and Serving-Related** occupations, down 4,500 to 226,700 due in part to decreased demand for Bartenders (Table 7). Other occupations that saw August declines included Management occupations (-1,500).

Occupational Trends – Demand for production workers down in 2013

Production (which includes occupations like tool and die makers, lathe operators, laundry and dry cleaning workers, etc.) was up 1,800 in August but has slumped so far this year (down 11,200, or 7.7 percent, in the first eight months of 2013) (See Chart 3).

Nevertheless, the outlook for production workers is significantly brighter than it was a few years ago. In July, the latest data available for unemployment, there were 6.3 job-seekers for every available advertised vacancy in production occupations, down from a high of 26.6 job-seekers for every advertised vacancy at the end of the recession in June 2009.

The occupations primarily responsible for the 2013 declines in labor demand are occupations that are commonly associated with manufacturing, including assemblers and fabricators, machinists, welders, and cutters.



Source: The Conference Board, BLS

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			
	<u>Data for the Month</u>	<u>Release Date</u>	
	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)
	Aug-12	Jul-13	Aug-13	Aug-Jul 13	Aug-12	Jul-13	Aug-13	Aug-Jul 13
United States	4,699.8	4,888.1	4,974.9	86.8	2,296.4	2,364.7	2,578.3	213.6
New England	280.3	284.4	292.9	8.4	135.1	139.1	154.5	15.4
Middle Atlantic	614.2	643.1	660.6	17.5	308.0	323.4	356.3	32.9
South Atlantic	932.1	910.4	944.1	33.7	464.2	441.2	498.6	57.4
East North Central	679.9	685.1	706.9	21.9	323.1	321.5	364.2	42.7
East South Central	200.5	199.5	208.5	9.1	96.8	94.2	108.2	14.0
West North Central	368.8	363.5	372.0	8.5	176.8	161.0	179.0	18.0
West South Central	484.2	499.0	516.2	17.2	232.3	235.5	264.2	28.7
Mountain	341.6	383.2	391.7	8.5	172.1	188.1	202.9	14.8
Pacific	721.9	780.9	773.6	-7.3	371.5	391.2	416.9	25.7

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)		
	Aug-12	Jul-13	Aug-13	Aug-12	Jul-13	Aug-13
United States	3.04	3.14	3.19	1.48	1.52	1.65
New England	3.64	3.69	3.80	1.75	1.81	2.01
Middle Atlantic	2.97	3.10	3.19	1.49	1.56	1.72
South Atlantic	3.11	3.03	3.14	1.55	1.47	1.66
East North Central	2.93	2.95	3.04	1.39	1.38	1.57
East South Central	2.31	2.30	2.41	1.12	1.09	1.25
West North Central	3.37	3.30	3.38	1.62	1.46	1.63
West South Central	2.72	2.77	2.86	1.30	1.31	1.47
Mountain	3.10	3.46	3.54	1.56	1.70	1.83
Pacific	2.90	3.12	3.09	1.49	1.56	1.67

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)
	Aug-12	Jul-13	Aug-13	Aug-Jul 13	Aug-12	Jul-13	Aug-13	Aug-Jul 13
United States	4,699.8	4,888.1	4,974.9	86.8	2,296.4	2,364.7	2,578.3	213.6
Alabama	48.2	47.7	49.2	1.4	22.8	21.5	24.6	3.1
Alaska	18.9	19.2	20.4	1.2	9.4	9.1	11.0	1.9
Arizona	86.8	98.9	98.9	0.0	43.3	47.5	50.1	2.6
Arkansas	28.0	27.8	29.7	2.0	12.6	12.6	14.9	2.2
California	516.1	555.1	541.7	-13.5	264.5	275.7	289.9	14.2
Colorado	100.0	115.5	116.8	1.3	50.5	58.8	62.1	3.2
Connecticut	64.8	65.5	66.2	0.7	29.7	30.4	32.7	2.4
Delaware	15.9	18.6	18.6	0.0	7.7	8.4	9.2	0.7
Florida	260.8	254.8	266.5	11.6	145.4	132.6	150.4	17.8
Georgia	132.0	136.8	138.8	2.1	59.9	60.9	68.2	7.3
Hawaii	18.3	18.5	19.6	1.0	11.2	11.4	12.9	1.5
