



# News Release

Follow The Conference Board  
[twitter](#) [facebook](#) [LinkedIn](#)

**For further information:**

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

Release #5727

**For Immediate Release 10:00 AM ET, Wednesday, March 5, 2014**

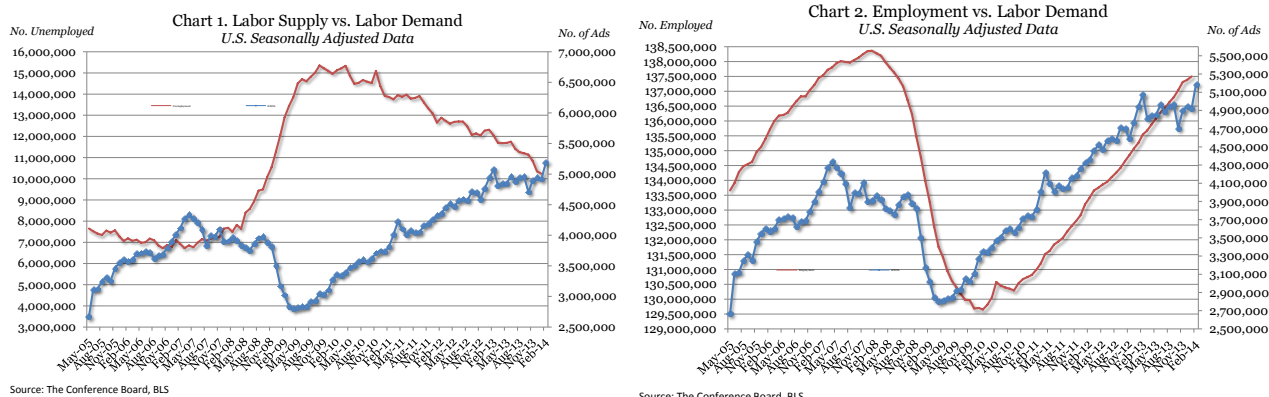
## Online Labor Demand Up 268,100 in February

- February posts strong increase following small loss in January
- NOTE: Historical data from 2011 forward were revised to adjust for the removal of a job board (See page 7).

NEW YORK, March 5, 2014...Online advertised vacancies rose to 5,186,200 in February, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The February Supply/Demand rate stands at 2.1 unemployed for each vacancy with a total of 5.3 million more unemployed workers than the number of advertised vacancies.

"After a very lackluster 2013, the large February increase is the first signal in many months of possible renewed strength in demand for labor," said June Shelp, Vice President of The Conference Board. "The large increase may partially be a result of pent-up demand following the bad winter weather across the U.S."

The February data brightens the demand for service occupations like transportation, healthcare support and office work; however, for these occupations there are still two to three unemployed competing for each advertised vacancy. By contrast, for the high-demand computer and healthcare professional jobs there is notable evidence of worker shortages, with three or more advertised vacancies for each unemployed worker (See Table 7).



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

- February labor demand rose in all regions of the U.S. with 19 of the 20 largest States up
- Colorado dipped by 100 in February (Table 3)

Location	Total Ads <sup>1</sup> (Thousands) Feb-14	M-O-M Change (Thousands) Feb-Jan 14	Supply/ Demand Rate <sup>2</sup> Jan-14 for U.S.; Dec-13 for Regions and States	Recent Trend <sup>3</sup>
<b>United States</b>	<b>5,186.2</b>	<b>268.1</b>	<b>2.08</b>	→ 2/13
<b>NORTHEAST</b>	<b>955.3</b>	<b>28.5</b>	<b>2.13</b>	
Massachusetts	158.0	9.5	1.63	↑ 10/13
New Jersey	150.1	1.5	2.25	→ 10/13
New York	283.9	4.6	2.39	↓ 6/13
Pennsylvania	204.4	6.6	2.22	→ 1/13
<b>SOUTH</b>	<b>1,725.1</b>	<b>72.7</b>	<b>2.20</b>	
Florida	278.7	8.2	2.19	↑ 10/13
Georgia	147.2	0.7	2.45	↑ 10/13
Maryland	102.3	4.0	1.97	→ 10/13
North Carolina	129.3	3.3	2.52	→ 10/13
Texas	403.6	25.3	2.01	↑ 10/13
Virginia	149.6	10.2	1.58	→ 3/13
<b>MIDWEST</b>	<b>1,182.7</b>	<b>98.9</b>	<b>2.12</b>	
Illinois	210.7	15.4	2.79	↑ 10/13
Michigan	154.9	7.5	2.75	↑ 10/13
Minnesota	124.6	10.9	1.17	↑ 10/13
Missouri	86.8	5.8	2.13	→ 4/12
Ohio	198.8	16.0	2.31	→ 2/13
Wisconsin	111.1	13.4	1.99	→ 4/12
<b>WEST</b>	<b>1,232.9</b>	<b>77.2</b>	<b>2.29</b>	
Arizona	97.7	3.0	2.42	→ 6/13
California	568.9	35.6	2.79	→ 2/13
Colorado	119.9	-0.1	1.42	↑ 3/13
Washington	143.8	20.2	1.84	↑ 10/13

**The Conference Board - All rights reserved.**

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) .

## February Changes for States

In February, online labor demand rose in 46 States with modest declines in Alaska, Alabama, Maine, and Colorado. Compared to last February's levels, 33 states were improved, 14 lost ground, and three (West Virginia, Delaware, and Georgia) were unchanged (Table 3).

Regionally, the largest February gains were in the **Midwest** (+98,900) and the **West** (77,200) followed closely by the **South** (+72,700). The smallest gain for February was in the **Northeast**, which rose 28,500.

The **Midwest's** gain of 98,900 reflected increases in all of the largest States which together accounted for 70 percent of the rise. The largest monthly gains were in Ohio, up 16,000, and Illinois, up 15,400. Other Midwest States with gains included Wisconsin (+13,400), Minnesota (+10,900), Michigan (+7,000), and Missouri (+5,800). Iowa (+4,300) led gains among the smaller States, followed by Nebraska (+3,100), South Dakota (+1,300) and North Dakota (+1,000). .

The **West** posted the next largest February gain, 77,200, with two of the largest States (California, up 35,600, and Washington, up 20,200) contributing over 70 percent of that region's gains. Meanwhile, Arizona was up 3,000 and Colorado dipped by 100. Among the smaller states in the West, Oregon (+5,200) saw the largest gain, followed by Utah (+4,900), Idaho (+2,500), and Montana (+1,500).

The **South's** gain of 72,700 was dispersed among the large and small States. The largest gain was in Texas, the largest State in the area, up 25,300. Virginia (+10,200) saw the next largest gain, followed by Florida (+8,200), Maryland (+4,000), North Carolina (+3,300), and Georgia (+700). Smaller States adding to the increase included Oklahoma (+2,800), Kentucky (+2,600), Louisiana (+2,500), and Tennessee (+2,400). Alabama lost 300 advertised vacancies in February.

