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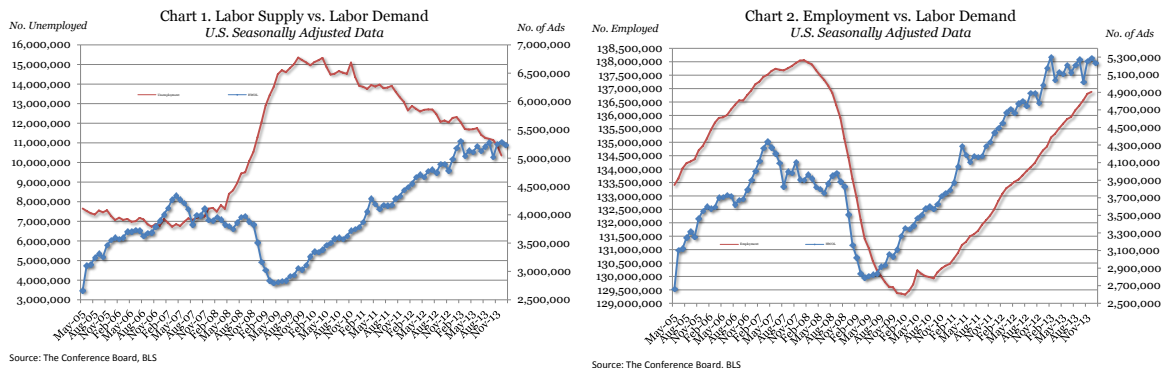
Online Labor Demand Down 56,800 in January

- January decline follows a flat pattern in labor demand seen in 2013
- *NOTE: January data incorporate this year’s annual revision for the series and new seasonal adjustments (See Program Notes on page 8)*

NEW YORK, February 5, 2014...Online advertised vacancies dipped in January to 5,232,000, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The December Supply/Demand rate stands at 2.0 unemployed for each vacancy with a total of 5.1 million more unemployed workers than the number of advertised vacancies.

“Employers still seem hesitant to expand their workforce,” said June Shelp, Vice President of The Conference Board. “The number of advertised vacancies remains high at about 5 million per month, but increases in ads have significantly dropped off over the past three years, declining from an average of +57,000 per month in 2011 to +45,000 in 2012 and down to only +26,000 in 2013.”

In January, the flat growth for many professional workers contrasted with the increasing demand for service workers (where there were more unemployed workers). In the professional category, there were several ads (three advertised vacancies for every unemployed worker) in the higher-wage professional categories like computer workers and professional medical workers. The pattern is the opposite in service/production jobs, where there are three or more unemployed workers for each job in the lower-paid service/production categories, including food service workers, personal care and building maintenance workers. (See further detail on Occupations on pages 5-7.)



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

- January labor demand declined in 12 of the 20 largest States
- 20 of the 50 States decreased in January (Table 3)

Location	Total Ads ¹ (Thousands) Jan-14	M-O-M Change (Thousands) Jan 14 - Dec 13	Supply/ Demand Rate ² Dec-13	Recent Trend ³
United States	5,232.0	-56.8	1.96	→ 12/12
NORTHEAST	980.0	-6.7	2.01	
Massachusetts	154.2	-2.0	1.56	↑ 7/13
New Jersey	155.5	1.4	2.13	↓ 1/13
New York	301.5	-7.0	2.21	→ 1/13
Pennsylvania	206.8	-3.7	2.11	→ 12/12
SOUTH	1,769.5	2.0	2.05	
Florida	282.1	1.6	2.08	↑ 5/13
Georgia	157.5	4.2	2.28	→ 1/13
Maryland	105.8	1.3	1.82	↓ 2/13
North Carolina	137.4	-0.9	2.33	→ 5/13
Texas	397.4	-4.8	1.90	↑ 7/13
Virginia	150.1	-0.9	1.45	↓ 1/13
MIDWEST	1,162.1	-14.7	1.96	
Illinois	208.4	-7.4	2.62	↑ 3/13
Michigan	159.3	5.4	2.56	↑ 7/13
Minnesota	122.6	-5.9	1.07	↑ 5/13
Missouri	89.2	-2.2	1.93	↑ 7/13
Ohio	193.3	1.0	2.16	→ 12/12
Wisconsin	104.2	1.3	1.86	↑ 7/13
WEST	1,228.2	-15.1	2.15	
Arizona	102.5	0.9	2.23	↑ 5/12
California	561.9	-18.3	2.64	→ 12/12
Colorado	126.1	-1.2	1.33	↑ 1/13
Washington	136.5	-1.0	1.66	↑ 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) .

January Changes for States

In January, online labor demand decreased in 20 of the 50 States and was unchanged in two States, West Virginia and Wyoming. There were fourteen States below last year's level, 36 above last January and one (Wyoming) that was equal to last year. (Table 3).

While three of the four national Census areas lost ground in January, the **South** posted a slight increase of 2,000. Among the largest States, increases in Georgia (+4,200), Florida (+1,600), and Maryland (+1,300) were largely offset by declines in Texas (-4,800) and Virginia and North Carolina, which both declined by 900. The smaller States that contributed to the increase included: Tennessee, up 2,000; Louisiana, up 1,400; and Oklahoma, up 1,000.

In January, the **West** was the area that posted the largest drop, a decline of 15,100. The largest State, California, was down 18,300 in January. Other large States with declining demand for labor included Colorado (-1,200) and Washington State (-1,000). Some of the smaller States that offset these declines were Utah (+2,800), New Mexico, (+2,000), and Nevada (+1,200). States that posted increases below 1,000 included Arizona (+900), Alaska (+700), and Hawaii and Oregon, which both posted increases of 400 advertised vacancies.

The **Midwest** declined by 14,700 in January. The larger States with declines included Illinois (-7,400) and Minnesota (-5,900). Partially offsetting these declines were a gain of 5,400 in Michigan, a rise of 1,300 in Wisconsin, and a gain of 1,000 in Ohio. North Dakota gained 1,700, and there was a modest increase of 700 in Indiana.

The **Northeast** posted the smallest decline, down 6,700 in January with drops in New York State (-7,000), Pennsylvania (-3,700), and Massachusetts (-2,000). New Jersey, another large State in the Northeast, rose 1,400. Among the smaller States in the region, Rhode Island and Connecticut experienced increases in the numbers of advertised vacancies by 700 and 300 respectively. Other States with losses included Maine, down 400, and New Hampshire, down 200 (Table 3).

Note: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for December 2013, the latest month for which state unemployment data are available. There were four States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.48); South Dakota (.80); Nebraska (0.83); and Utah (0.99). The States with the highest Supply/Demand rates were Mississippi (3.32), Arkansas (3.05), and Kentucky (3.00); all of these States indicated that there were three or more unemployed workers for every job opening.