Idaho	20.0	24.0	24.3	0.3	10.7	13.3	13.6	0.3
Illinois	186.2	195.1	197.0	1.9	80.5	83.3	92.0	8.7
Indiana	78.3	78.3	82.6	4.4	35.5	34.9	41.9	7.0
Iowa	49.4	52.1	52.6	0.4	21.6	22.6	23.9	1.3
Kansas	42.2	43.2	43.6	0.4	18.8	18.5	20.9	2.4
Kentucky	46.0	44.6	47.7	3.0	21.6	20.6	24.2	3.6
Louisiana	47.8	52.8	56.1	3.2	23.2	25.4	29.5	4.0
Maine	21.0	20.5	21.9	1.4	9.6	9.3	11.0	1.7
Maryland	111.2	103.5	107.0	3.5	51.7	46.9	54.4	7.5
Massachusetts	142.5	144.8	148.7	3.9	67.8	69.0	77.2	8.2
Michigan	134.6	133.0	137.1	4.1	68.1	63.6	70.9	7.3
Minnesota	121.8	114.8	117.0	2.2	60.1	50.0	55.5	5.5
Mississippi	23.9	23.8	25.7	1.9	10.3	9.5	11.6	2.1
Missouri	85.0	78.5	81.9	3.5	44.7	35.7	41.3	5.6
Montana	16.9	18.2	19.2	1.0	7.8	8.4	9.7	1.3
Nebraska	35.9	38.7	39.9	1.2	16.7	18.3	19.6	1.2
Nevada	47.0	40.3	42.8	2.5	25.8	19.8	22.9	3.2
New Hampshire	24.2	24.3	26.7	2.4	12.7	13.6	15.7	2.1
New Jersey	152.2	161.8	165.4	3.6	78.2	84.6	91.6	7.0
New Mexico	24.9	25.1	26.7	1.6	12.0	12.0	13.4	1.4
New York	279.0	294.1	305.7	11.6	142.4	151.1	167.6	16.5
North Carolina	130.5	131.5	139.0	7.5	68.4	67.8	78.4	10.7
North Dakota	19.2	19.2	20.8	1.6	8.2	8.9	10.1	1.2
Ohio	184.0	184.4	194.1	9.7	93.3	93.6	107.3	13.8
Oklahoma	54.0	53.8	58.7	4.9	27.4	27.8	33.0	5.2
Oregon	54.3	64.9	66.1	1.2	29.3	35.2	36.5	1.3
Pennsylvania	189.0	193.0	196.3	3.3	91.1	90.8	101.7	10.8
Rhode Island	17.8	18.1	18.7	0.7	9.8	10.2	11.3	1.1
South Carolina	55.8	56.6	59.1	2.5	28.2	29.0	32.5	3.5
South Dakota	16.7	17.5	17.4	-0.1	6.8	6.7	7.6	0.9
Tennessee	82.7	83.2	86.3	3.1	42.1	42.2	47.6	5.5
Texas	354.8	364.8	372.2	7.3	170.1	170.0	188.1	18.1
Utah	37.8	53.0	54.0	0.9	19.6	24.8	27.8	3.0
Vermont	11.1	11.0	11.7	0.7	5.5	5.8	6.5	0.8
Virginia	157.4	143.8	150.0	6.2	71.5	66.5	74.0	7.6
Washington	115.3	124.6	126.7	2.2	57.1	62.1	66.7	4.6
West Virginia	19.0	18.4	19.2	0.8	7.8	7.6	8.4	0.8
Wisconsin	102.0	95.0	101.6	6.6	46.7	45.9	53.4	7.5
Wyoming	8.6	9.0	9.2	0.2	3.5	3.6	4.0	0.4

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
	Aug-12	Jul-13	Aug-13	Jul-13	Jul-13	Jul-13	Jul-13
	United States	3.04	3.14	3.19	7.4	11,514.00	4,888.1
Alabama	2.24	2.21	2.28	6.3	135.09	47.7	2.83
Alaska	5.17	5.29	5.62	6.3	22.95	19.2	1.19
Arizona	2.87	3.29	3.29	8.0	241.71	98.9	2.44
Arkansas	2.07	2.09	2.24	7.4	97.81	27.8	3.52
California	2.79	2.98	2.91	8.7	1,622.17	555.1	2.92
Colorado	3.65	4.17	4.22	7.1	196.19	115.5	1.70
Connecticut	3.45	3.54	3.58	8.1	149.59	65.5	2.28
Delaware	3.58	4.21	4.22	7.4	32.67	18.6	1.76
Florida	2.78	2.71	2.83	7.1	665.29	254.8	2.61
Georgia	2.75	2.84	2.88	8.8	422.48	136.8	3.09
Hawaii	2.81	2.88	3.04	4.5	28.89	18.5	1.56
Idaho	2.59	3.10	3.14	6.6	51.06	24.0	2.12
Illinois	2.83	2.98	3.01	9.2	604.71	195.1	3.10
Indiana	2.49	2.48	2.62	8.4	265.43	78.3	3.39
Iowa	3.02	3.16	3.18	4.8	79.27	52.1	1.52
Kansas	2.84	2.90	2.92	5.9	87.42	43.2	2.02
Kentucky	2.21	2.14	2.28	8.5	178.03	44.6	3.99
Louisiana	2.29	2.52	2.68	7.0	146.30	52.8	2.77
Maine	2.97	2.89	3.09	6.9	48.82	20.5	2.38
Maryland	3.56	3.31	3.42	7.1	222.00	103.5	2.14
Massachusetts	4.10	4.15	4.26	7.2	250.35	144.8	1.73
Michigan	2.89	2.81	2.90	8.8	418.10	133.0	3.14
Minnesota	4.11	3.86	3.93	5.2	153.81	114.8	1.34
Mississippi	1.79	1.84	1.99	8.5	110.67	23.8	4.65
Missouri	2.84	2.61	2.73	7.1	212.93	78.5	2.71
Montana	3.32	3.58	3.77	5.3	27.08	18.2	1.49
Nebraska	3.52	3.73	3.85	4.2	43.15	38.7	1.12
