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For further information:

Peter Tulupman 212-339-0231 / peter.tulupman@conference-board.org
 Carol Courter 212-339-0232 / courter@conference-board.org

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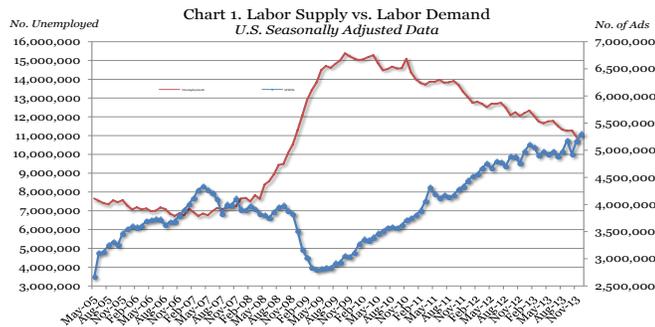
For Immediate Release 10:00 AM ET, Wednesday, January 8, 2014

Online Labor Demand Up 125,600 in December

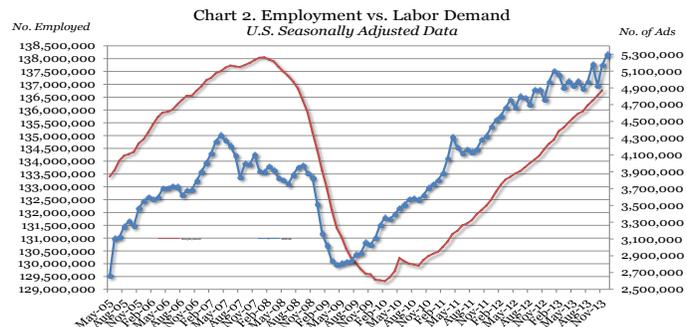
- December’s rise brings the 2013 gain to 27,000/month with greater growth in the last six months
- Demand rose in December in 36 of the 50 States (Table 3)

NEW YORK, January 8, 2014...Online advertised vacancies were up 125,600 in December to 5,297,100, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The November Supply/Demand rate stands at 2.1 unemployed for each vacancy with a total of 5.7 million more unemployed workers than the number of advertised vacancies.

“In 2013, labor demand in the first half of the year was flat but was more upbeat in the last six months with gains in a number of occupations,” said June Shelp, Vice President of The Conference Board. In the June-December time frame advertised vacancies for workers in the professional category gained 117,000 after declining 50,000 in the first half. Advertised vacancies for workers in the service jobs gained 234,000 in the last half of the year following a gain of only 27,000 in the first half. “These gains have helped whittle the unemployment number as more and more workers found employment,” said Shelp. The overall demand for labor has hovered around 5 million per month in 2013. The largest numerical gains in the last half of the year in the services/production group were for sales workers (+126,400) and transportation workers (+48,300); however, production workers (+8,000) and construction workers (-10,500) showed disappointing results. In the professional category, the largest gains were for managers (+49,100) and healthcare professionals (+36,600). (See Table 7 on page 14 for wages and other occupations.)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

- December labor demand up in 18 of the 20 largest States with declines in Wisconsin and Virginia
- 36 of the 50 States increased in December (Table 3)

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Dec-13	Dec-Nov 13	Nov-13	
United States	5,297.1	125.6	2.11	→ 12/12
NORTHEAST	993.0	29.3	2.15	
Massachusetts	159.7	6.2	1.60	↑ 7/13
New Jersey	155.8	10.8	2.43	↓ 1/13
New York	309.4	4.8	2.35	→ 1/13
Pennsylvania	209.2	1.0	2.26	→ 12/12
SOUTH	1,770.9	18.5	2.14	
Florida	285.8	6.0	2.14	↑ 5/13
Georgia	152.4	3.4	2.44	→ 1/13
Maryland	105.9	0.8	1.90	↓ 2/13
North Carolina	138.2	0.5	2.50	→ 5/13
Texas	401.6	5.2	1.96	↑ 7/13
Virginia	151.2	-1.5	1.49	↓ 1/13
MIDWEST	1,180.8	29.4	2.06	
Illinois	215.2	4.4	2.69	↑ 3/13
Michigan	158.3	9.1	2.77	↑ 7/13
Minnesota	130.1	6.1	1.11	↑ 5/13
Missouri	92.2	1.4	2.01	↑ 7/13
Ohio	192.6	7.1	2.30	→ 12/12
Wisconsin	102.4	-3.5	1.84	↑ 7/13
WEST	1,249.1	29.5	2.25	
Arizona	103.0	0.2	2.28	↑ 5/12
California	588.7	22.7	2.79	→ 12/12
Colorado	126.6	1.1	1.41	↑ 1/13
Washington	141.0	3.0	1.70	↑ 7/13

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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) .

December Changes for States

In December, online labor demand increased in 36 of the 50 States. Forty-four of the 50 States are above last December's levels while six (Maryland, Virginia, New Jersey, North Carolina, Vermont, and Wisconsin) are below (Table 3).

The largest increase in online labor demand occurred in the **West**, which rose 29,500 in December. California, the largest State, led gains with 22,700, followed by Washington (3,000), Colorado (1,100), and Arizona (200). Among the smaller Western States, Nevada gained 2,200, Alaska rose 1,400, Oregon decreased 900, and Utah fell 300.

The **Midwest** was up 29,400 in December. Michigan posted the largest increase (9,100), followed by Ohio (7,100), Minnesota (6,100), Illinois (4,400), and Missouri (1,400). Wisconsin dropped 3,500. Gains among the smaller Midwest States were led by Kansas (2,100), followed by Indiana (2,000), West Virginia (1,400), and North Dakota (400).

The **Northeast** gained 29,300 in December with the largest increase in New Jersey (10,800). Massachusetts rose 6,200, New York gained 4,800, and Pennsylvania increased 1,000. Among the smaller States in the Northeast, Maine posted the largest increase (2,100), followed by Rhode Island (1,500), Connecticut (1,300), and New Hampshire (1,200).

The **South** was up 18,500 in December, led by the increase of 6,000 in Florida (Table A). Texas rose 5,200, Georgia gained 3,400, Maryland increased 800, and North Carolina rose 500. Virginia dropped 1,500. Among the smaller States, Tennessee rose 1,600, Louisiana and South Carolina both dropped 800, and Arkansas lost 600 (Table 3).

Supply/Demand rates for the States are for November 2013, the latest month for which state unemployment data are available. The number of advertised vacancies exceeded the number of unemployed only in North Dakota, Nebraska, and South Dakota with Supply/Demand rates of 0.49, 0.87, and 0.89 respectively. The State with the highest Supply/Demand rate was Mississippi (3.76), where there were close to 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

- Eighteen of the twenty largest metro areas increased in December. Washington's decline, in part, reflected the government shutdown, and Dallas dipped by 500.

