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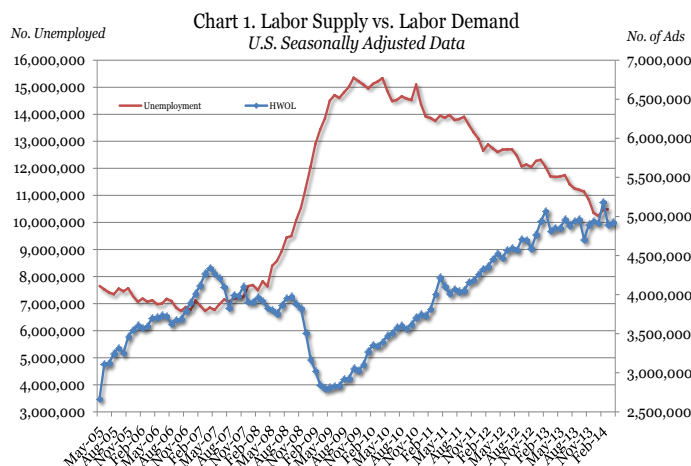
Online Labor Demand Edged Up 28,900 in April

- Labor demand flat thus far in 2014
- Demand up for Management and Office workers; down in Transportation and Food

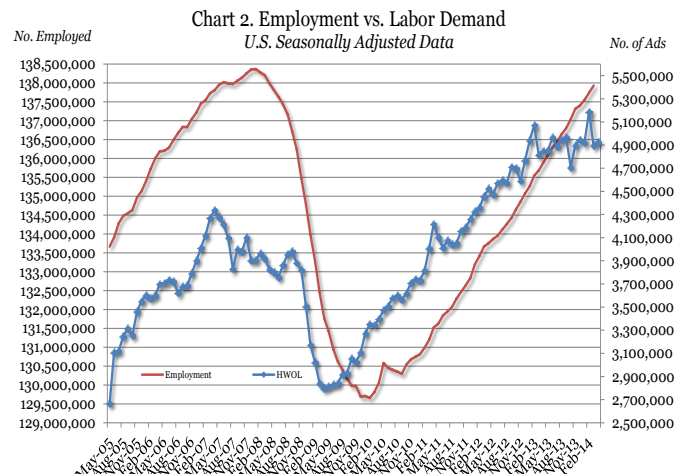
NEW YORK, April 30, 2014...Online advertised vacancies were up 28,900 to 4,923,000 in April, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The March Supply/Demand rate stands at 2.1 unemployed for each vacancy, with a total of 5.6 million more unemployed workers than the number of advertised vacancies.

“April’s modest rise follows a lackluster first quarter and leaves the job market basically flat for the year,” said June Shelp, Vice President at The Conference Board. “Employers are replacing the workers that leave, as evidenced by the churn in the labor market — roughly 5 million advertised vacancies each month — but so far we haven’t seen demand for new workers that would help whittle down the unemployed.”

Using The Conference Board Supply/Demand rates as a broad indication of current employer demand, employers are finding it hard to fill positions in professional and high-paying occupations like computer workers and medical professionals. In these fields there are 3 to 5 vacancies for unemployed workers. In contrast, in the Service/Production occupations—construction, production/manufacturing work, and food service workers — there are 4 to 7 unemployed job-seekers competing for every opening (See Table 7 for the Supply/Demand rates for all of the major occupations).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The historical series for the States and the 52 largest MSAs is available from Haver Analytics. The underlying data for The Conference Board HWOL is collected by Wanted Technologies.

REGIONAL AND STATE HIGHLIGHTS

- **Eight of the 20 largest States across the nation posted declines in April**
- **Among the 50 States, 19 experienced losses while 30 gained and 1 (Delaware) remained constant**

| Table A: State Labor Demand, Selected States, Seasonally Adjusted | | | | |
|--|------------------------------|---------------|--------------------------------|--------------------------|
| | Total Ads¹ | M-O-M | Supply/ | Recent |
| Location | (Thousands) | Change | Demand Rate² | Trend³ |
| | Apr-14 | Apr-Mar 14 | Mar-14 | |
| United States | 4,923.0 | 28.9 | 2.14 | → 1/13 |
| NORTHEAST | 923.2 | -3.7 | 2.00 | |
| Massachusetts | 151.0 | 1.4 | 1.48 | ↑ 10/13 |
| New Jersey | 139.6 | -2.3 | 2.26 | ↓ 8/13 |
| New York | 281.0 | -1.2 | 2.35 | ↓ 6/13 |
| Pennsylvania | 196.7 | -4.9 | 1.93 | → 1/13 |
| SOUTH | 1,676.8 | 43.4 | 2.10 | |
| Florida | 267.0 | 7.0 | 2.33 | ↑ 10/13 |
| Georgia | 140.8 | -1.5 | 2.35 | ↑ 10/13 |
| Maryland | 102.4 | 5.0 | 1.79 | → 10/13 |
| North Carolina | 127.6 | 5.7 | 2.42 | → 10/13 |
| Texas | 386.7 | 2.0 | 1.85 | ↑ 10/13 |
| Virginia | 144.2 | 3.8 | 1.52 | → 3/13 |
| MIDWEST | 1,092.4 | -11.4 | 1.99 | |
| Illinois | 201.5 | 2.8 | 2.78 | ↑ 10/13 |
| Michigan | 155.7 | -0.8 | 2.27 | ↑ 10/13 |
| Minnesota | 103.9 | -11.4 | 1.26 | → 10/13 |
| Missouri | 82.1 | 1.0 | 2.52 | → 4/12 |
| Ohio | 182.2 | 3.0 | 1.97 | → 2/13 |
| Wisconsin | 97.1 | -6.4 | 1.77 | → 4/12 |
| WEST | 1,143.0 | 1.2 | 2.30 | |
| Arizona | 93.6 | 2.5 | 2.43 | → 10/13 |
| California | 541.0 | 20.8 | 2.89 | → 4/13 |
| Colorado | 110.2 | -4.6 | 1.50 | → 11/13 |
| Washington | 126.1 | 2.1 | 1.77 | → 3/13 |

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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) .

April Changes for States

In April, online labor demand was down in 19 States (Table 3), up in 30, and unchanged in one, which left the nation basically unchanged. The April gains were spread across the nation with the largest gains in the **South** (43,400) followed by a modest gain of 1,200 in the **West**. Partially offsetting these gains were declines in the **Midwest** (-11,400) and the **Northeast** (-3,700).

The **South's** increase of 43,400 reflected gains in the larger States of Florida (7,000); North Carolina (5,700); Maryland (5,000); Virginia (3,800); and Texas (2,000) (Table A). The only large State to decline was Georgia, down 1,500. The smaller Southern States that contributed to the region's gain included Alabama, up 5,700, Kentucky, up 2,700, and South Carolina, up 2,500. The only losses among the smaller States in the South were in Mississippi, down 600, and West Virginia, down 300 (Table 3).

The **West** rose a modest 1,200, reflecting gains in large States like California (20,800), Arizona (2,500), and Washington State (2,100), partly offset by a decline of 4,600 in Colorado. Declines in smaller States that contributed to the lackluster gain in the West included Utah (-14,400), Idaho (-2,900), and Oregon (-1,400). Hawaii gained 100 while New Mexico was up 700.

The largest April decline was in the **Midwest**, down 11,400. The decline reflected drops in large States including Minnesota (-11,400) as well as lower advertised vacancies in Wisconsin (-6,400) and Michigan (-800). The declines were partially offset by gains in other large States including Ohio (3,000), Illinois (2,800), and Missouri (1,000). Among the smaller States in the region, South Dakota declined 3,500 and Iowa was down 700. Indiana and Kansas were up 2,000 and 1,100 respectively, and North Dakota was up 100.

The smallest loss was in the **Northeast** (-3,700), reflecting losses in three of the four large States — Pennsylvania (-4,900), New Jersey (-2,300), and New York (-1,200) — which were offset in part by a gain of 1,400 in Massachusetts. All of the smaller States in the area rose: Maine (1,200), Vermont (600), Connecticut (500), Rhode Island (400), and New Hampshire (300).