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

- Labor demand dropped in 70 percent of the 20 largest metro areas
- Modest gains in the largest Southern metro areas contributed to the 2,000 regional gain

Location	Total Ads ¹ (Thousands) Jan-14	M-O-M Change (Thousands) Jan 14 - Dec 13	Supply/ Demand Rate ² Dec-13 for U.S. and Regions; Nov-13 for MSA's
United States	5,232.0	-56.8	1.96
NORTHEAST	980.0	-6.7	2.01
Boston, MA	116.4	-2.8	1.36
New York, NY	280.8	-3.7	2.58
Philadelphia, PA	98.2	-3.7	2.27
SOUTH	1,769.5	2.0	2.05
Atlanta, GA	102.3	0.8	1.96
Baltimore, MD	54.3	0.4	1.80
Dallas, TX	121.9	0.4	1.65
Houston, TX	95.3	-2.2	1.93
Miami, FL	77.8	0.7	2.59
Washington, DC	141.9	-3.3	1.16
MIDWEST	1,162.1	-14.7	1.96
Chicago, IL	158.4	-5.0	2.59
Cleveland, OH	38.0	1.5	2.12
Detroit, MI	70.5	0.1	2.79
Minneapolis-St. Paul, MN	82.3	-3.2	0.99
WEST	1,228.2	-15.1	2.15
Denver, CO	68.4	-1.1	1.29
Los Angeles, CA	166.1	-5.8	3.29
Phoenix, AZ	66.6	-0.5	1.99
San Diego, CA	43.5	-2.1	2.48
San Francisco, CA	113.3	-3.8	1.23
San Jose, CA	53.0	-1.6	1.12
Seattle-Tacoma, WA	89.5	-0.7	1.24

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Metro Area Changes

In January, about half (27) of the 52 metropolitan areas for which data are reported separately declined in the number of advertised vacancies and one, Kansas City, was unchanged. However, many of the gains (or losses) were relatively modest. In the **Northeast** and the **West** all of the largest metro area experienced losses: Los Angeles (-5,800); Chicago (-5,000); San Francisco (-3,800); and New York (-3,700).

The **South** and the **Midwest**, however, posted gains in some of the largest cities. The largest gains were in Cleveland (+1,500), Atlanta (+800), and Miami (+700). Baltimore and Dallas recorded more modest gains of 400 each (See Table B and Table 5).

The number of postings does not, however, tell the entire story. A crucial factor is how many unemployed people are seeking jobs and how much competition there is for the jobs that are available. The Conference Board's Supply/Demand rate looks at the number of unemployed and the number of advertised vacancies. Based on November data (the latest available unemployment data), the places where there were more job openings than unemployed workers were Salt Lake City (S/D rate of 0.75) and Minneapolis-St. Paul (S/D rate of 0.99).

In contrast, a larger number of unemployed people seeking available jobs will make the job search much harder. Looking at this from the job seeker's perspective, Riverside (over 5 unemployed for every opening), Los Angeles, Sacramento, and Las Vegas (over 3 unemployed for every opening) are challenging. (See Table 6 for the Supply/Demand rates for the 52 metro areas).

OCCUPATIONAL HIGHLIGHTS

- **In January, half (5) of the top 10 occupations as well as 11 of the 22 occupations were down (Table C & Table 7)**
- **The largest drop was in Computer and Math occupations (-27,300)**

Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jan-14	Jan 14-Dec 13	Dec-13	Dec-13	
41	Sales and related	702.4	-23.0	1,130.7	1.56	\$18.26
29	Healthcare practitioners and technical	576.8	-3.1	167.7	0.29	\$35.35
15	Computer and mathematical science	576.0	-27.3	152.8	0.25	\$38.55
43	Office and administrative support	557.1	18.2	1,304.5	2.42	\$16.54
11	Management	528.4	4.0	477.7	0.91	\$52.20
53	Transportation and material moving	323.4	19.5	821.8	2.70	\$16.15
13	Business and financial operations	312.6	-13.5	225.8	0.69	\$33.44
35	Food preparation and serving related	290.6	10.8	773.7	2.77	\$10.28
49	Installation, maintenance, and repair	212.9	2.9	281.6	1.34	\$21.09
17	Architecture and engineering	172.9	-7.8	104.9	0.58	\$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 January

In January, a number of occupations saw declines in the number of advertised vacancies. The largest decline was in **Computer and Math** occupations, down 27,300 to 576,000 as demand for administrators for network and computer systems and software and web developers declined. Mathematical occupations declined with fewer advertised vacancies for actuaries and statisticians.

The decline in **Sales and Related** occupations (-23,000) in January largely reflected a decline in retail establishments' need for retail sales workers such as cashiers and their supervisors. Demand for **Business and Financial** occupations also declined by 13,500. The decline was partly due to lower demand for management and marketing researchers and lower need for human capital specialists (See Table C and Table 7).

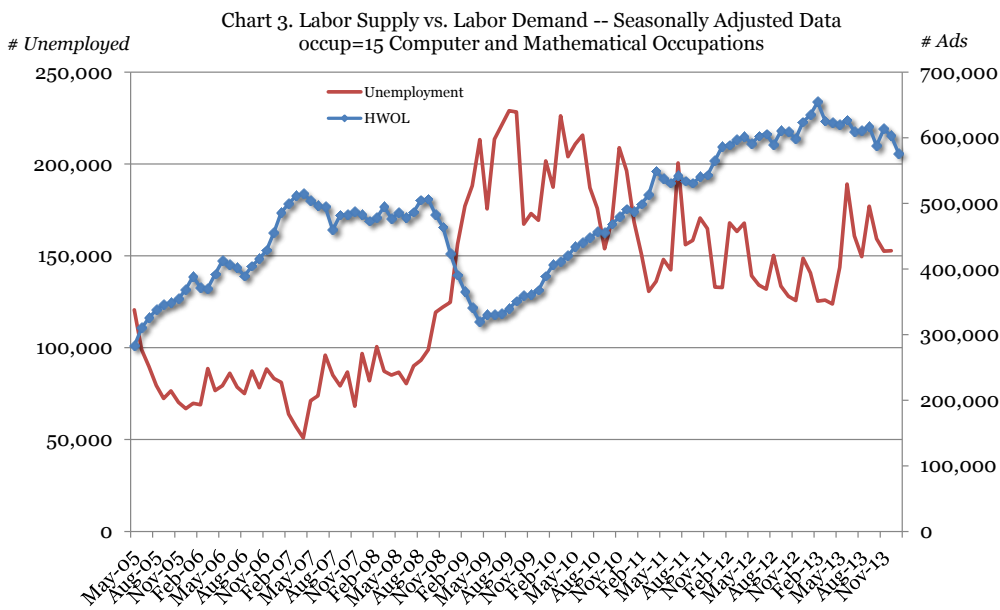
In January, demand for **Healthcare Support** increased, up 13,900, reflecting increased demand for home health aides. **Food preparation and serving** also increased, up 10,800 as demand for workers including fast food workers increased.

Long-Term Trends for Computer and Math Workers and Food Service Workers

The long-term trends for **Computer and Mathematical Science Workers** and **Food Preparation and Serving Related** workers are in sharp contrast to each other.

