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Release #5697

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

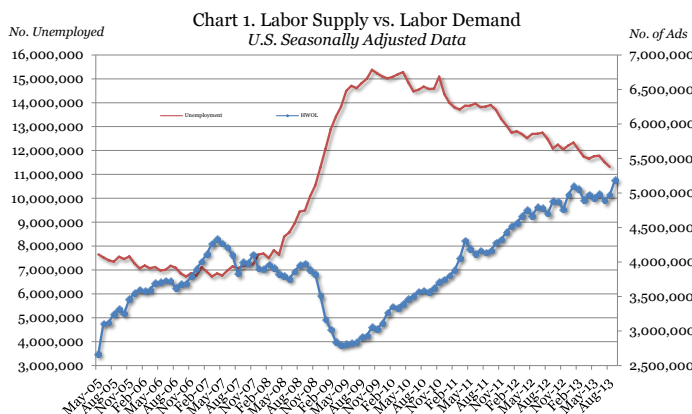
Online Labor Demand Up 209,700 in September

- This month’s rise is the largest monthly increase in 2013
- September gains are widespread and include large States like California, Texas, and Massachusetts as well as smaller States such as Nebraska and West Virginia (Table 3)

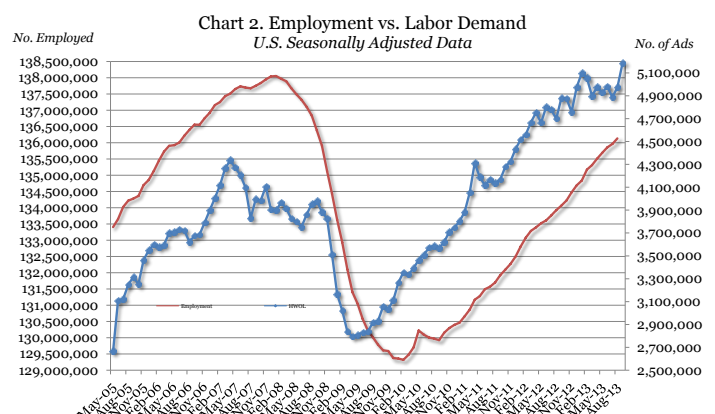
NEW YORK, October 2, 2013...Online advertised vacancies were up 209,700 in September to 5,184,600, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The September rise is the first rise of over 200,000 since December 2012. The September Supply/Demand rate stands at 2.3 unemployed for each vacancy with a total of 6.3 million more unemployed workers than the number of advertised vacancies.

“The 210,000 gain for September is the first optimistic sign this year that employers are seeking additional workers,” said June Shelp, Vice President of The Conference Board. This brings the gain for Q3 to 68,000/month and follows a Q2 gain of 27,000/month and a Q1 loss of 26,000/month.

The National gains resulted from a mixture of gains that outnumbered the losses. The largest September gain was for food service workers, up 45,000, or 20 percent – a welcome increase since there are still four unemployed in this occupation for every available opening. The number of ads for management positions also rose by 24,700 in part due to greater demand for food service managers. Demand for transportation workers also rose by 20,800 as employers advertised for truck drivers. Occupations with declines in September included legal workers (-6,200) as demand for lawyers and legal support decreased. Office occupations also declined (-5,400) with less employer demand for secretaries and information clerks. (See Table 7 and Occupational Highlights on page 6 for more details.)



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

- September labor demand up in 19 of the 20 largest States with New Jersey declining modestly
- 45 of the 50 States increased in September; Alaska and Idaho declined slightly while Vermont and Rhode Island did not change (Table 3)

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent
Location	Sep-13	Sep-Aug 13	Aug-13	Trend³
United States	5,184.6	209.7	2.27	→ 12/12
NORTHEAST	981.5	28.0	2.30	
Massachusetts	156.0	7.3	1.70	↓ 1/13
New Jersey	164.8	-0.6	2.37	↓ 1/13
New York	306.1	0.4	2.39	→ 1/13
Pennsylvania	204.2	7.9	2.55	→ 12/12
SOUTH	1,734.1	65.3	2.44	
Florida	271.1	4.7	2.46	↓ 9/12
Georgia	147.3	8.5	3.01	↓ 1/13
Maryland	110.4	3.3	2.04	↓ 2/13
North Carolina	144.4	5.4	2.95	↓ 1/13
Texas	387.0	14.8	2.19	↓ 1/13
Virginia	155.2	5.2	1.62	↓ 1/13
MIDWEST	1,127.1	48.2	2.33	
Illinois	204.5	7.5	3.06	→ 1/13
Michigan	141.9	4.8	3.10	↓ 1/13
Minnesota	122.9	5.9	1.30	↓ 1/13
Missouri	85.6	3.6	2.64	↓ 10/12
Ohio	197.5	3.4	2.16	→ 12/12
Wisconsin	102.4	0.8	2.02	↓ 2/13
WEST	1,215.5	50.2	2.47	
Arizona	103.4	4.5	2.51	↑ 5/12
California	568.8	27.1	3.04	→ 12/12
Colorado	120.3	3.5	1.66	→ 1/13
Washington	130.7	4.0	1.91	↓ 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) .

September Changes for States

In September, online labor demand increased in 45 of the 50 States. Three States (New Jersey, Alaska, and Idaho) declined, and Vermont and Rhode Island remained unchanged. Forty-three of the 50 States are above last September's levels (Table 3).

The largest increase in online labor demand occurred in the **South**, which gained 65,300 in September, led by the increase of 14,800 in Texas, the region's largest State (Table A), to its series high. Georgia gained 8,500, North Carolina rose 5,400, Virginia gained 5,200, Florida increased 4,700, and Maryland gained 3,300. Among the smaller States, Tennessee rose 3,800, South Carolina increased 2,000, Arkansas rose 1,900, and Louisiana rose 1,800 (Table 3); all four of these less populated states reached their series highs.

Online labor demand in the **West** rose 50,200 in September with California, its largest State, gaining 27,100. Arizona rose 4,500, Washington gained 4,000, and Colorado increased 3,500 to its series high. Among the smaller Western States, Utah rose 1,500 to its high followed by Nevada (1,100) and Oregon (1,000).

The **Midwest** was up 48,200 in September. Illinois posted the largest increase (7,500) and was followed by Minnesota (5,900), Michigan (4,800), Missouri (3,600), Ohio (3,400) to its series high, and Wisconsin (800). Among the smaller Midwest States in September, Indiana rose 3,300 to its series high, Kansas rose 3,100 to its high, West Virginia increased 2,000, and North Dakota rose 1,500.

The **Northeast** was up 28,000 in September with Pennsylvania up 7,900. Massachusetts rose 7,300 to its series high, and New York rose 400. New Jersey dropped 600. Among the smaller States in the Northeast, September labor demand in both New Hampshire and Maine rose 1,100 with Connecticut up 800. Labor demand in Rhode Island was unchanged.