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands) Dec-13	M-O-M Change (Thousands) Dec-Nov 13	Supply/ Demand Rate² Nov-13 for U.S. and Regions; Oct-13 for MSA's
United States	5,297.1	125.6	2.11
NORTHEAST	993.0	29.3	2.15
Boston, MA	121.4	1.8	1.43
New York, NY	287.0	10.3	2.77
Philadelphia, PA	101.5	1.7	2.52
SOUTH	1,770.9	18.5	2.14
Atlanta, GA	100.0	0.8	2.29
Baltimore, MD	54.9	0.1	1.92
Dallas, TX	122.4	-0.5	1.75
Houston, TX	97.1	3.0	2.12
Miami, FL	79.0	1.6	2.82
Washington, DC	145.4	-3.4	1.27
MIDWEST	1,180.8	29.4	2.06
Chicago, IL	163.3	1.5	2.90
Cleveland, OH	37.2	2.5	2.14
Detroit, MI	71.3	4.9	3.14
Minneapolis-St. Paul, MN	86.0	2.5	1.10
WEST	1,249.1	29.5	2.25
Denver, CO	69.2	0.3	1.48
Los Angeles, CA	174.0	4.0	3.49
Phoenix, AZ	68.2	0.1	2.13
San Diego, CA	46.3	2.3	2.64
San Francisco, CA	119.3	1.3	1.34
San Jose, CA	54.7	1.1	1.27
Seattle-Tacoma, WA	91.4	1.0	1.31

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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 December, 41 of the 52 metropolitan areas for which data are reported separately posted increases in the number of advertised vacancies. Modest declines occurred in Washington DC, Milwaukee, Virginia Beach, Dallas, Oklahoma City, Portland, Tucson, and Jacksonville (Table B and Table 5). Thirty-nine of the largest 52 MSAs (75 percent) had labor demand levels above their levels in December 2012.

With the churn in the labor market, 22 of the MSAs included in HWOL posted October 2013 Supply/Demand rates (the latest available data for unemployment) lower than 2, indicating fewer than two unemployed for every advertised vacancy (Table 6). Among the 52 metro areas, only Salt Lake City had more advertised vacancies than unemployed workers (0.85). Other Metropolitan areas with favorable Supply/Demand rates include Minneapolis–St. Paul (1.10), Oklahoma City (1.22), Washington, DC (1.27), San Jose (1.27), Honolulu (1.31), Seattle (1.31), and San Francisco (1.34).

Metro areas in which unemployed workers substantially outnumber online advertised vacancies include Riverside, CA with nearly six unemployed workers for every advertised vacancy (5.77) as well as Las Vegas (3.57), Los Angeles (3.49), Memphis (3.37), Sacramento (3.31), and Detroit (3.14) (Table 6).

OCCUPATIONAL HIGHLIGHTS

- In December, 9 of the top 10 largest occupational groups posted increases (Table C)
- Computer and math dropped by 5,300 in December
- 18 of the 22 major groups in the Standard Occupational Classifications (SOC) increased in December (Table 7)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Dec-13	Dec-Nov 13	Nov-13	Nov-13	
41	Sales and related	736.8	13.4	1,221.1	1.69	\$18.26
15	Computer and mathematical science	600.2	-5.3	156.8	0.26	\$38.55
29	Healthcare practitioners and technical	583.0	9.0	196.9	0.34	\$35.35
43	Office and administrative support	541.4	8.7	1,265.8	2.38	\$16.54
11	Management	535.2	22.4	491.4	0.96	\$52.20
13	Business and financial operations	328.6	14.1	256.9	0.82	\$33.44
53	Transportation and material moving	292.5	5.8	894.8	3.12	\$16.15
35	Food preparation and serving related	259.5	11.4	831.6	3.35	\$10.28
49	Installation, maintenance, and repair	210.7	8.5	311.2	1.54	\$21.09
17	Architecture and engineering	179.1	5.0	104.0	0.60	\$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 December

In December, **Management** occupations rose 22,400 to 535,200, reflecting higher demand for Elementary and Secondary School Education Administrators and Treasurers and Controllers. **Business and Financial** occupations increased by 14,100 to 328,600 largely due to increased demand for Personal Financial Advisors and Tax Preparers. **Sales and Related** occupations rose 13,400 to 736,800 due to increased demand for Other Sales and Related Workers and Sales Engineers. (See Table C and Table 7)

Computer and Mathematical Science occupations dropped 5,300 to 600,200, largely driven by a decrease in demand for Applications Software Developers, Web Developers, Network and Computer Systems Administrators, and Computer User Support Specialists.

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
January, 2014	February 5, 2014
February, 2014	March 5, 2014
March, 2014	April 2, 2014
April, 2014	April 30, 2014
May, 2014	June 4, 2014
June, 2014	July 2, 2014
July, 2014	July 30, 2014
August, 2014	September 3, 2014
September, 2014	October 1, 2014
October, 2014	November 5, 2014
November, 2014	December 3, 2014

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)
	Dec-12	Nov-13	Dec-13	Dec-Nov 13	Dec-12	Nov-13	Dec-13	Dec-Nov 13
United States	4,975.4	5,171.5	5,297.1	125.6	2,507.3	2,608.6	2,544.3	-64.3
New England	295.0	306.3	318.2	12.0	148.5	156.3	161.8	5.4
Middle Atlantic	651.3	657.4	674.8	17.4	351.6	331.4	323.6	-7.8
South Atlantic	964.3	972.7	987.0	14.3	486.3	487.2	471.6	-15.6
East North Central	716.0	744.4	762.3	18.0	349.9	365.6	364.6	-1.0
East South Central	211.3	227.2	230.6	3.4	102.5	115.4	105.1	-10.3
West North Central	375.2	407.0	418.5	11.5	168.6	188.1	187.5	-0.7
West South Central	502.8	552.5	553.3	0.9	248.9	275.0	263.0	-12.0
Mountain	358.7	411.2	412.5	1.4	188.4	208.9	207.8	-1.1
Pacific	799.8	808.4	836.6	28.2	427.3	429.0	426.2	-2.8

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)		
	Dec-12	Nov-13	Dec-13	Dec-12	Nov-13	Dec-13
United States	3.20	3.33	3.41	1.61	1.68	1.64
New England	3.82	3.99	4.14	1.92	2.04	2.11
Middle Atlantic	3.14	3.18	3.27	1.69	1.60	1.57
South Atlantic	3.20	3.26	3.30	1.61	1.63	1.58
East North Central	3.09	3.21	3.28	1.51	1.58	1.57
East South Central	2.43	2.66	2.70	1.18	1.35	1.23
West North Central	3.42	3.70	3.80	1.54	1.71	1.70
West South Central	2.81	3.06	3.07	1.39	1.52	1.46
Mountain	3.25	3.73	3.74	1.71	1.90	1.89
Pacific	3.20	3.24	3.35	1.71	1.72	1.71