The smallest gain was in the **Northeast** with Massachusetts posting the largest gain, 9,500, followed by Pennsylvania (+6,600), New York (+4,600), and New Jersey (+1,500). Gains in the smaller Northeast States were led by Connecticut (+3,200), followed by New Hampshire (+1,500) and Rhode Island (+1,100). Maine lost 200 advertised vacancies (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 three States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.51), South Dakota (.83), and Nebraska (0.90). The States with the highest Supply/Demand rates were Mississippi (3.92), Kentucky (3.38), and Arkansas (3.34). 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

- In February, six of the 52 largest metro area rose over 10 percent with the largest gain of 14,800 in the Seattle Metro area (Table 5)
- Among the 20 largest metro areas only San Jose posted a decline in February

Location	Total Ads <sup>1</sup> (Thousands)  Feb-14	M-O-M Change (Thousands)  Feb-Jan 14	Supply/ Demand Rate <sup>2</sup>  Jan-14 for U.S.; Dec-13 for Regions and MSA's
<b>United States</b>	<b>5,186.2</b>	<b>268.1</b>	<b>2.08</b>
<b>NORTHEAST</b>	<b>955.3</b>	<b>28.5</b>	<b>2.13</b>
Boston, MA	120.6	7.7	1.41
New York, NY	271.3	0.8	2.53
Philadelphia, PA	97.6	3.7	2.23
<b>SOUTH</b>	<b>1,725.1</b>	<b>72.7</b>	<b>2.20</b>
Atlanta, GA	98.1	5.4	2.04
Baltimore, MD	52.1	1.6	1.91
Dallas, TX	126.9	12.1	1.76
Houston, TX	95.1	4.2	2.00
Miami, FL	75.8	2.0	2.63
Washington, DC	141.7	8.9	1.21
<b>MIDWEST</b>	<b>1,182.7</b>	<b>98.9</b>	<b>2.12</b>
Chicago, IL	164.8	14.7	2.72
Cleveland, OH	36.7	1.1	2.27
Detroit, MI	70.4	4.0	2.75
Minneapolis-St. Paul, MN	86.0	9.8	1.06
<b>WEST</b>	<b>1,232.9</b>	<b>77.2</b>	<b>2.29</b>
Denver, CO	65.6	0.3	1.32
Los Angeles, CA	174.9	15.6	3.38
Phoenix, AZ	64.0	2.4	2.11
San Diego, CA	43.3	1.2	2.50
San Francisco, CA	115.9	10.2	1.28
San Jose, CA	50.0	-1.1	1.15
Seattle-Tacoma, WA	95.5	14.8	1.34

**The Conference Board - All rights reserved.**

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 February, three of the largest metro areas—Seattle, Minneapolis and Dallas—posted gains of over 10 percent (Table B). Since February 2013, 20 of the 52 metropolitan areas for which data are reported separately declined in the number of advertised vacancies. The remaining 32 metro areas increased.

February saw gains posted in all of the largest metro areas in the **Northeast, South, and Midwest**. In the **West**, San Jose (-1,100) was the only major metro area that saw a decline (Table B).

Metro areas that posted the largest numerical gains were Los Angeles (+15,600), Chicago (+14,700), and Dallas (+12,100). Other large increases included San Francisco (+10,200) in the **West**; Minneapolis (+9,800) in the **Midwest**; Washington, D.C. (+8,900) in the **South**, and Boston (+7,700) in the **Northeast** (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 HWOL's Supply/Demand rate relates the number of unemployed workers to the number of advertised vacancies. Based on December data (the latest available unemployment data for metro areas), only Salt Lake City among major metro areas that HWOL reports saw more job openings than unemployed workers (S/D rate of 0.75).

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, CA (more than 5 unemployed for every opening); as well as Las Vegas, Los Angeles, Sacramento, and Memphis (over 3 unemployed for every opening). are challenging (See Table 6 for the Supply/Demand rates for the 52 metro areas).

## OCCUPATIONAL HIGHLIGHTS

- In February, only one occupation -- food preparing and serving -- of the 10 largest online job categories had more than 3 unemployed for every advertised vacancy (Table C & Table 7)
- Computer and Math occupations posted a 23,000 increase in February

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

SOC <sup>1</sup>	Occupation	Total Ads (Thousands) Feb-14	M-O-M Change (Thousands) Feb-Jan 14	Unemployed (Thousands) Jan-14	Supply/ Demand Rate <sup>2</sup> Jan-14	Average Hourly Wage <sup>3</sup>
41	Sales and related	676.7	3.4	1,186.3	1.76	\$18.26
43	Office and administrative support	575.6	35.5	1,223.0	2.26	\$16.54
15	Computer and mathematical science	564.5	23.0	87.9	0.16	\$38.55
29	Healthcare practitioners and technical	529.7	-7.4	175.8	0.33	\$35.35
11	Management	469.1	-6.2	462.6	0.97	\$52.20
53	Transportation and material moving	406.5	92.7	841.5	2.68	\$16.15
13	Business and financial operations	303.6	9.2	294.5	1.00	\$33.44
49	Installation, maintenance, and repair	230.7	20.8	256.5	1.22	\$21.09
35	Food preparation and serving related	226.6	2.6	722.8	3.23	\$10.28
17	Architecture and engineering	176.8	11.7	104.6	0.63	\$37.98

The Conference Board - All rights reserved.

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 February

In February, among the ten occupations with the largest number of advertised vacancies, eight posted increases and two—Healthcare practitioners (-7,400) and Managers (-6,200)—declined (Table C).

In February the largest increase was in **Transportation and Material moving**, up 92,700, reflecting increased demand for truck drivers and their supervisors (both heavy and light vehicles) as well as stock handlers. There was also an increase for **Office Support** staff (+35,500) as the demand for customer service representatives, executive secretaries and administrative assistants increased.

After declining in January, the demand for **Computer and Math** jobs increased by 23,000 in February to 564,500. Fueling this demand were greater need for software and web developers as well as customer support positions.

**Healthcare support** occupations also increased in February, rising 22,200 to 158,100. The increase was due to rising demand for registered and licensed practical nurses as well as physical and occupational therapists. Other occupations with increased demand included **Installation and Repair**, up 20,800 as the need for maintenance and repair workers increased. Construction jobs (added demand for electricians, carpenters and laborers) as well as Production occupations (laborers and machinists) increased in February, up 13,100 and 13,000 respectively.

The February increases were not enough to bring many of the professional categories above the demand for last February. The gain since last February in the professional occupations (occupations 11 to 29 in Table 7) has been 164,000 advertised vacancies as many of the occupations showed no increase in demand. In contrast, the gain for the Service/Production occupations (occupations 31 to 53 in Table 7) was 301,000 (See Table C and Table 7).

## PROGRAM NOTES

### New HWOL Data Revision

With the release of February 2014 data, the historical data from January 2010 forward have been revised to adjust for the removal of a job board that was reclassified as out-of-scope. Due to the size of the job board, the historical data from 2011 forward have been revised in order to eliminate any possible non-economic effects on the HWOL time series and/or analysis. Seasonal adjustment factors have been updated based on the revised series.

### 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](mailto: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](mailto:June.Shelp@conference-board.org) or [Jeanne.Shu@conference-board.org](mailto: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](http://www.bls.gov).

## The Conference Board

The Conference Board is a global, independent business membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge they need to improve their performance and better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

## WANTED Technologies Corporation

**WANTED** is a leading supplier of real-time business intelligence solutions for the talent marketplace. Using technology to gather data from corporate career sites and online job boards, **WANTED** builds products to help our users make better human capital decisions faster. Users of our products include corporate human resources departments, market analysts and employment services firms as well as the federal, state and local labor market analysts that use HWOL. For more information, please visit: [www.wantedanalytics.com](http://www.wantedanalytics.com).

## HAVER ANALYTICS®

Haver Analytics is the premier provider of time series data for the Global Strategy and Research community. Haver Analytics was founded in 1978 as a consulting firm and today provides the highest quality data and software for industry professionals. Haver provides products and services to clients in financial services, government, academia and various industry groups from consulting to manufacturing. For more information please see: <http://www.haver.com/contact.html>.