Nevada	3.42	2.93	3.12	9.5	131.00	40.3	3.25
New Hampshire	3.26	3.28	3.59	5.1	37.76	24.3	1.55
New Jersey	3.31	3.51	3.59	8.6	394.56	161.8	2.44
New Mexico	2.66	2.68	2.85	6.9	64.57	25.1	2.57
New York	2.91	3.07	3.19	7.5	717.67	294.1	2.44
North Carolina	2.76	2.80	2.96	8.9	417.84	131.5	3.18
North Dakota	4.88	4.80	5.20	3.0	12.18	19.2	0.63
Ohio	3.21	3.21	3.38	7.2	415.82	184.4	2.25
Oklahoma	2.99	2.97	3.24	5.3	95.40	53.8	1.77
Oregon	2.78	3.37	3.44	8.0	154.75	64.9	2.39
Pennsylvania	2.91	2.96	3.01	7.5	492.02	193.0	2.55
Rhode Island	3.18	3.25	3.37	8.9	49.24	18.1	2.73
South Carolina	2.58	2.62	2.73	8.1	174.27	56.6	3.08
South Dakota	3.75	3.90	3.87	3.9	17.36	17.5	0.99
Tennessee	2.66	2.67	2.77	8.5	266.45	83.2	3.20
Texas	2.82	2.85	2.91	6.5	831.85	364.8	2.28
Utah	2.79	3.79	3.85	4.6	64.69	53.0	1.22
Vermont	3.12	3.13	3.33	4.6	16.04	11.0	1.46
Virginia	3.74	3.40	3.55	5.7	241.73	143.8	1.68
Washington	3.32	3.57	3.63	6.9	239.61	124.6	1.92
West Virginia	2.36	2.32	2.42	6.2	48.97	18.4	2.66
Wisconsin	3.35	3.09	3.30	6.8	209.73	95.0	2.21
Wyoming	2.80	2.93	2.98	4.6	14.11	9.0	1.57

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)
	Aug-12	Jul-13	Aug-13	Aug-Jul 13	Aug-12	Jul-13	Aug-13	Aug-Jul 13
Birmingham, AL	15.3	16.3	16.4	0.1	7.5	7.8	8.3	0.5
Phoenix, AZ	57.6	67.7	67.1	-0.6	28.2	32.8	33.6	0.8
Tucson, AZ	12.6	13.5	13.5	0.1	7.1	7.0	7.8	0.8
Los Angeles, CA	161.5	171.6	167.9	-3.7	83.4	86.4	90.5	4.0
Riverside, CA	32.6	30.6	30.4	-0.3	19.5	15.2	16.5	1.4
Sacramento, CA	24.9	28.9	28.3	-0.6	12.2	14.9	14.7	-0.2
San Diego, CA	45.0	46.3	45.0	-1.3	22.6	24.0	24.1	0.1
San Francisco, CA	102.2	114.1	113.7	-0.4	53.3	55.8	63.4	7.5
San Jose, CA	47.6	49.1	46.8	-2.3	20.0	19.8	19.4	-0.4
Denver, CO	55.3	63.9	64.1	0.2	26.4	31.1	32.9	1.8
Hartford, CT	24.4	24.9	25.1	0.2	11.7	11.6	12.5	1.0
Washington, DC	162.2	147.7	148.8	1.0	69.8	65.7	67.6	1.9
Jacksonville, FL	20.7	22.4	23.2	0.8	12.2	13.0	14.4	1.4
Miami, FL	66.0	70.0	71.6	1.6	34.2	35.0	39.2	4.2
Orlando, FL	36.6	33.4	34.1	0.7	21.9	16.2	17.6	1.5
Tampa, FL	49.3	40.0	41.0	1.0	29.0	19.6	22.0	2.4
Atlanta, GA	85.6	93.1	92.6	-0.5	38.2	40.9	44.1	3.2
Honolulu, HI	12.8	13.4	14.0	0.7	8.3	8.9	9.8	0.8
Chicago, IL	143.1	150.8	150.6	-0.2	61.4	63.2	69.4	6.2
Indianapolis, IN	30.9	30.6	32.7	2.1	15.3	15.0	17.4	2.4
Louisville, KY	20.0	19.3	20.5	1.2	9.7	9.0	10.7	1.7
New Orleans, LA	15.9	18.2	18.9	0.7	8.9	9.8	11.0	1.2
Baltimore, MD	60.2	56.4	58.6	2.2	29.8	26.8	31.7	4.8
Boston, MA	108.9	109.4	110.6	1.3	50.9	51.5	56.8	5.3
Detroit, MI	65.1	60.8	61.9	1.1	34.1	27.2	30.4	3.2
Minneapolis-St. Paul, MN	86.4	77.0	77.6	0.6	44.0	33.8	36.6	2.8
Kansas City, MO	37.2	34.6	35.5	0.9	19.0	14.9	16.8	1.9
St. Louis, MO	41.1	36.4	37.7	1.3	21.2	15.6	18.3	2.7
Las Vegas, NV	32.2	26.7	28.6	2.0	18.5	12.8	14.7	1.9
Buffalo, NY	16.4	17.1	18.0	0.9	9.2	9.4	11.1	1.7
New York, NY	271.3	289.7	294.6	4.9	138.6	148.1	159.8	11.6
Rochester, NY	13.6	13.4	14.0	0.6	7.5	7.3	8.3	1.0
Charlotte, NC	35.4	36.3	39.0	2.7	19.1	18.9	22.9	4.0
Cincinnati, OH	33.4	33.1	34.5	1.4	16.5	16.6	19.0	2.5
Cleveland, OH	41.6	39.9	41.2	1.3	20.2	19.5	21.9	2.4
Columbus, OH	38.2	39.7	42.8	3.1	21.0	21.8	25.0	3.2
Oklahoma City, OK	22.3	22.9	25.0	2.1	12.3	12.9	14.9	2.1
Portland, OR	35.1	41.2	41.5	0.3	19.0	21.3	22.2	0.8
Philadelphia, PA	88.8	91.0	91.9	0.8	40.1	40.6	45.0	4.5
