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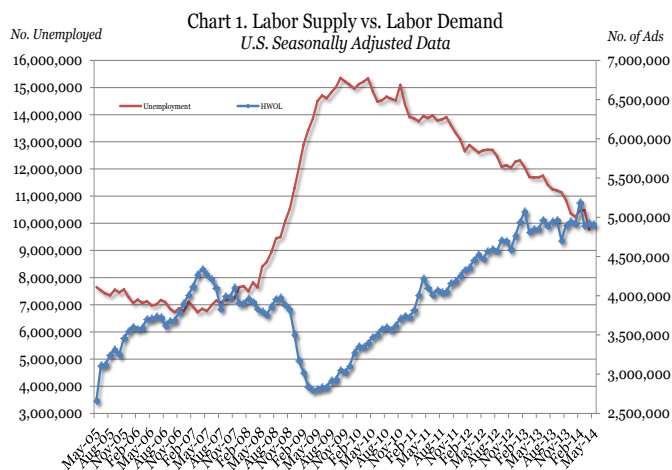
For Immediate Release 10:00 AM ET, Wednesday, June 4, 2014

Online Labor Demand Edged Down 18,900 in May

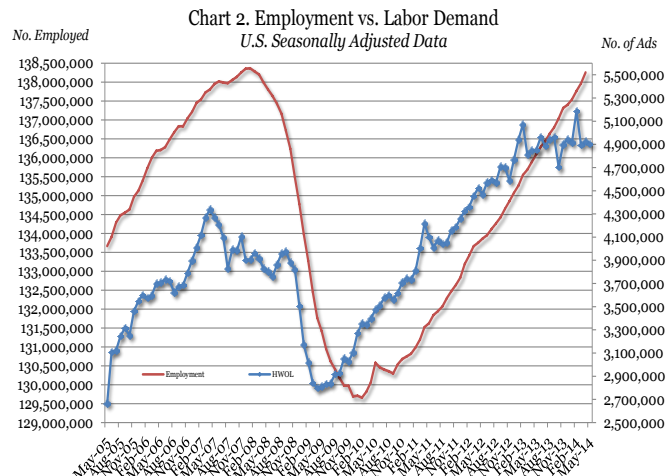
- The Supply/Demand rate for April fell below 2 (fewer than 2 unemployed for every vacancy) for the first time in over six years
- Labor demand remains flat in 2014 and extends last year’s flat trend
- Demand falls in May for Sales, Management, and Computer workers but is up in Transportation, Production, Construction, and Installation

NEW YORK, June 4, 2014...Online advertised vacancies were down 18,900 to 4,904,100 in May, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The April Supply/Demand rate stands at 1.98 unemployed for each vacancy with a total of 4.8 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.8 million in April.

“Last month’s Supply/Demand rate fell below 2 for the first time in just over six years,” said June Shelp, Vice President at The Conference Board. “That is good news for many workers since the April Supply/Demand rate is a broad indication of current employer demand for labor. Unfortunately, it’s not all good news since overall employer demand has been flat for over a year and we’re seeing a drop in demand for high-paying jobs like computer workers and medical professionals.” At the same time, in service / manufacturing occupations like production, building and grounds, food service, and construction, there were close to 4 or even more unemployed workers for every opening. (See Table 7 for the Supply/Demand rates for major occupations).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- Twelve of the 20 largest States across the nation posted declines in May
- Among the 50 States, 27 experienced losses while 22 gained and 1 (Hawaii) remained constant

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) May-14	M-O-M Change (Thousands) May-Apr 14	Supply/ Demand Rate ² Apr-14	Recent Trend ³
United States	4,904.1	-18.9	1.98	→ 1/13
NORTHEAST	930.2	7.0	1.93	
Massachusetts	149.0	-2.1	1.39	↑ 10/13
New Jersey	139.7	0.1	2.22	↓ 8/13
New York	283.4	2.4	2.29	↓ 6/13
Pennsylvania	205.4	8.6	1.87	→ 1/13
SOUTH	1,630.0	-46.8	2.01	
Florida	254.1	-12.9	2.24	↑ 10/13
Georgia	144.7	3.9	2.36	↑ 10/13
Maryland	101.6	-0.7	1.68	→ 10/13
North Carolina	122.7	-4.9	2.28	→ 10/13
Texas	373.2	-13.5	1.75	↑ 10/13
Virginia	142.2	-2.0	1.47	→ 3/13
MIDWEST	1,122.8	30.4	1.93	
Illinois	192.5	-8.9	2.56	↑ 10/13
Michigan	173.7	18.0	2.26	↑ 10/13
Minnesota	120.6	16.6	1.36	→ 10/13
Missouri	81.0	-1.2	2.46	→ 4/12
Ohio	176.5	-5.7	1.80	→ 2/13
Wisconsin	105.1	8.0	1.84	→ 4/12
WEST	1,123.5	-19.5	2.22	
Arizona	87.7	-5.9	2.24	→ 10/13
California	517.5	-23.6	2.69	→ 4/13
Colorado	114.2	4.0	1.51	→ 11/13
Washington	124.1	-2.0	1.67	→ 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) .