<b>Publication Schedule, Help Wanted OnLine Data Series</b>			
	<b>Data for the Month</b>		<b>Release Date</b>
	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



<b>Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted</b>								
Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-13	Jan-14	Feb-14	Feb-Jan 14	Feb-13	Jan-14	Feb-14	Feb-Jan 14
<b>United States</b>	<b>5,071.9</b>	<b>4,918.1</b>	<b>5,186.2</b>	<b>268.1</b>	<b>2,487.5</b>	<b>2,394.9</b>	<b>2,698.4</b>	<b>303.5</b>
New England	306.1	301.6	315.9	14.3	146.8	148.8	166.6	17.8
Middle Atlantic	663.8	625.2	639.4	14.2	345.5	296.6	334.9	38.2
South Atlantic	993.7	916.8	951.1	34.3	493.4	451.7	496.8	45.1
East North Central	727.9	708.6	771.8	63.2	334.5	337.2	385.3	48.1
East South Central	219.5	214.8	219.1	4.3	101.6	104.7	109.4	4.7
West North Central	386.7	375.2	410.9	35.7	169.2	171.6	201.1	29.5
West South Central	523.2	520.8	554.9	34.1	247.4	256.3	279.2	22.9
Mountain	369.0	394.5	413.8	19.3	183.5	203.7	219.6	15.8
Pacific	812.7	761.2	819.1	57.9	424.2	392.7	458.8	66.1

Source: The Conference Board

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

<b>Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted</b>						
Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Feb-13	Jan-14	Feb-14	Feb-13	Jan-14	Feb-14
<b>United States</b>	<b>3.26</b>	<b>3.16</b>	<b>3.34</b>	<b>1.60</b>	<b>1.54</b>	<b>1.74</b>
New England	3.97	3.93	4.11	1.91	1.94	2.17
Middle Atlantic	3.19	3.04	3.11	1.66	1.44	1.63
South Atlantic	3.29	3.07	3.18	1.63	1.51	1.66
East North Central	3.13	3.05	3.32	1.44	1.45	1.66
East South Central	2.52	2.53	2.58	1.17	1.23	1.29
West North Central	3.52	3.40	3.73	1.54	1.56	1.82
West South Central	2.91	2.88	3.07	1.38	1.42	1.54
Mountain	3.33	3.58	3.75	1.66	1.85	1.99
Pacific	3.24	3.05	3.28	1.69	1.57	1.84

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.

© 2014 The Conference Board. All rights reserved.

**Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted**

Location	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-13	Jan-14	Feb-14	Feb-Jan 14	Feb-13	Jan-14	Feb-14	Feb-Jan 14
<b>United States</b>	<b>5,071.9</b>	<b>4,918.1</b>	<b>5,186.2</b>	<b>268.1</b>	<b>2,487.5</b>	<b>2,394.9</b>	<b>2,698.4</b>	<b>303.5</b>
Alabama	53.6	52.5	52.2	-0.3	23.4	26.9	25.7	-1.2
Alaska	19.5	19.7	16.7	-2.9	9.4	9.6	8.8	-0.8
Arizona	94.8	94.8	97.7	3.0	48.9	47.7	53.4	5.7
Arkansas	29.5	28.9	30.4	1.5	13.8	14.6	16.5	1.9
California	571.0	533.3	568.9	35.6	300.9	269.9	319.6	49.7
Colorado	112.1	120.1	119.9	-0.1	57.8	63.1	64.8	1.7
Connecticut	69.6	68.7	71.9	3.2	32.4	32.8	36.8	4.0
Delaware	18.5	18.4	18.5	0.2	8.5	8.8	9.1	0.3
Florida	269.0	270.5	278.7	8.2	142.9	143.5	152.6	9.1
Georgia	147.2	146.5	147.2	0.7	63.9	67.4	67.1	-0.3
Hawaii	20.8	19.7	20.6	0.9	13.3	12.5	13.3	0.9
Idaho	23.9	23.7	26.2	2.5	12.1	14.2	14.8	0.6
Illinois	202.8	195.3	210.7	15.4	88.3	85.8	99.2	13.4
Indiana	86.4	87.2	93.4	6.2	39.0	40.2	48.0	7.8
Iowa	55.3	56.4	60.7	4.3	23.9	25.3	30.4	5.1
Kansas	44.1	43.8	45.4	1.5	20.1	20.4	22.9	2.5
Kentucky	49.8	48.2	50.9	2.6	22.3	23.3	25.8	2.5
Louisiana	53.4	55.7	58.2	2.5	25.9	30.0	31.7	1.7
Maine	23.9	24.3	24.1	-0.2	10.8	11.3	11.8	0.4
Maryland	120.4	98.3	102.3	4.0	58.3	43.6	49.9	6.3
Massachusetts	155.2	148.5	158.0	9.5	75.1	72.3	83.5	11.2
Michigan	141.8	147.5	154.9	7.5	68.7	73.7	84.4	10.7
Minnesota	116.7	113.6	124.6	10.9	52.4	49.4	62.2	12.8
Mississippi	24.7	26.1	26.9	0.8	10.7	11.6	13.2	1.6
Missouri	87.5	81.0	86.8	5.8	39.1	38.7	42.3	3.6
Montana	19.3	20.3	21.9	1.5	9.2	10.0	11.5	1.5
Nebraska	38.3	41.0	44.1	3.1	17.9	20.1	22.9	2.8
Nevada	40.9	42.5	45.0	2.5	20.7	21.8	23.7	2.0
New Hampshire	25.3	27.1	28.6	1.5	13.0	14.8	16.1	1.3
New Jersey	164.3	148.6	150.1	1.5	88.8	67.4	77.0	9.6
New Mexico	25.2	27.5	28.8	1.3	12.1	14.1	15.7	1.6
New York	293.8	279.3	283.9	4.6	154.5	137.0	150.8	13.8
North Carolina	149.1	126.0	129.3	3.3	76.5	63.5	67.6	4.0
North Dakota	21.5	22.5	23.5	1.0	8.4	10.5	10.9	0.4
Ohio	197.4	182.8	198.8	16.0	99.1	88.1	104.2	16.1
Oklahoma	59.3	60.5	63.3	2.8	31.3	32.0	36.3	4.3
Oregon	68.4	65.2	70.4	5.2	38.0	37.6	41.2	3.6
Pennsylvania	204.8	197.8	204.4	6.6	99.7	92.1	104.2	12.1
Rhode Island	19.5	20.1	21.2	1.1	10.7	11.4	13.1	1.7
South Carolina	62.5	61.5	62.2	0.7	32.1	34.2	34.6	0.4
South Dakota	17.8	18.8	20.1	1.3	6.6	7.4	8.6	1.1
Tennessee	91.4	86.6	89.0	2.4	46.1	42.5	45.7	3.2
Texas	381.3	378.3	403.6	25.3	176.6	178.7	195.2	16.5
Utah	43.4	58.8	63.7	4.9	21.6	28.3	34.1	5.9
Vermont	12.4	11.1	11.8	0.8	5.9	5.8	6.5	0.7
Virginia	156.7	139.5	149.6	10.2	71.9	65.9	76.7	10.9
Washington	134.1	123.6	143.8	20.2	63.9	64.1	77.4	13.3
West Virginia	20.9	20.5	20.9	0.4	8.5	9.1	10.3	1.2
Wisconsin	97.3	97.7	111.1	13.4	47.3	51.5	59.4	7.9
Wyoming	8.9	9.8	10.7	0.9	3.6	4.5	5.1	0.6

Source: The Conference Board

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

© 2014 The Conference Board. All rights reserved.