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)
	Dec-12	Nov-13	Dec-13	Dec-Nov 13	Dec-12	Nov-13	Dec-13	Dec-Nov 13
United States	4,975.4	5,171.5	5,297.1	125.6	2,507.3	2,608.6	2,544.3	-64.3
Alabama	50.0	54.7	54.5	-0.1	22.9	27.7	24.5	-3.2
Alaska	19.2	18.2	19.7	1.4	10.1	8.6	8.9	0.4
Arizona	94.5	102.8	103.0	0.2	48.5	51.4	50.0	-1.4
Arkansas	27.7	31.4	30.8	-0.6	12.4	15.0	14.2	-0.9
California	569.3	565.9	588.7	22.7	304.3	298.4	298.1	-0.2
Colorado	111.8	125.6	126.6	1.1	61.4	67.5	67.2	-0.3
Connecticut	66.6	70.2	71.5	1.3	32.3	34.9	34.9	0.1
Delaware	17.6	20.1	19.4	-0.6	8.3	9.5	9.0	-0.6
Florida	256.5	279.8	285.8	6.0	143.7	152.6	153.9	1.3
Georgia	139.7	149.0	152.4	3.4	65.5	72.4	66.8	-5.6
Hawaii	19.8	19.5	20.0	0.5	13.1	12.3	12.9	0.7
Idaho	21.6	24.6	24.4	-0.2	11.8	13.7	13.1	-0.5
Illinois	195.6	210.8	215.2	4.4	92.6	99.2	96.9	-2.3
Indiana	80.5	90.6	92.6	2.0	38.1	43.9	43.5	-0.4
Iowa	51.1	58.7	59.0	0.3	23.3	27.0	26.7	-0.3
Kansas	43.7	49.4	51.5	2.1	19.1	22.8	22.6	-0.2
Kentucky	47.9	54.1	54.6	0.5	23.5	27.9	25.7	-2.2
Louisiana	51.9	59.1	58.3	-0.8	27.1	29.9	29.3	-0.6
Maine	22.7	23.4	25.5	2.1	10.4	11.7	13.1	1.4
Maryland	119.3	105.2	105.9	0.8	57.3	47.9	45.6	-2.3
Massachusetts	149.4	153.5	159.7	6.2	74.4	80.3	78.7	-1.7
Michigan	150.5	149.2	158.3	9.1	74.7	74.2	85.3	11.1
Minnesota	122.5	124.0	130.1	6.1	55.2	55.5	58.3	2.9
Mississippi	24.0	28.5	29.6	1.1	10.5	13.4	12.6	-0.7
Missouri	81.2	90.8	92.2	1.4	38.7	43.8	42.6	-1.2
Montana	17.6	20.5	20.6	0.1	8.1	10.2	9.6	-0.5
Nebraska	38.3	43.4	43.3	-0.1	17.9	21.6	20.4	-1.2
Nevada	40.6	40.9	43.1	2.2	20.3	19.9	20.9	1.0
New Hampshire	25.0	27.9	29.1	1.2	13.3	15.5	16.2	0.7
New Jersey	162.3	145.0	155.8	10.8	92.1	70.9	74.6	3.7
New Mexico	24.5	28.6	28.4	-0.2	12.1	14.6	14.1	-0.5
New York	290.1	304.5	309.4	4.8	162.9	159.9	155.6	-4.3
North Carolina	140.0	137.7	138.2	0.5	76.2	71.1	65.0	-6.1
North Dakota	20.2	21.7	22.1	0.4	8.7	10.5	10.5	0.0
Ohio	185.6	185.5	192.6	7.1	97.3	93.1	92.3	-0.8
Oklahoma	54.8	64.7	62.2	-2.5	28.5	34.6	31.3	-3.2
Oregon	60.2	68.4	67.6	-0.9	33.4	38.1	36.6	-1.5
Pennsylvania	198.6	208.2	209.2	1.0	97.5	102.7	94.2	-8.5
Rhode Island	19.1	19.0	20.5	1.5	11.2	10.6	12.3	1.6
South Carolina	57.0	64.7	63.8	-0.8	29.4	34.7	33.9	-0.8
South Dakota	17.2	18.4	19.0	0.6	6.9	7.7	7.8	0.1
Tennessee	89.1	89.9	91.5	1.6	45.9	46.2	42.7	-3.5
Texas	368.1	396.4	401.6	5.2	180.8	195.5	187.9	-7.6
Utah	40.9	57.3	57.0	-0.3	21.0	27.4	26.3	-1.1
Vermont	12.3	12.0	12.1	0.0	6.6	6.8	6.5	-0.3
Virginia	159.5	152.7	151.2	-1.5	74.6	71.6	69.7	-1.9
Washington	131.5	138.0	141.0	3.0	66.9	71.6	70.1	-1.5
West Virginia	20.4	21.2	22.7	1.4	8.6	9.8	10.7	0.9
Wisconsin	102.5	105.9	102.4	-3.5	49.8	53.6	49.9	-3.8
Wyoming	8.5	10.4	10.4	0.0	3.6	4.9	4.5	-0.4

