



News Release

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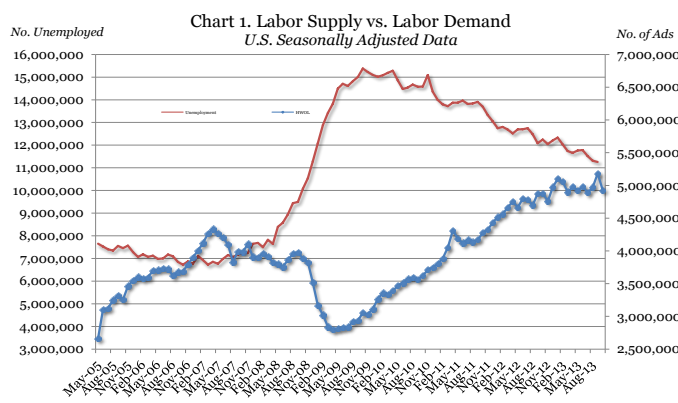
Online Labor Demand Down 257,900 in October

- Labor demand in the first 10 months of 2013 has been flat
- October’s drop negated the large September gain of 209,000
- October losses posted in 49 of the 50 States with modest gain in South Carolina (Table 3)
- 21 of the 22 broad occupation categories were down in October (Table 7)

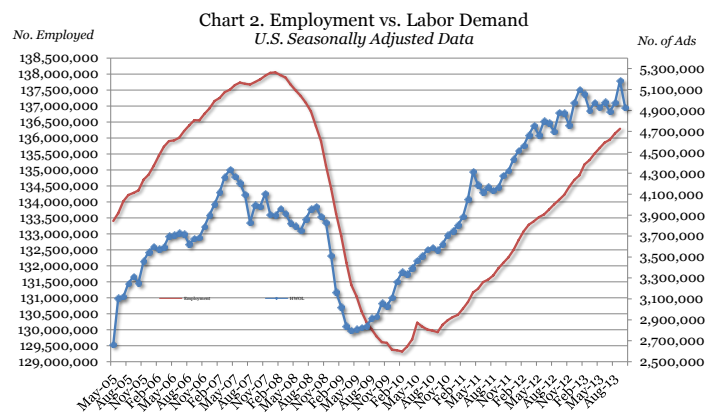
NEW YORK, October 30, 2013...Online advertised vacancies were down 257,900 in October to 4,926,800, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The September Supply/Demand rate stands at 2.2 unemployed for each vacancy, with a total of 6.1 million more unemployed workers than the number of advertised vacancies.

“Slow overall economic growth has left labor demand flat in the first 10 months of 2013,” said June Shelp, Vice President of The Conference Board. “Even though the labor demand level still hovers around 5 million/month, the October loss leaves the 2013 year-to-date basically flat. This continues the trend we’ve seen this year with gains in one month being offset by declines the next month.” (See Charts 1& 2 below)

Since October 2012, the most striking pattern is that most of the Professional occupations have seen losses while the Production/Service jobs have continued with modest gains. Over the year, higher-wage Professional occupations like Computer & Math jobs (-32,000) and Healthcare professionals (-29,000) lost job demand while lower-wage Production/Service jobs like Transportation (+54,000), Sales (+36,000), and Food service (+33,000) have posted gains. (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

- October labor demand down in the 20 largest States
- 49 of the 50 States, all but South Carolina, declined in October (Table 3)

Location	Total Ads ¹ (Thousands) Oct-13	M-O-M Change (Thousands) Oct-Sep 13	Supply/ Demand Rate ² Sep-13 for U.S.; Aug-13 for Regions and States	Recent Trend ³
United States	4,926.8	-257.9	2.17	→ 12/12
NORTHEAST	927.5	-54.0	2.30	
Massachusetts	149.2	-6.8	1.70	↓ 1/13
New Jersey	146.3	-18.5	2.37	↓ 1/13
New York	294.9	-11.2	2.39	→ 1/13
Pennsylvania	194.9	-9.3	2.55	→ 12/12
SOUTH	1,636.2	-97.9	2.44	
Florida	258.1	-13.0	2.46	↓ 9/12
Georgia	136.7	-10.7	3.01	↓ 1/13
Maryland	100.5	-9.9	2.04	↓ 2/13
North Carolina	130.7	-13.7	2.95	↓ 1/13
Texas	368.9	-18.1	2.19	↓ 1/13
Virginia	145.7	-9.5	1.62	↓ 1/13
MIDWEST	1,067.8	-59.3	2.33	
Illinois	194.6	-10.0	3.06	→ 1/13
Michigan	136.3	-5.5	3.10	↓ 1/13
Minnesota	114.4	-8.5	1.30	↓ 1/13
Missouri	81.1	-4.5	2.64	↓ 10/12
Ohio	179.6	-17.9	2.16	→ 12/12
Wisconsin	96.9	-5.5	2.02	↓ 2/13
WEST	1,156.3	-59.2	2.47	
Arizona	97.3	-6.0	2.51	↑ 5/12
California	539.6	-29.1	3.04	→ 12/12
Colorado	117.1	-3.2	1.66	→ 1/13
Washington	129.2	-1.5	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).

October Changes for States

In October, online labor demand decreased in 49 of the 50 States. South Carolina increased modestly (+500). Thirty-one of the 50 States are above last October's levels while 19 are below (Table 3).

The largest decrease in online labor demand occurred in the **South**, which lost 97,900 in October, led by the decrease of 18,100 in Texas, the region's largest State (Table A). North Carolina dropped 13,700, Florida fell 13,000, Georgia decreased by 10,700, Maryland lost 9,900, and Virginia dropped 9,500. Among the smaller States, Tennessee dropped 5,900, Louisiana decreased by 4,100, Arkansas fell 2,400, and South Carolina increased by 500 (Table 3).

The **Midwest** was down 59,300 in October. Ohio posted the largest decrease (-17,900) and was followed by Illinois (-10,000), Minnesota (-8,500), Michigan (-5,500), Wisconsin (-5,500), and Missouri (-4,500). Losses among the smaller Midwest States in October include Indiana (-3,700) and Kansas (-2,300). Also, West Virginia and North Dakota were both down (-1,800).

Online labor demand in the **West** dropped 59,200 in October with California, its largest State, losing 29,100. Arizona fell 6,000, Colorado decreased by 3,200, and Washington dropped 1,500. Among the smaller Western States, Nevada fell 4,600, Oregon decreased by 3,700, and Utah dropped 1,900.

The **Northeast** was down 54,000 in October with New Jersey down 18,500. New York dropped 11,200, Pennsylvania decreased by 9,300, and Massachusetts lost 6,800. Among the smaller States in the Northeast, October labor demand in Connecticut fell 2,200, New Hampshire lost 1,900, Maine dropped 1,600, and Rhode Island decreased by 1,000.