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Feb-13	Jan-14	Feb-14	Jan-14 for U.S.; Dec-13 for States	Jan-14 for U.S.; Dec-13 for States	Jan-14 for U.S.; Dec-13 for States	Jan-14 for U.S.; Dec-13 for States
<b>United States</b>	<b>3.26</b>	<b>3.16</b>	<b>3.34</b>	<b>6.6</b>	<b>10,236.00</b>	<b>4,918.1</b>	<b>2.08</b>
Alabama	2.49	2.48	2.47	6.1	129.74	51.7	2.51
Alaska	5.33	5.37	4.57	6.4	23.32	18.5	1.26
Arizona	3.12	3.17	3.27	7.6	226.46	93.6	2.42
Arkansas	2.21	2.18	2.29	7.4	98.51	29.5	3.34
California	3.06	2.87	3.06	8.3	1,532.09	548.3	2.79
Colorado	4.06	4.39	4.38	6.2	169.01	118.6	1.42
Connecticut	3.75	3.72	3.89	7.4	136.50	67.5	2.02
Delaware	4.15	4.18	4.22	6.2	27.40	18.4	1.49
Florida	2.85	2.88	2.96	6.2	583.88	266.0	2.19
Georgia	3.04	3.10	3.11	7.4	349.95	142.6	2.45
Hawaii	3.20	3.00	3.14	4.5	29.77	19.0	1.57
Idaho	3.09	3.07	3.39	5.7	44.02	23.3	1.89
Illinois	3.05	2.99	3.22	8.6	565.27	202.8	2.79
Indiana	2.73	2.74	2.94	6.9	218.13	86.7	2.51
Iowa	3.37	3.37	3.63	4.2	70.17	56.4	1.24
Kansas	2.96	2.95	3.05	4.9	72.60	42.8	1.69
Kentucky	2.39	2.36	2.48	8.0	163.66	48.5	3.38
Louisiana	2.55	2.67	2.79	5.7	119.24	54.5	2.19
Maine	3.39	3.43	3.40	6.2	44.29	24.6	1.80
Maryland	3.83	3.16	3.29	6.1	190.29	96.5	1.97
Massachusetts	4.46	4.27	4.54	7.0	243.77	149.1	1.63
Michigan	3.05	3.14	3.30	8.4	394.22	143.3	2.75
Minnesota	3.91	3.82	4.19	4.6	137.32	117.6	1.17
Mississippi	1.85	2.05	2.12	8.0	101.60	25.9	3.92
Missouri	2.92	2.69	2.88	5.9	176.61	83.1	2.13
Montana	3.79	3.98	4.28	5.2	26.61	20.6	1.29
Nebraska	3.71	4.02	4.32	3.6	36.40	40.7	0.90
Nevada	2.98	3.12	3.30	8.8	120.30	40.9	2.94
New Hampshire	3.39	3.66	3.87	5.1	37.72	26.9	1.40
New Jersey	3.54	3.30	3.33	7.3	328.57	146.2	2.25
New Mexico	2.68	2.99	3.13	6.4	58.84	26.0	2.27
New York	3.05	2.90	2.95	7.1	681.11	285.2	2.39
North Carolina	3.13	2.71	2.78	6.9	322.69	127.9	2.52
North Dakota	5.40	5.58	5.82	2.6	10.53	20.8	0.51
Ohio	3.44	3.19	3.46	7.2	415.54	180.0	2.31
Oklahoma	3.26	3.32	3.48	5.4	97.81	59.7	1.64
Oregon	3.51	3.40	3.67	7.0	134.76	64.7	2.08
Pennsylvania	3.13	3.07	3.17	6.9	443.27	199.2	2.22
Rhode Island	3.47	3.65	3.85	9.1	49.87	19.2	2.60
South Carolina	2.87	2.86	2.89	6.6	142.37	59.8	2.38
South Dakota	3.98	4.18	4.47	3.6	16.02	19.3	0.83
Tennessee	2.92	2.85	2.93	7.8	237.69	85.2	2.79
Texas	3.00	2.94	3.14	6.0	764.74	380.2	2.01
Utah	3.18	4.12	4.46	4.1	57.85	55.5	1.04
Vermont	3.50	3.16	3.38	4.2	14.67	11.1	1.32
Virginia	3.70	3.30	3.54	5.2	218.82	138.3	1.58
Washington	3.87	3.58	4.16	6.6	227.92	123.6	1.84
West Virginia	2.58	2.58	2.63	5.9	46.71	20.6	2.27
Wisconsin	3.18	3.18	3.62	6.2	191.38	96.3	1.99
Wyoming	2.88	3.17	3.47	4.4	13.48	9.8	1.37

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.

© 2014 The Conference Board. All rights reserved.

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

Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-13	Jan-14	Feb-14	Feb-Jan 14	Feb-13	Jan-14	Feb-14	Feb-Jan 14
	Birmingham, AL	17.9	17.6	16.5	-1.1	8.9	9.1	8.5
Phoenix, AZ	64.1	61.6	64.0	2.4	33.4	29.8	33.8	3.9
Tucson, AZ	14.0	14.2	15.0	0.7	8.2	8.2	9.1	0.9
Los Angeles, CA	176.6	159.3	174.9	15.6	94.8	80.5	97.0	16.5
Riverside, CA	31.2	32.5	32.5	0.0	17.2	16.2	17.9	1.7
Sacramento, CA	28.0	25.6	26.7	1.0	14.6	12.6	14.6	2.0
San Diego, CA	48.8	42.1	43.3	1.2	26.4	22.5	24.1	1.6
San Francisco, CA	111.1	105.7	115.9	10.2	57.0	52.2	65.2	13.0
San Jose, CA	52.9	51.1	50.0	-1.1	22.7	20.9	22.2	1.4
Denver, CO	62.9	65.4	65.6	0.3	32.8	31.9	34.9	3.0
Hartford, CT	26.9	26.5	28.4	1.9	12.4	12.9	14.3	1.5
Washington, DC	162.6	132.8	141.7	8.9	72.8	58.5	68.4	9.9
Jacksonville, FL	23.3	18.7	19.1	0.4	14.0	9.5	10.2	0.7
Miami, FL	73.6	73.9	75.8	2.0	39.2	37.2	39.7	2.6
Orlando, FL	33.4	35.8	36.1	0.3	17.1	16.3	18.2	1.9
Tampa, FL	42.1	43.2	43.1	-0.1	21.2	20.2	22.1	1.8
Atlanta, GA	97.3	92.7	98.1	5.4	43.2	42.5	43.0	0.4
Honolulu, HI	15.0	14.5	15.4	0.9	10.2	9.5	10.5	1.0
Chicago, IL	156.8	150.1	164.8	14.7	67.6	64.7	76.0	11.3
Indianapolis, IN	33.6	33.1	35.7	2.6	17.2	16.2	19.5	3.4
Louisville, KY	21.5	20.7	21.8	1.1	10.1	10.3	11.1	0.8
New Orleans, LA	18.3	19.4	20.1	0.7	10.1	11.2	11.5	0.3
Baltimore, MD	65.6	50.6	52.1	1.6	34.3	22.4	25.6	3.2
Boston, MA	119.1	112.9	120.6	7.7	57.4	53.5	63.0	9.5
Detroit, MI	64.6	66.3	70.4	4.0	31.2	29.5	37.2	7.7
Minneapolis-St. Paul, MN	79.6	76.2	86.0	9.8	36.7	32.0	44.1	12.1
Kansas City, MO	37.2	35.4	37.1	1.7	16.4	15.9	16.9	1.0
St. Louis, MO	39.9	38.4	39.2	0.8	18.7	16.2	19.3	3.2
Las Vegas, NV	26.5	27.8	28.4	0.6	13.6	13.4	14.4	1.0
Buffalo, NY	17.7	18.3	20.3	2.0	9.5	10.0	12.1	2.1
New York, NY	298.8	270.5	271.3	0.8	160.2	122.3	137.2	14.9
Rochester, NY	15.4	14.7	15.8	1.0	8.1	8.5	8.9	0.5
Charlotte, NC	41.1	32.5	33.7	1.2	22.2	14.8	16.5	1.8
Cincinnati, OH	35.4	30.5	32.7	2.3	17.5	13.9	15.7	1.8
Cleveland, OH	42.1	35.6	36.7	1.1	21.0	16.1	17.7	1.6
Columbus, OH	42.8	37.6	38.1	0.5	23.3	16.1	18.1	2.0
Oklahoma City, OK	24.1	26.1	25.8	-0.3	13.3	14.5	14.5	0.0
Portland, OR	41.4	41.7	42.4	0.7	22.4	22.5	23.0	0.5
Philadelphia, PA	99.5	94.0	97.6	3.7	47.5	42.1	48.3	6.2
Pittsburgh, PA	44.5	39.1	39.6	0.5	23.8	16.2	18.6	2.5
Providence, RI	25.3	26.5	27.8	1.4	13.7	15.2	16.8	1.6
Memphis, TN	17.6	18.7	18.7	-0.1	8.6	9.2	9.6	0.4
Nashville, TN	35.4	30.8	31.8	1.0	19.5	13.4	15.3	1.9
Austin, TX	37.3	36.7	37.9	1.2	20.8	18.1	20.6	2.5
Dallas, TX	114.5	114.8	126.9	12.1	54.0	53.3	63.6	10.3
Houston, TX	96.1	90.9	95.1	4.2	44.0	40.1	44.0	3.9
San Antonio, TX	29.4	30.4	29.5	-0.9	14.7	13.9	14.6	0.7
Salt Lake City, UT	26.1	34.2	34.8	0.6	13.2	16.1	17.7	1.6
Richmond, VA	22.3	23.4	23.3	-0.1	12.0	12.7	12.8	0.1
Virginia Beach, VA	25.3	23.6	27.6	3.9	12.9	13.4	16.5	3.1
Seattle-Tacoma, WA	89.6	80.7	95.5	14.8	41.8	39.0	50.1	11.1
Milwaukee, WI	32.0	30.1	34.5	4.4	16.6	16.3	18.8	2.5