Computer and Mathematical Science

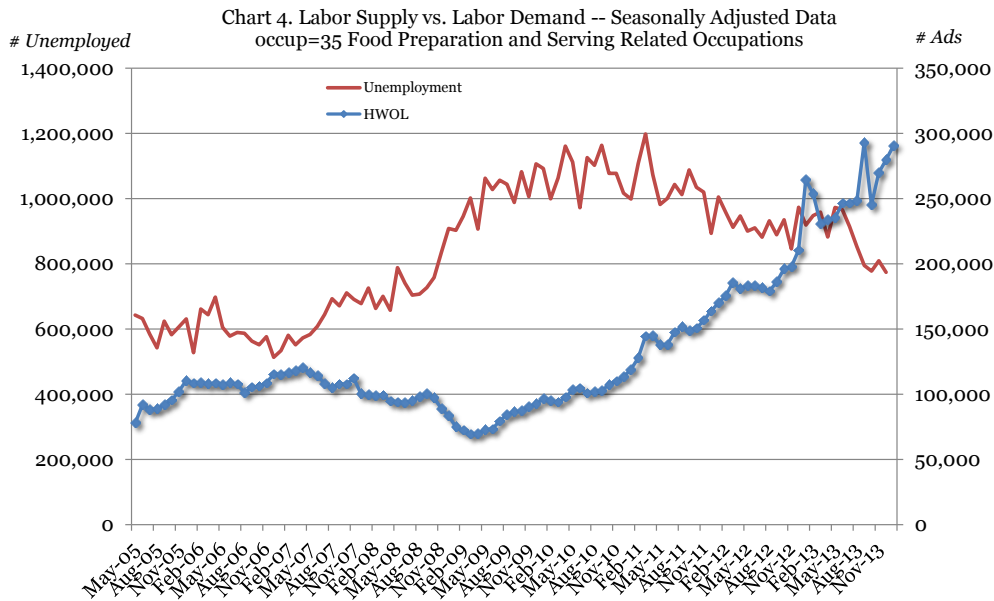
Employer demand has languished over the last year for **Computer and Mathematical Science** occupations, but the demand remains close to 600,000 ads each month and is one of the highest-demand occupations. However, the number of advertised vacancies has declined by 59,000 since last January, but the demand remains high. (Chart 3) The only occupation that matches this high demand for computer workers is the online demand for medical professionals. In both groups there are three ads for every unemployed worker. Both of these occupations have relatively high wages with averages above \$35 dollars per hour (See Table 7).



Source: The Conference Board, BLS

Food Service Workers

The demand for **Food Preparation and Serving Related** workers has continued to climb this year and is currently at 291,000 advertised vacancies. While the demand for workers has improved from over 14 unemployed for every advertised opening in May 2009, there are still almost three workers (Supply/Demand rate of 2.8) for every available opening. The average wage for these occupations is on the low end of the wage scale with an average wage of just over \$10/hour.



Source: The Conference Board, BLS

PROGRAM NOTES

HWOL 2014 Annual Revision

With the January 2014 press release the HWOL program incorporates its annual revision to ensure the accuracy and consistency of the time series. This year's revision makes updates to the HWOL job-board coverage, revises the monthly 2013 data, and updates the seasonal adjustment factors using the latest data through December 2013. Data prior to January 2013 remain unchanged except for the updated seasonal factors.

HWOL available on Haver Analytics

Over 3,000 of the key HWOL press release time series are exclusively available on Haver Analytics. The available time series include the geographic and occupational series for levels and rates for both Total Ads and New Ads; in addition to the seasonally adjusted series, many of the unadjusted series are also available. The geographic detail includes: U.S., 9 Regions, 50 States, 52 MSAs (largest metro areas); the occupational detail includes: U.S. (2-digit SOC), States (1-digit SOC) and MSAs (1-digit SOC).

For more information about the Help Wanted OnLine database delivered via Haver Analytics, please email sales@haver.com or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact June.Shelp@conference-board.org or Jeanne.Shu@conference-board.org.

The Conference Board Help Wanted OnLine® Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month for over 16,000 Internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in July 2008), the HWOL series measures help wanted advertising, i.e. labor demand. The HWOL data series began in May 2005. With the September 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the May 2009 release, and seasonally adjusted data for the 52 largest metropolitan areas began with the February 2012 release.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

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Publication Schedule, Help Wanted OnLine Data Series

Data for the Month	Release Date
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)
	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13
United States	5,176.2	5,288.8	5,232.0	-56.8	2,431.5	2,548.6	2,519.3	-29.2
New England	312.7	313.7	314.7	1.1	143.8	157.0	153.9	-3.2
Middle Atlantic	688.3	673.0	665.3	-7.7	335.2	324.8	311.3	-13.6
South Atlantic	1,011.6	979.5	979.1	-0.4	476.5	470.6	473.9	3.4
East North Central	740.9	758.6	752.3	-6.3	336.9	360.4	354.5	-5.9
East South Central	230.7	231.8	236.2	4.3	105.3	107.0	112.1	5.1
West North Central	392.9	418.2	409.8	-8.4	167.8	190.5	183.8	-6.8
West South Central	537.9	556.2	554.2	-2.0	248.2	264.8	267.1	2.3
Mountain	378.1	417.0	420.1	3.1	183.2	208.2	213.6	5.4
Pacific	823.1	826.3	808.1	-18.2	405.0	421.1	412.4	-8.7

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jan-13	Dec-13	Jan-14	Jan-13	Dec-13	Jan-14
United States	3.32	3.41	3.38	1.56	1.64	1.63
New England	4.05	4.08	4.10	1.86	2.04	2.00
Middle Atlantic	3.31	3.27	3.23	1.61	1.58	1.51
South Atlantic	3.35	3.28	3.28	1.58	1.57	1.59
East North Central	3.19	3.27	3.24	1.45	1.55	1.53
East South Central	2.65	2.73	2.79	1.21	1.26	1.32
West North Central	3.58	3.79	3.72	1.53	1.73	1.67
West South Central	3.00	3.08	3.06	1.38	1.46	1.48
Mountain	3.42	3.78	3.81	1.66	1.89	1.94
Pacific	3.29	3.31	3.24	1.62	1.69	1.65

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)
	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13
United States	5,176.2	5,288.8	5,232.0	-56.8	2,431.5	2,548.6	2,519.3	-29.2
Alabama	56.2	55.2	55.7	0.5	24.6	25.8	27.7	1.9
Alaska	20.5	19.8	20.5	0.7	9.4	9.0	10.0	1.0
Arizona	98.8	101.6	102.5	0.9	48.3	49.7	50.9	1.2
Arkansas	30.8	32.3	31.1	-1.2	13.0	14.8	15.4	0.6
California	581.3	580.2	561.9	-18.3	284.4	294.1	283.8	-10.4
Colorado	114.9	127.3	126.1	-1.2	57.8	67.7	66.5	-1.2
Connecticut	71.4	70.9	71.2	0.3	31.1	33.9	33.7	-0.2
Delaware	19.2	19.5	19.5	-0.1	8.3	8.9	9.2	0.3
Florida	268.3	280.5	282.1	1.6	138.5	151.0	148.1	-2.9
Georgia	155.9	153.3	157.5	4.2	67.3	69.0	71.1	2.1
Hawaii	20.3	19.7	20.1	0.4	12.5	12.5	12.7	0.2
Idaho	23.1	24.8	25.1	0.3	12.3	13.5	14.7	1.2
Illinois	206.9	215.8	208.4	-7.4	86.8	96.5	89.1	-7.4
Indiana	88.6	92.7	93.5	0.7	38.3	43.0	42.6	-0.4
Iowa	56.3	60.2	60.1	-0.1	23.1	27.1	26.8	-0.4
Kansas	47.2	51.5	53.3	1.9	19.6	22.7	23.7	1.0
Kentucky	52.4	54.5	54.7	0.2	23.2	25.1	25.5	0.4
Louisiana	55.7	58.3	59.7	1.4	26.7	28.8	31.6	2.8
Maine	24.0	26.1	25.7	-0.4	10.1	13.1	12.0	-1.2
Maryland	120.1	104.5	105.8	1.3	53.9	45.2	46.5	1.3
Massachusetts	156.0	156.2	154.2	-2.0	72.3	76.7	74.6	-2.1
Michigan	155.8	153.9	159.3	5.4	68.6	79.5	77.3	-2.2
Minnesota	122.5	128.5	122.6	-5.9	52.4	58.0	52.5	-5.6
Mississippi	27.9	30.6	31.1	0.5	11.3	13.1	13.1	0.1
Missouri	88.6	91.5	89.2	-2.2	39.7	42.6	41.2	-1.5
Montana	18.8	21.7	21.5	-0.2	8.3	10.6	10.6	0.0
Nebraska	39.6	43.6	43.5	-0.1	17.6	20.7	20.9	0.2
Nevada	42.7	42.9	44.1	1.2	20.6	20.9	22.4	1.5
New Hampshire	26.0	28.9	28.7	-0.2	13.5	15.8	15.5	-0.3
New Jersey	171.3	154.2	155.5	1.4	87.4	74.4	69.6	-4.7
New Mexico	27.1	28.3	30.2	2.0	12.8	14.0	15.6	1.6
New York	306.1	308.5	301.5	-7.0	151.6	156.8	146.0	-10.8
North Carolina	152.0	138.3	137.4	-0.9	77.2	65.6	67.2	1.6
North Dakota	22.5	22.0	23.7	1.7	8.8	10.3	11.1	0.8
Ohio	199.7	192.3	193.3	1.0	98.4	92.3	92.9	0.6
Oklahoma	60.8	63.6	64.7	1.0	29.8	32.2	33.6	1.4
Oregon	65.7	68.9	69.3	0.4	35.0	37.7	39.3	1.7
Pennsylvania	209.9	210.5	206.8	-3.7	96.2	95.7	95.5	-0.2
Rhode Island	20.3	20.1	20.8	0.7	10.6	11.5	11.7	0.1
South Carolina	62.4	64.5	65.5	1.0	30.5	34.4	35.5	1.2
South Dakota	18.6	20.1	19.9	-0.2	6.7	8.6	7.6	-1.0
Tennessee	93.2	91.5	93.6	2.0	45.7	43.2	45.3	2.1
Texas	389.6	402.2	397.4	-4.8	178.9	188.5	186.8	-1.7
Utah	44.2	58.2	61.0	2.8	20.5	27.4	29.2	1.8
Vermont	13.0	11.9	12.1	0.2	6.0	6.5	6.2	-0.3
Virginia	163.9	151.0	150.1	-0.9	71.4	69.4	69.7	0.3
Washington	135.2	137.5	136.5	-1.0	64.9	68.5	67.8	-0.8
West Virginia	22.5	22.2	22.2	0.0	8.7	10.4	9.6	-0.8
Wisconsin	96.2	102.8	104.2	1.3	46.1	50.5	53.3	2.8
Wyoming	9.1	10.4	10.4	0.0	3.8	4.4	4.7	0.3