The Supply/Demand rates for the States are for August 2013, the latest month for which state unemployment data are available. The number of advertised vacancies exceeded the number of unemployed only in North and South Dakota, where the Supply/Demand rates were 0.57 and 0.98 respectively. The State with the highest Supply/Demand rate was Mississippi (4.28), where there were over four unemployed workers for each online advertised vacancy (Table 4). Please 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 September, 47 of the 52 largest metro areas posted increases in labor demand while four (San Francisco, Las Vegas, Cleveland, and Jacksonville) posted declines and one (Sacramento) was unchanged (Table 5)

Location	Total Ads ¹ (Thousands) Sep-13	M-O-M Change (Thousands) Sep-Aug 13	Supply/ Demand Rate ² Aug-13 for U.S. and Regions; Jul-13 for MSA's
United States	5,184.6	209.7	2.27
NORTHEAST	981.5	28.0	2.30
Boston, MA	118.6	8.0	1.50
New York, NY	301.7	7.1	2.58
Philadelphia, PA	98.1	6.2	2.65
SOUTH	1,734.1	65.3	2.44
Atlanta, GA	98.4	5.8	2.49
Baltimore, MD	58.9	0.3	1.93
Dallas, TX	122.1	7.3	1.87
Houston, TX	94.8	0.5	2.08
Miami, FL	74.0	2.4	2.99
Washington, DC	151.7	3.0	1.21
MIDWEST	1,127.1	48.2	2.33
Chicago, IL	156.7	6.1	3.01
Cleveland, OH	41.0	-0.2	1.87
Detroit, MI	64.5	2.6	3.13
Minneapolis-St. Paul, MN	82.3	4.7	1.18
WEST	1,215.5	50.2	2.47
Denver, CO	66.8	2.7	1.54
Los Angeles, CA	178.6	10.7	3.41
Phoenix, AZ	69.9	2.8	2.02
San Diego, CA	47.1	2.0	2.46
San Francisco, CA	112.1	-1.6	1.28
San Jose, CA	53.4	6.6	1.28
Seattle-Tacoma, WA	90.5	5.2	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 September, 18 of the 20 largest MSAs (all but San Francisco and Cleveland) and 47 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 September 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). Among the 52 metro areas, Salt Lake City was the only one that had more advertised vacancies than the number of unemployed (0.87). Other Metropolitan areas with favorable Supply/Demand rates included 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 September, 9 of the top 10 SOC groups posted increases (Table C) while demand for office workers was down
- 16 of the 22 major groups in the Standard Occupational Classifications (SOC) increased in September (Table 7)

SOC ¹	Occupation	Total Ads (Thousands) Sep-13	M-O-M Change (Thousands) Sep-Aug 13	Unemployed (Thousands) Aug-13	Supply/ Demand Rate ² Aug-13	Average Hourly Wage ³
41	Sales and related	656.4	11.3	1,255.8	1.95	\$18.26
15	Computer and mathematical science	598.9	14.8	144.5	0.25	\$38.55
29	Healthcare practitioners and technical	555.6	10.3	171.8	0.32	\$35.35
43	Office and administrative support	520.5	-5.4	1,253.0	2.38	\$16.54
11	Management	501.2	24.7	525.4	1.10	\$52.20
13	Business and financial operations	313.0	3.9	293.4	0.95	\$33.44
53	Transportation and material moving	283.0	20.8	862.6	3.29	\$16.15
35	Food preparation and serving related	271.7	45.0	845.5	3.73	\$10.28
49	Installation, maintenance, and repair	202.0	9.7	274.3	1.43	\$21.09
17	Architecture and engineering	173.4	9.9	77.9	0.48	\$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 September

In September, **Food Preparation and Serving-Related** occupations rose 45,000 to 271,700, reflecting increased demand for First-Line Supervisors / Managers of Food Preparation and Serving Workers (Table 7). **Management** occupations increased 24,700 to 501,200 due to higher demand for Marketing Managers, Financial Managers, and Food Service Managers. **Transportation and Material Moving** occupations increased 20,800 in September to 283,000, driven by higher demand for Truck Drivers and Driver / Sales Workers. **Computer and Mathematical Science** occupations rose 14,800 to 598,900, largely driven by a rise in demand for Computer User Support Specialists, Computer Systems Analysts, and Network and Computer Systems Administrators (Table C).

Other occupations that saw September increases included **Sales and Related** (+11,300), **Healthcare Practitioners and Technical** (+10,300), **Architecture and Engineering** (+9,900), and **Installation, Maintenance and Repair** occupations (+9,700).

Office and Administrative occupations dropped 5,400 to 520,500. The September 2013 decrease partly reflected lower demand by employers for Secretaries except Legal, Medical, and Executive and Receptionists and Information Clerks. Also declining was demand for **Legal** workers (-6,200), which included less demand for lawyers and their support staff such as paralegals and assistants.

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.

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Sep-12	Aug-13	Sep-13	Sep-Aug 13	Sep-12	Aug-13	Sep-13	Sep-Aug 13
United States	4,880.3	4,974.9	5,184.6	209.7	2,524.9	2,578.3	2,716.0	137.7
New England	290.1	292.9	304.5	11.7	147.3	154.5	159.0	4.5
Middle Atlantic	634.9	660.6	677.0	16.4	345.2	356.3	374.0	17.7
South Atlantic	964.0	944.1	975.1	31.0	499.7	498.6	513.6	15.0
East North Central	699.1	706.9	731.9	25.0	350.6	364.2	376.1	12.0
East South Central	206.6	208.5	220.4	11.8	102.8	108.2	116.1	7.9
West North Central	380.0	372.0	395.2	23.1	187.9	179.0	188.7	9.7
West South Central	492.2	516.2	538.6	22.4	245.4	264.2	280.0	15.8
Mountain	353.3	391.7	405.3	13.7	188.0	202.9	211.2	8.4
Pacific	768.0	773.6	810.2	36.6	423.8	416.9	441.5	24.6

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)		
	Sep-12	Aug-13	Sep-13	Sep-12	Aug-13	Sep-13
United States	3.15	3.20	3.33	1.63	1.66	1.75
New England	3.76	3.81	3.96	1.91	2.01	2.07
Middle Atlantic	3.07	3.18	3.26	1.67	1.72	1.80
South Atlantic	3.21	3.15	3.25	1.66	1.66	1.71
East North Central	3.02	3.05	3.15	1.51	1.57	1.62
East South Central	2.38	2.42	2.56	1.18	1.25	1.35
West North Central	3.48	3.38	3.59	1.72	1.63	1.72
West South Central	2.76	2.87	2.99	1.38	1.47	1.56
Mountain	3.21	3.54	3.67	1.71	1.84	1.91
Pacific	3.08	3.09	3.24	1.70	1.67	1.77