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for March 2014, 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 (0.85), Nebraska (0.92), and Utah (0.98). The States with the highest Supply/Demand rates were Mississippi (3.77), Kentucky (3.41), and Arkansas (3.14), where there was over three 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 April, among the 20 largest metro areas, 14 posted gains while 6 experienced losses
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 34 gained, 15 lost advertisements, and 3 remained unchanged (Table 5).

| Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted | | | |
|---|---|--|--|
| Location | Total Ads ¹ (Thousands) Apr-14 | M-O-M Change (Thousands) Apr-Mar 14 | Supply/ Demand Rate ² Mar-14 for U.S and Regions; Feb-14 for MSA's |
| United States | 4,923.0 | 28.9 | 2.14 |
| NORTHEAST | 923.2 | -3.7 | 2.00 |
| Boston, MA | 117.1 | 2.7 | 1.24 |
| New York, NY | 263.6 | -0.4 | 2.44 |
| Philadelphia, PA | 95.2 | 1.6 | 2.02 |
| SOUTH | 1,676.8 | 43.4 | 2.10 |
| Atlanta, GA | 92.6 | -0.9 | 1.91 |
| Baltimore, MD | 52.8 | 3.2 | 1.70 |
| Dallas, TX | 113.4 | -0.1 | 1.52 |
| Houston, TX | 97.3 | 0.1 | 1.85 |
| Miami, FL | 73.1 | 0.8 | 2.46 |
| Washington, DC | 140.9 | 3.7 | 1.10 |
| MIDWEST | 1,092.4 | -11.4 | 1.99 |
| Chicago, IL | 152.9 | 1.7 | 2.51 |
| Cleveland, OH | 35.5 | 0.9 | 2.15 |
| Detroit, MI | 69.0 | -1.3 | 2.42 |
| Minneapolis-St. Paul, MN | 71.3 | -5.7 | 0.99 |
| WEST | 1,143.0 | 1.2 | 2.30 |
| Denver, CO | 61.9 | -1.1 | 1.30 |
| Los Angeles, CA | 158.5 | 1.2 | 3.02 |
| Phoenix, AZ | 63.0 | 1.4 | 1.99 |
| San Diego, CA | 42.1 | 1.2 | 2.49 |
| San Francisco, CA | 103.5 | 2.6 | 1.20 |
| San Jose, CA | 48.1 | 1.1 | 1.17 |
| Seattle-Tacoma, WA | 82.0 | 2.0 | 1.11 |

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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 April gains were recorded in 14 of the largest metro areas and losses were recorded in 6. The largest gains were in Washington, DC (3,700) and Baltimore (3,200) in the **South**, followed by Boston (2,700) in the **Northeast** and San Francisco (2,600) in the **West**. The largest losses were seen in the **Midwest** metro areas of Minneapolis-St. Paul (-5,700) and Detroit (-1,300). The Denver metro area lost 1,100, and there were modest losses in New York (-400) and the Dallas (-100) (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 February data (the latest available unemployment data for metro areas), only Salt Lake City and Minneapolis among major metro areas saw more job openings than unemployed workers (S/D rates of 0.71 and 0.99 respectively) (Table 6). Other favorable markets for jobseekers include Washington, DC (1.10), Seattle (1.11), Oklahoma City (1.15), and San Jose (1.17).

By contrast, unemployed workers face great competition for each advertised position in Riverside, CA (more than 5 unemployed for every opening), as well as in Las Vegas, Sacramento, and Los Angeles (over 3 unemployed for every opening). In 34 of the 52 metro areas, however, there are now fewer than 2 unemployed per advertised opening. (See Table 6 for complete metro area Supply/Demand rates.)

OCCUPATIONAL HIGHLIGHTS

- In April, 6 of the 10 largest online job categories reported gains and 4 declined
- Food preparation and serving, which lost 22,600 in April, had over 4 unemployed for every available job (Table C)

| SOC ¹ | Occupation | Total Ads (Thousands) | M-O-M Change (Thousands) | Unemployed (Thousands) | Supply/ Demand Rate ² | Average Hourly Wage ³ |
|------------------|--|--------------------------|-----------------------------|---------------------------|-------------------------------------|-------------------------------------|
| | | Apr-14 | Apr-Mar 14 | Mar-14 | Mar-14 | |
| 41 | Sales and related | 641.2 | 13.0 | 1,177.0 | 1.87 | \$18.37 |
| 43 | Office and administrative support | 568.0 | 18.2 | 1,166.4 | 2.12 | \$16.78 |
| 15 | Computer and mathematical science | 540.4 | 4.0 | 113.5 | 0.21 | \$39.43 |
| 29 | Healthcare practitioners and technical | 534.7 | 12.1 | 184.6 | 0.35 | \$35.93 |
| 11 | Management | 471.1 | 21.1 | 527.2 | 1.17 | \$53.15 |
| 53 | Transportation and material moving | 316.6 | -21.0 | 825.0 | 2.44 | \$16.28 |
| 13 | Business and financial operations | 291.5 | 6.9 | 275.2 | 0.97 | \$34.14 |
| 49 | Installation, maintenance, and repair | 210.0 | -7.4 | 241.7 | 1.11 | \$21.35 |
| 35 | Food preparation and serving related | 194.0 | -22.6 | 903.9 | 4.17 | \$10.38 |
| 17 | Architecture and engineering | 169.6 | -0.2 | 103.2 | 0.61 | \$38.51 |

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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 2013 estimates.

Occupational Changes for the Month of April

In April the largest gain was in **Management** positions, rising 21,100 to 471,100. This reflected higher demand for a variety of managers, including marketing, sales, medical, and general operations managers. Demand also increased in April for **Office and Administrative** workers, up 18,200 as employers looked for additional workers to handle reception, tellers, and executive secretaries (See Table 7).

Demand for **Sales and related workers** rose in April, up 13,000 to 641,200 as demand for retail sales staff and their supervisors rose along with higher demand for financial agents. At the same time April saw a decline in the demand for insurance agents. **Healthcare practitioners and technical** workers saw an increase of 12,100, reflecting a higher demand for registered nurses.

Food service workers and **Transportation** workers faced the largest numerical declines, down 22,600 and 21,000 respectively. Employer demand for food service dropped with less demand for prep and serving workers as well as their supervisors while employers continued to look for more cooks and wait staff. The drop for transportation workers reflected lower demand for drivers including taxi and bus drivers.

In April, five of the ten **Professional** categories (SOC 11- 29) posted declines while five posted increases. However, in this professional group the demand for workers exceeds the number of unemployed workers in three of the occupations (**Computer workers, Architectural and engineering, and Healthcare professionals**). For unemployed workers looking for openings in the other professional occupations, the prospect of finding a job was

positive with roughly one unemployed for every opening. The only exception is **Education, training and library**, where there are three unemployed for every opening.

At the same time, ten of the twelve occupations in the **Service/Production** group (SOC 31-53) posted declines. The two exceptions were **Sales workers and Office workers**. In this Service/Production category only **Installation and maintenance** workers found there were openings for all the unemployed (Supply/Demand rate of 1.1). In the other categories the Supply/Demand rate averaged closer to 4 unemployed for every advertised available opening. (See Table 7 for Supply/Demand rates for all of the SOC categories.)

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

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| Publication Schedule, Help Wanted OnLine Data Series | |
|---|---------------------|
| Data for the Month | Release Date |
| 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) |
| | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 |
| United States | 4,848.3 | 4,894.1 | 4,923.0 | 28.9 | 2,349.7 | 2,468.4 | 2,535.3 | 66.9 |
| New England | 291.8 | 299.8 | 304.3 | 4.5 | 139.1 | 152.5 | 155.7 | 3.2 |
| Middle Atlantic | 655.7 | 627.1 | 618.9 | -8.2 | 331.6 | 307.7 | 317.0 | 9.3 |
| South Atlantic | 927.5 | 900.6 | 926.9 | 26.3 | 443.4 | 458.9 | 468.9 | 10.0 |
| East North Central | 686.7 | 721.5 | 724.3 | 2.8 | 325.2 | 359.4 | 357.8 | -1.5 |
| East South Central | 202.3 | 202.8 | 211.5 | 8.7 | 96.1 | 105.4 | 114.4 | 9.0 |
| West North Central | 359.8 | 382.3 | 368.1 | -14.2 | 160.0 | 182.0 | 186.0 | 4.0 |
| West South Central | 505.8 | 530.0 | 538.4 | 8.4 | 238.9 | 263.6 | 270.9 | 7.3 |
| Mountain | 360.6 | 392.8 | 374.9 | -17.9 | 180.0 | 206.7 | 201.5 | -5.2 |
| Pacific | 781.8 | 749.0 | 768.1 | 19.0 | 393.4 | 392.1 | 411.7 | 19.7 |

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) | | |
| | Apr-13 | Mar-14 | Apr-14 | Apr-13 | Mar-14 | Apr-14 |
| United States | 3.12 | 3.13 | 3.15 | 1.51 | 1.58 | 1.62 |
| New England | 3.78 | 3.87 | 3.93 | 1.80 | 1.97 | 2.01 |
| Middle Atlantic | 3.17 | 3.05 | 3.01 | 1.60 | 1.50 | 1.54 |
| South Atlantic | 3.08 | 2.98 | 3.07 | 1.47 | 1.52 | 1.55 |
| East North Central | 2.95 | 3.09 | 3.10 | 1.40 | 1.54 | 1.53 |
| East South Central | 2.35 | 2.38 | 2.48 | 1.11 | 1.24 | 1.34 |
| West North Central | 3.26 | 3.44 | 3.31 | 1.45 | 1.64 | 1.67 |
| West South Central | 2.80 | 2.91 | 2.96 | 1.32 | 1.45 | 1.49 |
| Mountain | 3.25 | 3.50 | 3.34 | 1.62 | 1.84 | 1.80 |
| Pacific | 3.12 | 2.99 | 3.06 | 1.57 | 1.56 | 1.64 |