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

© 2014 The Conference Board. All rights reserved.

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

Location <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Feb-13	Jan-14	Feb-14	Dec-13	Dec-13	Dec-13	Dec-13
Birmingham, AL	3.39	3.38	3.18	5.5	28.7	17.1	1.68
Phoenix, AZ	3.13	3.04	3.16	6.5	131.1	62.0	2.11
Tucson, AZ	3.04	3.18	3.34	6.6	29.8	13.4	2.22
Los Angeles, CA	2.70	2.42	2.65	8.4	551.7	163.4	3.38
Riverside, CA	1.72	1.81	1.82	9.4	168.8	31.8	5.31
Sacramento, CA	2.68	2.46	2.56	7.9	82.7	26.4	3.14
San Diego, CA	3.03	2.63	2.70	6.8	109.2	43.7	2.50
San Francisco, CA	4.73	4.54	4.97	6.1	141.0	109.8	1.28
San Jose, CA	5.58	5.36	5.24	6.3	59.9	51.9	1.15
Denver, CO	4.41	4.58	4.60	6.0	85.8	64.9	1.32
Hartford, CT	4.70	4.69	4.97	7.5	43.8	27.6	1.58
Washington, DC	5.08	4.17	4.45	5.1	163.8	135.6	1.21
Jacksonville, FL	3.31	2.68	2.74	5.9	41.3	18.7	2.20
Miami, FL	2.47	2.51	2.58	6.5	192.6	73.3	2.63
Orlando, FL	2.90	3.09	3.11	5.8	67.0	34.3	1.95
Tampa, FL	3.14	3.20	3.20	6.2	83.5	44.3	1.89
Atlanta, GA	3.52	3.41	3.61	7.1	192.0	94.3	2.04
Honolulu, HI	3.28	3.14	3.34	4.2	19.2	14.1	1.36
Chicago, IL	3.19	3.07	3.37	8.6	418.7	153.8	2.72
Indianapolis, IN	3.68	3.61	3.90	6.3	58.1	33.5	1.73
Louisville, KY	3.36	3.27	3.44	7.5	47.4	21.0	2.26
New Orleans, LA	3.35	3.56	3.68	6.2	33.8	19.1	1.77
Baltimore, MD	4.41	3.43	3.53	6.5	95.6	50.1	1.91
Boston, MA	4.66	4.39	4.70	6.3	160.9	114.3	1.41
Detroit, MI	3.21	3.27	3.46	8.9	180.4	65.6	2.75
Minneapolis-St. Paul, MN	4.25	4.07	4.60	4.4	83.0	78.3	1.06
Kansas City, MO	3.58	3.41	3.58	5.6	58.3	35.2	1.66
St. Louis, MO	2.81	2.74	2.79	6.8	95.3	39.5	2.42
Las Vegas, NV	2.68	2.82	2.88	9.1	89.9	26.2	3.43
Buffalo, NY	3.09	3.20	3.55	7.0	40.0	18.1	2.21
New York, NY	3.11	2.83	2.84	7.2	692.1	273.1	2.53
Rochester, NY	2.94	2.83	3.03	6.7	34.7	14.7	2.36
Charlotte, NC	4.41	3.53	3.66	7.0	64.7	33.1	1.96
Cincinnati, OH	3.25	2.81	3.02	7.0	75.9	30.1	2.52
Cleveland, OH	4.00	3.40	3.51	7.3	76.7	33.8	2.27
Columbus, OH	4.39	3.84	3.90	6.3	61.7	38.4	1.61
Oklahoma City, OK	4.00	4.27	4.22	5.0	30.4	25.3	1.20
Portland, OR	3.52	3.58	3.64	6.6	76.8	41.2	1.86
Philadelphia, PA	3.27	3.16	3.28	7.3	215.7	96.7	2.23
Pittsburgh, PA	3.52	3.13	3.16	6.3	78.6	40.1	1.96
Providence, RI	3.63	3.85	4.05	9.3	64.1	25.0	2.57
Memphis, TN	2.87	3.14	3.13	9.3	55.3	18.4	3.01
Nashville, TN	4.12	3.64	3.76	6.2	52.6	29.3	1.79
Austin, TX	3.81	3.69	3.81	5.0	49.9	37.6	1.33
Dallas, TX	3.38	3.34	3.70	5.9	201.1	114.3	1.76
Houston, TX	3.13	2.91	3.04	5.9	183.6	91.8	2.00
San Antonio, TX	2.87	2.95	2.86	5.9	60.3	31.3	1.93
Salt Lake City, UT	4.28	5.34	5.43	3.9	24.8	32.9	0.75
Richmond, VA	3.35	3.49	3.48	5.5	36.9	22.6	1.63
Virginia Beach, VA	3.04	2.84	3.31	5.6	47.1	22.6	2.08
Seattle-Tacoma, WA	4.73	4.23	5.01	5.7	108.1	81.0	1.34
Milwaukee, WI	4.02	3.77	4.32	7.0	55.7	29.2	1.91

**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.

© 2014 The Conference Board. All rights reserved.