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)
	Sep-12	Aug-13	Sep-13	Sep-Aug 13	Sep-12	Aug-13	Sep-13	Sep-Aug 13
United States	4,880.3	4,974.9	5,184.6	209.7	2,524.9	2,578.3	2,716.0	137.7
Alabama	49.5	49.2	52.2	3.0	23.5	24.6	26.8	2.3
Alaska	19.4	20.4	19.9	-0.6	9.7	11.0	9.9	-1.1
Arizona	90.1	98.9	103.4	4.5	47.5	50.1	54.5	4.4
Arkansas	29.1	29.7	31.7	1.9	13.1	14.9	15.9	1.0
California	546.3	541.7	568.8	27.1	301.0	289.9	308.3	18.4
Colorado	103.1	116.8	120.3	3.5	55.0	62.1	64.6	2.5
Connecticut	67.1	66.2	67.1	0.8	32.8	32.7	32.8	0.1
Delaware	17.0	18.6	19.1	0.5	8.4	9.2	9.1	-0.1
Florida	268.1	266.5	271.1	4.7	154.9	150.4	152.1	1.7
Georgia	136.8	138.8	147.3	8.5	65.1	68.2	72.4	4.2
Hawaii	19.2	19.6	19.9	0.3	12.3	12.9	12.9	0.0
Idaho	21.1	24.3	24.2	-0.1	12.0	13.6	13.4	-0.2
Illinois	188.7	197.0	204.5	7.5	88.3	92.0	99.4	7.3
Indiana	80.4	82.6	85.9	3.3	38.3	41.9	42.7	0.8
Iowa	50.3	52.6	55.3	2.7	22.7	23.9	26.0	2.1
Kansas	43.3	43.6	46.7	3.1	20.1	20.9	22.4	1.6
Kentucky	46.7	47.7	50.6	3.0	23.3	24.2	26.2	2.0
Louisiana	46.7	56.1	57.9	1.8	23.1	29.5	30.7	1.2
Maine	21.4	21.9	23.0	1.1	10.2	11.0	11.2	0.2
Maryland	114.7	107.0	110.4	3.3	54.8	54.4	54.8	0.4
Massachusetts	146.7	148.7	156.0	7.3	73.3	77.2	80.8	3.6
Michigan	138.3	137.1	141.9	4.8	74.1	70.9	73.7	2.8
Minnesota	125.0	117.0	122.9	5.9	64.1	55.5	57.2	1.7
Mississippi	24.3	25.7	27.3	1.5	10.7	11.6	12.9	1.2
Missouri	88.2	81.9	85.6	3.6	48.1	41.3	42.5	1.2
Montana	17.6	19.2	20.7	1.5	8.5	9.7	10.4	0.7
Nebraska	36.6	39.9	44.1	4.2	17.5	19.6	23.3	3.8
Nevada	47.7	42.8	43.8	1.1	27.3	22.9	22.5	-0.4
New Hampshire	25.3	26.7	27.8	1.1	14.1	15.7	16.2	0.4
New Jersey	156.4	165.4	164.8	-0.6	86.8	91.6	93.9	2.3
New Mexico	25.4	26.7	27.7	1.0	12.6	13.4	14.2	0.8
New York	281.1	305.7	306.1	0.4	154.8	167.6	170.8	3.2
North Carolina	136.1	139.0	144.4	5.4	75.1	78.4	82.9	4.4
North Dakota	19.8	20.8	22.3	1.5	8.6	10.1	10.5	0.4
Ohio	188.5	194.1	197.5	3.4	100.2	107.3	108.5	1.2
Oklahoma	54.6	58.7	62.3	3.6	27.9	33.0	35.0	2.1
Oregon	58.0	66.1	67.1	1.0	33.5	36.5	39.0	2.5
Pennsylvania	195.3	196.3	204.2	7.9	97.8	101.7	103.0	1.3
Rhode Island	18.1	18.7	18.8	0.0	10.5	11.3	11.3	-0.1
South Carolina	58.0	59.1	61.1	2.0	31.8	32.5	34.9	2.4
South Dakota	17.1	17.4	18.4	1.0	7.3	7.6	7.3	-0.3
Tennessee	86.0	86.3	90.2	3.8	45.2	47.6	50.0	2.4
Texas	362.3	372.2	387.0	14.8	182.0	188.1	199.3	11.2
Utah	39.8	54.0	55.5	1.5	21.2	27.8	27.1	-0.7
Vermont	11.3	11.7	11.7	0.0	6.1	6.5	6.4	-0.1
Virginia	162.5	150.0	155.2	5.2	77.3	74.0	77.4	3.4
Washington	121.8	126.7	130.7	4.0	65.0	66.7	68.8	2.0
West Virginia	20.0	19.2	21.2	2.0	8.8	8.4	9.3	0.9
Wisconsin	103.6	101.6	102.4	0.8	50.0	53.4	52.4	-1.1
Wyoming	8.7	9.2	9.5	0.3	3.7	4.0	4.2	0.2