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) |
|----------------------|------------------------------------|----------------|----------------|--------------------------------|----------------------------------|----------------|----------------|--------------------------------|
| | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 |
| United States | 4,848.3 | 4,894.1 | 4,923.0 | 28.9 | 2,349.7 | 2,468.4 | 2,535.3 | 66.9 |
| Alabama | 49.4 | 49.0 | 54.6 | 5.7 | 22.8 | 26.4 | 31.1 | 4.7 |
| Alaska | 18.8 | 16.1 | 15.0 | -1.2 | 9.0 | 8.3 | 8.4 | 0.1 |
| Arizona | 92.7 | 91.1 | 93.6 | 2.5 | 46.6 | 48.9 | 48.0 | -0.8 |
| Arkansas | 28.9 | 29.2 | 30.7 | 1.6 | 13.4 | 15.2 | 16.9 | 1.7 |
| California | 549.8 | 520.2 | 541.0 | 20.8 | 274.5 | 268.3 | 285.0 | 16.7 |
| Colorado | 109.2 | 114.8 | 110.2 | -4.6 | 57.1 | 62.5 | 62.3 | -0.3 |
| Connecticut | 65.9 | 67.2 | 67.8 | 0.5 | 30.0 | 32.5 | 33.8 | 1.3 |
| Delaware | 18.2 | 18.1 | 18.1 | 0.0 | 8.3 | 8.7 | 8.9 | 0.2 |
| Florida | 253.5 | 260.0 | 267.0 | 7.0 | 132.3 | 140.8 | 142.4 | 1.7 |
| Georgia | 139.6 | 142.4 | 140.8 | -1.5 | 62.2 | 69.5 | 67.4 | -2.0 |
| Hawaii | 18.5 | 19.9 | 20.0 | 0.1 | 11.5 | 13.1 | 13.3 | 0.3 |
| Idaho | 23.1 | 25.2 | 22.2 | -2.9 | 12.5 | 14.7 | 13.6 | -1.0 |
| Illinois | 192.6 | 198.7 | 201.5 | 2.8 | 84.7 | 89.0 | 90.8 | 1.8 |
| Indiana | 79.6 | 84.3 | 86.3 | 2.0 | 35.9 | 41.2 | 43.5 | 2.3 |
| Iowa | 51.6 | 57.7 | 56.9 | -0.7 | 22.5 | 27.8 | 29.2 | 1.4 |
| Kansas | 41.2 | 44.1 | 45.3 | 1.1 | 17.4 | 21.4 | 21.6 | 0.2 |
| Kentucky | 44.8 | 47.5 | 50.2 | 2.7 | 20.3 | 24.1 | 26.7 | 2.6 |
| Louisiana | 51.9 | 55.8 | 58.4 | 2.6 | 25.3 | 29.0 | 32.2 | 3.2 |
| Maine | 23.0 | 23.0 | 24.3 | 1.2 | 10.0 | 10.8 | 12.2 | 1.5 |
| Maryland | 107.1 | 97.3 | 102.4 | 5.0 | 47.6 | 44.0 | 47.8 | 3.8 |
| Massachusetts | 148.6 | 149.6 | 151.0 | 1.4 | 69.8 | 75.4 | 74.7 | -0.7 |
| Michigan | 136.6 | 156.5 | 155.7 | -0.8 | 64.5 | 83.8 | 79.8 | -4.0 |
| Minnesota | 111.1 | 115.4 | 103.9 | -11.4 | 49.2 | 53.3 | 50.6 | -2.8 |
| Mississippi | 24.6 | 25.5 | 24.9 | -0.6 | 11.0 | 12.5 | 13.4 | 0.9 |
| Missouri | 80.7 | 81.1 | 82.1 | 1.0 | 37.0 | 41.8 | 42.6 | 0.8 |
| Montana | 17.4 | 20.0 | 18.7 | -1.3 | 7.5 | 9.1 | 12.0 | 2.9 |
| Nebraska | 38.0 | 41.9 | 42.0 | 0.1 | 18.0 | 20.8 | 22.0 | 1.3 |
| Nevada | 40.0 | 44.6 | 41.5 | -3.1 | 20.3 | 22.2 | 21.3 | -0.8 |
| New Hampshire | 24.2 | 28.2 | 28.5 | 0.3 | 12.7 | 15.8 | 15.7 | -0.1 |
| New Jersey | 159.6 | 141.9 | 139.6 | -2.3 | 83.9 | 67.2 | 68.6 | 1.4 |
| New Mexico | 24.6 | 27.4 | 28.0 | 0.7 | 12.1 | 13.7 | 14.7 | 1.0 |
| New York | 291.3 | 282.2 | 281.0 | -1.2 | 152.0 | 145.8 | 149.9 | 4.2 |
| North Carolina | 140.9 | 122.0 | 127.6 | 5.7 | 72.1 | 63.0 | 65.7 | 2.7 |
| North Dakota | 20.4 | 21.9 | 22.1 | 0.1 | 8.7 | 10.2 | 11.3 | 1.1 |
| Ohio | 181.0 | 179.3 | 182.2 | 3.0 | 92.0 | 89.0 | 89.2 | 0.2 |
| Oklahoma | 55.6 | 60.2 | 60.5 | 0.3 | 28.4 | 34.0 | 34.1 | 0.1 |
| Oregon | 67.4 | 65.8 | 64.4 | -1.4 | 36.5 | 37.8 | 38.4 | 0.5 |
| Pennsylvania | 203.2 | 201.6 | 196.7 | -4.9 | 95.9 | 96.0 | 98.7 | 2.7 |
| Rhode Island | 18.5 | 20.1 | 20.5 | 0.4 | 10.2 | 11.6 | 12.0 | 0.4 |
| South Carolina | 56.8 | 59.5 | 62.0 | 2.5 | 28.9 | 34.0 | 35.5 | 1.5 |
| South Dakota | 17.2 | 20.0 | 16.5 | -3.5 | 6.6 | 8.4 | 8.2 | -0.3 |
| Tennessee | 83.3 | 80.8 | 81.8 | 0.9 | 42.8 | 41.4 | 44.4 | 3.0 |
| Texas | 367.5 | 384.7 | 386.7 | 2.0 | 172.6 | 184.4 | 188.7 | 4.3 |
| Utah | 40.4 | 60.6 | 46.2 | -14.4 | 19.2 | 28.9 | 24.1 | -4.8 |
| Vermont | 11.8 | 11.8 | 12.4 | 0.6 | 6.0 | 6.3 | 6.8 | 0.5 |
| Virginia | 142.6 | 140.4 | 144.2 | 3.8 | 63.9 | 68.9 | 72.5 | 3.7 |
| Washington | 125.6 | 124.0 | 126.1 | 2.1 | 63.2 | 64.0 | 68.1 | 4.1 |
| West Virginia | 19.4 | 20.4 | 20.1 | -0.3 | 7.9 | 9.5 | 10.5 | 1.1 |
| Wisconsin | 95.0 | 103.4 | 97.1 | -6.4 | 46.5 | 53.4 | 53.0 | -0.4 |
| Wyoming | 9.3 | 10.2 | 10.1 | -0.1 | 3.9 | 4.5 | 4.7 | 0.2 |