Source: The Conference Board

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Dec-12	Nov-13	Dec-13	Nov-13	Nov-13	Nov-13	Nov-13
United States	3.20	3.33	3.41	7.0	10,907.00	5,171.5	2.11
Alabama	2.32	2.57	2.56	6.2	132.38	54.7	2.42
Alaska	5.24	4.99	5.37	6.5	23.71	18.2	1.30
Arizona	3.12	3.44	3.44	7.8	234.09	102.8	2.28
Arkansas	2.05	2.37	2.33	7.5	99.06	31.4	3.15
California	3.07	3.04	3.17	8.5	1,578.19	565.9	2.79
Colorado	4.07	4.58	4.62	6.5	177.06	125.6	1.41
Connecticut	3.56	3.80	3.87	7.6	140.34	70.2	2.00
Delaware	3.95	4.57	4.43	6.5	28.46	20.1	1.42
Florida	2.72	2.98	3.04	6.4	599.38	279.8	2.14
Georgia	2.89	3.15	3.22	7.7	363.06	149.0	2.44
Hawaii	3.03	2.99	3.07	4.4	28.98	19.5	1.49
Idaho	2.78	3.19	3.16	6.1	47.27	24.6	1.92
Illinois	2.96	3.23	3.30	8.7	567.45	210.8	2.69
Indiana	2.56	2.85	2.92	7.3	232.42	90.6	2.56
Iowa	3.13	3.53	3.54	4.4	72.49	58.7	1.23
Kansas	2.93	3.32	3.46	5.1	76.45	49.4	1.55
Kentucky	2.30	2.63	2.65	8.2	169.37	54.1	3.13
Louisiana	2.49	2.83	2.79	6.3	131.13	59.1	2.22
Maine	3.21	3.29	3.58	6.4	45.46	23.4	1.94
Maryland	3.80	3.38	3.40	6.4	199.81	105.2	1.90
Massachusetts	4.29	4.41	4.59	7.1	245.70	153.5	1.60
Michigan	3.24	3.17	3.36	8.8	413.23	149.2	2.77
Minnesota	4.11	4.18	4.39	4.6	137.44	124.0	1.11
Mississippi	1.79	2.22	2.31	8.3	107.01	28.5	3.76
Missouri	2.71	3.01	3.06	6.1	182.28	90.8	2.01
Montana	3.45	4.04	4.06	5.2	26.33	20.5	1.28
Nebraska	3.72	4.24	4.23	3.7	37.67	43.4	0.87
Nevada	2.96	3.00	3.17	9.0	122.71	40.9	3.00
New Hampshire	3.36	3.76	3.93	5.1	37.62	27.9	1.35
New Jersey	3.50	3.20	3.44	7.8	351.77	145.0	2.43
New Mexico	2.61	3.12	3.09	6.4	58.65	28.6	2.05
New York	3.02	3.15	3.20	7.4	715.97	304.5	2.35
North Carolina	2.94	2.96	2.97	7.4	343.61	137.7	2.50
North Dakota	5.11	5.40	5.50	2.6	10.63	21.7	0.49
Ohio	3.24	3.23	3.36	7.4	426.78	185.5	2.30
Oklahoma	3.02	3.56	3.43	5.4	98.31	64.7	1.52
Oregon	3.08	3.57	3.52	7.3	139.80	68.4	2.04
Pennsylvania	3.04	3.22	3.24	7.3	469.80	208.2	2.26
Rhode Island	3.39	3.45	3.73	9.0	49.51	19.0	2.61
South Carolina	2.62	3.00	2.96	7.1	152.58	64.7	2.36
South Dakota	3.84	4.09	4.22	3.6	16.40	18.4	0.89
Tennessee	2.85	2.94	2.99	8.1	248.07	89.9	2.76
Texas	2.91	3.09	3.13	6.1	776.12	396.4	1.96
Utah	3.01	4.04	4.02	4.3	60.66	57.3	1.06
Vermont	3.44	3.43	3.44	4.4	15.33	12.0	1.27
Virginia	3.78	3.62	3.58	5.4	227.94	152.7	1.49
Washington	3.79	3.98	4.07	6.8	235.20	138.0	1.70
West Virginia	2.52	2.67	2.85	6.1	48.16	21.2	2.27
Wisconsin	3.36	3.45	3.34	6.3	194.81	105.9	1.84
Wyoming	2.77	3.39	3.38	4.4	13.64	10.4	1.31

Source: The Conference Board

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

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

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

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Dec-12	Nov-13	Dec-13	Dec-Nov 13	Dec-12	Nov-13	Dec-13	Dec-Nov 13
Birmingham, AL	16.2	17.8	17.7	0.0	7.9	8.9	7.9	-1.1
Phoenix, AZ	62.9	68.1	68.2	0.1	31.4	33.2	31.5	-1.7
Tucson, AZ	13.2	14.3	14.1	-0.2	7.6	7.9	7.7	-0.2
Los Angeles, CA	174.2	170.0	174.0	4.0	95.9	89.5	85.0	-4.5
Riverside, CA	30.2	32.3	33.9	1.6	16.2	16.7	17.1	0.3
Sacramento, CA	28.7	27.3	28.2	0.8	15.2	14.2	13.8	-0.4
San Diego, CA	49.1	44.1	46.3	2.3	26.9	23.7	24.5	0.9
San Francisco, CA	113.1	118.0	119.3	1.3	59.8	62.2	59.8	-2.5
San Jose, CA	53.3	53.6	54.7	1.1	23.2	23.4	23.1	-0.3
Denver, CO	61.7	68.9	69.2	0.3	31.3	35.0	33.7	-1.3
Hartford, CT	25.8	27.3	27.7	0.4	11.8	13.7	12.8	-0.9
Washington, DC	165.1	148.8	145.4	-3.4	73.6	65.1	61.6	-3.5
Jacksonville, FL	20.8	19.4	19.3	-0.2	12.8	10.1	9.7	-0.4
Miami, FL	71.5	77.4	79.0	1.6	38.2	40.5	39.4	-1.1
Orlando, FL	31.2	35.4	37.0	1.6	15.3	17.6	16.9	-0.7
Tampa, FL	40.6	44.0	46.8	2.9	20.1	22.8	22.4	-0.4
Atlanta, GA	89.3	99.3	100.0	0.8	42.0	46.3	42.4	-3.9
Honolulu, HI	13.8	14.3	14.8	0.5	9.5	9.4	9.9	0.5
Chicago, IL	150.4	161.8	163.3	1.5	69.5	74.4	70.9	-3.5
Indianapolis, IN	31.8	34.8	35.4	0.6	16.8	17.8	17.4	-0.5
Louisville, KY	21.3	22.3	22.8	0.4	10.8	11.1	10.9	-0.2
New Orleans, LA	18.9	20.1	20.6	0.5	11.0	11.0	10.8	-0.2
Baltimore, MD	65.5	54.8	54.9	0.1	34.0	24.8	23.2	-1.5
Boston, MA	114.0	119.6	121.4	1.8	56.1	60.7	59.4	-1.4
Detroit, MI	67.5	66.5	71.3	4.9	31.8	30.7	36.5	5.8
Minneapolis-St. Paul, MN	83.9	83.5	86.0	2.5	37.3	36.9	35.8	-1.1
Kansas City, MO	35.3	37.8	38.7	0.9	15.3	16.5	16.1	-0.5
St. Louis, MO	38.8	42.5	42.8	0.3	17.5	18.9	18.6	-0.3
Las Vegas, NV	26.3	25.8	27.5	1.7	12.8	11.8	12.8	1.0
Buffalo, NY	17.4	18.8	18.8	0.0	9.4	10.6	10.0	-0.6
New York, NY	288.9	276.7	287.0	10.3	163.0	136.7	137.2	0.5
Rochester, NY	15.3	15.2	15.4	0.3	9.4	8.7	8.8	0.1
Charlotte, NC	38.7	35.4	36.6	1.2	21.6	16.8	15.9	-0.9
Cincinnati, OH	34.1	31.1	31.9	0.7	17.3	13.9	13.9	0.0
Cleveland, OH	40.9	34.8	37.2	2.5	20.3	16.4	16.5	0.1
Columbus, OH	39.5	38.3	40.3	2.0	22.4	17.9	18.3	0.4
Oklahoma City, OK	23.3	27.3	26.8	-0.5	13.0	15.5	14.2	-1.3
Portland, OR	39.2	43.3	42.8	-0.5	21.3	22.6	21.9	-0.7
Philadelphia, PA	94.2	99.8	101.5	1.7	45.4	48.5	46.4	-2.1
Pittsburgh, PA	42.4	41.3	42.6	1.4	21.6	18.3	16.9	-1.5
Providence, RI	23.7	25.1	26.5	1.5	14.0	14.4	15.7	1.2
Memphis, TN	17.7	19.4	19.4	0.0	9.1	9.9	9.2	-0.7
Nashville, TN	33.6	29.6	31.2	1.7	18.1	13.4	12.9	-0.5
Austin, TX	34.2	38.2	38.6	0.4	19.2	20.5	19.6	-0.9
Dallas, TX	113.9	122.9	122.4	-0.5	54.0	58.2	53.5	-4.8
Houston, TX	93.1	94.1	97.1	3.0	44.2	45.2	44.2	-0.9
San Antonio, TX	30.6	31.3	34.3	2.9	15.4	15.4	16.1	0.7
Salt Lake City, UT	24.6	33.7	33.8	0.1	12.5	16.1	15.2	-0.8
Richmond, VA	23.4	24.7	24.9	0.2	12.6	13.5	13.4	-0.1
Virginia Beach, VA	25.8	25.4	24.8	-0.6	14.0	14.0	13.1	-0.9
Seattle-Tacoma, WA	87.8	90.4	91.4	1.0	43.1	44.2	42.8	-1.4
Milwaukee, WI	36.0	32.6	30.7	-1.8	17.4	16.3	15.0	-1.2