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
	Sep-12	Aug-13	Sep-13	Aug-13	Aug-13	Aug-13	Aug-13
United States	3.15	3.20	3.33	7.3	11,316.00	4,974.9	2.27
Alabama	2.29	2.29	2.43	6.3	134.37	49.2	2.73
Alaska	5.30	5.63	5.46	6.5	23.72	20.4	1.16
Arizona	2.98	3.29	3.44	8.3	248.21	98.9	2.51
Arkansas	2.15	2.25	2.39	7.4	98.44	29.7	3.31
California	2.95	2.92	3.06	8.9	1,645.71	541.7	3.04
Colorado	3.76	4.22	4.35	7.0	194.07	116.8	1.66
Connecticut	3.58	3.58	3.62	8.1	150.30	66.2	2.27
Delaware	3.82	4.23	4.34	7.3	32.12	18.6	1.72
Florida	2.86	2.84	2.89	7.0	656.17	266.5	2.46
Georgia	2.84	2.89	3.07	8.7	417.35	138.8	3.01
Hawaii	2.96	3.04	3.10	4.3	27.84	19.6	1.42
Idaho	2.72	3.14	3.13	6.8	52.26	24.3	2.15
Illinois	2.86	3.02	3.13	9.2	602.04	197.0	3.06
Indiana	2.56	2.62	2.72	8.1	256.83	82.6	3.11
Iowa	3.09	3.18	3.34	4.9	80.85	52.6	1.54
Kansas	2.92	2.93	3.14	5.9	87.72	43.6	2.01
Kentucky	2.25	2.29	2.44	8.4	174.68	47.7	3.67
Louisiana	2.24	2.69	2.78	7.0	146.00	56.1	2.60
Maine	3.04	3.09	3.24	7.0	49.97	21.9	2.28
Maryland	3.67	3.43	3.54	7.0	218.72	107.0	2.04
Massachusetts	4.22	4.26	4.47	7.2	252.32	148.7	1.70
Michigan	2.97	2.90	3.00	9.0	424.69	137.1	3.10
Minnesota	4.21	3.94	4.14	5.1	152.47	117.0	1.30
Mississippi	1.82	1.99	2.11	8.5	110.20	25.7	4.28
Missouri	2.95	2.72	2.84	7.2	216.32	81.9	2.64
Montana	3.45	3.78	4.08	5.3	27.01	19.2	1.41
Nebraska	3.57	3.86	4.27	4.2	43.42	39.9	1.09
Nevada	3.47	3.13	3.21	9.5	129.89	42.8	3.04
New Hampshire	3.41	3.60	3.75	5.0	37.15	26.7	1.39
New Jersey	3.39	3.60	3.58	8.5	391.67	165.4	2.37
New Mexico	2.71	2.87	2.97	6.8	63.44	26.7	2.38
New York	2.93	3.18	3.18	7.6	729.72	305.7	2.39
North Carolina	2.88	2.97	3.08	8.7	409.49	139.0	2.95
North Dakota	5.03	5.20	5.57	3.0	11.88	20.8	0.57
Ohio	3.29	3.39	3.45	7.3	419.05	194.1	2.16
Oklahoma	3.02	3.25	3.45	5.3	95.71	58.7	1.63
Oregon	2.96	3.44	3.49	8.1	155.65	66.1	2.35
Pennsylvania	3.00	3.01	3.14	7.7	501.04	196.3	2.55
Rhode Island	3.22	3.40	3.40	9.1	50.05	18.7	2.67
South Carolina	2.68	2.73	2.83	8.1	175.60	59.1	2.97
South Dakota	3.84	3.88	4.10	3.8	16.97	17.4	0.98
Tennessee	2.76	2.78	2.90	8.5	264.49	86.3	3.06
Texas	2.88	2.91	3.03	6.4	816.85	372.2	2.19
Utah	2.94	3.84	3.95	4.7	65.28	54.0	1.21
Vermont	3.18	3.33	3.33	4.6	16.17	11.7	1.38
Virginia	3.86	3.56	3.68	5.8	242.93	150.0	1.62
Washington	3.51	3.64	3.75	7.0	242.49	126.7	1.91
West Virginia	2.48	2.42	2.67	6.3	49.61	19.2	2.58
Wisconsin	3.40	3.31	3.33	6.7	205.55	101.6	2.02
Wyoming	2.84	2.99	3.08	4.6	14.03	9.2	1.53

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.

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Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Sep-12	Aug-13	Sep-13	Sep-Aug 13	Sep-12	Aug-13	Sep-13	Sep-Aug 13
Birmingham, AL	15.5	16.4	17.3	0.9	7.5	8.3	8.9	0.6
Phoenix, AZ	59.8	67.1	69.9	2.8	31.6	33.6	36.9	3.3
Tucson, AZ	12.9	13.5	14.2	0.6	7.5	7.8	8.2	0.4
Los Angeles, CA	168.9	167.9	178.6	10.7	94.3	90.5	99.5	9.0
Riverside, CA	34.2	30.4	31.8	1.5	21.6	16.5	17.6	1.1
Sacramento, CA	26.4	28.3	28.3	0.0	14.4	14.7	15.0	0.3
San Diego, CA	46.7	45.0	47.1	2.0	25.9	24.1	27.4	3.3
San Francisco, CA	108.6	113.7	112.1	-1.6	59.0	63.4	57.8	-5.6
San Jose, CA	51.0	46.8	53.4	6.6	23.5	19.4	23.9	4.5
Denver, CO	57.4	64.1	66.8	2.7	29.5	32.9	34.9	2.0
Hartford, CT	25.4	25.1	25.4	0.3	12.4	12.5	12.5	-0.1
Washington, DC	168.4	148.8	151.7	3.0	76.2	67.6	69.4	1.8
Jacksonville, FL	21.5	23.2	23.1	-0.1	13.2	14.4	14.2	-0.2
Miami, FL	67.5	71.6	74.0	2.4	36.1	39.2	40.0	0.8
Orlando, FL	38.4	34.1	34.6	0.4	24.4	17.6	18.1	0.5
Tampa, FL	51.3	41.0	42.5	1.5	31.0	22.0	22.5	0.5
Atlanta, GA	89.1	92.6	98.4	5.8	42.0	44.1	47.2	3.1
Honolulu, HI	13.5	14.0	14.5	0.4	9.0	9.8	9.8	0.0
Chicago, IL	144.6	150.6	156.7	6.1	66.4	69.4	74.0	4.6
Indianapolis, IN	31.5	32.7	33.3	0.6	16.2	17.4	17.2	-0.2
Louisville, KY	20.6	20.5	21.8	1.3	10.8	10.7	11.3	0.6
New Orleans, LA	15.9	18.9	19.9	1.0	9.1	11.0	11.4	0.4
Baltimore, MD	61.8	58.6	58.9	0.3	31.4	31.7	30.8	-0.9
Boston, MA	114.1	110.6	118.6	8.0	56.8	56.8	61.5	4.8
Detroit, MI	66.6	61.9	64.5	2.6	36.5	30.4	31.4	1.1
Minneapolis-St. Paul, MN	87.9	77.6	82.3	4.7	46.3	36.6	38.5	1.9
Kansas City, MO	38.3	35.5	37.3	1.7	19.8	16.8	17.2	0.4
St. Louis, MO	42.9	37.7	40.2	2.5	23.4	18.3	18.9	0.6
Las Vegas, NV	32.4	28.6	28.3	-0.3	19.0	14.7	13.8	-0.8
Buffalo, NY	17.2	18.0	18.7	0.7	9.6	11.1	10.5	-0.6
New York, NY	283.4	294.6	301.7	7.1	159.1	159.8	169.9	10.2
Rochester, NY	13.6	14.0	14.0	0.1	7.6	8.3	8.2	-0.1
Charlotte, NC	36.3	39.0	41.3	2.3	20.2	22.9	24.0	1.0
Cincinnati, OH	34.5	34.5	36.0	1.4	18.1	19.0	19.3	0.3
Cleveland, OH	43.0	41.2	41.0	-0.2	21.9	21.9	21.6	-0.4
Columbus, OH	39.4	42.8	44.6	1.7	22.1	25.0	25.7	0.7
Oklahoma City, OK	22.6	25.0	26.7	1.8	12.6	14.9	16.0	1.1
Portland, OR	38.2	41.5	44.0	2.5	21.0	22.2	24.0	1.8
Philadelphia, PA	94.2	91.9	98.1	6.2	46.0	45.0	48.5	3.4
Pittsburgh, PA	41.6	43.4	45.7	2.3	22.7	24.1	25.4	1.3
Providence, RI	22.9	24.3	24.5	0.2	13.1	14.6	14.5	-0.1
Memphis, TN	17.4	17.3	17.9	0.6	8.7	8.9	8.9	0.0
Nashville, TN	30.8	33.0	34.6	1.6	16.9	19.4	19.2	-0.1
Austin, TX	32.2	36.5	36.8	0.4	17.9	20.0	20.9	0.8
Dallas, TX	112.4	114.8	122.1	7.3	54.7	57.2	60.8	3.6
Houston, TX	89.0	94.3	94.8	0.5	41.7	44.3	45.2	0.9
San Antonio, TX	33.8	29.1	30.5	1.4	20.1	15.2	15.4	0.1
Salt Lake City, UT	24.3	31.3	32.4	1.0	12.9	16.0	15.7	-0.3
Richmond, VA	22.8	23.5	24.8	1.3	12.7	13.4	14.0	0.7
Virginia Beach, VA	26.8	25.4	26.6	1.2	14.7	14.5	15.3	0.8
Seattle-Tacoma, WA	84.1	85.4	90.5	5.2	45.1	43.0	46.5	3.6
Milwaukee, WI	38.4	32.8	33.3	0.6	18.0	17.1	16.7	-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.