Pittsburgh, PA	40.0	42.0	43.4	1.4	20.7	21.2	24.1	2.9
Providence, RI	22.4	23.3	24.3	1.1	12.3	13.2	14.6	1.4
Memphis, TN	16.4	16.2	17.3	1.0	7.7	7.7	8.9	1.2
Nashville, TN	29.7	31.2	33.0	1.8	16.2	16.7	19.4	2.7
Austin, TX	31.5	34.8	36.5	1.7	16.6	17.9	20.0	2.1
Dallas, TX	109.3	113.3	114.8	1.5	51.1	51.2	57.2	5.9
Houston, TX	87.1	92.9	94.3	1.3	38.3	41.2	44.3	3.1
San Antonio, TX	32.3	28.2	29.1	0.9	18.9	13.7	15.2	1.6
Salt Lake City, UT	23.2	31.0	31.3	0.3	12.0	14.6	16.0	1.4
Richmond, VA	21.8	22.1	23.5	1.4	11.6	11.4	13.4	1.9
Virginia Beach, VA	25.2	23.7	25.4	1.7	13.6	12.7	14.5	1.8
Seattle-Tacoma, WA	77.1	84.4	85.4	0.9	37.1	40.1	43.0	2.9
Milwaukee, WI	38.1	31.0	32.8	1.8	17.2	15.4	17.1	1.7

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
	Aug-12	Jul-13	Aug-13	Jul-13	Jul-13	Jul-13	Jul-13
Birmingham, AL	2.88	3.07	3.09	5.4	28.4	16.3	1.74
Phoenix, AZ	2.82	3.32	3.30	6.7	137.0	67.7	2.02
Tucson, AZ	2.74	2.96	2.98	6.9	31.3	13.5	2.33
Los Angeles, CA	2.49	2.60	2.54	8.9	585.4	171.6	3.41
Riverside, CA	1.81	1.71	1.70	9.8	176.2	30.6	5.75
Sacramento, CA	2.37	2.77	2.71	8.3	86.3	28.9	2.98
San Diego, CA	2.81	2.88	2.80	7.1	114.0	46.3	2.46
San Francisco, CA	4.39	4.86	4.85	6.2	146.4	114.1	1.28
San Jose, CA	5.06	5.14	4.90	6.6	63.0	49.1	1.28
Denver, CO	3.90	4.45	4.46	6.8	98.3	63.9	1.54
Hartford, CT	4.11	4.24	4.27	8.0	47.0	24.9	1.89
Washington, DC	5.09	4.61	4.64	5.6	179.5	147.7	1.21
Jacksonville, FL	2.97	3.16	3.28	6.5	46.3	22.4	2.07
Miami, FL	2.23	2.38	2.43	7.1	209.0	70.0	2.99
Orlando, FL	3.18	2.88	2.94	6.6	76.4	33.4	2.29
Tampa, FL	3.72	2.96	3.04	6.9	93.6	40.0	2.34
Atlanta, GA	3.12	3.37	3.35	8.4	231.5	93.1	2.49
Honolulu, HI	2.79	2.95	3.10	4.0	17.9	13.4	1.34
Chicago, IL	2.92	3.08	3.08	9.3	454.4	150.8	3.01
Indianapolis, IN	3.42	3.34	3.57	7.6	69.4	30.6	2.27
Louisville, KY	3.15	3.02	3.20	8.2	52.8	19.3	2.73
New Orleans, LA	2.92	3.32	3.45	6.7	36.8	18.2	2.03
Baltimore, MD	4.08	3.79	3.94	7.3	108.5	56.4	1.93
Boston, MA	4.27	4.25	4.30	6.4	163.8	109.4	1.50
Detroit, MI	3.24	3.01	3.06	9.4	190.0	60.8	3.13
Minneapolis-St. Paul, MN	4.65	4.09	4.12	4.8	90.7	77.0	1.18
Kansas City, MO	3.56	3.31	3.39	6.6	69.6	34.6	2.01
St. Louis, MO	2.90	2.58	2.67	7.4	105.0	36.4	2.88
Las Vegas, NV	3.25	2.69	2.88	9.4	93.5	26.7	3.51
Buffalo, NY	2.86	2.99	3.15	7.4	42.4	17.1	2.48
New York, NY	2.84	3.01	3.07	7.8	748.2	289.7	2.58
Rochester, NY	2.59	2.58	2.69	7.0	36.3	13.4	2.70
Charlotte, NC	3.84	3.92	4.21	8.8	81.2	36.3	2.24
Cincinnati, OH	3.07	3.03	3.16	6.9	75.5	33.1	2.28
Cleveland, OH	3.94	3.82	3.94	7.1	74.4	39.9	1.87
Columbus, OH	3.94	4.07	4.38	6.0	58.5	39.7	1.47
Oklahoma City, OK	3.74	3.76	4.10	4.9	29.7	22.9	1.30
Portland, OR	2.97	3.51	3.53	7.3	86.1	41.2	2.09
Philadelphia, PA	2.93	3.00	3.03	8.0	241.7	91.0	2.65
Pittsburgh, PA	3.18	3.31	3.42	6.7	85.4	42.0	2.04
Providence, RI	3.22	3.36	3.52	9.1	63.1	23.3	2.71
Memphis, TN	2.66	2.65	2.82	9.4	57.4	16.2	3.54
Nashville, TN	3.49	3.60	3.80	6.7	57.7	31.2	1.85
Austin, TX	3.26	3.52	3.69	5.3	52.6	34.8	1.51
Dallas, TX	3.27	3.31	3.36	6.2	211.4	113.3	1.87
Houston, TX	2.86	2.99	3.04	6.2	193.2	92.9	2.08
San Antonio, TX	3.15	2.74	2.83	6.1	63.2	28.2	2.24
Salt Lake City, UT	3.85	4.94	5.00	4.3	27.1	31.0	0.87
Richmond, VA	3.27	3.31	3.52	6.0	40.4	22.1	1.83
Virginia Beach, VA	3.05	2.83	3.03	6.1	51.0	23.7	2.15
Seattle-Tacoma, WA	4.08	4.39	4.44	5.5	105.4	84.4	1.25