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

- Largest metro areas decline in October

Location	Total Ads ¹ (Thousands) Oct-13	M-O-M Change (Thousands) Oct-Sep 13	Supply/ Demand Rate ² Sep-13 for U.S; Aug-13 for Regions and MSA's
United States	4,926.8	-257.9	2.17
NORTHEAST	927.5	-54.0	2.30
Boston, MA	113.2	-5.4	1.48
New York, NY	274.7	-27.0	2.56
Philadelphia, PA	93.8	-4.3	2.65
SOUTH	1,636.2	-97.9	2.44
Atlanta, GA	90.7	-7.7	2.43
Baltimore, MD	53.0	-5.9	1.80
Dallas, TX	116.8	-5.4	1.79
Houston, TX	88.3	-6.5	2.00
Miami, FL	72.0	-2.0	2.84
Washington, DC	140.6	-11.1	1.19
MIDWEST	1,067.8	-59.3	2.33
Chicago, IL	149.1	-7.6	2.99
Cleveland, OH	35.3	-5.7	1.83
Detroit, MI	62.0	-2.5	3.15
Minneapolis-St. Paul, MN	77.1	-5.1	1.15
WEST	1,156.3	-59.2	2.47
Denver, CO	63.2	-3.7	1.51
Los Angeles, CA	164.6	-14.0	3.49
Phoenix, AZ	65.3	-4.6	2.08
San Diego, CA	42.8	-4.2	2.53
San Francisco, CA	108.9	-3.2	1.29
San Jose, CA	49.2	-4.2	1.35
Seattle-Tacoma, WA	87.7	-2.8	1.30

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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 October, 51 of the 52 metropolitan areas for which data are reported separately (all but Rochester, which remained unchanged) posted decreases in the number of advertised vacancies (Table B and Table 5). Twenty-two of the largest 52 MSAs (42 percent) had labor demand levels above their levels in October 2012.

With the churn in the labor market, 24 of the MSAs included in HWOL have August 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 (0.86). Other Metropolitan areas with favorable Supply/Demand rates included Minneapolis–St. Paul (1.15), Oklahoma City (1.18), Washington, DC (1.19), Honolulu (1.23), San Francisco (1.29), Seattle–Tacoma (1.30), and San Jose (1.35).

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 (5.81), Los Angeles (3.49), Memphis (3.30), Las Vegas (3.19), Detroit (3.15), and Sacramento (3.06) (Table 6).

OCCUPATIONAL HIGHLIGHTS

- In October, 9 of the top 10 largest occupational groups posted decreases with the exception being a modest gain for Sales workers (Table C)
- 21 of the 22 major groups in the Standard Occupational Classifications (SOC) decreased in October (Table 7)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Oct-13	Oct-Sep 13	Sep-13	Sep-13	
41	Sales and related	658.7	2.3	1,232.2	1.88	\$18.26
15	Computer and mathematical science	569.6	-29.3	188.5	0.31	\$38.55
29	Healthcare practitioners and technical	543.0	-12.7	178.6	0.32	\$35.35
43	Office and administrative support	493.0	-27.5	1,294.6	2.49	\$16.54
11	Management	484.3	-16.9	546.8	1.09	\$52.20
13	Business and financial operations	297.9	-15.1	274.7	0.88	\$33.44
53	Transportation and material moving	266.8	-16.2	852.2	3.01	\$16.15
35	Food preparation and serving related	224.4	-47.3	783.2	2.88	\$10.28
49	Installation, maintenance, and repair	191.2	-10.7	238.0	1.18	\$21.09
17	Architecture and engineering	169.0	-4.4	61.7	0.36	\$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 October

In October, **Food Preparation and Serving-Related** occupations dropped 47,300 to 224,400, largely reflecting decreased demand for First-Line Supervisors / Managers of Food Preparation and Serving Workers (Table 7). **Computer and Mathematical Science** occupations fell 29,300 to 569,600, largely driven by a decline in demand for Web Developers. **Office and Administrative** occupations decreased by 27,500 to 493,000 due to lower demand for Customer Service Representatives and Bookkeeping, Accounting, and Auditing Clerks. **Management** occupations dropped 16,900 to 484,300, reflecting in part lower demand for Food Service Managers. **Transportation and Material Moving** occupations decreased 16,200 in October to 266,800, primarily driven by lower demand for Heavy and Tractor-Trailer Truck Drivers. **Business and Financial** occupations dropped 15,100 to 297,900 largely due to decreased demand for Management Analysts (Table C).

The only occupational category experiencing an increase in October was **Sales**, up 2,300 to 658,700, due to increased demand for Retail Salespeople and First-Line Supervisors/Managers of Retail Sales Workers.

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
	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)
	Oct-12	Sep-13	Oct-13	Oct-Sep 13	Oct-12	Sep-13	Oct-13	Oct-Sep 13
United States	4,876.7	5,184.6	4,926.8	-257.9	2,460.8	2,716.0	2,418.7	-297.3
New England	289.3	304.5	291.0	-13.5	143.3	159.0	145.1	-13.9
Middle Atlantic	625.3	677.0	636.5	-40.4	320.9	374.0	320.4	-53.6
South Atlantic	963.4	975.1	918.3	-56.8	489.5	513.6	452.4	-61.2
East North Central	698.7	731.9	693.4	-38.5	341.5	376.1	333.9	-42.3
East South Central	205.4	220.4	207.2	-13.2	102.1	116.1	103.2	-12.9
West North Central	381.5	395.2	374.4	-20.8	184.8	188.7	164.2	-24.5
West South Central	487.3	538.6	510.7	-27.8	243.4	280.0	250.3	-29.7
Mountain	360.4	405.3	384.7	-20.6	189.5	211.2	189.3	-21.9
Pacific	774.5	810.2	771.6	-38.6	414.8	441.5	394.5	-47.1

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)		
	Oct-12	Sep-13	Oct-13	Oct-12	Sep-13	Oct-13
United States	3.13	3.33	3.17	1.58	1.75	1.55
New England	3.75	3.96	3.78	1.86	2.07	1.89
Middle Atlantic	3.02	3.26	3.07	1.55	1.80	1.54
South Atlantic	3.20	3.25	3.06	1.63	1.71	1.51
East North Central	3.01	3.15	2.99	1.47	1.62	1.44
East South Central	2.36	2.56	2.40	1.17	1.35	1.20
West North Central	3.49	3.59	3.40	1.69	1.72	1.49
West South Central	2.73	2.99	2.84	1.36	1.56	1.39
Mountain	3.27	3.67	3.48	1.72	1.91	1.71
Pacific	3.10	3.24	3.09	1.66	1.77	1.58