**Table 7: National Labor Supply/Labor Demand by Occupation<sup>1</sup>, Seasonally Adjusted**

SOC <sup>2</sup>	Occupation <sup>3</sup>	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed <sup>4</sup> (Thousands)	Supply/ Demand Rate <sup>5</sup>	Average Hourly Wage <sup>6</sup>
		Feb-13	Jan-14	Feb-14	Feb-Jan 14	Jan-14	Jan-14	
	Total	5,071.9	4,918.1	5,186.2	268.1	10,236.0	2.1	\$22.01
11	Management	473.4	475.3	469.1	-6.2	462.6	1.0	\$52.20
13	Business and financial operations	310.8	294.4	303.6	9.2	294.5	1.0	\$33.44
15	Computer and mathematical science	626.7	541.5	564.5	23.0	87.9	0.2	\$38.55
17	Architecture and engineering	179.6	165.1	176.8	11.7	104.6	0.6	\$37.98
19	Life, physical, and social science	51.6	52.8	56.7	3.9	46.3	0.9	\$32.87
21	Community and social services	77.4	79.7	84.0	4.3	113.6	1.4	\$21.27
23	Legal	30.1	26.0	28.0	1.9	35.1	1.4	\$47.39
25	Education, training, and library	122.7	118.9	112.5	-6.4	251.8	2.1	\$24.62
27	Arts, design, entertainment, sports, and media	134.4	120.9	117.9	-3.0	192.6	1.6	\$26.20
29	Healthcare practitioners and technical	600.0	537.0	529.7	-7.4	175.8	0.3	\$35.35
31	Healthcare support	128.1	135.8	158.1	22.2	238.7	1.8	\$13.36
33	Protective service	44.6	42.0	43.5	1.5	120.6	2.9	\$20.70
35	Food preparation and serving related	214.8	224.0	226.6	2.6	722.8	3.2	\$10.28
37	Building and grounds cleaning and maintenance	98.9	89.9	98.5	8.6	633.4	7.0	\$12.34
39	Personal care and service	89.0	82.7	91.1	8.4	487.2	5.9	\$11.80
41	Sales and related	653.9	673.3	676.7	3.4	1,186.3	1.8	\$18.26
43	Office and administrative support	543.6	540.1	575.6	35.5	1,223.0	2.3	\$16.54
45	Farming, fishing, and forestry	7.0	7.3	7.7	0.4	109.2	14.9	\$11.65
47	Construction and extraction	114.3	110.3	123.4	13.1	852.4	7.7	\$21.61
49	Installation, maintenance, and repair	194.3	209.9	230.7	20.8	256.5	1.2	\$21.09
51	Production	148.0	144.8	157.8	13.0	684.8	4.7	\$16.59
53	Transportation and material moving	258.5	313.7	406.5	92.7	841.5	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.

© 2014 The Conference Board. All rights reserved.

<b>Table 8: State Occupational Demand and Pay<sup>1</sup>, Not Seasonally Adjusted</b>						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Feb-14	Average Hourly Wage <sup>2</sup>	Total Ads Feb-14	Average Hourly Wage <sup>2</sup>	Total Ads Feb-14	Average Hourly Wage <sup>2</sup>
<b>United States</b>	<b>760,093</b>	<b>\$42.80</b>	<b>1,623,665</b>	<b>\$31.56</b>	<b>560,134</b>	<b>\$12.53</b>
Alabama	5,899	\$40.53	12,529	\$28.04	4,609	\$10.90
Alaska	1,801	\$42.16	5,694	\$33.66	2,045	\$15.08
Arizona	13,357	\$38.82	31,421	\$30.14	12,820	\$12.84
Arkansas	3,446	\$35.61	7,558	\$25.70	2,838	\$10.28
California	98,959	\$47.77	196,788	\$37.12	59,933	\$13.90
Colorado	15,531	\$41.86	38,106	\$32.78	14,471	\$12.85
Connecticut	12,086	\$49.43	23,756	\$33.80	7,842	\$14.38
Delaware	3,688	\$46.19	6,352	\$33.83	1,383	\$12.50
Florida	37,896	\$38.21	75,473	\$29.47	41,744	\$12.09
Georgia	24,350	\$42.44	49,351	\$28.37	12,011	\$11.23
Hawaii	2,296	\$37.12	4,187	\$29.94	4,014	\$14.00
Idaho	2,309	\$33.74	6,579	\$25.57	3,582	\$11.24
Illinois	38,455	\$42.41	64,531	\$31.20	18,022	\$12.94
Indiana	10,737	\$37.43	22,531	\$27.60	9,202	\$11.38
Iowa	7,137	\$35.12	16,403	\$26.38	5,913	\$11.39
Kansas	5,606	\$38.30	13,100	\$20.29	4,068	\$11.22
Kentucky	5,355	\$35.83	11,960	\$26.94	5,222	\$10.86
Louisiana	6,732	\$36.71	14,098	\$26.99	6,902	\$11.03
Maine	2,270	\$35.09	7,649	\$27.72	3,068	\$11.97
Maryland	14,658	\$45.65	37,182	\$35.45	9,643	\$13.42
Massachusetts	28,490	\$48.66	55,052	\$35.29	15,062	\$14.88
Michigan	19,272	\$39.85	47,776	\$30.08	16,633	\$12.05
Minnesota	17,362	\$41.44	37,610	\$30.88	13,053	\$12.15
Mississippi	2,668	\$34.32	5,939	\$24.24	2,912	\$6.47
Missouri	11,856	\$37.24	25,590	\$27.60	8,044	\$11.22
Montana	1,817	\$31.80	5,345	\$24.63	2,928	\$11.56
Nebraska	4,976	\$36.70	12,388	\$26.54	5,123	\$11.33
Nevada	5,942	\$39.03	11,847	\$31.90	7,430	\$13.30
New Hampshire	2,885	\$42.22	8,296	\$30.17	3,577	\$12.79
New Jersey	27,521	\$49.32	50,959	\$34.58	18,023	\$14.47
New Mexico	3,147	\$36.63	10,149	\$29.55	2,939	\$11.66
New York	58,506	\$51.61	92,199	\$35.02	30,165	\$14.58
North Carolina	18,300	\$42.23	42,105	\$28.70	12,471	\$11.25
North Dakota	2,332	\$35.79	5,143	\$26.21	1,887	\$11.83
Ohio	24,879	\$38.74	51,980	\$29.85	19,359	\$11.82
Oklahoma	6,510	\$35.14	16,267	\$26.57	7,534	\$10.91
Oregon	8,344	\$38.45	23,648	\$31.06	8,198	\$13.06
Pennsylvania	28,445	\$41.77	60,051	\$30.55	24,551	\$12.38
Rhode Island	2,958	\$45.64	5,812	\$33.59	2,330	\$13.15
South Carolina	6,349	\$37.41	16,799	\$27.36	7,320	\$10.91
South Dakota	1,955	\$15.72	5,021	\$24.47	2,329	\$10.80
Tennessee	10,909	\$37.32	22,848	\$26.89	9,223	\$11.02
Texas	60,004	\$42.58	124,964	\$31.04	39,817	\$11.38
Utah	7,184	\$37.25	15,196	\$27.69	8,005	\$11.70
Vermont	1,235	\$37.26	3,353	\$25.23	1,424	\$13.12
Virginia	22,893	\$45.95	52,899	\$34.23	15,333	\$12.56
Washington	21,382	\$43.88	50,462	\$33.77	17,359	\$14.42
West Virginia	1,765	\$32.97	6,048	\$25.54	2,402	\$10.38
Wisconsin	12,989	\$37.34	29,267	\$29.20	12,325	\$11.79
Wyoming	996	\$36.03	3,435	\$27.23	1,077	\$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.

© 2014 The Conference Board. All rights reserved.