Source: The Conference Board

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted

Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jan-13	Dec-13	Jan-14	Dec-13	Dec-13	Dec-13	Dec-13
United States	3.32	3.41	3.38	6.7	10,351.00	5,288.8	1.96
Alabama	2.62	2.61	2.63	6.1	129.74	55.2	2.35
Alaska	5.60	5.41	5.61	6.4	23.32	19.8	1.18
Arizona	3.25	3.40	3.43	7.6	226.46	101.6	2.23
Arkansas	2.29	2.43	2.34	7.4	98.51	32.3	3.05
California	3.13	3.12	3.03	8.3	1,532.09	580.2	2.64
Colorado	4.17	4.65	4.61	6.2	169.01	127.3	1.33
Connecticut	3.83	3.84	3.85	7.4	136.50	70.9	1.92
Delaware	4.31	4.45	4.43	6.2	27.40	19.5	1.40
Florida	2.85	2.98	3.00	6.2	583.88	280.5	2.08
Georgia	3.22	3.24	3.33	7.4	349.95	153.3	2.28
Hawaii	3.12	3.00	3.06	4.5	29.77	19.7	1.51
Idaho	2.98	3.21	3.24	5.7	44.02	24.8	1.78
Illinois	3.12	3.30	3.19	8.6	565.27	215.8	2.62
Indiana	2.80	2.92	2.94	6.9	218.13	92.7	2.35
Iowa	3.46	3.60	3.59	4.2	70.17	60.2	1.17
Kansas	3.17	3.46	3.58	4.9	72.60	51.5	1.41
Kentucky	2.51	2.66	2.67	8.0	163.66	54.5	3.00
Louisiana	2.66	2.79	2.85	5.7	119.24	58.3	2.05
Maine	3.40	3.68	3.63	6.2	44.29	26.1	1.70
Maryland	3.82	3.36	3.40	6.1	190.29	104.5	1.82
Massachusetts	4.48	4.49	4.43	7.0	243.77	156.2	1.56
Michigan	3.35	3.28	3.39	8.4	394.22	153.9	2.56
Minnesota	4.10	4.32	4.13	4.6	137.32	128.5	1.07
Mississippi	2.09	2.40	2.44	8.0	101.60	30.6	3.32
Missouri	2.96	3.03	2.96	5.9	176.61	91.5	1.93
Montana	3.69	4.26	4.22	5.2	26.61	21.7	1.22
Nebraska	3.84	4.27	4.26	3.6	36.40	43.6	0.83
Nevada	3.11	3.15	3.24	8.8	120.30	42.9	2.81
New Hampshire	3.49	3.90	3.88	5.1	37.72	28.9	1.30
New Jersey	3.69	3.42	3.45	7.3	328.57	154.2	2.13
New Mexico	2.88	3.07	3.29	6.4	58.84	28.3	2.08
New York	3.18	3.20	3.13	7.1	681.11	308.5	2.21
North Carolina	3.18	2.97	2.95	6.9	322.69	138.3	2.33
North Dakota	5.68	5.44	5.86	2.6	10.53	22.0	0.48
Ohio	3.48	3.35	3.37	7.2	415.54	192.3	2.16
Oklahoma	3.34	3.49	3.55	5.4	97.81	63.6	1.54
Oregon	3.37	3.60	3.62	7.0	134.76	68.9	1.96
Pennsylvania	3.20	3.27	3.21	6.9	443.27	210.5	2.11
Rhode Island	3.62	3.65	3.78	9.1	49.87	20.1	2.48
South Carolina	2.87	2.99	3.04	6.6	142.37	64.5	2.21
South Dakota	4.15	4.46	4.42	3.6	16.02	20.1	0.80
Tennessee	2.98	3.01	3.08	7.8	237.69	91.5	2.60
Texas	3.07	3.13	3.09	6.0	764.74	402.2	1.90
Utah	3.24	4.08	4.27	4.1	57.85	58.2	0.99
Vermont	3.66	3.40	3.45	4.2	14.67	11.9	1.23
Virginia	3.87	3.57	3.55	5.2	218.82	151.0	1.45
Washington	3.90	3.98	3.95	6.6	227.92	137.5	1.66
West Virginia	2.78	2.79	2.79	5.9	46.71	22.2	2.10
Wisconsin	3.15	3.35	3.39	6.2	191.38	102.8	1.86
Wyoming	2.98	3.39	3.38	4.4	13.48	10.4	1.29