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)
	Oct-12	Sep-13	Oct-13	Oct-Sep 13	Oct-12	Sep-13	Oct-13	Oct-Sep 13
United States	4,876.7	5,184.6	4,926.8	-257.9	2,460.8	2,716.0	2,418.7	-297.3
Alabama	48.8	52.2	49.8	-2.4	23.8	26.8	24.9	-2.0
Alaska	19.0	19.9	18.5	-1.4	9.2	9.9	8.9	-1.0
Arizona	92.0	103.4	97.3	-6.0	48.4	54.5	47.7	-6.9
Arkansas	28.7	31.7	29.2	-2.4	13.0	15.9	14.1	-1.8
California	552.8	568.8	539.6	-29.1	297.8	308.3	272.9	-35.4
Colorado	108.4	120.3	117.1	-3.2	57.8	64.6	59.8	-4.8
Connecticut	67.1	67.1	64.9	-2.2	31.7	32.8	30.4	-2.4
Delaware	16.9	19.1	18.9	-0.2	8.0	9.1	8.8	-0.2
Florida	265.5	271.1	258.1	-13.0	151.1	152.1	137.8	-14.2
Georgia	137.2	147.3	136.7	-10.7	64.5	72.4	62.1	-10.3
Hawaii	19.2	19.9	18.7	-1.2	12.1	12.9	11.9	-1.0
Idaho	21.0	24.2	23.2	-1.0	11.2	13.4	12.8	-0.7
Illinois	187.2	204.5	194.6	-10.0	86.6	99.4	88.7	-10.6
Indiana	80.6	85.9	82.2	-3.7	37.4	42.7	39.2	-3.4
Iowa	49.9	55.3	53.9	-1.4	22.1	26.0	23.7	-2.2
Kansas	43.8	46.7	44.4	-2.3	20.1	22.4	20.2	-2.3
Kentucky	46.3	50.6	48.4	-2.2	22.4	26.2	23.6	-2.6
Louisiana	47.7	57.9	53.8	-4.1	24.5	30.7	26.7	-4.0
Maine	21.6	23.0	21.4	-1.6	10.0	11.2	10.0	-1.3
Maryland	115.7	110.4	100.5	-9.9	55.8	54.8	45.8	-9.0
Massachusetts	146.6	156.0	149.2	-6.8	72.5	80.8	73.5	-7.3
Michigan	139.6	141.9	136.3	-5.5	73.3	73.7	66.3	-7.4
Minnesota	125.1	122.9	114.4	-8.5	62.7	57.2	48.7	-8.5
Mississippi	24.2	27.3	24.8	-2.5	10.8	12.9	10.8	-2.1
Missouri	88.4	85.6	81.1	-4.5	47.6	42.5	38.1	-4.4
Montana	17.8	20.7	18.9	-1.9	8.5	10.4	8.9	-1.6
Nebraska	36.6	44.1	41.2	-2.9	17.4	23.3	18.9	-4.5
Nevada	47.1	43.8	39.3	-4.6	26.8	22.5	18.4	-4.1
New Hampshire	24.8	27.8	26.0	-1.9	13.6	16.2	14.6	-1.6
New Jersey	154.0	164.8	146.3	-18.5	81.0	93.9	74.1	-19.8
New Mexico	24.9	27.7	25.6	-2.1	12.2	14.2	12.7	-1.5
New York	277.3	306.1	294.9	-11.2	145.3	170.8	153.3	-17.5
North Carolina	135.5	144.4	130.7	-13.7	73.1	82.9	68.3	-14.6
North Dakota	19.3	22.3	20.5	-1.8	8.4	10.5	8.9	-1.6
Ohio	185.9	197.5	179.6	-17.9	95.5	108.5	90.8	-17.7
Oklahoma	54.4	62.3	58.5	-3.8	28.4	35.0	31.1	-3.9
Oregon	58.2	67.1	63.4	-3.7	32.6	39.0	34.8	-4.2
Pennsylvania	193.7	204.2	194.9	-9.3	95.2	103.0	93.6	-9.3
Rhode Island	17.7	18.8	17.8	-1.0	9.7	11.3	10.2	-1.1
South Carolina	56.7	61.1	61.6	0.5	29.1	34.9	34.6	-0.4
South Dakota	16.8	18.4	17.4	-1.0	7.0	7.3	6.7	-0.6
Tennessee	86.2	90.2	84.2	-5.9	45.0	50.0	43.8	-6.2
Texas	356.2	387.0	368.9	-18.1	178.1	199.3	179.1	-20.2
Utah	40.1	55.5	53.6	-1.9	20.8	27.1	24.9	-2.2
Vermont	11.0	11.7	11.3	-0.5	5.3	6.4	6.0	-0.4
Virginia	160.3	155.2	145.7	-9.5	75.3	77.4	67.7	-9.7
Washington	123.1	130.7	129.2	-1.5	63.7	68.8	66.7	-2.1
West Virginia	20.1	21.2	19.4	-1.8	8.5	9.3	8.3	-1.0
Wisconsin	101.4	102.4	96.9	-5.5	48.6	52.4	48.9	-3.5
Wyoming	8.5	9.5	8.9	-0.5	3.5	4.2	3.7	-0.5