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.
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
	Dec-12	Nov-13	Dec-13	Oct-13	Oct-13	Oct-13	Oct-13
Birmingham, AL	3.06	3.41	3.40	5.6	29.5	16.4	1.80
Phoenix, AZ	3.08	3.35	3.36	6.9	139.2	65.3	2.13
Tucson, AZ	2.88	3.17	3.13	7.0	31.5	13.9	2.26
Los Angeles, CA	2.68	2.56	2.62	8.6	573.9	164.6	3.49
Riverside, CA	1.67	1.81	1.90	9.7	174.0	30.1	5.77
Sacramento, CA	2.75	2.63	2.71	8.3	85.9	26.0	3.31
San Diego, CA	3.07	2.75	2.89	7.0	113.1	42.8	2.64
San Francisco, CA	4.84	5.06	5.11	6.3	146.1	108.9	1.34
San Jose, CA	5.64	5.62	5.74	6.6	62.5	49.2	1.27
Denver, CO	4.34	4.78	4.80	6.5	93.8	63.2	1.48
Hartford, CT	4.36	4.65	4.71	7.8	46.0	24.9	1.84
Washington, DC	5.16	4.67	4.57	5.6	178.4	140.6	1.27
Jacksonville, FL	2.97	2.78	2.76	6.2	43.0	20.0	2.14
Miami, FL	2.41	2.63	2.69	6.9	203.3	72.0	2.82
Orlando, FL	2.70	3.05	3.19	6.1	70.2	32.9	2.14
Tampa, FL	3.04	3.26	3.47	6.5	87.1	39.1	2.23
Atlanta, GA	3.24	3.63	3.66	7.6	207.6	90.7	2.29
Honolulu, HI	3.00	3.13	3.25	4.0	18.1	13.9	1.31
Chicago, IL	3.06	3.31	3.34	8.8	433.1	149.1	2.90
Indianapolis, IN	3.50	3.82	3.89	6.8	62.2	31.2	2.00
Louisville, KY	3.34	3.52	3.59	7.8	49.4	20.6	2.40
New Orleans, LA	3.46	3.67	3.77	6.6	36.1	18.2	1.98
Baltimore, MD	4.41	3.71	3.72	6.9	101.6	53.0	1.92
Boston, MA	4.45	4.65	4.72	6.3	162.2	113.2	1.43
Detroit, MI	3.36	3.25	3.49	9.5	194.4	62.0	3.14
Minneapolis-St. Paul, MN	4.50	4.47	4.60	4.6	85.1	77.1	1.10
Kansas City, MO	3.40	3.62	3.70	6.3	65.6	34.9	1.88
St. Louis, MO	2.74	3.03	3.05	6.9	97.4	38.6	2.52
Las Vegas, NV	2.66	2.62	2.79	9.2	91.1	25.5	3.57
Buffalo, NY	3.03	3.27	3.27	7.5	43.4	17.0	2.56
New York, NY	3.01	2.87	2.98	7.9	761.3	274.7	2.77
Rochester, NY	2.92	2.91	2.96	7.1	37.2	14.0	2.65
Charlotte, NC	4.15	3.83	3.95	7.9	73.0	35.7	2.05
Cincinnati, OH	3.15	2.87	2.94	7.2	78.1	32.0	2.44
Cleveland, OH	3.89	3.31	3.55	7.2	75.4	35.3	2.14
Columbus, OH	4.08	3.92	4.12	6.4	62.2	38.7	1.61
Oklahoma City, OK	3.89	4.48	4.40	5.0	30.6	25.1	1.22
Portland, OR	3.32	3.70	3.66	6.9	81.2	40.8	1.99
Philadelphia, PA	3.10	3.32	3.38	7.9	236.4	93.8	2.52
Pittsburgh, PA	3.35	3.28	3.39	6.7	84.2	40.7	2.07
Providence, RI	3.40	3.65	3.86	9.3	63.8	24.0	2.66
Memphis, TN	2.87	3.22	3.22	9.5	57.3	17.0	3.37
Nashville, TN	3.91	3.46	3.66	6.7	57.1	30.3	1.88
Austin, TX	3.51	3.86	3.91	5.2	51.4	35.5	1.45
Dallas, TX	3.39	3.59	3.57	6.0	204.5	116.8	1.75
Houston, TX	3.05	3.02	3.12	6.0	187.2	88.3	2.12
San Antonio, TX	2.98	3.05	3.34	5.9	60.6	28.7	2.11
Salt Lake City, UT	4.04	5.33	5.35	4.2	26.7	31.3	0.85
Richmond, VA	3.51	3.70	3.72	5.9	39.1	23.2	1.68
Virginia Beach, VA	3.11	3.03	2.96	5.9	49.7	24.1	2.06
Seattle-Tacoma, WA	4.66	4.74	4.79	6.0	114.8	87.7	1.31
Milwaukee, WI	4.54	4.09	3.86	7.1	56.4	30.7	1.84