**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
	Feb-14	Wage <sup>1</sup>	Feb-14	Wage <sup>1</sup>	Feb-14	Wage <sup>1</sup>
<b>United States</b>	<b>1,196,984</b>	<b>\$17.22</b>	<b>312,208</b>	<b>\$20.95</b>	<b>488,610</b>	<b>\$16.37</b>
Alabama	14,878	\$14.95	3,997	\$18.74	7,856	\$15.20
Alaska	3,821	\$18.27	1,416	\$28.16	987	\$22.57
Arizona	26,775	\$16.52	5,678	\$19.46	6,533	\$16.47
Arkansas	7,972	\$14.47	2,447	\$17.19	5,072	\$14.64
California	139,138	\$18.88	24,958	\$22.02	32,315	\$16.46
Colorado	27,071	\$18.13	9,125	\$21.25	9,838	\$17.16
Connecticut	15,439	\$20.47	3,295	\$24.61	5,331	\$18.09
Delaware	4,063	\$17.21	868	\$21.75	1,345	\$16.11
Florida	80,871	\$16.10	20,874	\$17.97	18,065	\$15.22
Georgia	32,093	\$16.39	8,280	\$19.12	14,839	\$15.81
Hawaii	6,129	\$6.63	1,425	\$26.26	1,371	\$18.28
Idaho	5,908	\$14.83	1,863	\$18.19	2,707	\$15.18
Illinois	45,923	\$18.00	8,139	\$24.03	23,827	\$16.73
Indiana	21,275	\$15.84	6,482	\$21.57	16,457	\$16.04
Iowa	12,817	\$15.56	4,824	\$19.38	8,812	\$15.81
Kansas	10,471	\$16.04	3,317	\$19.79	5,923	\$16.41
Kentucky	12,548	\$15.10	3,434	\$19.05	8,491	\$16.14
Louisiana	15,559	\$14.74	5,923	\$19.02	7,165	\$18.10
Maine	4,837	\$15.40	1,448	\$19.27	2,093	\$16.20
Maryland	23,284	\$18.13	4,939	\$21.95	6,548	\$17.32
Massachusetts	32,031	\$20.02	6,481	\$12.42	9,863	\$17.62
Michigan	33,770	\$16.45	9,927	\$21.18	19,180	\$16.97
Minnesota	26,103	\$17.79	7,935	\$22.95	14,564	\$17.01
Mississippi	7,088	\$13.90	2,597	\$17.40	4,424	\$14.50
Missouri	20,475	\$15.80	4,886	\$21.21	10,052	\$15.66
Montana	4,485	\$14.98	2,342	\$20.27	2,064	\$16.70
Nebraska	9,814	\$15.39	3,800	\$18.96	4,867	\$15.73
Nevada	11,798	\$16.18	2,977	\$24.22	3,145	\$17.09
New Hampshire	6,648	\$17.41	1,715	\$21.08	3,137	\$16.63
New Jersey	30,715	\$19.15	6,236	\$25.25	10,317	\$16.43
New Mexico	6,465	\$14.73	1,952	\$18.88	2,406	\$16.53
New York	66,457	\$20.27	12,174	\$25.35	16,971	\$17.97
North Carolina	29,450	\$16.35	8,813	\$18.55	12,595	\$15.10
North Dakota	5,050	\$15.38	3,633	\$21.79	3,325	\$18.35
Ohio	45,657	\$16.39	12,900	\$20.64	30,682	\$15.93
Oklahoma	15,239	\$14.90	5,870	\$18.64	9,298	\$15.80
Oregon	14,815	\$17.17	4,236	\$21.75	5,579	\$16.44
Pennsylvania	48,376	\$17.32	12,307	\$20.97	23,959	\$16.65
Rhode Island	5,109	\$18.54	1,076	\$22.71	1,848	\$16.09
South Carolina	15,218	\$14.92	5,256	\$18.29	7,707	\$15.70
South Dakota	4,326	\$14.50	2,181	\$17.66	2,210	\$14.46
Tennessee	23,357	\$15.57	5,780	\$18.46	11,767	\$15.16
Texas	95,591	\$16.73	29,127	\$18.70	39,250	\$16.00
Utah	17,595	\$16.06	4,154	\$19.99	6,471	\$16.52
Vermont	2,737	\$16.59	640	\$19.47	1,292	\$16.38
Virginia	31,746	\$17.13	8,947	\$20.28	10,801	\$16.35
Washington	27,796	\$18.59	7,693	\$24.06	9,187	\$18.80
West Virginia	5,210	\$13.40	1,674	\$20.10	2,877	\$15.98
Wisconsin	24,681	\$16.48	7,501	\$21.76	16,871	\$16.24
Wyoming	1,982	\$15.68	1,297	\$22.62	1,392	\$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.

© 2014 The Conference Board. All rights reserved.



Table 9: MSA Occupational Demand and Pay <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-14	Wage <sup>2*</sup>	Feb-14	Wage <sup>2*</sup>	Feb-14	Wage <sup>2*</sup>
<b>United States</b>	<b>760,093</b>	<b>\$42.80</b>	<b>1,623,665</b>	<b>\$31.56</b>	<b>560,134</b>	<b>\$12.53</b>
Birmingham, AL	2,090	\$42.01	4,248	\$27.95	1,472	\$11.27
Phoenix, AZ	9,841	\$39.88	20,264	\$24.88	8,021	\$12.78
Tucson, AZ	1,537	\$36.11	4,737	\$30.08	2,265	\$12.63
Los Angeles, CA	32,981	\$47.62	54,590	\$37.13	18,952	\$13.55
Riverside, CA	3,467	\$42.25	8,320	\$32.92	4,700	\$13.00
Sacramento, CA	4,199	\$40.98	9,384	\$36.28	2,696	\$13.87
San Diego, CA	7,004	\$45.18	15,272	\$35.38	5,313	\$13.10
San Francisco, CA	26,085	\$53.31	43,780	\$41.14	11,073	\$15.61
San Jose, CA	10,652	\$59.11	26,850	\$45.16	2,395	\$14.30
Denver, CO	10,617	\$43.36	22,019	\$34.66	6,571	\$12.95
Hartford, CT	4,850	\$46.34	9,840	\$33.98	2,814	\$14.18
Washington, DC	27,918	\$50.76	58,104	\$41.23	12,442	\$14.65
Jacksonville, FL	2,920	\$37.54	5,113	\$24.25	2,229	\$11.72
Miami, FL	13,017	\$40.70	20,412	\$30.51	9,732	\$12.70
Orlando, FL	5,519	\$37.49	9,552	\$28.89	5,254	\$11.68
Tampa, FL	6,413	\$38.37	13,803	\$29.87	5,415	\$11.81
Atlanta, GA	19,441	\$44.65	35,827	\$31.00	6,744	\$11.57
Honolulu, HI	1,801	\$37.47	3,015	\$30.53	2,788	\$13.56
Chicago, IL	33,249	\$43.94	49,935	\$30.98	13,981	\$13.13
Indianapolis, IN	5,435	\$38.93	8,696	\$29.91	3,152	\$11.88
Louisville, KY	2,685	.	5,141	.	2,435	.
New Orleans, LA	2,498	.	4,995	.	3,178	.
Baltimore, MD	7,318	.	19,338	.	4,576	.
Boston, MA	24,003	\$50.15	42,995	\$36.52	11,036	\$15.09
Detroit, MI	10,407	\$42.44	24,334	\$32.64	6,467	\$12.36
Minneapolis-St. Paul, MN	13,299	.	25,842	.	8,521	.
Kansas City, MO	5,502	.	10,986	.	2,994	.
St. Louis, MO	6,510	.	13,059	.	3,449	.
Las Vegas, NV	4,346	.	7,568	.	5,108	.
Buffalo, NY	2,527	.	4,815	.	2,712	.
New York, NY	64,729	\$54.25	95,094	\$37.30	27,445	\$15.06
Rochester, NY	1,673	.	4,273	.	1,667	.
Charlotte, NC	6,923	.	11,572	.	2,565	.
Cincinnati, OH	5,452	.	8,981	.	2,996	.
Cleveland, OH	5,510	.	10,784	.	3,380	.
Columbus, OH	6,214	.	11,587	.	3,017	.
Oklahoma City, OK	2,817	.	6,157	.	3,422	.
Portland, OR	6,090	.	15,452	.	4,200	.
Philadelphia, PA	18,016	\$46.34	33,207	\$33.40	9,934	\$13.33
Pittsburgh, PA	5,913	.	11,315	.	5,224	.
Providence, RI	3,515	.	7,389	\$30.70	2,928	.
Memphis, TN	2,425	.	4,757	.	1,636	.
Nashville, TN	4,734	.	8,720	.	3,262	.
Austin, TX	5,482	.	14,315	.	4,236	.
Dallas, TX	22,424	\$43.48	40,866	\$32.37	10,944	\$11.84
Houston, TX	17,695	.	31,598	.	7,459	.
San Antonio, TX	4,170	.	8,612	.	3,898	.
Salt Lake City, UT	4,541	.	8,707	.	4,285	.
Richmond, VA	3,822	.	7,570	.	2,564	.
Virginia Beach, VA	2,865	.	6,697	.	3,460	.
Seattle-Tacoma, WA	16,210	\$46.04	35,957	\$36.39	10,169	\$14.91
Milwaukee, WI	5,007	.	9,171	.	3,758	.