Source: The Conference Board

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

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

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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
	Oct-12	Sep-13	Oct-13	Sep-13 for U.S.; Aug-13 for States	Sep-13 for U.S.; Aug-13 for States	Sep-13 for U.S.; Aug-13 for States	Sep-13 for U.S.; Aug-13 for States
	United States	3.13	3.33	3.17	7.2	11,255.00	5,184.6
Alabama	2.26	2.43	2.32	6.3	134.37	49.2	2.73
Alaska	5.18	5.46	5.09	6.5	23.72	20.4	1.16
Arizona	3.04	3.44	3.24	8.3	248.21	98.9	2.51
Arkansas	2.13	2.39	2.21	7.4	98.44	29.7	3.31
California	2.99	3.06	2.90	8.9	1,645.71	541.7	3.04
Colorado	3.95	4.35	4.23	7.0	194.07	116.8	1.66
Connecticut	3.58	3.62	3.50	8.1	150.30	66.2	2.27
Delaware	3.79	4.34	4.29	7.3	32.12	18.6	1.72
Florida	2.83	2.89	2.75	7.0	656.17	266.5	2.46
Georgia	2.85	3.07	2.85	8.7	417.35	138.8	3.01
Hawaii	2.95	3.10	2.90	4.3	27.84	19.6	1.42
Idaho	2.71	3.13	3.00	6.8	52.26	24.3	2.15
Illinois	2.84	3.13	2.98	9.2	602.04	197.0	3.06
Indiana	2.56	2.72	2.61	8.1	256.83	82.6	3.11
Iowa	3.06	3.34	3.25	4.9	80.85	52.6	1.54
Kansas	2.94	3.14	2.99	5.9	87.72	43.6	2.01
Kentucky	2.22	2.44	2.33	8.4	174.68	47.7	3.67
Louisiana	2.29	2.78	2.58	7.0	146.00	56.1	2.60
Maine	3.06	3.24	3.02	7.0	49.97	21.9	2.28
Maryland	3.69	3.54	3.23	7.0	218.72	107.0	2.04
Massachusetts	4.22	4.47	4.27	7.2	252.32	148.7	1.70
Michigan	3.00	3.00	2.88	9.0	424.69	137.1	3.10
Minnesota	4.21	4.14	3.85	5.1	152.47	117.0	1.30
Mississippi	1.81	2.11	1.92	8.5	110.20	25.7	4.28
Missouri	2.96	2.84	2.69	7.2	216.32	81.9	2.64
Montana	3.50	4.08	3.72	5.3	27.01	19.2	1.41
Nebraska	3.57	4.27	3.99	4.2	43.42	39.9	1.09
Nevada	3.43	3.21	2.87	9.5	129.89	42.8	3.04
New Hampshire	3.34	3.75	3.50	5.0	37.15	26.7	1.39
New Jersey	3.33	3.58	3.18	8.5	391.67	165.4	2.37
New Mexico	2.66	2.97	2.75	6.8	63.44	26.7	2.38
New York	2.89	3.18	3.07	7.6	729.72	305.7	2.39
North Carolina	2.86	3.08	2.79	8.7	409.49	139.0	2.95
North Dakota	4.90	5.57	5.12	3.0	11.88	20.8	0.57
Ohio	3.24	3.45	3.13	7.3	419.05	194.1	2.16
Oklahoma	3.00	3.45	3.24	5.3	95.71	58.7	1.63
Oregon	2.97	3.49	3.30	8.1	155.65	66.1	2.35
Pennsylvania	2.97	3.14	2.99	7.7	501.04	196.3	2.55
Rhode Island	3.14	3.40	3.23	9.1	50.05	18.7	2.67
South Carolina	2.62	2.83	2.85	8.1	175.60	59.1	2.97
South Dakota	3.77	4.10	3.88	3.8	16.97	17.4	0.98
Tennessee	2.77	2.90	2.71	8.5	264.49	86.3	3.06
Texas	2.82	3.03	2.89	6.4	816.85	372.2	2.19
Utah	2.96	3.95	3.82	4.7	65.28	54.0	1.21
Vermont	3.10	3.33	3.20	4.6	16.17	11.7	1.38
Virginia	3.81	3.68	3.45	5.8	242.93	150.0	1.62
Washington	3.55	3.75	3.71	7.0	242.49	126.7	1.91
West Virginia	2.49	2.67	2.45	6.3	49.61	19.2	2.58
Wisconsin	3.33	3.33	3.15	6.7	205.55	101.6	2.02
Wyoming	2.78	3.08	2.90	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)
	Oct-12	Sep-13	Oct-13	Oct-Sep 13	Oct-12	Sep-13	Oct-13	Oct-Sep 13
Birmingham, AL	15.7	17.3	16.4	-0.9	7.9	8.9	8.2	-0.7
Phoenix, AZ	60.4	69.9	65.3	-4.6	31.6	36.9	31.9	-5.0
Tucson, AZ	13.2	14.2	13.9	-0.2	7.7	8.2	7.6	-0.6
Los Angeles, CA	170.0	178.6	164.6	-14.0	92.7	99.5	84.2	-15.3
Riverside, CA	34.4	31.8	30.1	-1.7	21.8	17.6	16.0	-1.6
Sacramento, CA	26.5	28.3	26.0	-2.3	13.9	15.0	13.2	-1.7
San Diego, CA	47.5	47.1	42.8	-4.2	25.9	27.4	22.5	-4.9
San Francisco, CA	107.8	112.1	108.9	-3.2	57.0	57.8	54.4	-3.4
San Jose, CA	51.2	53.4	49.2	-4.2	23.3	23.9	20.2	-3.7
Denver, CO	59.1	66.8	63.2	-3.7	30.6	34.9	30.9	-4.0
Hartford, CT	25.7	25.4	24.9	-0.5	12.3	12.5	11.8	-0.7
Washington, DC	167.2	151.7	140.6	-11.1	75.1	69.4	59.8	-9.6
Jacksonville, FL	20.9	23.1	20.0	-3.0	12.7	14.2	11.4	-2.8
Miami, FL	69.5	74.0	72.0	-2.0	37.2	40.0	37.4	-2.6
Orlando, FL	38.3	34.6	32.9	-1.7	23.3	18.1	15.3	-2.8
Tampa, FL	48.3	42.5	39.1	-3.4	28.2	22.5	19.1	-3.4
Atlanta, GA	88.4	98.4	90.7	-7.7	41.0	47.2	40.2	-7.0
Honolulu, HI	13.2	14.5	13.9	-0.6	8.8	9.8	9.1	-0.7
Chicago, IL	144.0	156.7	149.1	-7.6	65.1	74.0	66.1	-7.9
Indianapolis, IN	31.8	33.3	31.2	-2.1	16.3	17.2	15.5	-1.7
Louisville, KY	20.4	21.8	20.6	-1.2	10.2	11.3	9.9	-1.4
New Orleans, LA	17.0	19.9	18.2	-1.7	10.0	11.4	9.6	-1.8
Baltimore, MD	62.7	58.9	53.0	-5.9	32.0	30.8	25.0	-5.8
Boston, MA	113.4	118.6	113.2	-5.4	55.3	61.5	54.9	-6.6
Detroit, MI	66.7	64.5	62.0	-2.5	35.2	31.4	27.8	-3.6
Minneapolis-St. Paul, MN	87.7	82.3	77.1	-5.1	45.3	38.5	32.5	-6.0
Kansas City, MO	38.2	37.3	34.9	-2.3	19.5	17.2	15.2	-1.9
St. Louis, MO	43.0	40.2	38.6	-1.6	22.9	18.9	17.0	-1.9
Las Vegas, NV	33.1	28.3	25.5	-2.8	19.8	13.8	11.6	-2.2
Buffalo, NY	16.9	18.7	17.0	-1.7	9.5	10.5	9.2	-1.3
New York, NY	277.3	301.7	274.7	-27.0	143.6	169.9	136.4	-33.6
Rochester, NY	13.7	14.0	14.0	0.0	7.8	8.2	8.1	-0.1
Charlotte, NC	36.9	41.3	35.7	-5.6	20.4	24.0	18.3	-5.7
Cincinnati, OH	34.5	36.0	32.0	-3.9	17.3	19.3	15.7	-3.6
Cleveland, OH	42.2	41.0	35.3	-5.7	20.9	21.6	16.6	-4.9
Columbus, OH	38.8	44.6	38.7	-5.9	21.1	25.7	19.4	-6.3
Oklahoma City, OK	22.6	26.7	25.1	-1.6	12.7	16.0	14.3	-1.7
Portland, OR	37.9	44.0	40.8	-3.2	21.0	24.0	21.4	-2.6
Philadelphia, PA	92.1	98.1	93.8	-4.3	42.9	48.5	44.2	-4.3
Pittsburgh, PA	41.4	45.7	40.7	-5.0	22.0	25.4	19.7	-5.7
Providence, RI	22.7	24.5	24.0	-0.5	12.3	14.5	13.4	-1.1
Memphis, TN	17.3	17.9	17.0	-0.9	8.5	8.9	8.2	-0.7
Nashville, TN	31.0	34.6	30.3	-4.2	17.1	19.2	15.3	-3.9
Austin, TX	31.5	36.8	35.5	-1.3	17.4	20.9	19.1	-1.7
Dallas, TX	111.1	122.1	116.8	-5.4	53.3	60.8	55.3	-5.5
Houston, TX	87.9	94.8	88.3	-6.5	40.9	45.2	40.6	-4.6
San Antonio, TX	32.7	30.5	28.7	-1.8	19.3	15.4	13.6	-1.7
Salt Lake City, UT	24.5	32.4	31.3	-1.1	12.9	15.7	14.6	-1.2
Richmond, VA	23.1	24.8	23.2	-1.6	12.5	14.0	12.3	-1.7
Virginia Beach, VA	25.1	26.6	24.1	-2.5	13.3	15.3	12.8	-2.6
Seattle-Tacoma, WA	83.4	90.5	87.7	-2.8	41.1	46.5	42.4	-4.1
Milwaukee, WI	36.8	33.3	30.7	-2.6	17.4	16.7	15.1	-1.5