Source: The Conference Board

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

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

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| Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted | | | | | | | |
|--|--|-------------|-------------|-----------------------------------|---------------------------|--------------------------|-------------------------------------|
| Location | Total Ads Rate ¹ (Percent) | | | Unemployment Rate ² | Unemployed (Thousands) | Total Ads (Thousands) | Supply/ Demand Rate ³ |
| | Apr-13 | Mar-14 | Apr-14 | Mar-14 | Mar-14 | Mar-14 | Mar-14 |
| United States | 3.12 | 3.13 | 3.15 | 6.7 | 10,486.00 | 4,894.1 | 2.14 |
| Alabama | 2.30 | 2.28 | 2.54 | 6.7 | 144.63 | 49.0 | 2.95 |
| Alaska | 5.15 | 4.40 | 4.08 | 6.6 | 24.15 | 16.1 | 1.50 |
| Arizona | 3.07 | 3.01 | 3.09 | 7.3 | 221.09 | 91.1 | 2.43 |
| Arkansas | 2.18 | 2.19 | 2.31 | 6.9 | 91.72 | 29.2 | 3.14 |
| California | 2.95 | 2.79 | 2.90 | 8.1 | 1,503.60 | 520.2 | 2.89 |
| Colorado | 3.96 | 4.11 | 3.95 | 6.2 | 172.43 | 114.8 | 1.50 |
| Connecticut | 3.53 | 3.61 | 3.63 | 7.0 | 130.56 | 67.2 | 1.94 |
| Delaware | 4.11 | 4.06 | 4.06 | 5.9 | 26.24 | 18.1 | 1.45 |
| Florida | 2.68 | 2.72 | 2.79 | 6.3 | 606.03 | 260.0 | 2.33 |
| Georgia | 2.92 | 2.99 | 2.96 | 7.0 | 334.55 | 142.4 | 2.35 |
| Hawaii | 2.86 | 3.03 | 3.04 | 4.5 | 29.68 | 19.9 | 1.49 |
| Idaho | 2.98 | 3.24 | 2.86 | 5.2 | 40.60 | 25.2 | 1.61 |
| Illinois | 2.94 | 3.02 | 3.06 | 8.4 | 551.89 | 198.7 | 2.78 |
| Indiana | 2.50 | 2.63 | 2.69 | 5.9 | 188.39 | 84.3 | 2.24 |
| Iowa | 3.10 | 3.41 | 3.37 | 4.5 | 75.98 | 57.7 | 1.32 |
| Kansas | 2.77 | 2.96 | 3.04 | 4.9 | 73.32 | 44.1 | 1.66 |
| Kentucky | 2.16 | 2.30 | 2.43 | 7.9 | 162.24 | 47.5 | 3.41 |
| Louisiana | 2.47 | 2.66 | 2.79 | 4.5 | 93.47 | 55.8 | 1.67 |
| Maine | 3.24 | 3.23 | 3.40 | 5.9 | 41.79 | 23.0 | 1.81 |
| Maryland | 3.41 | 3.13 | 3.29 | 5.6 | 174.51 | 97.3 | 1.79 |
| Massachusetts | 4.26 | 4.27 | 4.31 | 6.3 | 220.94 | 149.6 | 1.48 |
| Michigan | 2.90 | 3.31 | 3.29 | 7.5 | 355.24 | 156.5 | 2.27 |
| Minnesota | 3.73 | 3.84 | 3.46 | 4.8 | 145.06 | 115.4 | 1.26 |
| Mississippi | 1.90 | 2.01 | 1.96 | 7.6 | 96.07 | 25.5 | 3.77 |
| Missouri | 2.68 | 2.67 | 2.70 | 6.7 | 204.17 | 81.1 | 2.52 |
| Montana | 3.37 | 3.85 | 3.61 | 5.1 | 26.62 | 20.0 | 1.33 |
| Nebraska | 3.69 | 4.08 | 4.09 | 3.7 | 38.46 | 41.9 | 0.92 |
| Nevada | 2.91 | 3.23 | 3.01 | 8.5 | 117.27 | 44.6 | 2.63 |
| New Hampshire | 3.25 | 3.78 | 3.82 | 4.5 | 33.90 | 28.2 | 1.20 |
| New Jersey | 3.50 | 3.17 | 3.12 | 7.2 | 321.02 | 141.9 | 2.26 |
| New Mexico | 2.65 | 2.92 | 2.99 | 7.0 | 65.54 | 27.4 | 2.39 |
| New York | 3.02 | 2.93 | 2.92 | 6.9 | 663.11 | 282.2 | 2.35 |
| North Carolina | 2.99 | 2.61 | 2.73 | 6.3 | 294.66 | 122.0 | 2.42 |
| North Dakota | 5.12 | 5.39 | 5.43 | 2.6 | 10.61 | 21.9 | 0.48 |
| Ohio | 3.14 | 3.12 | 3.17 | 6.1 | 353.46 | 179.3 | 1.97 |
| Oklahoma | 3.07 | 3.30 | 3.32 | 4.9 | 89.40 | 60.2 | 1.48 |
| Oregon | 3.50 | 3.41 | 3.34 | 6.9 | 134.14 | 65.8 | 2.04 |
| Pennsylvania | 3.13 | 3.13 | 3.05 | 6.0 | 389.57 | 201.6 | 1.93 |
| Rhode Island | 3.32 | 3.63 | 3.70 | 8.7 | 48.47 | 20.1 | 2.41 |
| South Carolina | 2.60 | 2.75 | 2.86 | 5.5 | 119.06 | 59.5 | 2.00 |
| South Dakota | 3.83 | 4.41 | 3.63 | 3.7 | 16.92 | 20.0 | 0.85 |
| Tennessee | 2.70 | 2.66 | 2.69 | 6.7 | 203.81 | 80.8 | 2.52 |
| Texas | 2.87 | 2.97 | 2.98 | 5.5 | 712.45 | 384.7 | 1.85 |
| Utah | 2.87 | 4.16 | 3.17 | 4.1 | 59.31 | 60.6 | 0.98 |
| Vermont | 3.35 | 3.36 | 3.52 | 3.4 | 12.10 | 11.8 | 1.03 |
| Virginia | 3.36 | 3.26 | 3.35 | 5.0 | 213.31 | 140.4 | 1.52 |
| Washington | 3.62 | 3.57 | 3.63 | 6.3 | 219.73 | 124.0 | 1.77 |
| West Virginia | 2.43 | 2.54 | 2.51 | 6.1 | 48.53 | 20.4 | 2.38 |
| Wisconsin | 3.09 | 3.35 | 3.15 | 5.9 | 183.17 | 103.4 | 1.77 |
| Wyoming | 3.03 | 3.29 | 3.26 | 4.0 | 12.53 | 10.2 | 1.22 |

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) |
|--------------------------|------------------------------------|--------|--------|--------------------------|----------------------------------|--------|--------|--------------------------|
| | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 |
| Birmingham, AL | 16.9 | 15.6 | 16.8 | 1.1 | 8.0 | 8.4 | 9.0 | 0.6 |
| Phoenix, AZ | 64.2 | 61.6 | 63.0 | 1.4 | 31.9 | 30.7 | 30.3 | -0.4 |
| Tucson, AZ | 13.1 | 13.6 | 14.8 | 1.2 | 7.1 | 8.0 | 8.8 | 0.8 |
| Los Angeles, CA | 169.1 | 157.3 | 158.5 | 1.2 | 86.5 | 78.2 | 80.5 | 2.3 |
| Riverside, CA | 29.9 | 30.4 | 30.7 | 0.3 | 15.2 | 15.7 | 15.9 | 0.2 |
| Sacramento, CA | 27.0 | 25.1 | 26.5 | 1.4 | 13.7 | 13.0 | 14.3 | 1.3 |
| San Diego, CA | 47.3 | 40.9 | 42.1 | 1.2 | 24.3 | 21.8 | 22.7 | 0.9 |
| San Francisco, CA | 109.0 | 100.9 | 103.5 | 2.6 | 54.0 | 50.3 | 53.0 | 2.6 |
| San Jose, CA | 51.8 | 47.0 | 48.1 | 1.1 | 21.6 | 19.9 | 20.8 | 0.9 |
| Denver, CO | 59.9 | 63.0 | 61.9 | -1.1 | 29.8 | 32.4 | 33.6 | 1.2 |
| Hartford, CT | 25.2 | 26.3 | 27.8 | 1.5 | 11.6 | 12.9 | 14.1 | 1.3 |
| Washington, DC | 147.7 | 137.1 | 140.9 | 3.7 | 63.1 | 62.0 | 65.7 | 3.8 |
| Jacksonville, FL | 21.5 | 17.8 | 18.5 | 0.7 | 12.4 | 9.1 | 9.5 | 0.4 |
| Miami, FL | 69.9 | 72.3 | 73.1 | 0.8 | 36.0 | 37.0 | 36.4 | -0.6 |
| Orlando, FL | 32.2 | 34.1 | 33.0 | -1.1 | 15.6 | 16.2 | 15.3 | -1.0 |
| Tampa, FL | 40.2 | 40.2 | 40.1 | 0.0 | 19.9 | 19.9 | 20.0 | 0.1 |
| Atlanta, GA | 92.6 | 93.5 | 92.6 | -0.9 | 40.5 | 42.0 | 40.3 | -1.7 |
| Honolulu, HI | 13.3 | 14.6 | 15.1 | 0.5 | 8.7 | 10.0 | 10.5 | 0.5 |
| Chicago, IL | 147.0 | 151.2 | 152.9 | 1.7 | 64.0 | 65.1 | 66.0 | 0.8 |
| Indianapolis, IN | 31.0 | 33.4 | 34.5 | 1.2 | 14.8 | 17.3 | 17.9 | 0.6 |
| Louisville, KY | 19.3 | 20.4 | 21.1 | 0.8 | 9.2 | 10.7 | 11.5 | 0.9 |
| New Orleans, LA | 18.0 | 19.1 | 19.4 | 0.3 | 10.0 | 10.3 | 11.1 | 0.8 |
| Baltimore, MD | 57.8 | 49.5 | 52.8 | 3.2 | 26.6 | 22.7 | 24.3 | 1.6 |
| Boston, MA | 114.0 | 114.4 | 117.1 | 2.7 | 52.4 | 56.4 | 56.4 | 0.0 |
| Detroit, MI | 61.5 | 70.3 | 69.0 | -1.3 | 27.2 | 34.1 | 32.1 | -1.9 |
| Minneapolis-St. Paul, MN | 75.3 | 77.0 | 71.3 | -5.7 | 33.1 | 34.5 | 33.8 | -0.8 |
| Kansas City, MO | 34.2 | 36.1 | 36.1 | 0.0 | 14.7 | 16.9 | 16.4 | -0.5 |
| St. Louis, MO | 37.7 | 37.4 | 38.0 | 0.6 | 16.1 | 17.4 | 17.6 | 0.1 |
| Las Vegas, NV | 26.1 | 29.0 | 26.8 | -2.2 | 13.1 | 13.5 | 12.9 | -0.6 |
| Buffalo, NY | 16.9 | 20.5 | 20.5 | -0.1 | 9.1 | 11.1 | 12.6 | 1.4 |
| New York, NY | 295.8 | 264.0 | 263.6 | -0.4 | 153.3 | 124.1 | 128.7 | 4.7 |
| Rochester, NY | 14.0 | 15.4 | 14.4 | -1.0 | 7.6 | 8.8 | 8.8 | 0.0 |
| Charlotte, NC | 39.3 | 32.7 | 34.1 | 1.3 | 20.2 | 15.0 | 15.9 | 0.8 |
| Cincinnati, OH | 33.2 | 30.0 | 31.4 | 1.3 | 16.4 | 12.8 | 13.1 | 0.3 |
| Cleveland, OH | 39.1 | 34.6 | 35.5 | 0.9 | 19.7 | 15.1 | 15.6 | 0.5 |
| Columbus, OH | 37.8 | 35.1 | 35.1 | 0.0 | 19.5 | 15.8 | 15.8 | 0.1 |
| Oklahoma City, OK | 23.3 | 24.7 | 25.7 | 1.0 | 12.6 | 14.6 | 15.4 | 0.7 |
| Portland, OR | 41.6 | 40.5 | 39.8 | -0.7 | 21.9 | 21.8 | 22.4 | 0.6 |
| Philadelphia, PA | 95.0 | 93.6 | 95.2 | 1.6 | 42.3 | 43.2 | 44.4 | 1.2 |
| Pittsburgh, PA | 43.7 | 39.3 | 36.1 | -3.2 | 22.6 | 16.4 | 16.4 | 0.0 |
| Providence, RI | 23.9 | 26.0 | 26.3 | 0.3 | 13.2 | 15.1 | 15.5 | 0.4 |
| Memphis, TN | 17.0 | 17.3 | 17.5 | 0.2 | 8.0 | 8.7 | 9.3 | 0.6 |
| Nashville, TN | 31.9 | 28.4 | 29.1 | 0.7 | 16.5 | 12.9 | 13.5 | 0.7 |
| Austin, TX | 36.4 | 37.9 | 39.1 | 1.3 | 18.9 | 19.7 | 20.4 | 0.7 |
| Dallas, TX | 112.5 | 113.5 | 113.4 | -0.1 | 51.5 | 51.7 | 51.8 | 0.0 |
| Houston, TX | 95.3 | 97.2 | 97.3 | 0.1 | 42.3 | 43.3 | 42.6 | -0.7 |
| San Antonio, TX | 27.8 | 29.1 | 29.3 | 0.2 | 13.3 | 14.0 | 14.2 | 0.2 |
| Salt Lake City, UT | 24.7 | 34.4 | 27.8 | -6.6 | 11.8 | 16.5 | 14.2 | -2.3 |
| Richmond, VA | 21.7 | 22.1 | 23.7 | 1.6 | 11.6 | 12.1 | 13.6 | 1.5 |
| Virginia Beach, VA | 23.0 | 22.9 | 22.9 | 0.0 | 12.5 | 13.6 | 13.6 | 0.0 |
| Seattle-Tacoma, WA | 83.3 | 80.0 | 82.0 | 2.0 | 40.2 | 39.3 | 41.1 | 1.8 |
| Milwaukee, WI | 30.5 | 32.2 | 30.7 | -1.5 | 15.1 | 16.8 | 16.5 | -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.