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)
	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13	Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13
Birmingham, AL	18.1	17.9	18.4	0.5	8.2	8.1	9.2	1.2
Phoenix, AZ	65.3	67.1	66.6	-0.5	31.5	31.7	31.8	0.1
Tucson, AZ	13.7	14.1	14.9	0.8	7.5	7.7	8.5	0.8
Los Angeles, CA	178.2	172.0	166.1	-5.8	89.7	84.9	82.7	-2.2
Riverside, CA	32.0	33.2	33.4	0.2	15.5	16.8	16.7	-0.1
Sacramento, CA	28.9	27.6	26.8	-0.8	13.9	13.9	13.2	-0.6
San Diego, CA	49.4	45.6	43.5	-2.1	24.9	24.1	22.8	-1.3
San Francisco, CA	114.7	117.2	113.3	-3.8	54.6	58.1	55.0	-3.1
San Jose, CA	56.0	54.6	53.0	-1.6	22.3	23.2	22.0	-1.3
Denver, CO	63.2	69.4	68.4	-1.1	29.5	34.0	33.6	-0.4
Hartford, CT	27.9	27.6	27.5	-0.1	11.9	12.8	13.1	0.3
Washington, DC	165.4	145.2	141.9	-3.3	69.8	62.2	62.1	-0.1
Jacksonville, FL	22.5	19.8	19.5	-0.3	12.9	10.0	9.7	-0.3
Miami, FL	74.0	77.1	77.8	0.7	36.9	38.8	38.2	-0.6
Orlando, FL	33.9	36.5	37.7	1.2	16.3	16.8	17.3	0.6
Tampa, FL	43.3	46.3	44.8	-1.5	21.0	22.3	21.1	-1.2
Atlanta, GA	98.9	101.5	102.3	0.8	42.7	43.6	44.5	0.8
Honolulu, HI	14.5	14.5	14.7	0.2	9.2	9.6	9.6	0.0
Chicago, IL	156.4	163.3	158.4	-5.0	64.5	70.9	66.5	-4.4
Indianapolis, IN	33.2	35.5	34.9	-0.5	15.9	17.1	16.8	-0.3
Louisville, KY	21.9	22.4	22.0	-0.4	10.2	10.5	10.7	0.2
New Orleans, LA	19.0	20.2	20.6	0.3	10.5	10.7	11.6	0.9
Baltimore, MD	64.9	53.9	54.3	0.4	30.8	23.6	23.7	0.1
Boston, MA	119.2	119.2	116.4	-2.8	53.9	57.5	54.9	-2.6
Detroit, MI	69.9	70.5	70.5	0.1	28.6	32.4	31.3	-1.1
Minneapolis-St. Paul, MN	83.6	85.6	82.3	-3.2	34.9	36.9	34.1	-2.8
Kansas City, MO	38.0	38.4	38.4	0.0	15.7	16.4	17.2	0.7
St. Louis, MO	41.8	42.6	41.4	-1.2	17.6	18.2	17.5	-0.8
Las Vegas, NV	28.4	27.5	28.9	1.4	13.3	12.6	14.0	1.4
Buffalo, NY	18.5	18.8	18.9	0.0	9.6	10.1	10.3	0.2
New York, NY	304.6	284.5	280.8	-3.7	152.5	137.4	125.3	-12.1
Rochester, NY	16.0	15.2	15.6	0.3	8.2	8.7	8.7	0.0
Charlotte, NC	41.0	36.4	36.0	-0.4	21.7	16.0	16.3	0.3
Cincinnati, OH	35.3	31.9	31.7	-0.1	17.3	14.2	14.1	-0.1
Cleveland, OH	43.6	36.4	38.0	1.5	20.4	16.4	17.0	0.7
Columbus, OH	41.7	40.1	39.2	-0.9	21.7	18.3	16.7	-1.7
Oklahoma City, OK	25.1	26.9	27.5	0.7	13.2	14.2	15.0	0.7
Portland, OR	41.0	43.4	43.7	0.4	21.2	22.2	23.5	1.3
Philadelphia, PA	98.8	101.8	98.2	-3.7	43.7	46.3	43.6	-2.7
Pittsburgh, PA	46.8	42.8	42.1	-0.7	22.4	17.1	17.0	-0.1
Providence, RI	25.7	26.1	27.3	1.2	13.5	14.9	15.4	0.5
Memphis, TN	18.3	19.5	20.0	0.5	9.1	9.1	9.8	0.7
Nashville, TN	34.1	31.0	32.6	1.6	17.2	13.2	14.1	0.9
Austin, TX	36.2	39.2	38.0	-1.2	18.5	19.7	18.8	-0.9
Dallas, TX	119.1	121.5	121.9	0.4	54.1	53.6	56.3	2.7
Houston, TX	98.8	97.5	95.3	-2.2	42.7	44.4	41.8	-2.6
San Antonio, TX	31.4	32.8	32.4	-0.4	15.1	15.4	14.7	-0.7
Salt Lake City, UT	26.4	34.4	35.4	1.0	12.4	15.8	16.5	0.8
Richmond, VA	23.9	24.7	25.0	0.3	12.2	13.2	13.2	0.1
Virginia Beach, VA	27.0	24.6	24.9	0.3	13.7	13.1	13.7	0.7
Seattle-Tacoma, WA	91.4	90.2	89.5	-0.7	42.5	42.3	41.3	-1.0
Milwaukee, WI	30.8	30.8	31.4	0.5	15.7	15.2	16.5	1.3

Source: The Conference Board

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

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

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
	Jan-13	Dec-13	Jan-14	Nov-13	Nov-13	Nov-13	Nov-13
Birmingham, AL	3.44	3.43	3.53	5.6	29.1	17.8	1.63
Phoenix, AZ	3.19	3.31	3.29	6.7	135.3	68.1	1.99
Tucson, AZ	2.98	3.14	3.32	6.8	30.7	14.4	2.14
Los Angeles, CA	2.74	2.60	2.51	8.6	569.9	173.0	3.29
Riverside, CA	1.77	1.86	1.87	9.6	172.6	32.3	5.34
Sacramento, CA	2.77	2.65	2.57	8.2	85.0	27.9	3.05
San Diego, CA	3.08	2.84	2.71	7.0	112.2	45.3	2.48
San Francisco, CA	4.90	5.02	4.86	6.2	144.7	117.6	1.23
San Jose, CA	5.93	5.74	5.57	6.5	61.6	54.9	1.12
Denver, CO	4.44	4.84	4.76	6.3	90.2	70.2	1.29
Hartford, CT	4.72	4.71	4.69	7.6	44.7	27.9	1.60
Washington, DC	5.16	4.56	4.45	5.4	171.6	148.5	1.16
Jacksonville, FL	3.20	2.84	2.79	6.0	42.1	19.9	2.11
Miami, FL	2.49	2.62	2.65	6.8	199.8	77.0	2.59
Orlando, FL	2.93	3.15	3.25	5.9	68.5	35.9	1.91
Tampa, FL	3.24	3.44	3.32	6.3	85.3	44.1	1.93
Atlanta, GA	3.57	3.73	3.76	7.3	199.1	101.4	1.96
Honolulu, HI	3.17	3.17	3.21	4.1	18.6	14.3	1.30
Chicago, IL	3.18	3.34	3.24	8.7	423.8	163.8	2.59
Indianapolis, IN	3.65	3.88	3.82	6.8	61.7	35.1	1.76
Louisville, KY	3.43	3.52	3.46	7.7	49.0	22.3	2.20
New Orleans, LA	3.49	3.70	3.76	6.6	36.3	20.1	1.80
Baltimore, MD	4.36	3.64	3.67	6.7	99.7	55.4	1.80
Boston, MA	4.65	4.64	4.53	6.3	162.1	119.1	1.36
Detroit, MI	3.47	3.47	3.47	9.3	188.2	67.6	2.79
Minneapolis-St. Paul, MN	4.47	4.58	4.41	4.5	83.3	84.2	0.99
Kansas City, MO	3.66	3.69	3.69	5.9	61.3	38.6	1.59
St. Louis, MO	2.95	3.04	2.96	6.8	95.6	42.8	2.23
Las Vegas, NV	2.87	2.78	2.93	9.2	90.8	26.6	3.41
Buffalo, NY	3.22	3.27	3.28	7.3	42.3	18.9	2.23
New York, NY	3.17	2.96	2.92	7.6	730.0	283.3	2.58
Rochester, NY	3.05	2.92	2.98	7.0	36.5	15.2	2.40
Charlotte, NC	4.39	3.95	3.90	7.5	68.9	36.4	1.89
Cincinnati, OH	3.25	2.94	2.92	7.2	78.6	31.7	2.48
Cleveland, OH	4.13	3.48	3.62	7.3	76.4	36.0	2.12
Columbus, OH	4.29	4.10	4.01	6.5	63.2	39.5	1.60
Oklahoma City, OK	4.16	4.40	4.51	5.0	30.3	27.1	1.12
Portland, OR	3.48	3.72	3.75	6.7	78.4	44.4	1.77
Philadelphia, PA	3.24	3.40	3.28	7.7	229.5	101.2	2.27
Pittsburgh, PA	3.70	3.41	3.35	6.6	83.4	42.4	1.97
Providence, RI	3.69	3.80	3.97	9.2	63.5	25.2	2.52
Memphis, TN	2.97	3.24	3.33	9.5	56.9	19.6	2.90
Nashville, TN	3.96	3.64	3.83	6.5	55.1	30.6	1.80
Austin, TX	3.71	3.96	3.84	5.1	50.7	38.7	1.31
Dallas, TX	3.53	3.54	3.55	5.9	203.0	123.0	1.65
Houston, TX	3.23	3.13	3.06	6.0	185.6	96.0	1.93
San Antonio, TX	3.06	3.19	3.15	5.9	60.6	31.5	1.93
Salt Lake City, UT	4.33	5.41	5.57	4.0	25.6	34.3	0.75
Richmond, VA	3.57	3.69	3.73	5.7	38.2	25.0	1.52
Virginia Beach, VA	3.24	2.95	2.98	5.8	48.7	25.3	1.92
Seattle-Tacoma, WA	4.84	4.73	4.69	5.9	112.9	90.7	1.24
Milwaukee, WI	3.88	3.87	3.94	7.1	56.5	32.2	1.75