Milwaukee, WI	4.79	3.85	4.08	7.2	57.9	31.0	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
		Aug-12	Jul-13	Aug-13	Aug-Jul 13	Jul-13	Jul-13	
	Total	4,699.8	4,888.1	4,974.9	86.8	11,514.0	2.4	\$22.01
11	Management	468.0	478.0	476.5	-1.5	514.1	1.1	\$52.20
13	Business and financial operations	306.5	306.2	309.1	2.9	234.1	0.8	\$33.44
15	Computer and mathematical science	585.9	585.0	584.1	-0.9	161.2	0.3	\$38.55
17	Architecture and engineering	175.5	164.6	163.5	-1.1	86.7	0.5	\$37.98
19	Life, physical, and social science	47.1	51.1	47.8	-3.3	52.7	1.0	\$32.87
21	Community and social services	71.8	74.2	73.4	-0.8	91.5	1.2	\$21.27
23	Legal	30.3	39.7	40.1	0.4	62.8	1.6	\$47.39
25	Education, training, and library	113.7	126.3	126.1	-0.2	351.7	2.8	\$24.62
27	Arts, design, entertainment, sports, and media	121.3	138.2	141.4	3.2	256.7	1.9	\$26.20
29	Healthcare practitioners and technical	556.9	541.3	545.3	4.0	207.9	0.4	\$35.35
31	Healthcare support	126.0	119.5	125.4	5.9	283.0	2.4	\$13.36
33	Protective service	38.2	46.2	49.2	3.0	151.6	3.3	\$20.70
35	Food preparation and serving related	171.9	231.2	226.7	-4.5	917.4	4.0	\$10.28
37	Building and grounds cleaning and maintenance	80.5	91.7	94.7	3.0	681.8	7.4	\$12.34
39	Personal care and service	84.0	84.6	88.0	3.4	486.3	5.8	\$11.80
41	Sales and related	616.1	604.2	645.0	40.8	1,088.0	1.8	\$18.26
43	Office and administrative support	506.4	511.4	525.9	14.5	1,254.2	2.5	\$16.54
45	Farming, fishing, and forestry	6.4	7.9	8.3	0.4	96.1	12.2	\$11.65
47	Construction and extraction	90.8	112.4	118.4	6.0	1,098.5	9.8	\$21.61
49	Installation, maintenance, and repair	165.6	185.1	192.2	7.2	271.7	1.5	\$21.09
51	Production	136.2	131.9	133.8	1.8	835.0	6.3	\$16.59
53	Transportation and material moving	212.9	249.8	262.2	12.5	899.0	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 Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-13	Wage ²	Aug-13	Wage ²	Aug-13	Wage ²
United States	812,688	\$42.80	1,817,256	\$31.56	642,626	\$12.53
Alabama	6,048	\$40.53	15,418	\$28.04	6,205	\$10.90
Alaska	2,741	\$42.16	8,204	\$33.66	3,076	\$15.08
Arizona	14,017	\$38.82	36,688	\$30.14	13,217	\$12.84
Arkansas	3,701	\$35.61	9,263	\$25.70	4,340	\$10.28
California	103,862	\$47.77	219,935	\$37.12	61,107	\$13.90
Colorado	16,711	\$41.86	42,576	\$32.78	18,009	\$12.85
Connecticut	12,118	\$49.43	25,887	\$33.80	7,496	\$14.38
Delaware	3,614	\$46.19	7,215	\$33.83	1,951	\$12.50
Florida	37,365	\$38.21	81,206	\$29.47	38,784	\$12.09
Georgia	24,068	\$42.44	54,761	\$28.37	15,495	\$11.23
Hawaii	2,185	\$37.12	5,005	\$29.94	4,212	\$14.00
Idaho	2,721	\$33.74	8,081	\$25.57	4,214	\$11.24
Illinois	40,630	\$42.41	74,052	\$31.20	21,004	\$12.94
Indiana	10,856	\$37.43	24,905	\$27.60	11,343	\$11.38
Iowa	6,424	\$35.12	17,718	\$26.38	7,308	\$11.39
Kansas	7,506	\$38.30	14,279	\$20.29	5,681	\$11.22
Kentucky	6,523	\$35.83	13,863	\$26.94	6,476	\$10.86
Louisiana	6,854	\$36.71	15,124	\$26.99	8,448	\$11.03
Maine	2,509	\$35.09	8,096	\$27.72	4,019	\$11.97
Maryland	16,527	\$45.65	45,122	\$35.45	13,040	\$13.42
Massachusetts	28,832	\$48.66	62,442	\$35.29	16,803	\$14.88
Michigan	20,868	\$39.85	50,426	\$30.08	17,969	\$12.05
Minnesota	19,499	\$41.44	42,275	\$30.88	14,147	\$12.15
Mississippi	3,437	\$34.32	6,425	\$24.24	3,834	\$6.47