Source: The Conference Board

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

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

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

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Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Oct-12	Sep-13	Oct-13	Aug-13	Aug-13	Aug-13	Aug-13
Birmingham, AL	2.96	3.26	3.10	5.3	28.1	16.4	1.71
Phoenix, AZ	2.96	3.43	3.20	6.8	139.5	67.1	2.08
Tucson, AZ	2.87	3.13	3.08	7.0	31.8	13.5	2.35
Los Angeles, CA	2.62	2.70	2.48	8.9	586.6	167.9	3.49
Riverside, CA	1.91	1.78	1.68	9.9	176.2	30.4	5.81
Sacramento, CA	2.53	2.71	2.49	8.3	86.7	28.3	3.06
San Diego, CA	2.96	2.93	2.67	7.1	114.1	45.0	2.53
San Francisco, CA	4.62	4.79	4.65	6.3	146.6	113.7	1.29
San Jose, CA	5.44	5.59	5.15	6.6	63.2	46.8	1.35
Denver, CO	4.16	4.63	4.38	6.7	96.8	64.1	1.51
Hartford, CT	4.34	4.33	4.24	7.9	46.6	25.1	1.85
Washington, DC	5.23	4.75	4.40	5.5	176.9	148.8	1.19
Jacksonville, FL	2.99	3.27	2.84	6.4	45.0	23.2	1.94
Miami, FL	2.35	2.52	2.45	6.9	203.7	71.6	2.84
Orlando, FL	3.32	2.99	2.84	6.4	74.3	34.1	2.18
Tampa, FL	3.63	3.15	2.89	6.8	91.2	41.0	2.23
Atlanta, GA	3.22	3.57	3.29	8.2	224.9	92.6	2.43
Honolulu, HI	2.89	3.20	3.07	3.8	17.3	14.0	1.23
Chicago, IL	2.93	3.20	3.04	9.2	449.6	150.6	2.99
Indianapolis, IN	3.50	3.63	3.41	7.3	66.7	32.7	2.04
Louisville, KY	3.21	3.42	3.24	8.0	50.8	20.5	2.48
New Orleans, LA	3.12	3.64	3.33	6.7	36.9	18.9	1.95
Baltimore, MD	4.23	3.98	3.58	7.1	105.5	58.6	1.80
Boston, MA	4.44	4.60	4.39	6.3	163.3	110.6	1.48
Detroit, MI	3.32	3.18	3.05	9.6	195.0	61.9	3.15
Minneapolis-St. Paul, MN	4.71	4.38	4.10	4.7	89.2	77.6	1.15
Kansas City, MO	3.67	3.55	3.33	6.8	71.0	35.5	2.00
St. Louis, MO	3.05	2.85	2.74	7.4	103.9	37.7	2.76
Las Vegas, NV	3.34	2.86	2.58	9.2	91.1	28.6	3.19
Buffalo, NY	2.95	3.25	2.95	7.4	42.7	18.0	2.37
New York, NY	2.89	3.13	2.85	7.8	753.8	294.6	2.56
Rochester, NY	2.62	2.70	2.70	7.0	36.4	14.0	2.60
Charlotte, NC	3.98	4.46	3.85	8.5	79.2	39.0	2.03
Cincinnati, OH	3.17	3.30	2.94	6.9	75.1	34.5	2.18
Cleveland, OH	4.01	3.91	3.37	7.2	75.5	41.2	1.83
Columbus, OH	4.00	4.55	3.95	6.0	59.2	42.8	1.38
Oklahoma City, OK	3.78	4.38	4.11	4.8	29.5	25.0	1.18
Portland, OR	3.21	3.74	3.47	7.3	85.5	41.5	2.06
Philadelphia, PA	3.03	3.23	3.09	8.0	243.1	91.9	2.65
Pittsburgh, PA	3.28	3.61	3.22	6.8	86.2	43.4	1.99
Providence, RI	3.25	3.56	3.48	9.3	64.0	24.3	2.63
Memphis, TN	2.80	2.94	2.79	9.3	57.0	17.3	3.30
Nashville, TN	3.63	3.99	3.51	6.6	57.3	33.0	1.74
Austin, TX	3.25	3.73	3.60	5.2	51.2	36.5	1.41
Dallas, TX	3.31	3.56	3.41	6.0	206.1	114.8	1.79
Houston, TX	2.88	3.05	2.84	6.1	188.9	94.3	2.00
San Antonio, TX	3.19	2.96	2.79	5.9	61.3	29.1	2.10
Salt Lake City, UT	4.04	5.13	4.96	4.3	27.0	31.3	0.86
Richmond, VA	3.46	3.73	3.49	6.0	39.9	23.5	1.70
Virginia Beach, VA	3.04	3.17	2.88	6.0	50.5	25.4	1.99
Seattle-Tacoma, WA	4.42	4.70	4.56	5.8	111.0	85.4	1.30
Milwaukee, WI	4.64	4.15	3.82	7.0	56.5	32.8	1.72