Source: The Conference Board

- Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
- Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
- 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.
- 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
		Jan-13	Dec-13	Jan-14	Jan 14 - Dec 13	Dec-13	Dec-13	
	Total	5,176.2	5,288.8	5,232.0	-56.8	10,351.0	2.0	\$22.01
11	Management	511.6	524.4	528.4	4.0	477.7	0.9	\$52.20
13	Business and financial operations	331.3	326.1	312.6	-13.5	225.8	0.7	\$33.44
15	Computer and mathematical science	635.0	603.3	576.0	-27.3	152.8	0.3	\$38.55
17	Architecture and engineering	184.6	180.7	172.9	-7.8	104.9	0.6	\$37.98
19	Life, physical, and social science	53.1	55.0	55.9	0.9	28.3	0.5	\$32.87
21	Community and social services	75.6	84.5	82.3	-2.2	109.2	1.3	\$21.27
23	Legal	28.3	28.0	27.4	-0.6	53.2	1.9	\$47.39
25	Education, training, and library	120.9	123.0	120.3	-2.7	207.2	1.7	\$24.62
27	Arts, design, entertainment, sports, and media	137.9	129.3	124.1	-5.2	177.3	1.4	\$26.20
29	Healthcare practitioners and technical	594.5	579.9	576.8	-3.1	167.7	0.3	\$35.35
31	Healthcare support	123.9	130.5	144.4	13.9	268.7	2.1	\$13.36
33	Protective service	48.1	46.4	46.0	-0.4	133.1	2.9	\$20.70
35	Food preparation and serving related	264.3	279.8	290.6	10.8	773.7	2.8	\$10.28
37	Building and grounds cleaning and maintenance	91.7	87.0	91.4	4.4	579.7	6.7	\$12.34
39	Personal care and service	93.6	84.0	93.1	9.0	436.5	5.2	\$11.80
41	Sales and related	695.1	725.4	702.4	-23.0	1,130.7	1.6	\$18.26
43	Office and administrative support	547.3	539.0	557.1	18.2	1,304.5	2.4	\$16.54
45	Farming, fishing, and forestry	7.1	6.9	7.4	0.6	104.8	15.3	\$11.65
47	Construction and extraction	106.1	105.0	112.0	7.0	881.3	8.4	\$21.61
49	Installation, maintenance, and repair	185.4	210.0	212.9	2.9	281.6	1.3	\$21.09
51	Production	148.1	150.0	147.8	-2.2	684.6	4.6	\$16.59
53	Transportation and material moving	252.6	303.9	323.4	19.5	821.8	2.7	\$16.15