May Changes for States

In May, online labor demand was down in 27 States (See Table 3), up in 22 States, and unchanged in one (Hawaii). Losses in the **South** (-46,800) and the **West** (-19,500) more than offset the rise in the **Midwest** (+30,400) and the **Northeast** (+7,000).

The **South's** decrease of 46,800 reflected drops in the larger States of **Texas** (-13,500), **Florida** (-12,900), **North Carolina** (-4,900), **Virginia** (-2,000), and **Maryland** (-700) (Table A). The only large State to increase was **Georgia**, up 3,900, which reflected gains in Transportation, Installation, Office and Administrative, and Production occupations. The smaller Southern States that contributed to the region's loss included **Kentucky**, down 2,600, **Alabama**, down 2,400, and **South Carolina**, down 1,900. The only gains among the smaller States in the South were in **Mississippi**, up 1,800, and **West Virginia**, up 1,300 (Table 3).

The **West** fell 19,500 with losses in large States like **California** (-23,600), **Arizona** (-5,900), and **Washington State** (-2,000). **Colorado** was the only bright spot in the large States with a rise of 4,000, reflecting increases for workers in a range of occupations including office workers, food workers, and construction workers as well as production workers. Other increases in smaller States in the West included **Utah** (+8,100), **Idaho** (+2,600), and **Oregon** (+900). **New Mexico** dropped 1,700, and **Hawaii** remained constant where gains included healthcare workers and were offset by losses for sales and office workers.

The **Midwest** rose 30,400 in May. The increase resulted from gains in large States including **Michigan** (+18,000), **Minnesota** (+16,600), and **Wisconsin** (+8,000). In the large States there was a higher demand for sales and office workers as well as a range of computer workers. Losses in other large States included **Illinois** (-8,900), **Ohio** (-5,700), and **Missouri** (-1,200), where demand for sales and computer workers declined. Among the smaller States in the region, **South Dakota** increased 4,000 as the demand for office and sales workers increased. **Iowa** was up 1,900 and **North Dakota** gained 600 while **Indiana** and **Kansas** were down 2,500 and 1,000 respectively.

The **Northeast** posted a modest gain of 7,000, reflecting gains in three of the four large States — **Pennsylvania** (+8,600), **New York** (+2,400), and **New Jersey** (+100) — which was partially offset by a drop of 2,100 in **Massachusetts**. In the smaller States, only **Maine** increased (+1,600). **Connecticut** dropped 1,500, **Rhode Island** and **New Hampshire** both fell by 600, and **Vermont** lost 100.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for April 2014, 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 (0.47), Nebraska (0.89), and Vermont (0.93). The States with the highest Supply/Demand rates were Mississippi (3.83) and Kentucky (3.15), where there were 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 May, among the 20 largest metro areas, 15 posted losses while 5 gained
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 38 lost advertisements and 14 gained (Table 5).

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	May-14	May-Apr 14	Apr-14
United States	4,904.1	-18.9	1.98
NORTHEAST	930.2	7.0	1.93
Boston, MA	113.1	-3.9	1.21
New York, NY	263.0	-0.6	2.52
Philadelphia, PA	93.5	-1.7	1.99
SOUTH	1,630.0	-46.8	2.01
Atlanta, GA	93.4	0.8	2.04
Baltimore, MD	53.5	0.7	1.65
Dallas, TX	108.4	-5.0	1.60
Houston, TX	94.5	-2.8	1.69
Miami, FL	69.0	-4.1	2.61
Washington, DC	140.1	-0.8	1.11
MIDWEST	1,122.8	30.4	1.93
Chicago, IL	147.8	-5.2	2.52
Cleveland, OH	33.8	-1.6	2.05
Detroit, MI	75.7	6.7	2.39
Minneapolis-St. Paul, MN	80.8	9.5	1.19
WEST	1,123.5	-19.5	2.22
Denver, CO	62.8	0.9	1.37
Los Angeles, CA	153.6	-4.9	3.24
Phoenix, AZ	58.9	-4.0	2.01
San Diego, CA	41.1	-0.9	2.54
San Francisco, CA	101.7	-1.8	1.31
San Jose, CA	46.4	-1.6	1.18
Seattle-Tacoma, WA	79.6	-2.4	1.30