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 Occupation¹, Seasonally Adjusted								
SOC²	Occupation³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed⁴ (Thousands)	Supply/ Demand Rate⁵	Average Hourly Wage⁶
		Oct-12	Sep-13	Oct-13	Oct-Sep 13	Sep-13	Sep-13	
	Total	4,876.7	5,184.6	4,926.8	-257.8	11,255.0	2.2	\$22.01
11	Management	481.1	501.2	484.3	-16.9	546.8	1.1	\$52.20
13	Business and financial operations	309.0	313.0	297.9	-15.1	274.7	0.9	\$33.44
15	Computer and mathematical science	601.5	598.9	569.6	-29.3	188.5	0.3	\$38.55
17	Architecture and engineering	178.3	173.4	169.0	-4.4	61.7	0.4	\$37.98
19	Life, physical, and social science	49.3	50.3	48.0	-2.3	33.8	0.7	\$32.87
21	Community and social services	87.0	78.8	77.1	-1.7	100.5	1.3	\$21.27
23	Legal	32.1	34.0	32.0	-2.0	72.4	2.1	\$47.39
25	Education, training, and library	113.2	121.2	118.4	-2.8	322.8	2.7	\$24.62
27	Arts, design, entertainment, sports, and media	125.3	142.8	128.6	-14.2	214.4	1.5	\$26.20
29	Healthcare practitioners and technical	571.7	555.6	543.0	-12.7	178.6	0.3	\$35.35
31	Healthcare support	125.4	125.7	123.5	-2.2	228.8	1.8	\$13.36
33	Protective service	44.1	47.3	45.6	-1.7	196.1	4.1	\$20.70
35	Food preparation and serving related	191.1	271.7	224.4	-47.3	783.2	2.9	\$10.28
37	Building and grounds cleaning and maintenance	82.3	94.4	85.5	-8.9	674.9	7.1	\$12.34
39	Personal care and service	88.8	91.6	85.7	-5.9	419.3	4.6	\$11.80
41	Sales and related	622.8	656.4	658.7	2.3	1,232.2	1.9	\$18.26
43	Office and administrative support	518.6	520.5	493.0	-27.5	1,294.6	2.5	\$16.54
45	Farming, fishing, and forestry	5.6	8.3	7.1	-1.1	161.1	19.5	\$11.65
47	Construction and extraction	95.7	120.4	106.9	-13.5	938.8	7.8	\$21.61
49	Installation, maintenance, and repair	171.1	202.0	191.2	-10.7	238.0	1.2	\$21.09
51	Production	138.4	141.4	138.6	-2.8	916.3	6.5	\$16.59
53	Transportation and material moving	213.3	283.0	266.8	-16.2	852.2	3.0	\$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
	Oct-13	Wage ²	Oct-13	Wage ²	Oct-13	Wage ²
United States	805,255	\$42.80	1,745,313	\$31.56	577,351	\$12.53
Alabama	5,998	\$40.53	15,324	\$28.04	5,781	\$10.90
Alaska	1,917	\$42.16	6,989	\$33.66	2,470	\$15.08
Arizona	13,503	\$38.82	35,421	\$30.14	13,239	\$12.84
Arkansas	3,742	\$35.61	8,900	\$25.70	3,951	\$10.28
California	104,224	\$47.77	208,756	\$37.12	55,138	\$13.90
Colorado	16,296	\$41.86	41,431	\$32.78	16,075	\$12.85
Connecticut	12,232	\$49.43	24,554	\$33.80	6,421	\$14.38
Delaware	3,564	\$46.19	7,264	\$33.83	1,830	\$12.50
Florida	37,023	\$38.21	78,982	\$29.47	34,573	\$12.09
Georgia	24,672	\$42.44	53,134	\$28.37	13,457	\$11.23
Hawaii	2,048	\$37.12	4,717	\$29.94	3,527	\$14.00
Idaho	2,360	\$33.74	7,093	\$25.57	3,879	\$11.24
Illinois	40,554	\$42.41	70,174	\$31.20	18,647	\$12.94
Indiana	10,720	\$37.43	24,268	\$27.60	10,808	\$11.38
Iowa	6,673	\$35.12	17,053	\$26.38	6,623	\$11.39
Kansas	7,417	\$38.30	13,689	\$20.29	5,606	\$11.22
Kentucky	6,492	\$35.83	13,916	\$26.94	6,430	\$10.86
Louisiana	6,833	\$36.71	14,715	\$26.99	7,875	\$11.03
Maine	2,380	\$35.09	7,623	\$27.72	3,531	\$11.97
Maryland	15,927	\$45.65	41,743	\$35.45	11,130	\$13.42
Massachusetts	29,508	\$48.66	60,470	\$35.29	15,187	\$14.88
Michigan	20,754	\$39.85	48,680	\$30.08	16,621	\$12.05
Minnesota	19,156	\$41.44	41,236	\$30.88	13,836	\$12.15
Mississippi	3,217	\$34.32	5,951	\$24.24	3,458	\$6.47
Missouri	12,707	\$37.24	27,851	\$27.60	9,894	\$11.22
Montana	1,736	\$31.80	5,420	\$24.63	3,437	\$11.56
Nebraska	5,203	\$36.70	12,397	\$26.54	5,590	\$11.33
Nevada	5,279	\$39.03	11,977	\$31.90	6,335	\$13.30
New Hampshire	2,998	\$42.22	8,423	\$30.17	3,677	\$12.79
New Jersey	28,557	\$49.32	54,291	\$34.58	17,426	\$14.47
New Mexico	2,979	\$36.63	10,659	\$29.55	3,215	\$11.66
New York	69,179	\$51.61	102,403	\$35.02	31,265	\$14.58
North Carolina	19,762	\$42.23	48,327	\$28.70	16,546	\$11.25
North Dakota	2,154	\$35.79	5,087	\$26.21	2,215	\$11.83
Ohio	26,672	\$38.74	55,004	\$29.85	21,528	\$11.82
Oklahoma	6,213	\$35.14	17,946	\$26.57	7,902	\$10.91
Oregon	8,453	\$38.45	23,459	\$31.06	8,973	\$13.06
Pennsylvania	30,122	\$41.77	65,063	\$30.55	24,913	\$12.38
Rhode Island	2,930	\$45.64	6,460	\$33.59	2,581	\$13.15
South Carolina	6,917	\$37.41	20,194	\$27.36	8,651	\$10.91
South Dakota	1,603	\$15.72	4,788	\$24.47	2,933	\$10.80
Tennessee	11,428	\$37.32	24,184	\$26.89	11,319	\$11.02
Texas	60,753	\$42.58	129,991	\$31.04	38,193	\$11.38
Utah	6,369	\$37.25	15,331	\$27.69	8,321	\$11.70
Vermont	1,290	\$37.26	3,947	\$25.23	1,774	\$13.12
Virginia	24,214	\$45.95	60,692	\$34.23	16,556	\$12.56
Washington	23,367	\$43.88	54,462	\$33.77	14,797	\$14.42
West Virginia	1,879	\$32.97	5,991	\$25.54	2,784	\$10.38
Wisconsin	14,086	\$37.34	29,008	\$29.20	12,851	\$11.79
Wyoming	871	\$36.03	3,364	\$27.23	1,151	\$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
	Oct-13	Wage ¹	Oct-13	Wage ¹	Oct-13	Wage ¹
United States	1,245,863	\$17.22	319,678	\$20.95	434,039	\$16.37
Alabama	14,475	\$14.95	3,914	\$18.74	6,438	\$15.20
Alaska	4,611	\$18.27	1,563	\$28.16	1,023	\$22.57
Arizona	25,153	\$16.52	5,592	\$19.46	5,695	\$16.47
Arkansas	7,367	\$14.47	2,286	\$17.19	3,905	\$14.64
California	140,921	\$18.88	24,766	\$22.02	31,870	\$16.46
Colorado	28,034	\$18.13	9,694	\$21.25	8,987	\$17.16
Connecticut	16,143	\$20.47	3,553	\$24.61	4,880	\$18.09
Delaware	4,398	\$17.21	882	\$21.75	1,267	\$16.11
Florida	77,924	\$16.10	20,202	\$17.97	15,404	\$15.22
Georgia	32,151	\$16.39	7,942	\$19.12	12,174	\$15.81
Hawaii	6,159	\$6.63	1,383	\$26.26	1,068	\$18.28
Idaho	6,085	\$14.83	2,312	\$18.19	2,658	\$15.18
Illinois	49,713	\$18.00	8,209	\$24.03	17,699	\$16.73
Indiana	22,101	\$15.84	6,092	\$21.57	12,720	\$16.04
Iowa	13,486	\$15.56	5,096	\$19.38	7,597	\$15.81
Kansas	11,284	\$16.04	3,274	\$19.79	4,987	\$16.41
Kentucky	13,247	\$15.10	3,423	\$19.05	7,142	\$16.14
Louisiana	15,466	\$14.74	5,796	\$19.02	6,314	\$18.10
Maine	5,043	\$15.40	1,543	\$19.27	2,070	\$16.20
Maryland	25,111	\$18.13	5,461	\$21.95	5,865	\$17.32
Massachusetts	34,492	\$20.02	6,994	\$12.42	8,910	\$17.62
Michigan	34,380	\$16.45	10,221	\$21.18	16,248	\$16.97
Minnesota	27,472	\$17.79	7,824	\$22.95	13,033	\$17.01
Mississippi	7,092	\$13.90	2,352	\$17.40	3,846	\$14.50
Missouri	21,165	\$15.80	5,057	\$21.21	8,657	\$15.66
Montana	4,899	\$14.98	2,424	\$20.27	2,096	\$16.70
Nebraska	9,923	\$15.39	4,041	\$18.96	6,049	\$15.73
Nevada	11,530	\$16.18	2,778	\$24.22	2,798	\$17.09
New Hampshire	7,259	\$17.41	2,111	\$21.08	3,128	\$16.63
New Jersey	37,664	\$19.15	7,499	\$25.25	9,965	\$16.43
New Mexico	6,162	\$14.73	1,860	\$18.88	1,851	\$16.53
New York	76,757	\$20.27	13,909	\$25.35	16,716	\$17.97
North Carolina	31,050	\$16.35	9,144	\$18.55	11,479	\$15.10
North Dakota	5,344	\$15.38	3,509	\$21.79	3,308	\$18.35
Ohio	47,822	\$16.39	13,456	\$20.64	26,290	\$15.93
Oklahoma	15,183	\$14.90	5,968	\$18.64	7,568	\$15.80
Oregon	15,810	\$17.17	4,400	\$21.75	5,584	\$16.44
Pennsylvania	52,141	\$17.32	12,780	\$20.97	21,272	\$16.65
Rhode Island	4,815	\$18.54	1,111	\$22.71	1,450	\$16.09
South Carolina	15,419	\$14.92	5,094	\$18.29	6,545	\$15.70
South Dakota	4,666	\$14.50	2,351	\$17.66	2,292	\$14.46
Tennessee	23,144	\$15.57	6,123	\$18.46	10,995	\$15.16
Texas	95,110	\$16.73	26,792	\$18.70	33,572	\$16.00
Utah	16,781	\$16.06	4,941	\$19.99	5,535	\$16.52
Vermont	2,730	\$16.59	808	\$19.47	1,266	\$16.38
Virginia	32,001	\$17.13	8,226	\$20.28	8,993	\$16.35
Washington	27,992	\$18.59	7,260	\$24.06	8,226	\$18.80
West Virginia	5,562	\$13.40	1,658	\$20.10	2,487	\$15.98
Wisconsin	25,401	\$16.48	7,289	\$21.76	14,123	\$16.24
Wyoming	1,899	\$15.68	1,187	\$22.62	1,096	\$21.05