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
6. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2012 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-14	Wage ²	Jan-14	Wage ²	Jan-14	Wage ²
United States	740,334	\$42.80	1,533,942	\$31.56	527,340	\$12.53
Alabama	5,643	\$40.53	12,656	\$28.04	5,519	\$10.90
Alaska	1,914	\$42.16	6,544	\$33.66	2,360	\$15.08
Arizona	12,528	\$38.82	30,006	\$30.14	12,962	\$12.84
Arkansas	3,501	\$35.61	7,095	\$25.70	3,755	\$10.28
California	93,726	\$47.77	177,135	\$37.12	49,400	\$13.90
Colorado	15,333	\$41.86	36,972	\$32.78	14,786	\$12.85
Connecticut	11,351	\$49.43	22,332	\$33.80	5,911	\$14.38
Delaware	3,568	\$46.19	5,996	\$33.83	1,510	\$12.50
Florida	35,338	\$38.21	70,486	\$29.47	37,675	\$12.09
Georgia	24,149	\$42.44	47,969	\$28.37	12,983	\$11.23
Hawaii	2,169	\$37.12	3,900	\$29.94	3,702	\$14.00
Idaho	2,002	\$33.74	6,422	\$25.57	3,468	\$11.24
Illinois	37,151	\$42.41	60,487	\$31.20	17,352	\$12.94
Indiana	10,311	\$37.43	21,819	\$27.60	10,186	\$11.38
Iowa	6,233	\$35.12	15,564	\$26.38	6,026	\$11.39
Kansas	7,952	\$38.30	14,456	\$20.29	5,350	\$11.22
Kentucky	6,454	\$35.83	12,449	\$26.94	6,086	\$10.86
Louisiana	6,698	\$36.71	13,369	\$26.99	7,616	\$11.03
Maine	2,530	\$35.09	8,033	\$27.72	3,173	\$11.97
Maryland	14,552	\$45.65	37,325	\$35.45	9,955	\$13.42
Massachusetts	27,219	\$48.66	51,667	\$35.29	11,912	\$14.88
Michigan	18,768	\$39.85	44,430	\$30.08	15,642	\$12.05
Minnesota	16,607	\$41.44	36,184	\$30.88	12,145	\$12.15
Mississippi	3,877	\$34.32	6,433	\$24.24	3,373	\$6.47
Missouri	12,194	\$37.24	24,567	\$27.60	8,962	\$11.22
Montana	1,596	\$31.80	4,882	\$24.63	3,071	\$11.56
Nebraska	4,612	\$36.70	11,143	\$26.54	5,307	\$11.33
Nevada	5,123	\$39.03	10,662	\$31.90	6,508	\$13.30
New Hampshire	2,845	\$42.22	7,833	\$30.17	2,954	\$12.79
New Jersey	26,769	\$49.32	48,037	\$34.58	15,015	\$14.47
New Mexico	2,760	\$36.63	9,999	\$29.55	3,236	\$11.66
New York	60,900	\$51.61	87,802	\$35.02	25,702	\$14.58
North Carolina	17,786	\$42.23	40,621	\$28.70	13,953	\$11.25
North Dakota	2,071	\$35.79	4,692	\$26.21	2,007	\$11.83
Ohio	23,494	\$38.74	48,292	\$29.85	17,900	\$11.82
Oklahoma	6,079	\$35.14	15,418	\$26.57	8,000	\$10.91
Oregon	7,833	\$38.45	21,020	\$31.06	7,969	\$13.06
Pennsylvania	27,780	\$41.77	56,134	\$30.55	21,845	\$12.38
Rhode Island	2,721	\$45.64	5,316	\$33.59	1,884	\$13.15
South Carolina	6,223	\$37.41	16,313	\$27.36	7,562	\$10.91
South Dakota	1,574	\$15.72	4,777	\$24.47	2,553	\$10.80
Tennessee	10,842	\$37.32	22,352	\$26.89	10,372	\$11.02
Texas	55,813	\$42.58	113,572	\$31.04	35,691	\$11.38
Utah	6,301	\$37.25	13,464	\$27.69	7,711	\$11.70
Vermont	1,382	\$37.26	3,383	\$25.23	1,350	\$13.12
Virginia	22,713	\$45.95	51,613	\$34.23	14,463	\$12.56
Washington	21,465	\$43.88	47,855	\$33.77	13,401	\$14.42
West Virginia	1,930	\$32.97	5,927	\$25.54	2,730	\$10.38
Wisconsin	12,966	\$37.34	25,982	\$29.20	11,327	\$11.79
Wyoming	863	\$36.03	2,978	\$27.23	1,310	\$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
	Jan-14	Wage ¹	Jan-14	Wage ¹	Jan-14	Wage ¹
United States	1,043,982	\$17.22	249,145	\$20.95	368,509	\$16.37
Alabama	13,007	\$14.95	3,122	\$18.74	5,897	\$15.20
Alaska	3,900	\$18.27	1,378	\$28.16	964	\$22.57
Arizona	22,390	\$16.52	4,457	\$19.46	5,113	\$16.47
Arkansas	6,743	\$14.47	1,874	\$17.19	3,762	\$14.64
California	114,221	\$18.88	19,203	\$22.02	25,316	\$16.46
Colorado	24,611	\$18.13	7,468	\$21.25	7,473	\$17.16
Connecticut	13,725	\$20.47	2,832	\$24.61	4,404	\$18.09
Delaware	3,684	\$17.21	680	\$21.75	989	\$16.11
Florida	69,605	\$16.10	15,750	\$17.97	13,848	\$15.22
Georgia	29,492	\$16.39	6,751	\$19.12	11,329	\$15.81
Hawaii	5,560	\$6.63	1,310	\$26.26	1,077	\$18.28
Idaho	4,788	\$14.83	1,463	\$18.19	1,920	\$15.18
Illinois	40,853	\$18.00	6,786	\$24.03	15,718	\$16.73
Indiana	18,419	\$15.84	5,018	\$21.57	11,711	\$16.04
Iowa	11,598	\$15.56	3,928	\$19.38	6,794	\$15.81
Kansas	10,266	\$16.04	2,841	\$19.79	4,510	\$16.41
Kentucky	11,526	\$15.10	2,965	\$19.05	6,535	\$16.14
Louisiana	13,481	\$14.74	4,676	\$19.02	5,931	\$18.10
Maine	4,711	\$15.40	1,378	\$19.27	1,858	\$16.20
Maryland	21,341	\$18.13	4,168	\$21.95	4,887	\$17.32
Massachusetts	27,993	\$20.02	5,327	\$12.42	7,586	\$17.62
Michigan	28,571	\$16.45	7,761	\$21.18	13,748	\$16.97
Minnesota	23,339	\$17.79	6,071	\$22.95	11,299	\$17.01
Mississippi	6,776	\$13.90	2,159	\$17.40	3,450	\$14.50
Missouri	17,851	\$15.80	3,702	\$21.21	7,345	\$15.66
Montana	4,064	\$14.98	1,957	\$20.27	1,654	\$16.70
Nebraska	8,394	\$15.39	2,993	\$18.96	3,962	\$15.73
Nevada	10,112	\$16.18	2,385	\$24.22	2,430	\$17.09
New Hampshire	5,791	\$17.41	1,513	\$21.08	2,493	\$16.63
New Jersey	27,897	\$19.15	5,238	\$25.25	7,317	\$16.43
New Mexico	5,474	\$14.73	1,587	\$18.88	1,643	\$16.53
New York	59,304	\$20.27	10,495	\$25.35	13,025	\$17.97
North Carolina	26,789	\$16.35	6,673	\$18.55	9,566	\$15.10
North Dakota	4,718	\$15.38	2,977	\$21.79	2,834	\$18.35
Ohio	38,766	\$16.39	9,865	\$20.64	21,437	\$15.93
Oklahoma	13,017	\$14.90	4,701	\$18.64	7,009	\$15.80
Oregon	12,720	\$17.17	3,379	\$21.75	4,479	\$16.44
Pennsylvania	43,385	\$17.32	10,232	\$20.97	18,470	\$16.65
Rhode Island	4,429	\$18.54	886	\$22.71	1,264	\$16.09
South Carolina	13,316	\$14.92	4,385	\$18.29	6,109	\$15.70
South Dakota	3,982	\$14.50	1,847	\$17.66	1,948	\$14.46
Tennessee	20,566	\$15.57	4,608	\$18.46	9,086	\$15.16
Texas	82,196	\$16.73	22,504	\$18.70	29,964	\$16.00
Utah	14,973	\$16.06	3,697	\$19.99	4,834	\$16.52
Vermont	2,358	\$16.59	552	\$19.47	974	\$16.38
Virginia	27,806	\$17.13	6,766	\$20.28	7,988	\$16.35
Washington	22,220	\$18.59	5,260	\$24.06	6,353	\$18.80
West Virginia	4,449	\$13.40	1,480	\$20.10	2,266	\$15.98
Wisconsin	21,290	\$16.48	5,926	\$21.76	11,883	\$16.24
Wyoming	1,815	\$15.68	1,068	\$22.62	1,125	\$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.