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

Metro Area Changes

In May, losses were recorded in 15 of the largest metro areas and gains were recorded in 5. The greatest loss was in **Chicago** (-5,200) in the **Midwest**. **Dallas** (-5,000) and **Miami** (-4,100) in the **South** and **Los Angeles** (-4,900) and **Phoenix** (-4,000) in the **West** also posted losses. The largest gains were seen in the **Midwest** metro areas of **Minneapolis-St. Paul** (+9,500) and **Detroit** (+6,700) (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 April data (the latest available unemployment data for metro areas), only Salt Lake City, among major metro areas, saw more job openings than unemployed workers (S/D rate of 0.88) (Table 6). Other favorable markets for job-seekers include Washington, DC (1.11), Oklahoma City (1.13), Austin (1.13), San Jose (1.18), and Minneapolis-St. Paul (1.19).

In contrast, unemployed workers face great competition for each advertised position in Riverside, CA (over 5 unemployed for every opening) as well as Los Angeles, Las Vegas, and Sacramento (over 3 unemployed for every opening). In 31 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 May, 7 of the 10 largest online job categories reported declines, 2 posted gains, and 1 (Office and administrative support) was unchanged (Table C)

SOC ¹	Occupation	Total Ads (Thousands) May-14	M-O-M Change (Thousands) May-Apr 14	Unemployed (Thousands) Apr-14	Supply/ Demand Rate ² Apr-14	Average Hourly Wage ³
41	Sales and related	595.7	-45.5	1,058.0	1.65	\$18.37
43	Office and administrative support	567.9	0.0	1,132.7	1.99	\$16.78
29	Healthcare practitioners and technical	525.4	-9.4	172.9	0.32	\$35.93
15	Computer and mathematical science	522.8	-17.6	124.3	0.23	\$39.43
11	Management	449.3	-21.8	518.7	1.10	\$53.15
53	Transportation and material moving	328.0	11.5	778.9	2.46	\$16.28
13	Business and financial operations	287.5	-4.0	261.1	0.90	\$34.14
49	Installation, maintenance, and repair	220.9	10.9	203.4	0.97	\$21.35
35	Food preparation and serving related	193.1	-0.9	676.2	3.49	\$10.38
17	Architecture and engineering	166.6	-3.0	68.0	0.40	\$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 May

By far the largest drop in May was in **Sales and related** workers, which fell 45,500 in May to 595,700 as demand for Supervisors/Managers of Retail Sales Workers dropped. Demand also decreased in May for **Management** workers, which declined 21,800 to 449,300. This reflected lower demand for a variety of managers including marketing, sales, and medical managers. **Computer and math** jobs fell 17,600 to 522,800 due to declines in demand for applications software developers, web developers, and computer systems analysts.

Healthcare practitioners and technical workers saw a decrease of 9,400, reflecting a lower demand for pharmacy technicians, registered nurses, and speech pathologists. However, the supply/demand for these workers lies at 0.32, i.e. about 3 advertised available openings for every job-seeker. (See Table 7 for Supply/Demand rates for all of the SOC categories.)

Demand for **Transportation** workers was up 11,500 to 328,000 due to increased demand for heavy and tractor-trailer truck drivers. Demand for **Installation and maintenance** workers rose 10,900 to 220,900 reflecting a higher demand for general maintenance and repair workers as well as heating and air conditioning mechanics and installers. The number of advertisements for **Office and Administrative** workers was unchanged in May.

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	May-13	Apr-14	May-14	May-Apr 14	May-13	Apr-14	May-14	May-Apr 14
United States	4,850.9	4,923.0	4,904.1	-18.9	2,376.9	2,535.3	2,509.7	-25.6
New England	288.2	304.3	301.3	-3.0	140.8	155.7	161.5	5.8
Middle Atlantic	659.5	618.9	628.9	10.0	338.6	317.0	317.1	0.0
South Atlantic	917.0	926.9	904.7	-22.2	449.1	468.9	467.3	-1.6
East North Central	686.4	724.3	731.1	6.8	333.0	357.8	364.1	6.3
East South Central	203.2	211.5	206.0	-5.5	96.9	114.4	107.9	-6.5
West North Central	358.6	368.1	391.7	23.6	159.3	186.0	185.6	-0.4
West South Central	498.5	538.4	519.3	-19.1	237.0	270.9	266.1	-4.8
Mountain	371.0	374.9	380.6	5.7	189.3	201.5	202.3	0.7
Pacific	781.6	768.1	742.9	-25.1	395.6	411.7	410.6	-1.1