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

SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Dec-12	Nov-13	Dec-13	Dec-Nov 13	Nov-13	Nov-13	
	Total	4,975.4	5,171.5	5,297.1	125.6	10,907.0	2.1	\$22.01
11	Management	488.3	512.8	535.2	22.4	491.4	1.0	\$52.20
13	Business and financial operations	319.3	314.5	328.6	14.1	256.9	0.8	\$33.44
15	Computer and mathematical science	619.6	605.5	600.2	-5.3	156.8	0.3	\$38.55
17	Architecture and engineering	182.3	174.1	179.1	5.0	104.0	0.6	\$37.98
19	Life, physical, and social science	51.7	51.8	55.2	3.4	44.2	0.9	\$32.87
21	Community and social services	76.1	81.3	86.3	4.9	88.1	1.1	\$21.27
23	Legal	31.7	34.1	36.0	1.9	54.6	1.6	\$47.39
25	Education, training, and library	114.8	122.0	122.5	0.5	241.6	2.0	\$24.62
27	Arts, design, entertainment, sports, and media	133.4	130.9	133.6	2.8	183.0	1.4	\$26.20
29	Healthcare practitioners and technical	574.8	573.9	583.0	9.0	196.9	0.3	\$35.35
31	Healthcare support	119.2	128.1	128.0	-0.2	269.5	2.1	\$13.36
33	Protective service	47.5	45.8	48.2	2.3	128.6	2.8	\$20.70
35	Food preparation and serving related	207.8	248.2	259.5	11.4	831.6	3.4	\$10.28
37	Building and grounds cleaning and maintenance	86.4	84.6	85.1	0.5	604.4	7.1	\$12.34
39	Personal care and service	96.5	85.2	86.0	0.9	412.9	4.8	\$11.80
41	Sales and related	643.3	723.4	736.8	13.4	1,221.1	1.7	\$18.26
43	Office and administrative support	526.2	532.7	541.4	8.7	1,265.8	2.4	\$16.54
45	Farming, fishing, and forestry	6.5	7.0	6.5	-0.6	120.7	17.2	\$11.65
47	Construction and extraction	103.6	106.2	104.5	-1.7	874.9	8.2	\$21.61
49	Installation, maintenance, and repair	179.0	202.2	210.7	8.5	311.2	1.5	\$21.09
51	Production	145.0	145.6	148.6	3.0	785.1	5.4	\$16.59
53	Transportation and material moving	226.0	286.8	292.5	5.8	894.8	3.1	\$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 Dec-13	Average Hourly Wage ²	Total Ads Dec-13	Average Hourly Wage ²	Total Ads Dec-13	Average Hourly Wage ²
United States	806,920	\$42.80	1,679,667	\$31.56	500,732	\$12.53
Alabama	5,666	\$40.53	14,103	\$28.04	5,211	\$10.90
Alaska	1,856	\$42.16	6,942	\$33.66	2,165	\$15.08
Arizona	13,480	\$38.82	33,119	\$30.14	11,760	\$12.84
Arkansas	3,521	\$35.61	8,461	\$25.70	3,303	\$10.28
California	104,335	\$47.77	198,043	\$37.12	50,161	\$13.90
Colorado	16,369	\$41.86	38,687	\$32.78	14,497	\$12.85
Connecticut	12,461	\$49.43	24,788	\$33.80	5,565	\$14.38
Delaware	3,782	\$46.19	6,566	\$33.83	1,563	\$12.50
Florida	37,870	\$38.21	75,936	\$29.47	35,297	\$12.09
Georgia	25,941	\$42.44	52,410	\$28.37	12,223	\$11.23
Hawaii	2,287	\$37.12	4,459	\$29.94	3,493	\$14.00
Idaho	2,268	\$33.74	6,611	\$25.57	3,244	\$11.24
Illinois	42,107	\$42.41	69,418	\$31.20	16,550	\$12.94
Indiana	11,195	\$37.43	24,451	\$27.60	10,091	\$11.38
Iowa	6,718	\$35.12	16,751	\$26.38	5,991	\$11.39
Kansas	8,393	\$38.30	15,362	\$20.29	4,982	\$11.22
Kentucky	7,373	\$35.83	14,486	\$26.94	5,528	\$10.86
Louisiana	6,824	\$36.71	14,344	\$26.99	7,022	\$11.03
Maine	2,632	\$35.09	8,327	\$27.72	3,165	\$11.97
Maryland	15,819	\$45.65	40,293	\$35.45	9,492	\$13.42
Massachusetts	30,160	\$48.66	57,371	\$35.29	12,108	\$14.88
Michigan	20,802	\$39.85	48,446	\$30.08	15,371	\$12.05
Minnesota	19,450	\$41.44	41,355	\$30.88	12,412	\$12.15
Mississippi	4,097	\$34.32	7,225	\$24.24	3,063	\$6.47
Missouri	13,167	\$37.24	27,536	\$27.60	8,430	\$11.22
Montana	1,684	\$31.80	5,179	\$24.63	2,790	\$11.56
Nebraska	4,995	\$36.70	11,576	\$26.54	4,912	\$11.33
Nevada	5,259	\$39.03	11,650	\$31.90	5,835	\$13.30
New Hampshire	3,105	\$42.22	8,485	\$30.17	2,978	\$12.79
New Jersey	29,264	\$49.32	52,922	\$34.58	12,921	\$14.47
New Mexico	2,982	\$36.63	10,597	\$29.55	2,898	\$11.66
New York	68,071	\$51.61	98,151	\$35.02	24,805	\$14.58
North Carolina	19,884	\$42.23	45,166	\$28.70	13,686	\$11.25
North Dakota	2,200	\$35.79	5,068	\$26.21	1,921	\$11.83
Ohio	25,370	\$38.74	52,973	\$29.85	17,667	\$11.82
Oklahoma	6,114	\$35.14	17,029	\$26.57	6,935	\$10.91
Oregon	8,203	\$38.45	22,585	\$31.06	7,388	\$13.06
Pennsylvania	30,204	\$41.77	62,384	\$30.55	20,931	\$12.38
Rhode Island	2,771	\$45.64	6,016	\$33.59	1,979	\$13.15
South Carolina	6,346	\$37.41	17,684	\$27.36	6,980	\$10.91
South Dakota	1,676	\$15.72	4,986	\$24.47	2,480	\$10.80
Tennessee	11,412	\$37.32	24,123	\$26.89	9,313	\$11.02
Texas	60,378	\$42.58	124,368	\$31.04	34,617	\$11.38
Utah	6,421	\$37.25	14,120	\$27.69	7,349	\$11.70
Vermont	1,451	\$37.26	3,592	\$25.23	1,427	\$13.12
Virginia	24,329	\$45.95	55,959	\$34.23	14,000	\$12.56
Washington	23,364	\$43.88	52,157	\$33.77	12,920	\$14.42
West Virginia	2,129	\$32.97	6,458	\$25.54	2,615	\$10.38
Wisconsin	14,285	\$37.34	28,218	\$29.20	11,234	\$11.79
Wyoming	890	\$36.03	3,483	\$27.23	1,074	\$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
	Dec-13	Wage ¹	Dec-13	Wage ¹	Dec-13	Wage ¹
United States	1,145,783	\$17.22	270,707	\$20.95	393,433	\$16.37
Alabama	14,064	\$14.95	3,287	\$18.74	6,086	\$15.20
Alaska	3,987	\$18.27	1,432	\$28.16	909	\$22.57
Arizona	24,622	\$16.52	4,671	\$19.46	5,554	\$16.47
Arkansas	6,849	\$14.47	1,877	\$17.19	3,691	\$14.64
California	129,105	\$18.88	20,880	\$22.02	28,863	\$16.46