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
	Sep-12	Aug-13	Sep-13	Jul-13	Jul-13	Jul-13	Jul-13
Birmingham, AL	2.92	3.09	3.25	5.4	28.4	16.3	1.74
Phoenix, AZ	2.93	3.30	3.43	6.7	137.0	67.7	2.02
Tucson, AZ	2.80	2.98	3.12	6.9	31.3	13.5	2.33
Los Angeles, CA	2.60	2.54	2.70	8.9	585.4	171.6	3.41
Riverside, CA	1.89	1.70	1.78	9.8	176.2	30.6	5.75
Sacramento, CA	2.52	2.71	2.71	8.3	86.3	28.9	2.98
San Diego, CA	2.91	2.80	2.92	7.1	114.0	46.3	2.46
San Francisco, CA	4.65	4.85	4.78	6.2	146.4	114.1	1.28
San Jose, CA	5.42	4.90	5.59	6.6	63.0	49.1	1.28
Denver, CO	4.04	4.46	4.65	6.8	98.3	63.9	1.54
Hartford, CT	4.28	4.27	4.33	8.0	47.0	24.9	1.89
Washington, DC	5.28	4.64	4.73	5.6	179.5	147.7	1.21
Jacksonville, FL	3.08	3.28	3.26	6.5	46.3	22.4	2.07
Miami, FL	2.28	2.43	2.52	7.1	209.0	70.0	2.99
Orlando, FL	3.33	2.94	2.98	6.6	76.4	33.4	2.29
Tampa, FL	3.86	3.04	3.15	6.9	93.6	40.0	2.34
Atlanta, GA	3.25	3.35	3.56	8.4	231.5	93.1	2.49
Honolulu, HI	2.96	3.10	3.20	4.0	17.9	13.4	1.34
Chicago, IL	2.95	3.08	3.20	9.3	454.4	150.8	3.01
Indianapolis, IN	3.48	3.57	3.63	7.6	69.4	30.6	2.27
Louisville, KY	3.24	3.20	3.40	8.2	52.8	19.3	2.73
New Orleans, LA	2.92	3.45	3.64	6.7	36.8	18.2	2.03
Baltimore, MD	4.18	3.94	3.97	7.3	108.5	56.4	1.93
Boston, MA	4.47	4.30	4.61	6.4	163.8	109.4	1.50
Detroit, MI	3.31	3.06	3.19	9.4	190.0	60.8	3.13
Minneapolis-St. Paul, MN	4.73	4.12	4.37	4.8	90.7	77.0	1.18
Kansas City, MO	3.68	3.39	3.56	6.6	69.6	34.6	2.01
St. Louis, MO	3.03	2.67	2.85	7.4	105.0	36.4	2.88
Las Vegas, NV	3.28	2.88	2.86	9.4	93.5	26.7	3.51
Buffalo, NY	2.99	3.15	3.26	7.4	42.4	17.1	2.48
New York, NY	2.96	3.07	3.14	7.8	748.2	289.7	2.58
Rochester, NY	2.60	2.69	2.70	7.0	36.3	13.4	2.70
Charlotte, NC	3.92	4.21	4.46	8.8	81.2	36.3	2.24
Cincinnati, OH	3.17	3.16	3.29	6.9	75.5	33.1	2.28
Cleveland, OH	4.08	3.94	3.92	7.1	74.4	39.9	1.87
Columbus, OH	4.06	4.38	4.56	6.0	58.5	39.7	1.47
Oklahoma City, OK	3.78	4.10	4.39	4.9	29.7	22.9	1.30
Portland, OR	3.23	3.53	3.74	7.3	86.1	41.2	2.09
Philadelphia, PA	3.11	3.03	3.23	8.0	241.7	91.0	2.65
Pittsburgh, PA	3.31	3.42	3.60	6.7	85.4	42.0	2.04
Providence, RI	3.28	3.52	3.55	9.1	63.1	23.3	2.71
Memphis, TN	2.82	2.82	2.93	9.4	57.4	16.2	3.54
Nashville, TN	3.61	3.80	3.99	6.7	57.7	31.2	1.85
Austin, TX	3.33	3.69	3.73	5.3	52.6	34.8	1.51
Dallas, TX	3.36	3.36	3.57	6.2	211.4	113.3	1.87
Houston, TX	2.92	3.04	3.05	6.2	193.2	92.9	2.08
San Antonio, TX	3.29	2.83	2.96	6.1	63.2	28.2	2.24
Salt Lake City, UT	4.01	5.00	5.16	4.3	27.1	31.0	0.87
Richmond, VA	3.42	3.52	3.72	6.0	40.4	22.1	1.83
Virginia Beach, VA	3.24	3.03	3.18	6.1	51.0	23.7	2.15
Seattle-Tacoma, WA	4.45	4.44	4.71	5.5	105.4	84.4	1.25
Milwaukee, WI	4.83	4.08	4.15	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
		Sep-12	Aug-13	Sep-13	Sep-Aug 13	Aug-13	Aug-13	
	Total	4,880.3	4,974.9	5,184.6	209.7	11,316.0	2.3	\$22.01
11	Management	480.4	476.5	501.2	24.7	525.4	1.1	\$52.20
13	Business and financial operations	312.5	309.1	313.0	3.9	293.4	0.9	\$33.44
15	Computer and mathematical science	604.6	584.1	598.9	14.8	144.5	0.2	\$38.55
17	Architecture and engineering	177.6	163.5	173.4	9.9	77.9	0.5	\$37.98
19	Life, physical, and social science	49.0	47.8	50.3	2.5	34.5	0.7	\$32.87
21	Community and social services	76.1	73.4	78.8	5.5	89.1	1.2	\$21.27
23	Legal	34.5	40.1	34.0	-6.2	63.6	1.6	\$47.39
25	Education, training, and library	113.4	126.1	121.2	-4.9	327.2	2.6	\$24.62
27	Arts, design, entertainment, sports, and media	123.4	141.4	142.8	1.4	222.8	1.6	\$26.20
29	Healthcare practitioners and technical	576.4	545.3	555.6	10.3	171.8	0.3	\$35.35
31	Healthcare support	129.8	125.4	125.7	0.3	254.0	2.0	\$13.36
33	Protective service	38.5	49.2	47.3	-1.9	187.6	3.8	\$20.70
35	Food preparation and serving related	182.9	226.7	271.7	45.0	845.5	3.7	\$10.28
37	Building and grounds cleaning and maintenance	82.5	94.7	94.4	-0.3	570.1	6.0	\$12.34
39	Personal care and service	86.9	88.0	91.6	3.6	423.4	4.8	\$11.80
41	Sales and related	634.4	645.0	656.4	11.3	1,255.8	1.9	\$18.26
43	Office and administrative support	515.4	525.9	520.5	-5.4	1,253.0	2.4	\$16.54
45	Farming, fishing, and forestry	6.1	8.3	8.3	0.0	153.1	18.5	\$11.65
47	Construction and extraction	95.6	118.4	120.4	2.0	1,059.5	8.9	\$21.61
49	Installation, maintenance, and repair	172.4	192.2	202.0	9.7	274.3	1.4	\$21.09
51	Production	137.6	133.8	141.4	7.6	798.6	6.0	\$16.59
53	Transportation and material moving	216.0	262.2	283.0	20.8	862.6	3.3	\$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 Sep-13	Average Hourly Wage ²	Total Ads Sep-13	Average Hourly Wage ²	Total Ads Sep-13	Average Hourly Wage ²
United States	835,016	\$42.80	1,820,241	\$31.56	687,777	\$12.53
Alabama	6,377	\$40.53	15,462	\$28.04	7,549	\$10.90
Alaska	2,027	\$42.16	7,719	\$33.66	3,050	\$15.08
Arizona	14,215	\$38.82	36,561	\$30.14	15,129	\$12.84
Arkansas	3,895	\$35.61	9,303	\$25.70	5,207	\$10.28
California	107,400	\$47.77	221,577	\$37.12	62,509	\$13.90
Colorado	16,722	\$41.86	42,077	\$32.78	18,536	\$12.85
Connecticut	12,491	\$49.43	25,287	\$33.80	7,637	\$14.38
Delaware	3,589	\$46.19	7,498	\$33.83	1,988	\$12.50