Missouri	12,634	\$37.24	29,027	\$27.60	10,646	\$11.22
Montana	1,718	\$31.80	6,208	\$24.63	4,272	\$11.56
Nebraska	5,486	\$36.70	12,826	\$26.54	5,869	\$11.33
Nevada	5,492	\$39.03	12,702	\$31.90	7,713	\$13.30
New Hampshire	2,898	\$42.22	9,054	\$30.17	4,231	\$12.79
New Jersey	30,188	\$49.32	61,160	\$34.58	23,038	\$14.47
New Mexico	3,181	\$36.63	11,255	\$29.55	3,880	\$11.66
New York	69,000	\$51.61	106,139	\$35.02	35,473	\$14.58
North Carolina	20,306	\$42.23	51,819	\$28.70	19,660	\$11.25
North Dakota	2,060	\$35.79	5,363	\$26.21	2,235	\$11.83
Ohio	28,219	\$38.74	58,853	\$29.85	25,406	\$11.82
Oklahoma	6,544	\$35.14	17,646	\$26.57	8,442	\$10.91
Oregon	8,950	\$38.45	25,879	\$31.06	10,451	\$13.06
Pennsylvania	29,616	\$41.77	66,498	\$30.55	27,899	\$12.38
Rhode Island	2,881	\$45.64	6,677	\$33.59	3,037	\$13.15
South Carolina	6,359	\$37.41	19,694	\$27.36	9,417	\$10.91
South Dakota	1,707	\$15.72	5,109	\$24.47	3,062	\$10.80
Tennessee	11,814	\$37.32	25,599	\$26.89	13,580	\$11.02
Texas	61,798	\$42.58	135,408	\$31.04	40,640	\$11.38
Utah	6,291	\$37.25	15,043	\$27.69	8,326	\$11.70
Vermont	1,444	\$37.26	4,279	\$25.23	2,262	\$13.12
Virginia	24,971	\$45.95	63,582	\$34.23	18,043	\$12.56
Washington	21,910	\$43.88	54,921	\$33.77	16,600	\$14.42
West Virginia	1,978	\$32.97	6,341	\$25.54	3,044	\$10.38
Wisconsin	14,259	\$37.34	30,235	\$29.20	14,130	\$11.79
Wyoming	937	\$36.03	3,208	\$27.23	1,279	\$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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-13	Wage ¹	Aug-13	Wage ¹	Aug-13	Wage ¹
United States	1,232,165	\$17.22	365,294	\$20.95	438,572	\$16.37
Alabama	14,282	\$14.95	4,239	\$18.74	6,448	\$15.20
Alaska	4,940	\$18.27	1,858	\$28.16	1,413	\$22.57
Arizona	25,019	\$16.52	6,981	\$19.46	5,859	\$16.47
Arkansas	7,574	\$14.47	2,475	\$17.19	4,311	\$14.64
California	137,698	\$18.88	28,894	\$22.02	33,087	\$16.46
Colorado	28,989	\$18.13	10,733	\$21.25	8,841	\$17.16
Connecticut	15,393	\$20.47	4,041	\$24.61	5,267	\$18.09
Delaware	4,397	\$17.21	1,058	\$21.75	1,307	\$16.11
Florida	76,950	\$16.10	22,964	\$17.97	16,727	\$15.22
Georgia	31,366	\$16.39	9,267	\$19.12	11,889	\$15.81
Hawaii	6,513	\$6.63	1,480	\$26.26	1,247	\$18.28
Idaho	6,239	\$14.83	2,670	\$18.19	2,857	\$15.18
Illinois	47,572	\$18.00	9,839	\$24.03	16,553	\$16.73
Indiana	21,684	\$15.84	6,714	\$21.57	11,940	\$16.04
Iowa	12,716	\$15.56	5,136	\$19.38	7,363	\$15.81
Kansas	10,778	\$16.04	3,384	\$19.79	4,759	\$16.41
Kentucky	12,757	\$15.10	3,771	\$19.05	6,671	\$16.14
Louisiana	15,620	\$14.74	6,464	\$19.02	6,368	\$18.10
Maine	5,171	\$15.40	1,644	\$19.27	2,123	\$16.20
Maryland	25,598	\$18.13	6,455	\$21.95	6,343	\$17.32
Massachusetts	33,034	\$20.02	7,839	\$12.42	9,273	\$17.62
Michigan	32,845	\$16.45	10,845	\$21.18	15,374	\$16.97
Minnesota	26,113	\$17.79	8,519	\$22.95	13,243	\$17.01
Mississippi	6,988	\$13.90	2,654	\$17.40	3,751	\$14.50
Missouri	20,735	\$15.80	6,115	\$21.21	8,899	\$15.66
Montana	4,855	\$14.98	2,597	\$20.27	2,204	\$16.70
Nebraska	10,092	\$15.39	4,399	\$18.96	4,674	\$15.73
Nevada	11,929	\$16.18	3,261	\$24.22	2,938	\$17.09
New Hampshire	6,873	\$17.41	2,346	\$21.08	3,017	\$16.63
New Jersey	39,586	\$19.15	9,715	\$25.25	11,209	\$16.43
New Mexico	6,432	\$14.73	2,059	\$18.88	1,927	\$16.53
New York	76,085	\$20.27	16,010	\$25.35	17,365	\$17.97