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
	Feb-14	Wage <sup>2*</sup>	Feb-14	Wage <sup>2*</sup>	Feb-14	Wage <sup>2*</sup>
<b>United States</b>	<b>1,196,984</b>	<b>\$17.22</b>	<b>312,208</b>	<b>\$20.95</b>	<b>488,610</b>	<b>\$16.37</b>
Birmingham, AL	4,920	\$16.47	1,104	\$19.67	2,088	\$7.74
Phoenix, AZ	17,689	\$17.20	3,382	\$20.05	4,075	\$16.79
Tucson, AZ	3,990	\$14.91	960	\$19.36	935	\$15.26
Los Angeles, CA	48,123	\$18.81	6,461	\$24.26	9,671	\$15.68
Riverside, CA	9,532	\$16.32	2,016	\$22.66	3,464	\$15.81
Sacramento, CA	6,711	\$18.29	1,410	\$23.72	1,556	\$16.93
San Diego, CA	11,157	\$18.29	1,868	\$23.79	2,117	\$16.25
San Francisco, CA	24,365	\$22.22	4,439	\$27.73	4,690	\$19.43
San Jose, CA	7,189	\$23.22	1,215	\$26.51	1,275	\$18.08
Denver, CO	14,992	\$19.36	4,268	\$21.68	4,526	\$17.48
Hartford, CT	6,034	\$19.82	1,321	\$24.25	2,101	\$18.13
Washington, DC	26,893	\$19.65	4,885	\$23.19	4,800	\$17.92
Jacksonville, FL	5,099	\$16.39	1,544	\$18.88	1,656	\$16.38
Miami, FL	24,820	\$16.99	4,094	\$18.95	3,503	\$15.42
Orlando, FL	10,017	\$15.48	2,276	\$18.00	2,199	\$15.00
Tampa, FL	11,559	\$16.48	2,813	\$17.69	2,508	\$14.83
Atlanta, GA	19,561	\$17.74	4,311	\$20.20	7,020	\$16.92
Honolulu, HI	4,731	\$16.75	1,079	\$27.24	1,111	\$18.82
Chicago, IL	35,117	\$18.76	5,550	\$25.05	16,042	\$16.95
Indianapolis, IN	8,969	\$17.59	2,558	\$22.51	4,473	\$16.06
Louisville, KY	5,459	.	1,481	\$11.64	3,029	.
New Orleans, LA	5,320	.	1,694	\$18.76	1,777	.
Baltimore, MD	11,973	.	2,562	\$16.07	3,353	.
Boston, MA	24,220	\$20.89	4,110	\$26.18	6,390	\$17.90
Detroit, MI	14,282	\$17.69	3,661	\$22.80	6,800	\$18.16
Minneapolis-St. Paul, MN	18,312	.	4,860	\$14.13	9,267	.
Kansas City, MO	8,845	.	2,263	\$14.29	4,027	.
St. Louis, MO	9,152	.	1,797	.	3,661	.
Las Vegas, NV	7,920	.	1,547	\$15.94	1,333	.
Buffalo, NY	6,081	.	1,255	\$14.54	2,321	.
New York, NY	56,850	\$21.32	8,317	\$27.06	12,227	\$17.96
Rochester, NY	4,194	.	1,087	\$11.83	1,785	.
Charlotte, NC	7,187	.	1,891	\$13.59	2,776	.
Cincinnati, OH	8,284	.	1,750	\$12.93	3,771	.
Cleveland, OH	8,258	.	2,065	\$13.63	4,830	.
Columbus, OH	8,497	.	2,075	\$14.05	4,309	.
Oklahoma City, OK	6,990	.	2,588	\$17.38	3,039	.
Portland, OR	8,984	.	2,241	.	3,104	.
Philadelphia, PA	22,043	\$19.13	4,246	\$23.42	6,399	\$17.43
Pittsburgh, PA	10,115	.	2,365	\$13.32	3,724	.
Providence, RI	6,938	.	1,582	\$14.05	2,708	.
Memphis, TN	5,255	.	1,377	\$12.27	2,823	.
Nashville, TN	7,769	.	1,624	\$13.29	3,193	.
Austin, TX	8,344	.	2,121	\$11.58	2,161	.
Dallas, TX	31,258	\$17.92	7,496	\$18.82	11,493	\$15.49
Houston, TX	21,805	.	6,415	.	7,605	.
San Antonio, TX	6,997	.	2,062	\$11.27	2,464	.
Salt Lake City, UT	9,729	.	2,007	\$14.56	3,163	.
Richmond, VA	5,307	.	1,655	\$16.19	1,926	.
Virginia Beach, VA	7,015	.	3,153	\$12.23	2,901	.
Seattle-Tacoma, WA	17,931	\$20.02	4,443	\$25.77	5,220	\$20.09
Milwaukee, WI	7,803	.	2,019	\$16.30	4,389	.

**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

© 2014 The Conference Board. All rights reserved.

© The Conference Board 2014. All data contained in this press release are protected by United States and international copyright laws. The data displayed are provided for informational purposes only and may only be accessed, reviewed, and/or used in accordance with, and the permission of, The Conference Board consistent with a subscriber or license agreement and the Terms of Use displayed on our website at [www.conference-board.org](http://www.conference-board.org). The data and analysis contained herein may not be used, redistributed, published, or posted by any means without express written permission from The Conference Board.

**COPYRIGHT TERMS OF USE.** All material in this press release and on Our Sites are protected by United States and international copyright laws. You must abide by all copyright notices and restrictions contained in Our Sites. You may not reproduce, distribute (in any form including over any local area or other network or service), display, perform, create derivative works of, sell, license, extract for use in a database, or otherwise use any materials (including computer programs and other code) in this press release or on Our Sites (collectively, "Site Material"), except that you may download Site Material in the form of one machine-readable copy that you will use only for personal, noncommercial purposes, and only if you do not alter Site Material or remove any trademark, copyright or other notice displayed on the Site Material. If you are a subscriber to any of the services offered on Our Sites, you may be permitted to use Site Material, according to the terms of your subscription agreement.

**TRADEMARKS.** "THE CONFERENCE BOARD", the TORCH LOGO, "THE CONFERENCE BOARD HELP WANTED ONLINE", and any other logos, indicia and trademarks featured in this press release or on Our Sites are trademarks owned by The Conference Board, Inc. in the United States and other countries ("Our Trademarks"). You may not use Our Trademarks in connection with any product or service that does not belong to us nor in any manner that is likely to cause confusion among users about whether The Conference Board is the source, sponsor, or endorser of the product or service, nor in any manner that disparages or discredits us.

Violators of these rights will be prosecuted to the full extent of the law. Nothing herein shall restrict the use of the information by news journalists using the information in a legitimate news publication or periodical.