Table 9: MSA Occupational Demand and Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-14	Wage ^{2*}	Jan-14	Wage ^{2*}	Jan-14	Wage ^{2*}
United States	740,334	\$42.80	1,533,942	\$31.56	527,340	\$12.53
Birmingham, AL	1,982	\$42.01	4,380	\$27.95	1,680	\$11.27
Phoenix, AZ	9,356	\$39.88	19,254	\$24.88	8,455	\$12.78
Tucson, AZ	1,377	\$36.11	4,304	\$30.08	2,146	\$12.63
Los Angeles, CA	30,214	\$47.62	47,613	\$37.13	14,950	\$13.55
Riverside, CA	3,285	\$42.25	7,747	\$32.92	4,324	\$13.00
Sacramento, CA	3,879	\$40.98	8,211	\$36.28	2,597	\$13.87
San Diego, CA	6,517	\$45.18	13,409	\$35.38	4,484	\$13.10
San Francisco, CA	25,254	\$53.31	38,726	\$41.14	7,799	\$15.61
San Jose, CA	9,691	\$59.11	24,396	\$45.16	2,259	\$14.30
Denver, CO	10,435	\$43.36	21,369	\$34.66	6,430	\$12.95
Hartford, CT	4,405	\$46.34	8,892	\$33.98	2,029	\$14.18
Washington, DC	26,784	\$50.76	55,081	\$41.23	11,948	\$14.65
Jacksonville, FL	2,600	\$37.54	4,654	\$24.25	2,019	\$11.72
Miami, FL	12,110	\$40.70	18,773	\$30.51	9,605	\$12.70
Orlando, FL	5,113	\$37.49	8,476	\$28.89	5,036	\$11.68
Tampa, FL	5,978	\$38.37	13,202	\$29.87	4,915	\$11.81
Atlanta, GA	19,169	\$44.65	34,006	\$31.00	7,748	\$11.57
Honolulu, HI	1,695	\$37.47	2,746	\$30.53	2,534	\$13.56
Chicago, IL	31,999	\$43.94	45,640	\$30.98	12,622	\$13.13
Indianapolis, IN	4,938	\$38.93	8,008	\$29.91	3,347	\$11.88
Louisville, KY	2,593	.	4,868	.	2,594	.
New Orleans, LA	2,303	.	4,628	.	3,328	.
Baltimore, MD	7,330	.	19,113	.	4,670	.
Boston, MA	22,577	\$50.15	39,374	\$36.52	8,764	\$15.09
Detroit, MI	9,543	\$42.44	21,740	\$32.64	6,006	\$12.36
Minneapolis-St. Paul, MN	12,844	.	23,795	.	7,445	.
Kansas City, MO	5,536	.	10,549	.	3,507	.
St. Louis, MO	6,373	.	12,113	.	3,788	.
Las Vegas, NV	3,662	.	6,800	.	4,521	.
Buffalo, NY	2,056	.	4,170	.	1,939	.
New York, NY	62,548	\$54.25	87,511	\$37.30	23,030	\$15.06
Rochester, NY	1,623	.	3,748	.	1,597	.
Charlotte, NC	6,236	.	10,958	.	2,912	.
Cincinnati, OH	4,914	.	8,038	.	2,716	.
Cleveland, OH	5,058	.	10,649	.	3,404	.
Columbus, OH	6,036	.	10,607	.	3,220	.
Oklahoma City, OK	2,739	.	6,205	.	3,364	.
Portland, OR	5,856	.	13,979	.	4,198	.
Philadelphia, PA	17,338	\$46.34	30,850	\$33.40	9,112	\$13.33
Pittsburgh, PA	5,875	.	10,330	.	4,471	.
Providence, RI	3,261	.	6,810	\$30.70	2,490	.
Memphis, TN	2,265	.	4,803	.	1,989	.
Nashville, TN	4,499	.	7,966	.	3,458	.
Austin, TX	4,995	.	12,535	.	3,612	.
Dallas, TX	20,536	\$43.48	35,677	\$32.37	9,379	\$11.84
Houston, TX	16,366	.	28,154	.	6,923	.
San Antonio, TX	4,156	.	8,559	.	3,683	.
Salt Lake City, UT	4,154	.	7,971	.	4,429	.
Richmond, VA	3,641	.	7,336	.	2,575	.
Virginia Beach, VA	2,671	.	6,106	.	2,699	.
Seattle-Tacoma, WA	16,440	\$46.04	33,431	\$36.39	7,251	\$14.91
Milwaukee, WI	4,713	.	7,956	.	3,399	.

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
	Jan-14	Wage ^{2*}	Jan-14	Wage ^{2*}	Jan-14	Wage ^{2*}
United States	1,043,982	\$17.22	249,145	\$20.95	368,509	\$16.37
Birmingham, AL	4,391	\$16.47	887	\$19.67	1,730	\$7.74
Phoenix, AZ	15,438	\$17.20	2,716	\$20.05	3,215	\$16.79
Tucson, AZ	3,245	\$14.91	813	\$19.36	717	\$15.26
Los Angeles, CA	38,113	\$18.81	4,993	\$24.26	7,107	\$15.68
Riverside, CA	7,981	\$16.32	1,720	\$22.66	3,051	\$15.81
Sacramento, CA	6,135	\$18.29	1,092	\$23.72	1,212	\$16.93
San Diego, CA	9,355	\$18.29	1,533	\$23.79	1,766	\$16.25
San Francisco, CA	19,716	\$22.22	2,995	\$27.73	3,330	\$19.43
San Jose, CA	6,229	\$23.22	944	\$26.51	1,139	\$18.08
Denver, CO	13,740	\$19.36	3,473	\$21.68	3,541	\$17.48
Hartford, CT	5,345	\$19.82	1,100	\$24.25	1,715	\$18.13
Washington, DC	24,315	\$19.65	4,168	\$23.19	3,687	\$17.92
Jacksonville, FL	4,417	\$16.39	1,146	\$18.88	1,289	\$16.38
Miami, FL	21,501	\$16.99	3,344	\$18.95	2,837	\$15.42
Orlando, FL	9,076	\$15.48	1,842	\$18.00	1,733	\$15.00
Tampa, FL	9,902	\$16.48	2,068	\$17.69	1,925	\$14.83
Atlanta, GA	18,376	\$17.74	3,591	\$20.20	5,428	\$16.92
Honolulu, HI	4,191	\$16.75	972	\$27.24	831	\$18.82
Chicago, IL	31,405	\$18.76	4,621	\$25.05	10,380	\$16.95
Indianapolis, IN	7,688	\$17.59	1,900	\$22.51	3,403	\$16.06
Louisville, KY	4,860	.	1,275	\$11.64	2,606	.
New Orleans, LA	4,692	.	1,320	\$18.76	1,375	.
Baltimore, MD	11,002	.	2,134	\$16.07	2,477	.
Boston, MA	21,181	\$20.89	3,433	\$26.18	4,910	\$17.90
Detroit, MI	12,424	\$17.69	2,916	\$22.80	5,016	\$18.16
Minneapolis-St. Paul, MN	16,063	.	3,585	\$14.13	7,103	.
Kansas City, MO	8,025	.	1,853	\$14.29	3,063	.
St. Louis, MO	8,246	.	1,333	.	2,675	.
Las Vegas, NV	6,786	.	1,243	\$15.94	1,154	.
Buffalo, NY	4,752	.	1,014	\$14.54	1,672	.
New York, NY	50,815	\$21.32	7,141	\$27.06	8,633	\$17.96
Rochester, NY	3,507	.	941	\$11.83	1,455	.
Charlotte, NC	6,541	.	1,518	\$13.59	2,183	.
Cincinnati, OH	7,180	.	1,505	\$12.93	2,760	.
Cleveland, OH	7,311	.	1,759	\$13.63	3,582	.
Columbus, OH	7,825	.	1,769	\$14.05	3,331	.
Oklahoma City, OK	6,017	.	2,004	\$17.38	2,381	.
Portland, OR	7,893	.	1,850	.	2,635	.
Philadelphia, PA	20,320	\$19.13	3,694	\$23.42	5,133	\$17.43
Pittsburgh, PA	9,441	.	1,970	\$13.32	3,260	.
Providence, RI	5,915	.	1,283	\$14.05	1,901	.
Memphis, TN	4,486	.	1,118	\$12.27	2,205	.
Nashville, TN	7,263	.	1,288	\$13.29	2,555	.
Austin, TX	7,372	.	1,729	\$11.58	1,726	.
Dallas, TX	25,695	\$17.92	5,230	\$18.82	7,860	\$15.49
Houston, TX	19,113	.	5,343	.	6,347	.
San Antonio, TX	6,250	.	1,691	\$11.27	2,121	.
Salt Lake City, UT	8,830	.	1,848	\$14.56	2,608	.
Richmond, VA	4,779	.	1,344	\$16.19	1,710	.
Virginia Beach, VA	5,316	.	1,991	\$12.23	1,893	.
Seattle-Tacoma, WA	13,786	\$20.02	2,870	\$25.77	3,556	\$20.09
Milwaukee, WI	6,703	.	1,672	\$16.30	3,030	.

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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