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	May-13	Apr-14	May-14	May-13	Apr-14	May-14
United States	3.12	3.17	3.16	1.53	1.63	1.61
New England	3.74	3.93	3.89	1.83	2.01	2.09
Middle Atlantic	3.19	3.01	3.06	1.64	1.54	1.54
South Atlantic	3.05	3.06	2.99	1.49	1.55	1.54
East North Central	2.95	3.10	3.13	1.43	1.53	1.56
East South Central	2.36	2.48	2.42	1.13	1.34	1.27
West North Central	3.25	3.31	3.52	1.44	1.67	1.67
West South Central	2.76	2.95	2.85	1.31	1.49	1.46
Mountain	3.35	3.34	3.39	1.71	1.80	1.80
Pacific	3.12	3.06	2.96	1.58	1.64	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)
	May-13	Apr-14	May-14	May-Apr 14	May-13	Apr-14	May-14	May-Apr 14
United States	4,850.9	4,923.0	4,904.1	-18.9	2,376.9	2,535.3	2,509.7	-25.6
Alabama	49.7	54.6	52.2	-2.4	22.5	31.1	26.9	-4.2
Alaska	18.7	15.0	15.7	0.8	9.0	8.4	8.9	0.5
Arizona	92.6	93.6	87.7	-5.9	46.4	48.0	46.4	-1.6
Arkansas	29.6	30.7	29.7	-1.0	13.4	16.9	15.8	-1.1
California	549.7	541.0	517.5	-23.6	275.8	285.0	283.9	-1.1
Colorado	112.5	110.2	114.2	4.0	58.3	62.3	64.6	2.4
Connecticut	65.0	67.8	66.3	-1.5	30.2	33.8	33.9	0.1
Delaware	18.4	18.1	16.9	-1.1	8.2	8.9	8.4	-0.5
Florida	251.1	267.0	254.1	-12.9	133.7	142.4	140.7	-1.7
Georgia	136.3	140.8	144.7	3.9	61.7	67.4	69.4	2.0
Hawaii	18.7	20.0	20.0	0.0	11.7	13.3	13.0	-0.3
Idaho	22.9	22.2	24.8	2.6	11.9	13.6	14.4	0.8
Illinois	194.0	201.5	192.5	-8.9	87.6	90.8	91.9	1.1
Indiana	79.2	86.3	83.8	-2.5	35.8	43.5	43.1	-0.4
Iowa	51.6	56.9	58.8	1.9	22.0	29.2	28.7	-0.5
Kansas	40.6	45.3	44.2	-1.0	17.5	21.6	21.1	-0.6
Kentucky	44.6	50.2	47.6	-2.6	20.9	26.7	25.7	-1.0
Louisiana	51.6	58.4	54.9	-3.5	24.5	32.2	30.4	-1.8
Maine	21.8	24.3	25.8	1.6	9.5	12.2	13.1	0.8
Maryland	106.2	102.4	101.6	-0.7	47.7	47.8	46.3	-1.5
Massachusetts	147.0	151.0	149.0	-2.1	71.0	74.7	78.4	3.7
Michigan	134.7	155.7	173.7	18.0	65.7	79.8	82.6	2.8
Minnesota	111.1	103.9	120.6	16.6	48.9	50.6	54.1	3.5
Mississippi	25.2	24.9	26.7	1.8	10.8	13.4	12.7	-0.6
Missouri	80.8	82.1	81.0	-1.2	37.6	42.6	41.0	-1.6
Montana	18.6	18.7	20.9	2.1	9.1	12.0	10.4	-1.5
Nebraska	38.1	42.0	43.9	1.9	17.5	22.0	21.0	-1.1
Nevada	39.8	41.5	43.5	2.0	19.6	21.3	22.6	1.2
New Hampshire	24.0	28.5	27.9	-0.6	12.9	15.7	16.1	0.4
New Jersey	159.3	139.6	139.7	0.1	85.8	68.6	68.1	-0.5
New Mexico	24.6	28.0	26.4	-1.7	11.5	14.7	13.4	-1.3
New York	294.2	281.0	283.4	2.4	156.0	149.9	151.2	1.3
North Carolina	138.2	127.6	122.7	-4.9	71.9	65.7	65.6	-0.1
North Dakota	19.4	22.1	22.7	0.6	8.6	11.3	10.8	-0.5
Ohio	182.4	182.2	176.5	-5.7	94.6	89.2	88.9	-0.3
Oklahoma	55.2	60.5	61.2	0.7	27.9	34.1	35.0	0.9
Oregon	68.8	64.4	65.3	0.9	37.1	38.4	38.8	0.5
Pennsylvania	205.3	196.7	205.4	8.6	96.8	98.7	98.1	-0.6
Rhode Island	18.6	20.5	19.9	-0.6	10.4	12.0	12.1	0.1
South Carolina	57.2	62.0	60.1	-1.9	28.8	35.5	34.4	-1.1
South Dakota	17.0	16.5	20.4	4.0	6.8	8.2	8.5	0.4
Tennessee	83.8	81.8	79.5	-2.2	42.8	44.4	42.9	-1.5
Texas	361.7	386.7	373.2	-13.5	170.9	188.7	184.6	-4.1
Utah	51.4	46.2	54.3	8.1	29.7	24.1	26.8	2.8
Vermont	11.8	12.4	12.3	-0.1	6.0	6.8	6.9	0.1
Virginia	142.4	144.2	142.2	-2.0	65.2	72.5	71.7	-0.8
Washington	125.3	126.1	124.1	-2.0	62.8	68.1	66.7	-1.5
West Virginia	20.5	20.1	21.4	1.3	8.5	10.5	10.1	-0.4
Wisconsin	96.0	97.1	105.1	8.0	48.3	53.0	56.8	3.7
Wyoming	9.4	10.1	10.0	-0.1	3.8	4.7	4.6	-0.1