Source: The Conference Board

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

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}
	Oct-13		Oct-13		Oct-13	
United States	805,255	\$42.80	1,745,313	\$31.56	577,351	\$12.53
Birmingham, AL	2,363	\$42.01	5,095	\$27.95	1,833	\$11.27
Phoenix, AZ	10,399	\$39.88	23,033	\$24.88	8,736	\$12.78
Tucson, AZ	1,472	\$36.11	5,061	\$30.08	2,294	\$12.63
Los Angeles, CA	35,399	\$47.62	58,378	\$37.13	15,655	\$13.55
Riverside, CA	3,727	\$42.25	9,285	\$32.92	4,239	\$13.00
Sacramento, CA	4,427	\$40.98	9,820	\$36.28	2,834	\$13.87
San Diego, CA	7,302	\$45.18	16,718	\$35.38	4,941	\$13.10
San Francisco, CA	27,169	\$53.31	44,529	\$41.14	9,335	\$15.61
San Jose, CA	10,323	\$59.11	28,017	\$45.16	2,624	\$14.30
Denver, CO	10,926	\$43.36	23,663	\$34.66	7,030	\$12.95
Hartford, CT	4,945	\$46.34	9,372	\$33.98	2,293	\$14.18
Washington, DC	30,376	\$50.76	65,108	\$41.23	13,716	\$14.65
Jacksonville, FL	3,050	\$37.54	5,941	\$24.25	2,341	\$11.72
Miami, FL	12,470	\$40.70	21,028	\$30.51	8,924	\$12.70
Orlando, FL	5,451	\$37.49	9,600	\$28.89	4,381	\$11.68
Tampa, FL	6,197	\$38.37	13,505	\$29.87	4,422	\$11.81
Atlanta, GA	19,559	\$44.65	37,391	\$31.00	7,867	\$11.57
Honolulu, HI	1,593	\$37.47	3,312	\$30.53	2,541	\$13.56
Chicago, IL	34,977	\$43.94	52,801	\$30.98	13,993	\$13.13
Indianapolis, IN	4,878	\$38.93	8,976	\$29.91	3,838	\$11.88
Louisville, KY	3,093	.	5,923	.	2,774	.
New Orleans, LA	2,384	.	4,855	.	3,547	.
Baltimore, MD	8,313	.	22,332	.	5,809	.
Boston, MA	24,657	\$50.15	46,351	\$36.52	10,987	\$15.09
Detroit, MI	10,539	\$42.44	24,331	\$32.64	6,559	\$12.36
Minneapolis-St. Paul, MN	15,125	.	28,230	.	8,496	.
Kansas City, MO	6,297	.	11,671	.	3,986	.
St. Louis, MO	7,000	.	14,646	.	4,140	.
Las Vegas, NV	3,776	.	7,600	.	4,381	.
Buffalo, NY	2,283	.	5,045	.	2,268	.
New York, NY	69,021	\$54.25	100,697	\$37.30	27,331	\$15.06
Rochester, NY	1,764	.	4,388	.	1,907	.
Charlotte, NC	7,016	.	13,964	.	3,870	.
Cincinnati, OH	5,622	.	9,567	.	3,538	.
Cleveland, OH	5,771	.	11,745	.	4,051	.
Columbus, OH	6,895	.	12,061	.	4,357	.
Oklahoma City, OK	2,874	.	7,251	.	3,535	.
Portland, OR	6,388	.	15,403	.	5,152	.
Philadelphia, PA	18,429	\$46.34	34,859	\$33.40	10,266	\$13.33
Pittsburgh, PA	6,547	.	12,237	.	5,549	.
Providence, RI	3,465	.	8,007	\$30.70	3,376	.
Memphis, TN	2,593	.	4,951	.	1,876	.
Nashville, TN	5,052	.	9,064	.	4,058	.
Austin, TX	5,336	.	14,391	.	4,027	.
Dallas, TX	22,473	\$43.48	42,175	\$32.37	10,694	\$11.84
Houston, TX	18,194	.	32,220	.	7,907	.
San Antonio, TX	4,517	.	10,158	.	3,724	.
Salt Lake City, UT	4,375	.	9,062	.	4,753	.
Richmond, VA	3,528	.	8,512	.	2,838	.
Virginia Beach, VA	3,006	.	8,056	.	3,356	.
Seattle-Tacoma, WA	17,823	\$46.04	38,861	\$36.39	8,399	\$14.91
Milwaukee, WI	5,303	.	9,437	.	3,928	.