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 |
| | Apr-13 | Mar-14 | Apr-14 | Feb-14 | Feb-14 | Feb-14 | Feb-14 |
| Birmingham, AL | 3.16 | 2.97 | 3.18 | 5.6 | 29.7 | 16.5 | 1.80 |
| Phoenix, AZ | 3.15 | 3.03 | 3.09 | 6.3 | 127.4 | 64.0 | 1.99 |
| Tucson, AZ | 2.86 | 3.04 | 3.30 | 6.4 | 28.8 | 15.0 | 1.92 |
| Los Angeles, CA | 2.58 | 2.40 | 2.42 | 8.0 | 527.3 | 174.9 | 3.02 |
| Riverside, CA | 1.65 | 1.68 | 1.70 | 9.3 | 167.9 | 32.5 | 5.17 |
| Sacramento, CA | 2.59 | 2.41 | 2.55 | 7.8 | 80.8 | 26.7 | 3.03 |
| San Diego, CA | 2.94 | 2.57 | 2.64 | 6.8 | 107.8 | 43.3 | 2.49 |
| San Francisco, CA | 4.65 | 4.29 | 4.40 | 5.9 | 138.6 | 115.9 | 1.20 |
| San Jose, CA | 5.45 | 4.91 | 5.02 | 6.1 | 58.3 | 50.0 | 1.17 |
| Denver, CO | 4.21 | 4.40 | 4.32 | 6.0 | 85.4 | 65.6 | 1.30 |
| Hartford, CT | 4.30 | 4.48 | 4.73 | 7.1 | 41.9 | 28.4 | 1.47 |
| Washington, DC | 4.61 | 4.26 | 4.38 | 4.9 | 156.5 | 141.7 | 1.10 |
| Jacksonville, FL | 3.05 | 2.50 | 2.61 | 6.0 | 42.3 | 19.1 | 2.22 |
| Miami, FL | 2.36 | 2.43 | 2.45 | 6.3 | 186.5 | 75.8 | 2.46 |
| Orlando, FL | 2.79 | 2.90 | 2.81 | 5.8 | 68.4 | 36.1 | 1.89 |
| Tampa, FL | 2.99 | 2.98 | 2.97 | 6.3 | 84.9 | 43.1 | 1.97 |
| Atlanta, GA | 3.36 | 3.43 | 3.40 | 6.9 | 187.6 | 98.1 | 1.91 |
| Honolulu, HI | 2.93 | 3.15 | 3.25 | 4.2 | 19.2 | 15.4 | 1.25 |
| Chicago, IL | 3.01 | 3.09 | 3.12 | 8.4 | 413.4 | 164.8 | 2.51 |
| Indianapolis, IN | 3.40 | 3.62 | 3.74 | 5.7 | 52.3 | 35.7 | 1.47 |
| Louisville, KY | 2.99 | 3.18 | 3.30 | 7.2 | 46.1 | 21.8 | 2.12 |
| New Orleans, LA | 3.29 | 3.45 | 3.51 | 5.0 | 27.8 | 20.1 | 1.39 |
| Baltimore, MD | 3.89 | 3.38 | 3.59 | 6.0 | 88.6 | 52.1 | 1.70 |
| Boston, MA | 4.46 | 4.45 | 4.56 | 5.8 | 150.0 | 120.6 | 1.24 |
| Detroit, MI | 3.03 | 3.44 | 3.38 | 8.3 | 170.0 | 70.4 | 2.42 |
| Minneapolis-St. Paul, MN | 4.01 | 4.10 | 3.79 | 4.5 | 85.2 | 86.0 | 0.99 |
| Kansas City, MO | 3.29 | 3.49 | 3.49 | 6.0 | 62.1 | 37.1 | 1.67 |
| St. Louis, MO | 2.66 | 2.65 | 2.69 | 7.2 | 101.3 | 39.2 | 2.58 |
| Las Vegas, NV | 2.63 | 2.93 | 2.70 | 8.8 | 86.9 | 28.4 | 3.06 |
| Buffalo, NY | 2.95 | 3.61 | 3.60 | 6.5 | 37.2 | 20.3 | 1.83 |
| New York, NY | 3.10 | 2.77 | 2.76 | 6.9 | 660.6 | 271.3 | 2.44 |
| Rochester, NY | 2.69 | 2.98 | 2.79 | 6.2 | 32.1 | 15.8 | 2.03 |
| Charlotte, NC | 4.25 | 3.56 | 3.70 | 6.3 | 58.4 | 33.7 | 1.73 |
| Cincinnati, OH | 3.05 | 2.74 | 2.86 | 6.2 | 68.3 | 32.7 | 2.09 |
| Cleveland, OH | 3.73 | 3.29 | 3.37 | 7.5 | 78.8 | 36.7 | 2.15 |
| Columbus, OH | 3.88 | 3.58 | 3.58 | 5.5 | 54.4 | 38.1 | 1.43 |
| Oklahoma City, OK | 3.86 | 4.03 | 4.19 | 4.8 | 29.7 | 25.8 | 1.15 |
| Portland, OR | 3.56 | 3.47 | 3.41 | 6.4 | 74.4 | 42.4 | 1.76 |
| Philadelphia, PA | 3.14 | 3.14 | 3.20 | 6.6 | 196.9 | 97.6 | 2.02 |
| Pittsburgh, PA | 3.47 | 3.16 | 2.90 | 5.8 | 71.6 | 39.6 | 1.81 |
| Providence, RI | 3.45 | 3.76 | 3.81 | 9.2 | 63.4 | 27.8 | 2.28 |
| Memphis, TN | 2.77 | 2.90 | 2.94 | 8.4 | 49.9 | 18.7 | 2.68 |
| Nashville, TN | 3.70 | 3.36 | 3.44 | 5.5 | 46.2 | 31.8 | 1.46 |
| Austin, TX | 3.70 | 3.75 | 3.87 | 4.7 | 47.2 | 37.9 | 1.25 |
| Dallas, TX | 3.31 | 3.31 | 3.31 | 5.6 | 193.0 | 126.9 | 1.52 |
| Houston, TX | 3.09 | 3.10 | 3.10 | 5.6 | 175.6 | 95.1 | 1.85 |
| San Antonio, TX | 2.71 | 2.77 | 2.79 | 5.4 | 57.1 | 29.5 | 1.94 |
| Salt Lake City, UT | 4.02 | 5.33 | 4.31 | 3.8 | 24.5 | 34.8 | 0.71 |
| Richmond, VA | 3.25 | 3.24 | 3.48 | 5.3 | 36.0 | 23.3 | 1.54 |
| Virginia Beach, VA | 2.77 | 2.74 | 2.74 | 5.5 | 45.7 | 27.6 | 1.66 |
| Seattle-Tacoma, WA | 4.38 | 4.16 | 4.26 | 5.5 | 105.6 | 95.5 | 1.11 |
| Milwaukee, WI | 3.82 | 4.03 | 3.84 | 6.6 | 53.1 | 34.5 | 1.54 |