Florida	38,149	\$38.21	80,518	\$29.47	40,161	\$12.09
Georgia	25,609	\$42.44	56,236	\$28.37	17,223	\$11.23
Hawaii	2,203	\$37.12	5,168	\$29.94	4,076	\$14.00
Idaho	2,319	\$33.74	7,412	\$25.57	4,735	\$11.24
Illinois	42,612	\$42.41	74,136	\$31.20	22,564	\$12.94
Indiana	11,399	\$37.43	24,893	\$27.60	12,893	\$11.38
Iowa	7,068	\$35.12	17,861	\$26.38	8,293	\$11.39
Kansas	7,926	\$38.30	13,880	\$20.29	7,115	\$11.22
Kentucky	6,822	\$35.83	14,150	\$26.94	7,707	\$10.86
Louisiana	7,055	\$36.71	15,616	\$26.99	9,348	\$11.03
Maine	2,493	\$35.09	8,091	\$27.72	4,417	\$11.97
Maryland	17,217	\$45.65	44,928	\$35.45	13,729	\$13.42
Massachusetts	30,099	\$48.66	63,305	\$35.29	18,204	\$14.88
Michigan	21,965	\$39.85	51,717	\$30.08	20,005	\$12.05
Minnesota	20,428	\$41.44	43,680	\$30.88	15,928	\$12.15
Mississippi	3,490	\$34.32	6,625	\$24.24	4,557	\$6.47
Missouri	13,277	\$37.24	28,700	\$27.60	12,087	\$11.22
Montana	1,812	\$31.80	6,130	\$24.63	4,598	\$11.56
Nebraska	5,654	\$36.70	13,101	\$26.54	6,776	\$11.33
Nevada	5,574	\$39.03	13,057	\$31.90	7,757	\$13.30
New Hampshire	3,142	\$42.22	9,004	\$30.17	4,643	\$12.79
New Jersey	29,791	\$49.32	59,049	\$34.58	22,703	\$14.47
New Mexico	3,283	\$36.63	11,370	\$29.55	4,251	\$11.66
New York	70,445	\$51.61	105,239	\$35.02	37,801	\$14.58
North Carolina	20,949	\$42.23	52,124	\$28.70	21,253	\$11.25
North Dakota	2,269	\$35.79	5,599	\$26.21	2,515	\$11.83
Ohio	28,905	\$38.74	59,247	\$29.85	27,221	\$11.82
Oklahoma	6,694	\$35.14	18,360	\$26.57	9,703	\$10.91
Oregon	8,835	\$38.45	24,700	\$31.06	10,499	\$13.06
Pennsylvania	31,091	\$41.77	68,013	\$30.55	29,387	\$12.38
Rhode Island	2,996	\$45.64	6,736	\$33.59	3,173	\$13.15
South Carolina	6,484	\$37.41	19,159	\$27.36	9,928	\$10.91
South Dakota	1,748	\$15.72	5,035	\$24.47	3,466	\$10.80
Tennessee	12,452	\$37.32	25,656	\$26.89	14,488	\$11.02
Texas	63,562	\$42.58	135,923	\$31.04	43,062	\$11.38
Utah	6,473	\$37.25	15,711	\$27.69	8,906	\$11.70
Vermont	1,338	\$37.26	4,132	\$25.23	2,223	\$13.12
Virginia	25,353	\$45.95	63,578	\$34.23	19,227	\$12.56
Washington	23,252	\$43.88	56,371	\$33.77	17,670	\$14.42
West Virginia	2,108	\$32.97	6,449	\$25.54	3,581	\$10.38
Wisconsin	14,537	\$37.34	29,516	\$29.20	15,512	\$11.79
Wyoming	938	\$36.03	3,410	\$27.23	1,415	\$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
	Sep-13	Wage ¹	Sep-13	Wage ¹	Sep-13	Wage ¹
United States	1,274,809	\$17.22	363,947	\$20.95	473,712	\$16.37
Alabama	14,605	\$14.95	4,328	\$18.74	6,888	\$15.20
Alaska	4,911	\$18.27	1,842	\$28.16	1,253	\$22.57
Arizona	25,807	\$16.52	6,526	\$19.46	6,304	\$16.47
Arkansas	7,793	\$14.47	2,534	\$17.19	4,586	\$14.64
California	142,722	\$18.88	28,626	\$22.02	35,205	\$16.46
Colorado	29,178	\$18.13	10,301	\$21.25	9,458	\$17.16
Connecticut	15,998	\$20.47	3,856	\$24.61	5,437	\$18.09
Delaware	4,452	\$17.21	1,040	\$21.75	1,368	\$16.11
Florida	79,022	\$16.10	23,336	\$17.97	17,928	\$15.22
Georgia	33,368	\$16.39	9,212	\$19.12	13,295	\$15.81
Hawaii	6,487	\$6.63	1,500	\$26.26	1,273	\$18.28
Idaho	6,264	\$14.83	2,597	\$18.19	3,091	\$15.18
Illinois	50,245	\$18.00	9,725	\$24.03	18,241	\$16.73
Indiana	22,746	\$15.84	6,749	\$21.57	12,972	\$16.04
Iowa	13,446	\$15.56	5,391	\$19.38	7,882	\$15.81
Kansas	11,375	\$16.04	3,551	\$19.79	5,241	\$16.41
Kentucky	13,428	\$15.10	3,949	\$19.05	7,442	\$16.14
Louisiana	15,810	\$14.74	6,307	\$19.02	6,814	\$18.10
Maine	5,481	\$15.40	1,740	\$19.27	2,199	\$16.20
Maryland	26,344	\$18.13	6,297	\$21.95	6,778	\$17.32
Massachusetts	35,058	\$20.02	7,830	\$12.42	9,903	\$17.62
Michigan	33,700	\$16.45	11,182	\$21.18	17,126	\$16.97
Minnesota	27,747	\$17.79	8,825	\$22.95	14,418	\$17.01
Mississippi	7,081	\$13.90	2,743	\$17.40	4,157	\$14.50
Missouri	21,632	\$15.80	5,895	\$21.21	9,481	\$15.66
Montana	5,039	\$14.98	2,872	\$20.27	2,470	\$16.70
Nebraska	10,703	\$15.39	4,585	\$18.96	6,390	\$15.73
Nevada	12,295	\$16.18	3,213	\$24.22	3,217	\$17.09
New Hampshire	7,307	\$17.41	2,351	\$21.08	3,151	\$16.63
New Jersey	40,308	\$19.15	9,297	\$25.25	11,881	\$16.43
New Mexico	6,457	\$14.73	2,052	\$18.88	2,028	\$16.53
New York	78,430	\$20.27	15,555	\$25.35	18,711	\$17.97
North Carolina	33,631	\$16.35	11,063	\$18.55	12,624	\$15.10
North Dakota	5,571	\$15.38	3,916	\$21.79	3,623	\$18.35
Ohio	51,463	\$16.39	16,402	\$20.64	29,640	\$15.93
Oklahoma	15,991	\$14.90	6,631	\$18.64	8,411	\$15.80
Oregon	16,210	\$17.17	5,243	\$21.75	6,335	\$16.44
Pennsylvania	52,568	\$17.32	14,748	\$20.97	23,394	\$16.65
Rhode Island	4,960	\$18.54	1,298	\$22.71	1,698	\$16.09
South Carolina	15,248	\$14.92	5,664	\$18.29	6,980	\$15.70
South Dakota	4,841	\$14.50	2,578	\$17.66	2,416	\$14.46
Tennessee	23,869	\$15.57	7,210	\$18.46	11,816	\$15.16
Texas	98,605	\$16.73	30,963	\$18.70	36,742	\$16.00
Utah	17,201	\$16.06	5,355	\$19.99	6,099	\$16.52
Vermont	2,877	\$16.59	1,016	\$19.47	1,392	\$16.38
Virginia	32,742	\$17.13	9,443	\$20.28	9,977	\$16.35
Washington	28,278	\$18.59	8,533	\$24.06	9,197	\$18.80
West Virginia	5,767	\$13.40	1,875	\$20.10	2,788	\$15.98
Wisconsin	25,323	\$16.48	8,238	\$21.76	15,096	\$16.24
Wyoming	1,985	\$15.68	1,378	\$22.62	1,179	\$21.05