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 Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}	Total Ads	Average Hourly Wage ^{2*}
	Oct-13		Oct-13		Oct-13	
United States	1,245,863	\$17.22	319,678	\$20.95	434,039	\$16.37
Birmingham, AL	4,978	\$16.47	1,125	\$19.67	1,848	\$7.74
Phoenix, AZ	17,735	\$17.20	3,645	\$20.05	3,701	\$16.79
Tucson, AZ	3,644	\$14.91	913	\$19.36	861	\$15.26
Los Angeles, CA	48,097	\$18.81	6,233	\$24.26	9,425	\$15.68
Riverside, CA	9,685	\$16.32	2,178	\$22.66	3,249	\$15.81
Sacramento, CA	7,482	\$18.29	1,561	\$23.72	1,590	\$16.93
San Diego, CA	11,633	\$18.29	2,037	\$23.79	2,046	\$16.25
San Francisco, CA	24,215	\$22.22	4,026	\$27.73	4,290	\$19.43
San Jose, CA	7,609	\$23.22	1,183	\$26.51	1,318	\$18.08
Denver, CO	15,736	\$19.36	4,544	\$21.68	4,304	\$17.48
Hartford, CT	6,402	\$19.82	1,434	\$24.25	1,819	\$18.13
Washington, DC	27,843	\$19.65	5,272	\$23.19	4,121	\$17.92
Jacksonville, FL	5,970	\$16.39	1,848	\$18.88	1,649	\$16.38
Miami, FL	24,563	\$16.99	4,285	\$18.95	3,162	\$15.42
Orlando, FL	9,921	\$15.48	2,346	\$18.00	1,891	\$15.00
Tampa, FL	11,264	\$16.48	2,799	\$17.69	2,179	\$14.83
Atlanta, GA	20,516	\$17.74	4,190	\$20.20	5,742	\$16.92
Honolulu, HI	4,791	\$16.75	1,011	\$27.24	819	\$18.82
Chicago, IL	38,559	\$18.76	5,390	\$25.05	11,443	\$16.95
Indianapolis, IN	9,001	\$17.59	2,452	\$22.51	3,861	\$16.06
Louisville, KY	5,829	.	1,413	\$11.64	2,719	.
New Orleans, LA	5,235	.	1,698	\$18.76	1,518	.
Baltimore, MD	13,467	.	3,059	\$16.07	3,188	.
Boston, MA	26,330	\$20.89	4,602	\$26.18	5,835	\$17.90
Detroit, MI	15,534	\$17.69	3,949	\$22.80	5,947	\$18.16
Minneapolis-St. Paul, MN	19,413	.	4,396	\$14.13	7,678	.
Kansas City, MO	9,642	.	2,294	\$14.29	3,483	.
St. Louis, MO	10,016	.	1,664	.	2,894	.
Las Vegas, NV	7,837	.	1,492	\$15.94	1,387	.
Buffalo, NY	5,544	.	1,266	\$14.54	1,941	.
New York, NY	68,719	\$21.32	10,156	\$27.06	12,051	\$17.96
Rochester, NY	4,201	.	1,155	\$11.83	1,616	.
Charlotte, NC	8,161	.	2,197	\$13.59	2,795	.
Cincinnati, OH	9,165	.	2,160	\$12.93	3,765	.
Cleveland, OH	9,136	.	2,554	\$13.63	4,468	.
Columbus, OH	10,184	.	2,585	\$14.05	4,607	.
Oklahoma City, OK	6,839	.	2,742	\$17.38	2,856	.
Portland, OR	10,144	.	2,477	.	3,380	.
Philadelphia, PA	23,940	\$19.13	4,531	\$23.42	5,741	\$17.43
Pittsburgh, PA	11,839	.	2,858	\$13.32	4,178	.
Providence, RI	6,812	.	1,673	\$14.05	2,264	.
Memphis, TN	4,780	.	1,294	\$12.27	2,332	.
Nashville, TN	8,480	.	1,887	\$13.29	3,308	.
Austin, TX	8,801	.	2,062	\$11.58	2,011	.
Dallas, TX	29,957	\$17.92	6,175	\$18.82	8,949	\$15.49
Houston, TX	22,662	.	6,414	.	7,334	.
San Antonio, TX	7,265	.	2,175	\$11.27	2,210	.
Salt Lake City, UT	9,898	.	2,459	\$14.56	2,982	.
Richmond, VA	5,868	.	1,620	\$16.19	1,792	.
Virginia Beach, VA	6,202	.	2,315	\$12.23	2,017	.
Seattle-Tacoma, WA	17,695	\$20.02	3,816	\$25.77	4,539	\$20.09
Milwaukee, WI	7,957	.	2,055	\$16.30	3,666	.

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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