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

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Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted

| SOC ² | Occupation ³ | Total Ads (Thousands) | | | M-O-M Change (Thousands) | Unemployed ⁴ (Thousands) | Supply/ Demand Rate ⁵ | Average Hourly Wage ⁶ |
|------------------|--|--------------------------|---------|---------|-----------------------------|--|-------------------------------------|--|
| | | Apr-13 | Mar-14 | Apr-14 | Apr-Mar 14 | Mar-14 | Mar-14 | |
| | Total | 4,848.3 | 4,894.1 | 4,923.0 | 28.9 | 10,486.0 | 2.1 | \$22.33 |
| 11 | Management | 455.7 | 449.9 | 471.1 | 21.1 | 527.2 | 1.2 | \$53.15 |
| 13 | Business and financial operations | 306.6 | 284.6 | 291.5 | 6.9 | 275.2 | 1.0 | \$34.14 |
| 15 | Computer and mathematical science | 588.4 | 536.4 | 540.4 | 4.0 | 113.5 | 0.2 | \$39.43 |
| 17 | Architecture and engineering | 171.8 | 169.9 | 169.6 | -0.2 | 103.2 | 0.6 | \$38.51 |
| 19 | Life, physical, and social science | 47.2 | 58.8 | 53.7 | -5.1 | 57.4 | 1.0 | \$33.37 |
| 21 | Community and social services | 73.0 | 82.6 | 80.8 | -1.8 | 92.6 | 1.1 | \$21.50 |
| 23 | Legal | 29.6 | 27.2 | 27.1 | -0.1 | 41.6 | 1.5 | \$47.89 |
| 25 | Education, training, and library | 122.0 | 118.8 | 127.3 | 8.5 | 385.1 | 3.2 | \$24.76 |
| 27 | Arts, design, entertainment, sports, and media | 132.4 | 115.0 | 106.9 | -8.1 | 177.5 | 1.5 | \$26.72 |
| 29 | Healthcare practitioners and technical | 577.7 | 522.7 | 534.7 | 12.1 | 184.6 | 0.4 | \$35.93 |
| 31 | Healthcare support | 121.2 | 116.2 | 113.8 | -2.4 | 251.0 | 2.2 | \$13.61 |
| 33 | Protective service | 41.6 | 43.5 | 41.9 | -1.6 | 175.1 | 4.0 | \$20.92 |
| 35 | Food preparation and serving related | 191.9 | 216.6 | 194.0 | -22.6 | 903.9 | 4.2 | \$10.38 |
| 37 | Building and grounds cleaning and maintenance | 86.2 | 92.9 | 87.3 | -5.6 | 615.0 | 6.6 | \$12.51 |
| 39 | Personal care and service | 79.0 | 71.5 | 68.1 | -3.3 | 342.1 | 4.8 | \$11.88 |
| 41 | Sales and related | 604.3 | 628.1 | 641.2 | 13.0 | 1,177.0 | 1.9 | \$18.37 |
| 43 | Office and administrative support | 509.6 | 549.8 | 568.0 | 18.2 | 1,166.4 | 2.1 | \$16.78 |
| 45 | Farming, fishing, and forestry | 6.9 | 7.8 | 6.7 | -1.0 | 170.6 | 21.9 | \$11.70 |
| 47 | Construction and extraction | 111.2 | 113.3 | 111.5 | -1.8 | 844.5 | 7.5 | \$21.94 |
| 49 | Installation, maintenance, and repair | 187.2 | 217.4 | 210.0 | -7.4 | 241.7 | 1.1 | \$21.35 |
| 51 | Production | 137.9 | 150.1 | 145.6 | -4.5 | 705.3 | 4.7 | \$16.79 |
| 53 | Transportation and material moving | 250.5 | 337.5 | 316.6 | -21.0 | 825.0 | 2.4 | \$16.28 |

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 2013 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 |
| | Apr-14 | Wage ² | Apr-14 | Wage ² | Apr-14 | Wage ² |
| United States | 788,370 | \$43.56 | 1,688,570 | \$32.05 | 566,509 | \$12.65 |
| Alabama | 5,950 | \$41.56 | 14,674 | \$28.34 | 5,662 | \$11.05 |
| Alaska | 1,682 | \$43.44 | 5,733 | \$28.85 | 2,178 | \$15.12 |
| Arizona | 13,521 | \$39.48 | 33,794 | \$30.42 | 13,111 | \$12.98 |
| Arkansas | 3,700 | \$35.98 | 9,158 | \$26.26 | 3,076 | \$10.32 |
| California | 101,711 | \$48.52 | 204,890 | \$33.40 | 56,781 | \$14.03 |
| Colorado | 16,111 | \$42.84 | 38,133 | \$33.11 | 16,201 | \$13.00 |
| Connecticut | 12,327 | \$50.60 | 25,341 | \$34.38 | 6,867 | \$14.42 |
| Delaware | 3,795 | \$47.67 | 6,713 | \$34.25 | 1,789 | \$12.79 |
| Florida | 38,708 | \$39.12 | 80,305 | \$29.56 | 40,883 | \$12.23 |
| Georgia | 25,110 | \$42.72 | 50,637 | \$29.86 | 12,344 | \$11.26 |
| Hawaii | 2,437 | \$37.52 | 4,874 | \$30.79 | 4,326 | \$14.35 |
| Idaho | 2,199 | \$34.04 | 6,740 | \$25.86 | 3,720 | \$11.38 |
| Illinois | 39,836 | \$42.97 | 70,002 | \$31.20 | 17,795 | \$13.23 |
| Indiana | 10,792 | \$37.81 | 23,662 | \$27.92 | 9,750 | \$11.37 |
| Iowa | 6,826 | \$35.69 | 18,224 | \$26.77 | 6,064 | \$11.51 |
| Kansas | 6,036 | \$38.72 | 14,847 | \$27.11 | 4,555 | \$11.43 |
| Kentucky | 6,010 | \$36.12 | 13,622 | \$27.27 | 5,660 | \$10.95 |
| Louisiana | 6,554 | \$37.06 | 15,044 | \$27.23 | 7,414 | \$11.08 |
| Maine | 2,723 | \$36.30 | 8,402 | \$28.17 | 4,420 | \$12.10 |
| Maryland | 16,169 | \$46.66 | 41,359 | \$36.03 | 10,361 | \$13.47 |
| Massachusetts | 30,301 | \$49.37 | 59,225 | \$36.06 | 17,262 | \$14.89 |
| Michigan | 20,431 | \$40.82 | 50,105 | \$30.48 | 18,527 | \$12.09 |
| Minnesota | 15,786 | \$41.93 | 36,158 | \$31.40 | 11,446 | \$8.25 |
| Mississippi | 2,595 | \$35.09 | 6,484 | \$24.87 | 2,344 | \$10.46 |
| Missouri | 11,684 | \$38.30 | 26,671 | \$28.31 | 8,498 | \$11.35 |
| Montana | 1,702 | \$32.45 | 5,322 | \$25.50 | 3,147 | \$11.63 |
| Nebraska | 5,232 | \$37.41 | 14,106 | \$26.81 | 5,441 | \$11.47 |
| Nevada | 5,561 | \$39.76 | 12,067 | \$32.04 | 7,971 | \$13.40 |
| New Hampshire | 3,327 | \$42.80 | 9,130 | \$31.06 | 4,503 | \$12.90 |
| New Jersey | 27,655 | \$50.42 | 51,549 | \$35.26 | 14,930 | \$14.70 |
| New Mexico | 3,183 | \$37.10 | 11,162 | \$29.24 | 3,268 | \$11.75 |
| New York | 62,824 | \$52.63 | 95,168 | \$35.68 | 31,923 | \$14.71 |
| North Carolina | 19,261 | \$43.61 | 44,630 | \$29.21 | 14,722 | \$11.30 |
| North Dakota | 2,323 | \$37.35 | 5,540 | \$26.66 | 2,013 | \$12.25 |
| Ohio | 25,021 | \$39.20 | 52,670 | \$30.27 | 20,568 | \$11.84 |
| Oklahoma | 6,613 | \$36.20 | 17,673 | \$26.88 | 7,388 | \$10.97 |
| Oregon | 8,312 | \$38.91 | 23,789 | \$31.52 | 9,428 | \$13.07 |
| Pennsylvania | 28,921 | \$42.76 | 60,959 | \$23.43 | 24,360 | \$12.43 |
| Rhode Island | 3,378 | \$46.53 | 6,422 | \$32.45 | 3,243 | \$13.42 |
| South Carolina | 6,559 | \$37.52 | 18,496 | \$27.57 | 10,019 | \$10.95 |
| South Dakota | 1,780 | \$34.38 | 4,870 | \$24.66 | 1,861 | \$10.86 |
| Tennessee | 11,192 | \$37.75 | 24,057 | \$27.65 | 9,611 | \$11.13 |
| Texas | 61,839 | \$43.64 | 133,125 | \$31.70 | 37,180 | \$11.54 |
| Utah | 5,750 | \$37.32 | 13,211 | \$28.45 | 6,760 | \$11.79 |
| Vermont | 1,569 | \$37.40 | 4,319 | \$27.92 | 1,917 | \$13.56 |
| Virginia | 23,972 | \$46.77 | 56,350 | \$33.17 | 16,186 | \$12.75 |
| Washington | 21,508 | \$43.94 | 52,260 | \$34.98 | 15,097 | \$14.56 |
| West Virginia | 1,854 | \$33.56 | 6,509 | \$19.62 | 2,192 | \$10.58 |
| Wisconsin | 12,669 | \$37.80 | 27,326 | \$29.27 | 12,321 | \$11.88 |
| Wyoming | 1,001 | \$37.14 | 3,503 | \$24.15 | 966 | \$12.44 |