Source: The Conference Board

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

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-13	Wage ^{2*}	Sep-13	Wage ^{2*}	Sep-13	Wage ^{2*}
United States	835,016	\$42.80	1,820,241	\$31.56	687,777	\$12.53
Birmingham, AL	2,475	\$42.01	5,185	\$27.95	2,343	\$11.27
Phoenix, AZ	10,876	\$39.88	24,232	\$24.88	10,112	\$12.78
Tucson, AZ	1,608	\$36.11	4,916	\$30.08	2,436	\$12.63
Los Angeles, CA	36,774	\$47.62	63,400	\$37.13	19,224	\$13.55
Riverside, CA	3,739	\$42.25	9,731	\$32.92	4,889	\$13.00
Sacramento, CA	4,761	\$40.98	10,629	\$36.28	3,174	\$13.87
San Diego, CA	7,863	\$45.18	18,192	\$35.38	6,343	\$13.10
San Francisco, CA	27,850	\$53.31	47,130	\$41.14	9,320	\$15.61
San Jose, CA	10,931	\$59.11	29,783	\$45.16	2,972	\$14.30
Denver, CO	11,292	\$43.36	23,976	\$34.66	8,340	\$12.95
Hartford, CT	5,008	\$46.34	9,626	\$33.98	2,640	\$14.18
Washington, DC	32,452	\$50.76	69,636	\$41.23	16,057	\$14.65
Jacksonville, FL	3,277	\$37.54	6,251	\$24.25	3,296	\$11.72
Miami, FL	12,700	\$40.70	21,501	\$30.51	9,954	\$12.70
Orlando, FL	5,685	\$37.49	9,962	\$28.89	5,278	\$11.68
Tampa, FL	6,391	\$38.37	13,679	\$29.87	5,328	\$11.81
Atlanta, GA	20,416	\$44.65	40,000	\$31.00	10,072	\$11.57
Honolulu, HI	1,697	\$37.47	3,642	\$30.53	2,859	\$13.56
Chicago, IL	36,457	\$43.94	56,407	\$30.98	16,583	\$13.13
Indianapolis, IN	5,291	\$38.93	9,425	\$29.91	4,417	\$11.88
Louisville, KY	3,233	.	6,228	.	3,185	.
New Orleans, LA	2,452	.	5,183	.	4,025	.
Baltimore, MD	8,882	.	23,555	.	7,459	.
Boston, MA	24,734	\$50.15	48,143	\$36.52	12,903	\$15.09
Detroit, MI	11,297	\$42.44	25,960	\$32.64	7,576	\$12.36
Minneapolis-St. Paul, MN	15,871	.	29,711	.	9,656	.
Kansas City, MO	6,822	.	12,044	.	4,852	.
St. Louis, MO	7,283	.	15,038	.	4,861	.
Las Vegas, NV	3,959	.	8,316	.	5,365	.
Buffalo, NY	2,505	.	5,147	.	2,876	.
New York, NY	71,533	\$54.25	108,841	\$37.30	35,331	\$15.06
Rochester, NY	1,803	.	4,271	.	2,310	.
Charlotte, NC	7,543	.	15,330	.	5,351	.
Cincinnati, OH	5,972	.	10,200	.	4,541	.
Cleveland, OH	6,576	.	13,096	.	5,480	.
Columbus, OH	7,393	.	13,204	.	5,828	.
Oklahoma City, OK	2,938	.	7,376	.	4,291	.
Portland, OR	6,800	.	16,505	.	5,705	.
Philadelphia, PA	18,543	\$46.34	36,051	\$33.40	11,829	\$13.33
Pittsburgh, PA	6,965	.	13,422	.	7,446	.
Providence, RI	3,495	.	8,404	\$30.70	4,072	.
Memphis, TN	2,724	.	5,254	.	2,372	.
Nashville, TN	5,693	.	9,899	.	5,453	.
Austin, TX	5,588	.	14,642	.	4,744	.
Dallas, TX	23,494	\$43.48	43,527	\$32.37	11,746	\$11.84
Houston, TX	18,892	.	34,624	.	9,129	.
San Antonio, TX	4,793	.	10,579	.	4,105	.
Salt Lake City, UT	4,424	.	9,122	.	4,875	.
Richmond, VA	3,769	.	8,943	.	3,371	.
Virginia Beach, VA	3,092	.	8,496	.	4,079	.
Seattle-Tacoma, WA	17,813	\$46.04	40,458	\$36.39	10,106	\$14.91
Milwaukee, WI	5,462	.	9,842	.	4,615	.