North Carolina	32,445	\$16.35	11,863	\$18.55	11,951	\$15.10
North Dakota	5,147	\$15.38	3,771	\$21.79	3,360	\$18.35
Ohio	49,880	\$16.39	16,159	\$20.64	26,618	\$15.93
Oklahoma	15,457	\$14.90	6,874	\$18.64	7,953	\$15.80
Oregon	16,041	\$17.17	5,227	\$21.75	6,086	\$16.44
Pennsylvania	50,716	\$17.32	14,920	\$20.97	21,952	\$16.65
Rhode Island	4,728	\$18.54	1,384	\$22.71	1,538	\$16.09
South Carolina	15,026	\$14.92	5,669	\$18.29	6,637	\$15.70
South Dakota	4,714	\$14.50	2,454	\$17.66	2,265	\$14.46
Tennessee	23,523	\$15.57	7,305	\$18.46	10,842	\$15.16
Texas	94,430	\$16.73	30,980	\$18.70	33,705	\$16.00
Utah	16,583	\$16.06	5,219	\$19.99	5,595	\$16.52
Vermont	2,640	\$16.59	855	\$19.47	1,317	\$16.38
Virginia	31,843	\$17.13	9,697	\$20.28	9,109	\$16.35
Washington	26,702	\$18.59	8,549	\$24.06	8,676	\$18.80
West Virginia	5,352	\$13.40	1,752	\$20.10	2,469	\$15.98
Wisconsin	24,547	\$16.48	8,303	\$21.76	14,237	\$16.24
Wyoming	1,955	\$15.68	1,275	\$22.62	1,086	\$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 Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-13	Wage ^{2*}	Aug-13	Wage ^{2*}	Aug-13	Wage ^{2*}
United States	812,688	\$42.80	1,817,256	\$31.56	642,626	\$12.53
Birmingham, AL	2,214	\$42.01	5,294	\$27.95	1,919	\$11.27
Phoenix, AZ	10,638	\$39.88	24,550	\$24.88	8,597	\$12.78
Tucson, AZ	1,603	\$36.11	4,771	\$30.08	2,202	\$12.63
Los Angeles, CA	34,897	\$47.62	62,068	\$37.13	18,297	\$13.55
Riverside, CA	3,629	\$42.25	9,737	\$32.92	4,212	\$13.00
Sacramento, CA	4,803	\$40.98	10,923	\$36.28	3,124	\$13.87
San Diego, CA	7,504	\$45.18	18,101	\$35.38	6,233	\$13.10
San Francisco, CA	27,009	\$53.31	48,519	\$41.14	11,021	\$15.61
San Jose, CA	10,348	\$59.11	28,542	\$45.16	2,227	\$14.30
Denver, CO	11,013	\$43.36	24,415	\$34.66	8,217	\$12.95
Hartford, CT	4,793	\$46.34	9,787	\$33.98	2,451	\$14.18
Washington, DC	31,800	\$50.76	70,033	\$41.23	15,543	\$14.65
Jacksonville, FL	3,435	\$37.54	6,351	\$24.25	3,385	\$11.72
Miami, FL	12,101	\$40.70	21,683	\$30.51	9,103	\$12.70
Orlando, FL	5,366	\$37.49	9,974	\$28.89	5,352	\$11.68
Tampa, FL	6,255	\$38.37	13,668	\$29.87	5,312	\$11.81
Atlanta, GA	19,180	\$44.65	38,626	\$31.00	9,235	\$11.57
Honolulu, HI	1,647	\$37.47	3,511	\$30.53	2,789	\$13.56
Chicago, IL	34,271	\$43.94	55,962	\$30.98	15,677	\$13.13
Indianapolis, IN	5,071	\$38.93	9,712	\$29.91	4,169	\$11.88
Louisville, KY	3,116	.	5,832	.	2,880	.
New Orleans, LA	2,299	.	4,849	.	3,746	.
Baltimore, MD	8,682	.	23,613	.	7,326	.
Boston, MA	23,322	\$50.15	47,201	\$36.52	11,787	\$15.09
Detroit, MI	10,529	\$42.44	25,300	\$32.64	6,838	\$12.36
Minneapolis-St. Paul, MN	14,753	.	28,278	.	8,556	.
Kansas City, MO	6,461	.	12,252	.	4,291	.
St. Louis, MO	6,818	.	14,820	.	4,237	.
Las Vegas, NV	3,857	.	8,350	.	5,234	.
Buffalo, NY	2,581	.	5,141	.	2,617	.
New York, NY	71,021	\$54.25	109,596	\$37.30	33,765	\$15.06
Rochester, NY	1,681	.	4,286	.	2,231	.
Charlotte, NC	7,119	.	14,077	.	4,810	.
Cincinnati, OH	5,544	.	9,979	.	4,177	.
Cleveland, OH	6,550	.	13,343	.	5,430	.
Columbus, OH	7,129	.	12,841	.	5,474	.
Oklahoma City, OK	2,700	.	7,053	.	3,751	.
Portland, OR	6,763	.	16,916	.	5,587	.
Philadelphia, PA	17,662	\$46.34	35,017	\$33.40	10,897	\$13.33
Pittsburgh, PA	6,432	.	12,869	.	6,898	.
Providence, RI	3,433	.	8,419	\$30.70	3,877	.
Memphis, TN	2,640	.	5,229	.	2,178	.