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 2013 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 |
| | Apr-14 | Wage ¹ | Apr-14 | Wage ¹ | Apr-14 | Wage ¹ |
| United States | 1,231,604 | \$17.41 | 342,721 | \$21.24 | 482,197 | \$16.53 |
| Alabama | 17,045 | \$15.22 | 4,933 | \$19.09 | 8,355 | \$15.47 |
| Alaska | 3,632 | \$18.55 | 1,318 | \$28.40 | 988 | \$23.64 |
| Arizona | 26,952 | \$16.77 | 5,978 | \$19.80 | 6,708 | \$16.60 |
| Arkansas | 8,896 | \$14.44 | 2,534 | \$17.53 | 4,714 | \$14.64 |
| California | 134,316 | \$19.10 | 25,819 | \$22.24 | 32,131 | \$16.53 |
| Colorado | 26,711 | \$18.40 | 9,925 | \$21.41 | 9,526 | \$17.40 |
| Connecticut | 15,939 | \$20.40 | 3,849 | \$24.65 | 5,740 | \$18.24 |
| Delaware | 4,457 | \$17.74 | 1,020 | \$22.05 | 1,522 | \$16.11 |
| Florida | 81,361 | \$16.10 | 21,893 | \$18.01 | 18,516 | \$15.23 |
| Georgia | 33,809 | \$16.54 | 9,129 | \$19.23 | 14,425 | \$15.90 |
| Hawaii | 6,245 | \$16.68 | 1,585 | \$26.55 | 1,356 | \$18.14 |
| Idaho | 5,672 | \$15.05 | 2,211 | \$18.49 | 2,777 | \$15.33 |
| Illinois | 48,490 | \$18.14 | 9,722 | \$24.88 | 21,826 | \$16.85 |
| Indiana | 22,959 | \$16.01 | 7,264 | \$21.91 | 15,254 | \$16.12 |
| Iowa | 13,946 | \$15.78 | 5,183 | \$19.73 | 8,613 | \$15.98 |
| Kansas | 11,438 | \$16.21 | 3,724 | \$20.10 | 5,688 | \$16.77 |
| Kentucky | 14,116 | \$15.36 | 4,161 | \$19.79 | 8,469 | \$16.33 |
| Louisiana | 16,710 | \$14.76 | 6,470 | \$19.31 | 7,858 | \$18.36 |
| Maine | 5,669 | \$15.42 | 1,767 | \$19.50 | 2,500 | \$16.67 |
| Maryland | 24,985 | \$18.15 | 5,883 | \$22.02 | 7,000 | \$17.28 |
| Massachusetts | 33,187 | \$20.23 | 7,713 | \$25.80 | 10,221 | \$17.82 |
| Michigan | 35,836 | \$16.64 | 12,208 | \$21.39 | 20,755 | \$17.07 |
| Minnesota | 23,634 | \$17.96 | 7,362 | \$23.06 | 12,403 | \$17.22 |
| Mississippi | 7,885 | \$14.13 | 2,379 | \$17.63 | 4,194 | \$14.88 |
| Missouri | 22,442 | \$16.02 | 6,209 | \$21.32 | 10,320 | \$15.92 |
| Montana | 4,635 | \$15.23 | 2,264 | \$20.69 | 2,074 | \$17.20 |
| Nebraska | 10,399 | \$15.60 | 4,191 | \$19.11 | 4,773 | \$15.90 |
| Nevada | 11,610 | \$16.24 | 3,001 | \$23.82 | 3,091 | \$17.00 |
| New Hampshire | 7,539 | \$17.58 | 2,336 | \$21.25 | 3,320 | \$16.84 |
| New Jersey | 31,935 | \$19.18 | 7,533 | \$25.27 | 9,873 | \$16.51 |
| New Mexico | 7,065 | \$14.87 | 1,994 | \$19.33 | 2,474 | \$16.38 |
| New York | 70,165 | \$20.57 | 14,767 | \$25.89 | 17,704 | \$18.17 |
| North Carolina | 31,328 | \$16.50 | 10,242 | \$18.72 | 12,861 | \$15.30 |
| North Dakota | 5,300 | \$15.99 | 3,753 | \$22.57 | 3,399 | \$19.01 |
| Ohio | 47,623 | \$16.50 | 14,883 | \$20.81 | 28,701 | \$16.03 |
| Oklahoma | 15,960 | \$15.41 | 6,601 | \$18.85 | 9,123 | \$16.48 |
| Oregon | 15,736 | \$17.29 | 4,900 | \$21.96 | 5,741 | \$16.52 |
| Pennsylvania | 49,791 | \$17.44 | 13,405 | \$21.36 | 23,922 | \$16.89 |
| Rhode Island | 5,478 | \$18.26 | 1,234 | \$22.56 | 1,840 | \$16.13 |
| South Carolina | 17,417 | \$15.00 | 6,294 | \$18.69 | 8,361 | \$15.81 |
| South Dakota | 4,121 | \$14.61 | 1,854 | \$17.94 | 2,107 | \$14.63 |
| Tennessee | 24,809 | \$15.83 | 6,431 | \$18.89 | 11,689 | \$15.51 |
| Texas | 98,217 | \$17.10 | 29,919 | \$19.18 | 38,884 | \$16.27 |
| Utah | 14,909 | \$9.60 | 3,907 | \$20.38 | 4,842 | \$16.74 |
| Vermont | 3,078 | \$16.78 | 815 | \$19.75 | 1,365 | \$16.91 |
| Virginia | 33,005 | \$17.36 | 9,738 | \$20.59 | 10,851 | \$16.54 |
| Washington | 25,865 | \$18.70 | 7,290 | \$24.35 | 8,301 | \$19.04 |
| West Virginia | 5,459 | \$13.52 | 1,741 | \$20.05 | 2,895 | \$16.28 |
| Wisconsin | 23,993 | \$16.78 | 7,655 | \$21.91 | 15,925 | \$16.29 |
| Wyoming | 2,225 | \$15.83 | 1,312 | \$23.00 | 1,322 | \$21.37 |

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2013 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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| Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted | | | | | | |
|---|-----------------------------------|--------------------|------------------------|--------------------|----------------|--------------------|
| Location | Management and Business/Financial | | Professional & Related | | Service | |
| | Total Ads | Average Hourly | Total Ads | Average Hourly | Total Ads | Average Hourly |
| | Apr-14 | Wage ^{2*} | Apr-14 | Wage ^{2*} | Apr-14 | Wage ^{2*} |
| United States | 788,370 | \$43.56 | 1,688,570 | \$32.05 | 566,509 | \$12.65 |
| Birmingham, AL | 2,104 | \$43.39 | 4,701 | \$28.81 | 1,817 | \$11.55 |
| Phoenix, AZ | 10,327 | \$40.50 | 21,614 | \$31.37 | 8,021 | \$11.10 |
| Tucson, AZ | 1,540 | \$36.72 | 5,194 | \$29.22 | 2,494 | \$10.88 |
| Los Angeles, CA | 33,159 | \$48.13 | 54,698 | \$37.73 | 16,208 | \$13.72 |
| Riverside, CA | 3,435 | \$42.30 | 8,341 | \$31.45 | 4,607 | \$13.06 |
| Sacramento, CA | 4,540 | \$41.12 | 9,741 | \$36.84 | 2,692 | \$14.05 |
| San Diego, CA | 7,015 | \$46.08 | 15,766 | \$36.28 | 5,681 | \$13.38 |
| San Francisco, CA | 26,448 | \$54.59 | 43,928 | \$41.92 | 8,994 | \$15.69 |
| San Jose, CA | 10,918 | \$60.68 | 27,462 | \$46.19 | 2,593 | \$14.37 |
| Denver, CO | 11,316 | \$44.47 | 22,223 | \$35.08 | 7,480 | \$13.18 |
| Hartford, CT | 5,211 | \$47.35 | 10,584 | \$34.48 | 2,513 | \$14.14 |
| Washington, DC | 30,635 | \$51.34 | 62,607 | \$41.81 | 13,762 | \$14.80 |
| Jacksonville, FL | 3,133 | \$38.49 | 5,309 | \$30.76 | 2,383 | \$11.77 |
| Miami, FL | 13,237 | \$41.81 | 21,912 | \$30.79 | 9,707 | \$12.98 |
| Orlando, FL | 5,487 | \$38.38 | 9,983 | \$29.02 | 5,303 | \$11.70 |
| Tampa, FL | 6,223 | \$39.28 | 14,096 | \$29.28 | 5,329 | \$11.88 |
| Atlanta, GA | 20,226 | \$44.98 | 36,215 | \$31.94 | 7,205 | \$11.56 |
| Honolulu, HI | 1,867 | \$38.12 | 3,606 | \$31.40 | 3,012 | \$13.87 |
| Chicago, IL | 34,271 | \$44.53 | 53,324 | \$32.18 | 13,904 | \$13.33 |
| Indianapolis, IN | 5,538 | \$39.44 | 9,320 | \$30.25 | 3,745 | \$11.78 |
| Louisville, KY | 2,932 | \$37.48 | 5,620 | \$28.78 | 2,467 | \$11.45 |
| New Orleans, LA | 2,343 | \$38.49 | 5,028 | \$29.66 | 3,703 | \$11.56 |
| Baltimore, MD | 8,264 | \$45.66 | 21,371 | \$34.86 | 5,369 | \$13.46 |
| Boston, MA | 25,668 | \$50.88 | 47,052 | \$37.19 | 12,298 | \$15.07 |
| Detroit, MI | 11,065 | \$43.55 | 25,733 | \$33.12 | 6,695 | \$10.00 |
| Minneapolis-St. Paul, MN | 12,671 | \$54.80 | 24,781 | \$33.26 | 7,272 | \$12.67 |
| Kansas City, MO | 5,620 | \$40.39 | 12,048 | \$30.67 | 3,457 | \$12.01 |
| St. Louis, MO | 6,431 | \$41.55 | 13,882 | \$29.95 | 3,699 | \$11.88 |
| Las Vegas, NV | 3,880 | \$40.34 | 7,660 | \$32.62 | 5,518 | \$13.68 |
| Buffalo, NY | 2,646 | \$16.77 | 5,184 | \$28.39 | 2,981 | \$12.61 |
| New York, NY | 68,367 | \$55.34 | 98,160 | \$38.03 | 25,526 | \$15.25 |
| Rochester, NY | 1,719 | \$42.02 | 4,245 | \$29.02 | 2,236 | \$12.70 |
| Charlotte, NC | 7,334 | \$46.08 | 12,803 | \$31.25 | 2,921 | \$11.68 |
| Cincinnati, OH | 5,552 | . | 9,079 | . | 2,755 | . |
| Cleveland, OH | 5,499 | . | 11,136 | . | 3,649 | . |
| Columbus, OH | 6,379 | . | 11,813 | . | 3,505 | . |
| Oklahoma City, OK | 3,047 | . | 6,827 | . | 3,516 | . |
| Portland, OR | 5,993 | . | 14,995 | . | 5,023 | . |
| Philadelphia, PA | 18,712 | \$47.62 | 34,007 | \$34.11 | 10,207 | \$13.35 |
| Pittsburgh, PA | 5,714 | . | 10,862 | . | 4,998 | . |
| Providence, RI | 3,948 | \$41.59 | 7,925 | \$30.75 | 4,047 | \$13.61 |
| Memphis, TN | 2,353 | . | 4,742 | . | 1,637 | . |
| Nashville, TN | 5,279 | . | 9,213 | . | 3,205 | . |
| Austin, TX | 6,308 | . | 15,873 | . | 4,560 | . |
| Dallas, TX | 22,160 | \$44.50 | 41,042 | \$32.76 | 9,391 | \$9.95 |
| Houston, TX | 18,766 | . | 34,048 | . | 7,760 | . |
| San Antonio, TX | 4,525 | . | 9,802 | . | 4,009 | . |
| Salt Lake City, UT | 3,952 | . | 8,035 | . | 3,920 | . |
| Richmond, VA | 4,044 | . | 8,183 | . | 2,834 | . |
| Virginia Beach, VA | 2,844 | . | 6,625 | . | 3,533 | . |
| Seattle-Tacoma, WA | 16,345 | \$46.30 | 36,326 | \$37.98 | 8,412 | \$15.12 |
| Milwaukee, WI | 4,786 | . | 8,684 | . | 3,904 | . |