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
	Sep-13	Wage ^{2*}	Sep-13	Wage ^{2*}	Sep-13	Wage ^{2*}
United States	1,274,809	\$17.22	363,947	\$20.95	473,712	\$16.37
Birmingham, AL	5,102	\$16.47	1,307	\$19.67	1,982	\$7.74
Phoenix, AZ	18,302	\$17.20	4,267	\$20.05	4,010	\$16.79
Tucson, AZ	3,653	\$14.91	1,050	\$19.36	981	\$15.26
Los Angeles, CA	49,329	\$18.81	7,587	\$24.26	10,854	\$15.68
Riverside, CA	9,595	\$16.32	2,424	\$22.66	3,639	\$15.81
Sacramento, CA	7,864	\$18.29	1,858	\$23.72	1,856	\$16.93
San Diego, CA	12,255	\$18.29	2,553	\$23.79	2,446	\$16.25
San Francisco, CA	23,386	\$22.22	4,217	\$27.73	4,104	\$19.43
San Jose, CA	7,781	\$23.22	1,445	\$26.51	1,533	\$18.08
Denver, CO	16,379	\$19.36	4,916	\$21.68	4,591	\$17.48
Hartford, CT	6,343	\$19.82	1,566	\$24.25	2,018	\$18.13
Washington, DC	28,932	\$19.65	6,046	\$23.19	4,908	\$17.92
Jacksonville, FL	6,768	\$16.39	2,516	\$18.88	2,118	\$16.38
Miami, FL	23,742	\$16.99	4,772	\$18.95	3,513	\$15.42
Orlando, FL	10,137	\$15.48	2,855	\$18.00	2,136	\$15.00
Tampa, FL	11,427	\$16.48	3,381	\$17.69	2,603	\$14.83
Atlanta, GA	21,173	\$17.74	5,001	\$20.20	6,321	\$16.92
Honolulu, HI	4,993	\$16.75	1,059	\$27.24	1,012	\$18.82
Chicago, IL	39,047	\$18.76	6,546	\$25.05	11,956	\$16.95
Indianapolis, IN	9,437	\$17.59	2,688	\$22.51	4,010	\$16.06
Louisville, KY	5,776	.	1,661	\$11.64	2,942	.
New Orleans, LA	5,524	.	1,818	\$18.76	1,681	.
Baltimore, MD	14,751	.	3,702	\$16.07	3,843	.
Boston, MA	26,850	\$20.89	5,344	\$26.18	6,380	\$17.90
Detroit, MI	14,986	\$17.69	4,507	\$22.80	6,099	\$18.16
Minneapolis-St. Paul, MN	19,646	.	5,033	\$14.13	8,463	.
Kansas City, MO	9,844	.	2,569	\$14.29	3,703	.
St. Louis, MO	10,041	.	2,017	.	3,145	.
Las Vegas, NV	8,352	.	1,744	\$15.94	1,573	.
Buffalo, NY	5,743	.	1,483	\$14.54	2,158	.
New York, NY	73,441	\$21.32	12,386	\$27.06	14,640	\$17.96
Rochester, NY	4,082	.	1,271	\$11.83	1,768	.
Charlotte, NC	9,197	.	2,888	\$13.59	3,330	.
Cincinnati, OH	10,086	.	2,798	\$12.93	4,496	.
Cleveland, OH	10,377	.	3,145	\$13.63	5,485	.
Columbus, OH	11,433	.	3,426	\$14.05	5,337	.
Oklahoma City, OK	7,314	.	3,162	\$17.38	3,194	.
Portland, OR	10,310	.	2,925	.	3,734	.
Philadelphia, PA	23,910	\$19.13	5,122	\$23.42	6,209	\$17.43
Pittsburgh, PA	12,848	.	3,632	\$13.32	5,153	.
Providence, RI	6,703	.	1,860	\$14.05	2,590	.
Memphis, TN	4,673	.	1,424	\$12.27	2,356	.
Nashville, TN	9,310	.	2,561	\$13.29	3,841	.
Austin, TX	9,216	.	2,411	\$11.58	2,325	.
Dallas, TX	30,397	\$17.92	7,498	\$18.82	9,859	\$15.49
Houston, TX	23,949	.	6,991	.	7,614	.
San Antonio, TX	7,437	.	2,648	\$11.27	2,536	.
Salt Lake City, UT	10,061	.	2,710	\$14.56	3,267	.
Richmond, VA	5,897	.	1,912	\$16.19	1,996	.
Virginia Beach, VA	6,471	.	2,606	\$12.23	2,311	.
Seattle-Tacoma, WA	17,948	\$20.02	4,529	\$25.77	5,135	\$20.09
Milwaukee, WI	8,071	.	2,251	\$16.30	3,902	.

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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