Colorado	26,270	\$18.13	7,830	\$21.25	8,126	\$17.16
Connecticut	15,133	\$20.47	3,127	\$24.61	4,888	\$18.09
Delaware	4,116	\$17.21	771	\$21.75	1,093	\$16.11
Florida	75,173	\$16.10	17,088	\$17.97	14,854	\$15.22
Georgia	31,173	\$16.39	7,089	\$19.12	11,305	\$15.81
Hawaii	6,161	\$6.63	1,393	\$26.26	1,089	\$18.28
Idaho	5,454	\$14.83	1,627	\$18.19	2,083	\$15.18
Illinois	46,176	\$18.00	7,614	\$24.03	16,620	\$16.73
Indiana	20,687	\$15.84	5,661	\$21.57	12,157	\$16.04
Iowa	12,723	\$15.56	4,523	\$19.38	7,390	\$15.81
Kansas	10,838	\$16.04	2,893	\$19.79	4,856	\$16.41
Kentucky	13,242	\$15.10	3,278	\$19.05	6,843	\$16.14
Louisiana	14,245	\$14.74	4,922	\$19.02	6,143	\$18.10
Maine	5,336	\$15.40	1,597	\$19.27	2,069	\$16.20
Maryland	23,149	\$18.13	4,611	\$21.95	5,208	\$17.32
Massachusetts	32,162	\$20.02	5,901	\$12.42	8,648	\$17.62
Michigan	31,558	\$16.45	8,697	\$21.18	15,360	\$16.97
Minnesota	25,719	\$17.79	7,030	\$22.95	12,285	\$17.01
Mississippi	7,208	\$13.90	2,255	\$17.40	3,570	\$14.50
Missouri	19,883	\$15.80	4,150	\$21.21	7,771	\$15.66
Montana	4,394	\$14.98	2,141	\$20.27	1,824	\$16.70
Nebraska	9,473	\$15.39	3,250	\$18.96	4,156	\$15.73
Nevada	10,743	\$16.18	2,464	\$24.22	2,488	\$17.09
New Hampshire	6,645	\$17.41	1,810	\$21.08	2,787	\$16.63
New Jersey	32,013	\$19.15	5,919	\$25.25	8,214	\$16.43
New Mexico	5,910	\$14.73	1,566	\$18.88	1,687	\$16.53
New York	66,557	\$20.27	11,674	\$25.35	14,339	\$17.97
North Carolina	28,706	\$16.35	7,503	\$18.55	10,072	\$15.10
North Dakota	5,132	\$15.38	3,130	\$21.79	2,970	\$18.35
Ohio	42,342	\$16.39	11,294	\$20.64	24,030	\$15.93
Oklahoma	13,892	\$14.90	5,001	\$18.64	6,985	\$15.80
Oregon	14,122	\$17.17	3,522	\$21.75	4,747	\$16.44
Pennsylvania	47,571	\$17.32	11,111	\$20.97	19,670	\$16.65
Rhode Island	4,853	\$18.54	977	\$22.71	1,448	\$16.09
South Carolina	13,990	\$14.92	4,820	\$18.29	6,484	\$15.70
South Dakota	4,313	\$14.50	1,771	\$17.66	2,041	\$14.46
Tennessee	21,973	\$15.57	5,028	\$18.46	9,570	\$15.16
Texas	88,343	\$16.73	23,272	\$18.70	30,668	\$16.00
Utah	15,886	\$16.06	4,082	\$19.99	5,098	\$16.52
Vermont	2,662	\$16.59	632	\$19.47	1,141	\$16.38
Virginia	30,270	\$17.13	7,332	\$20.28	8,352	\$16.35
Washington	24,680	\$18.59	5,717	\$24.06	6,979	\$18.80
West Virginia	5,206	\$13.40	1,590	\$20.10	2,482	\$15.98
Wisconsin	23,592	\$16.48	6,679	\$21.76	12,844	\$16.24
Wyoming	1,898	\$15.68	1,106	\$22.62	1,106	\$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
	Dec-13	Wage ^{2*}	Dec-13	Wage ^{2*}	Dec-13	Wage ^{2*}
United States	806,920	\$42.80	1,679,667	\$31.56	500,732	\$12.53
Birmingham, AL	2,052	\$42.01	4,577	\$27.95	1,551	\$11.27
Phoenix, AZ	10,151	\$39.88	21,592	\$24.88	7,655	\$12.78
Tucson, AZ	1,425	\$36.11	4,453	\$30.08	2,047	\$12.63
Los Angeles, CA	34,254	\$47.62	53,788	\$37.13	14,644	\$13.55
Riverside, CA	3,540	\$42.25	8,946	\$32.92	4,164	\$13.00
Sacramento, CA	4,261	\$40.98	9,097	\$36.28	2,428	\$13.87
San Diego, CA	7,175	\$45.18	15,327	\$35.38	4,371	\$13.10
San Francisco, CA	28,044	\$53.31	42,990	\$41.14	7,882	\$15.61
San Jose, CA	10,747	\$59.11	27,338	\$45.16	2,440	\$14.30
Denver, CO	11,122	\$43.36	22,247	\$34.66	6,128	\$12.95
Hartford, CT	4,893	\$46.34	9,746	\$33.98	1,843	\$14.18
Washington, DC	29,493	\$50.76	60,081	\$41.23	11,504	\$14.65
Jacksonville, FL	2,926	\$37.54	5,159	\$24.25	1,785	\$11.72
Miami, FL	12,863	\$40.70	20,157	\$30.51	9,419	\$12.70
Orlando, FL	5,503	\$37.49	8,956	\$28.89	4,667	\$11.68
Tampa, FL	6,788	\$38.37	14,074	\$29.87	4,566	\$11.81
Atlanta, GA	20,819	\$44.65	37,386	\$31.00	7,196	\$11.57
Honolulu, HI	1,762	\$37.47	3,079	\$30.53	2,362	\$13.56
Chicago, IL	36,024	\$43.94	51,589	\$30.98	11,804	\$13.13
Indianapolis, IN	5,325	\$38.93	9,122	\$29.91	3,394	\$11.88
Louisville, KY	3,201	.	5,734	.	2,391	.
New Orleans, LA	2,404	.	4,731	.	3,298	.
Baltimore, MD	8,073	.	20,765	.	4,625	.
Boston, MA	25,278	\$50.15	44,140	\$36.52	8,896	\$15.09
Detroit, MI	10,808	\$42.44	24,201	\$32.64	5,737	\$12.36
Minneapolis-St. Paul, MN	14,967	.	27,127	.	7,378	.
Kansas City, MO	6,170	.	11,174	.	3,355	.
St. Louis, MO	7,058	.	13,800	.	3,541	.
Las Vegas, NV	3,727	.	7,148	.	3,863	.
Buffalo, NY	2,144	.	4,694	.	1,924	.
New York, NY	69,461	\$54.25	96,720	\$37.30	20,818	\$15.06
Rochester, NY	1,709	.	4,371	.	1,566	.
Charlotte, NC	6,913	.	12,295	.	2,794	.
Cincinnati, OH	5,255	.	8,995	.	2,631	.
Cleveland, OH	5,469	.	11,235	.	3,273	.
Columbus, OH	6,536	.	11,645	.	3,344	.
Oklahoma City, OK	2,772	.	7,057	.	3,089	.
Portland, OR	6,174	.	14,817	.	4,071	.
Philadelphia, PA	18,882	\$46.34	34,243	\$33.40	8,892	\$13.33
Pittsburgh, PA	6,465	.	11,437	.	4,227	.
Providence, RI	3,321	.	7,377	\$30.70	2,578	.
Memphis, TN	2,466	.	5,074	.	1,729	.
Nashville, TN	4,761	.	8,303	.	3,093	.
Austin, TX	5,347	.	13,869	.	3,457	.
Dallas, TX	22,115	\$43.48	39,006	\$32.37	9,404	\$11.84
Houston, TX	17,850	.	30,632	.	7,331	.
San Antonio, TX	4,814	.	9,772	.	3,357	.
Salt Lake City, UT	4,229	.	8,395	.	4,363	.
Richmond, VA	3,679	.	7,674	.	2,520	.
Virginia Beach, VA	2,801	.	6,803	.	2,685	.
Seattle-Tacoma, WA	17,523	\$46.04	36,300	\$36.39	7,160	\$14.91
Milwaukee, WI	5,255	.	8,794	.	3,249	.