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 2013 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 |
| | Apr-14 | Wage ^{2*} | Apr-14 | Wage ^{2*} | Apr-14 | Wage ^{2*} |
| United States | 1,231,604 | \$17.41 | 342,721 | \$21.24 | 482,197 | \$16.53 |
| Birmingham, AL | 5,490 | \$9.45 | 1,326 | \$19.69 | 2,178 | \$15.91 |
| Phoenix, AZ | 18,417 | \$17.43 | 3,766 | \$20.45 | 4,386 | \$16.87 |
| Tucson, AZ | 4,055 | \$15.34 | 978 | \$19.67 | 942 | \$15.23 |
| Los Angeles, CA | 44,970 | \$19.00 | 6,018 | \$24.52 | 8,640 | \$7.94 |
| Riverside, CA | 9,136 | \$16.53 | 2,102 | \$23.03 | 3,423 | \$15.95 |
| Sacramento, CA | 6,788 | \$18.57 | 1,612 | \$23.38 | 1,608 | \$16.89 |
| San Diego, CA | 11,265 | \$18.55 | 2,249 | \$24.07 | 2,224 | \$16.33 |
| San Francisco, CA | 21,578 | \$22.32 | 3,492 | \$28.32 | 3,950 | \$19.59 |
| San Jose, CA | 7,123 | \$23.36 | 1,197 | \$26.48 | 1,232 | \$18.08 |
| Denver, CO | 15,073 | \$19.62 | 4,617 | \$21.92 | 4,623 | \$17.78 |
| Hartford, CT | 6,412 | \$19.95 | 1,557 | \$24.19 | 2,295 | \$18.34 |
| Washington, DC | 28,576 | \$19.87 | 5,913 | \$23.31 | 5,052 | \$18.08 |
| Jacksonville, FL | 5,246 | \$16.31 | 1,630 | \$18.56 | 1,782 | \$16.22 |
| Miami, FL | 24,569 | \$16.91 | 4,299 | \$19.08 | 3,465 | \$15.39 |
| Orlando, FL | 9,771 | \$15.39 | 2,463 | \$18.10 | 2,273 | \$14.98 |
| Tampa, FL | 11,423 | \$16.77 | 3,077 | \$17.56 | 2,601 | \$15.13 |
| Atlanta, GA | 20,543 | \$17.90 | 4,794 | \$20.30 | 6,831 | \$16.98 |
| Honolulu, HI | 4,850 | \$16.85 | 1,222 | \$27.59 | 1,072 | \$18.64 |
| Chicago, IL | 36,283 | \$18.85 | 6,340 | \$26.23 | 14,563 | \$16.97 |
| Indianapolis, IN | 9,583 | \$17.67 | 2,959 | \$22.22 | 4,456 | \$16.07 |
| Louisville, KY | 5,888 | \$16.87 | 1,727 | \$20.76 | 3,125 | \$17.63 |
| New Orleans, LA | 5,575 | \$16.02 | 1,968 | \$20.19 | 1,803 | \$19.09 |
| Baltimore, MD | 12,798 | \$18.30 | 3,115 | \$21.57 | 3,724 | \$17.47 |
| Boston, MA | 25,766 | \$21.11 | 4,997 | \$26.41 | 6,702 | \$18.04 |
| Detroit, MI | 14,886 | \$17.80 | 4,364 | \$23.07 | 7,141 | \$18.21 |
| Minneapolis-St. Paul, MN | 16,474 | \$19.25 | 4,131 | \$24.56 | 7,666 | \$17.91 |
| Kansas City, MO | 9,270 | \$17.74 | 2,679 | \$22.37 | 4,022 | \$16.85 |
| St. Louis, MO | 9,828 | \$17.23 | 2,231 | \$23.76 | 3,678 | \$16.93 |
| Las Vegas, NV | 7,931 | \$9.62 | 1,744 | \$24.05 | 1,436 | \$16.75 |
| Buffalo, NY | 6,654 | \$16.45 | 1,541 | \$21.67 | 2,480 | \$16.90 |
| New York, NY | 60,098 | \$21.57 | 9,779 | \$27.45 | 11,799 | \$18.09 |
| Rochester, NY | 4,076 | \$16.88 | 1,300 | \$21.01 | 1,686 | \$15.95 |
| Charlotte, NC | 7,628 | \$18.18 | 2,200 | \$19.51 | 2,917 | \$16.55 |
| Cincinnati, OH | 8,778 | . | 2,051 | \$13.66 | 3,743 | . |
| Cleveland, OH | 9,019 | . | 2,438 | \$13.33 | 4,617 | . |
| Columbus, OH | 8,934 | . | 2,507 | \$14.65 | 4,304 | . |
| Oklahoma City, OK | 7,352 | . | 2,969 | \$17.03 | 3,196 | . |
| Portland, OR | 9,715 | . | 2,631 | . | 3,454 | . |
| Philadelphia, PA | 23,342 | \$19.29 | 5,072 | \$23.86 | 6,973 | \$17.33 |
| Pittsburgh, PA | 10,211 | . | 2,525 | \$13.61 | 3,791 | . |
| Providence, RI | 7,216 | \$16.94 | 1,814 | \$22.14 | 2,653 | \$15.64 |
| Memphis, TN | 5,201 | . | 1,451 | \$12.48 | 2,858 | . |
| Nashville, TN | 8,392 | . | 1,851 | \$13.30 | 3,012 | . |
| Austin, TX | 9,363 | . | 2,381 | \$11.96 | 2,256 | . |
| Dallas, TX | 29,309 | \$18.25 | 6,790 | \$19.09 | 9,928 | \$15.62 |
| Houston, TX | 23,443 | . | 6,964 | . | 7,974 | . |
| San Antonio, TX | 7,710 | . | 2,330 | \$11.43 | 2,516 | . |
| Salt Lake City, UT | 8,885 | . | 2,049 | \$13.94 | 2,653 | . |
| Richmond, VA | 5,893 | . | 1,895 | \$14.76 | 2,071 | . |
| Virginia Beach, VA | 6,546 | . | 2,844 | \$12.21 | 2,444 | . |
| Seattle-Tacoma, WA | 16,085 | \$20.06 | 3,730 | \$26.12 | 4,535 | \$20.28 |
| Milwaukee, WI | 7,560 | . | 2,208 | \$17.27 | 4,234 | . |

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2013 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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