Nashville, TN	5,185	.	9,717	.	5,178	.
Austin, TX	5,575	.	15,546	.	4,497	.
Dallas, TX	22,432	\$43.48	41,854	\$32.37	11,261	\$11.84
Houston, TX	18,501	.	35,327	.	8,889	.
San Antonio, TX	4,644	.	10,185	.	4,005	.
Salt Lake City, UT	4,166	.	8,749	.	4,478	.
Richmond, VA	3,687	.	8,828	.	3,151	.
Virginia Beach, VA	3,166	.	8,408	.	3,934	.
Seattle-Tacoma, WA	16,736	\$46.04	39,105	\$36.39	9,581	\$14.91
Milwaukee, WI	5,301	.	9,753	.	4,259	.

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS OES program's May 2012 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-13	Wage ^{2*}	Aug-13	Wage ^{2*}	Aug-13	Wage ^{2*}
United States	1,232,165	\$17.22	365,294	\$20.95	438,572	\$16.37
Birmingham, AL	4,975	\$16.47	1,261	\$19.67	1,839	\$7.74
Phoenix, AZ	17,817	\$17.20	4,523	\$20.05	3,733	\$16.79
Tucson, AZ	3,407	\$14.91	1,150	\$19.36	893	\$15.26
Los Angeles, CA	47,521	\$18.81	7,208	\$24.26	9,897	\$15.68
Riverside, CA	8,966	\$16.32	2,423	\$22.66	3,151	\$15.81
Sacramento, CA	7,631	\$18.29	1,928	\$23.72	1,771	\$16.93
San Diego, CA	11,576	\$18.29	2,654	\$23.79	2,408	\$16.25
San Francisco, CA	24,390	\$22.22	5,151	\$27.73	4,547	\$19.43
San Jose, CA	6,600	\$23.22	1,158	\$26.51	1,165	\$18.08
Denver, CO	15,937	\$19.36	5,061	\$21.68	4,314	\$17.48
Hartford, CT	6,110	\$19.82	1,595	\$24.25	1,899	\$18.13
Washington, DC	28,460	\$19.65	6,272	\$23.19	4,573	\$17.92
Jacksonville, FL	6,887	\$16.39	2,549	\$18.88	2,145	\$16.38
Miami, FL	22,993	\$16.99	4,386	\$18.95	3,277	\$15.42
Orlando, FL	9,928	\$15.48	2,816	\$18.00	1,920	\$15.00
Tampa, FL	10,919	\$16.48	3,419	\$17.69	2,444	\$14.83
Atlanta, GA	19,931	\$17.74	5,111	\$20.20	5,652	\$16.92
Honolulu, HI	4,942	\$16.75	1,109	\$27.24	980	\$18.82
Chicago, IL	36,992	\$18.76	6,785	\$25.05	10,661	\$16.95
Indianapolis, IN	9,018	\$17.59	2,757	\$22.51	3,615	\$16.06
Louisville, KY	5,500	.	1,638	\$11.64	2,683	.
New Orleans, LA	5,472	.	1,950	\$18.76	1,645	.
Baltimore, MD	14,444	.	3,834	\$16.07	3,620	.
Boston, MA	25,014	\$20.89	5,297	\$26.18	5,973	\$17.90
Detroit, MI	14,232	\$17.69	4,218	\$22.80	5,483	\$18.16
Minneapolis-St. Paul, MN	18,257	.	4,883	\$14.13	7,628	.
Kansas City, MO	9,170	.	2,559	\$14.29	3,382	.
St. Louis, MO	9,407	.	2,130	.	2,852	.
Las Vegas, NV	8,105	.	1,805	\$15.94	1,438	.
Buffalo, NY	5,666	.	1,345	\$14.54	2,035	.
New York, NY	71,288	\$21.32	12,885	\$27.06	13,525	\$17.96
Rochester, NY	4,079	.	1,281	\$11.83	1,585	.
Charlotte, NC	9,075	.	3,051	\$13.59	3,042	.
Cincinnati, OH	9,712	.	2,696	\$12.93	3,893	.
Cleveland, OH	10,413	.	3,095	\$13.63	5,103	.
Columbus, OH	10,910	.	3,377	\$14.05	4,686	.
Oklahoma City, OK	6,967	.	3,295	\$17.38	2,992	.
Portland, OR	9,960	.	2,932	.	3,582	.
Philadelphia, PA	22,668	\$19.13	5,206	\$23.42	5,784	\$17.43
Pittsburgh, PA	12,386	.	3,735	\$13.32	4,647	.
Providence, RI	6,522	.	1,940	\$14.05	2,335	.
Memphis, TN	4,558	.	1,505	\$12.27	2,161	.
Nashville, TN	9,188	.	2,606	\$13.29	3,448	.
Austin, TX	8,972	.	2,580	\$11.58	2,058	.
Dallas, TX	28,954	\$17.92	7,815	\$18.82	8,950	\$15.49
Houston, TX	23,244	.	6,784	.	7,098	.
San Antonio, TX	7,116	.	2,700	\$11.27	2,320	.
Salt Lake City, UT	9,695	.	2,622	\$14.56	3,034	.
Richmond, VA	5,698	.	1,988	\$16.19	1,749	.
Virginia Beach, VA	6,282	.	2,847	\$12.23	2,125	.
Seattle-Tacoma, WA	16,697	\$20.02	4,594	\$25.77	4,778	\$20.09
Milwaukee, WI	7,824	.	2,303	\$16.30	3,755	.

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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