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
	Dec-13	Wage ^{2*}	Dec-13	Wage ^{2*}	Dec-13	Wage ^{2*}
United States	1,145,783	\$17.22	270,707	\$20.95	393,433	\$16.37
Birmingham, AL	4,696	\$16.47	886	\$19.67	1,731	\$7.74
Phoenix, AZ	17,007	\$17.20	2,959	\$20.05	3,478	\$16.79
Tucson, AZ	3,574	\$14.91	764	\$19.36	784	\$15.26
Los Angeles, CA	43,050	\$18.81	5,310	\$24.26	8,204	\$15.68
Riverside, CA	8,836	\$16.32	1,821	\$22.66	3,415	\$15.81
Sacramento, CA	6,921	\$18.29	1,334	\$23.72	1,310	\$16.93
San Diego, CA	10,338	\$18.29	1,680	\$23.79	1,863	\$16.25
San Francisco, CA	22,259	\$22.22	3,212	\$27.73	3,918	\$19.43
San Jose, CA	7,265	\$23.22	1,089	\$26.51	1,308	\$18.08
Denver, CO	14,617	\$19.36	3,653	\$21.68	3,767	\$17.48
Hartford, CT	5,887	\$19.82	1,216	\$24.25	1,854	\$18.13
Washington, DC	26,278	\$19.65	4,471	\$23.19	3,831	\$17.92
Jacksonville, FL	4,778	\$16.39	1,222	\$18.88	1,350	\$16.38
Miami, FL	23,357	\$16.99	3,659	\$18.95	3,192	\$15.42
Orlando, FL	9,933	\$15.48	2,044	\$18.00	1,760	\$15.00
Tampa, FL	11,262	\$16.48	2,340	\$17.69	2,083	\$14.83
Atlanta, GA	19,602	\$17.74	3,682	\$20.20	5,217	\$16.92
Honolulu, HI	4,763	\$16.75	1,062	\$27.24	859	\$18.82
Chicago, IL	35,136	\$18.76	5,065	\$25.05	10,837	\$16.95
Indianapolis, IN	8,712	\$17.59	2,216	\$22.51	3,659	\$16.06
Louisville, KY	5,684	.	1,349	\$11.64	2,796	.
New Orleans, LA	4,897	.	1,420	\$18.76	1,446	.
Baltimore, MD	12,097	.	2,421	\$16.07	2,691	.
Boston, MA	24,640	\$20.89	3,920	\$26.18	5,616	\$17.90
Detroit, MI	13,871	\$17.69	3,293	\$22.80	5,508	\$18.16
Minneapolis-St. Paul, MN	17,574	.	3,998	\$14.13	7,324	.
Kansas City, MO	8,933	.	1,990	\$14.29	3,327	.
St. Louis, MO	9,216	.	1,435	.	2,765	.
Las Vegas, NV	7,225	.	1,279	\$15.94	1,163	.
Buffalo, NY	5,236	.	1,179	\$14.54	1,816	.
New York, NY	57,965	\$21.32	8,123	\$27.06	9,626	\$17.96
Rochester, NY	3,720	.	1,016	\$11.83	1,473	.
Charlotte, NC	7,088	.	1,560	\$13.59	2,290	.
Cincinnati, OH	8,001	.	1,670	\$12.93	2,928	.
Cleveland, OH	7,716	.	1,980	\$13.63	3,857	.
Columbus, OH	8,760	.	2,131	\$14.05	3,871	.
Oklahoma City, OK	6,248	.	2,117	\$17.38	2,438	.
Portland, OR	8,852	.	2,022	.	2,824	.
Philadelphia, PA	22,342	\$19.13	4,012	\$23.42	5,397	\$17.43
Pittsburgh, PA	10,449	.	2,214	\$13.32	3,588	.
Providence, RI	6,638	.	1,428	\$14.05	2,142	.
Memphis, TN	4,774	.	1,121	\$12.27	2,236	.
Nashville, TN	7,706	.	1,394	\$13.29	2,610	.
Austin, TX	8,230	.	1,743	\$11.58	1,790	.
Dallas, TX	27,062	\$17.92	5,310	\$18.82	7,776	\$15.49
Houston, TX	21,116	.	5,693	.	6,737	.
San Antonio, TX	6,822	.	1,868	\$11.27	2,098	.
Salt Lake City, UT	9,514	.	2,073	\$14.56	2,759	.
Richmond, VA	5,164	.	1,476	\$16.19	1,726	.
Virginia Beach, VA	5,633	.	2,073	\$12.23	1,906	.
Seattle-Tacoma, WA	15,218	\$20.02	3,008	\$25.77	3,913	\$20.09
Milwaukee, WI	7,317	.	1,962	\$16.30	3,438	.

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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