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.

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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
	May-13	Apr-14	May-14	Apr-14	Apr-14	Apr-14	Apr-14
United States	3.12	3.17	3.16	6.3	9,753.00	4,923.0	1.98
Alabama	2.32	2.54	2.43	6.9	147.34	54.6	2.70
Alaska	5.12	4.08	4.29	6.4	23.59	15.0	1.58
Arizona	3.07	3.08	2.89	6.9	209.85	93.6	2.24
Arkansas	2.23	2.32	2.25	6.6	86.73	30.7	2.82
California	2.95	2.90	2.77	7.8	1,457.07	541.0	2.69
Colorado	4.08	3.93	4.08	6.0	166.87	110.2	1.51
Connecticut	3.48	3.63	3.55	6.9	128.48	67.8	1.90
Delaware	4.14	4.06	3.80	5.8	25.74	18.1	1.42
Florida	2.66	2.78	2.64	6.2	598.95	267.0	2.24
Georgia	2.85	2.95	3.04	7.0	331.66	140.8	2.36
Hawaii	2.89	3.03	3.03	4.4	29.12	20.0	1.45
Idaho	2.95	2.85	3.18	5.0	38.83	22.2	1.75
Illinois	2.96	3.07	2.93	7.9	516.02	201.5	2.56
Indiana	2.49	2.68	2.60	5.7	182.92	86.3	2.12
Iowa	3.09	3.36	3.47	4.3	73.70	56.9	1.29
Kansas	2.73	3.03	2.96	4.8	71.75	45.3	1.58
Kentucky	2.15	2.43	2.30	7.7	158.40	50.2	3.15
Louisiana	2.46	2.78	2.61	4.5	94.88	58.4	1.62
Maine	3.08	3.40	3.63	5.7	40.49	24.3	1.67
Maryland	3.39	3.29	3.27	5.5	171.75	102.4	1.68
Massachusetts	4.22	4.31	4.25	6.0	209.89	151.0	1.39
Michigan	2.86	3.28	3.66	7.4	352.16	155.7	2.26
Minnesota	3.74	3.46	4.02	4.7	141.13	103.9	1.36
Mississippi	1.95	1.96	2.11	7.5	95.39	24.9	3.83
Missouri	2.67	2.70	2.66	6.6	202.07	82.1	2.46
Montana	3.62	3.61	4.02	4.8	24.96	18.7	1.33
Nebraska	3.71	4.08	4.27	3.6	37.49	42.0	0.89
Nevada	2.90	3.02	3.16	8.0	109.98	41.5	2.65
New Hampshire	3.23	3.81	3.73	4.4	32.74	28.5	1.15
New Jersey	3.50	3.11	3.12	6.9	310.12	139.6	2.22
New Mexico	2.66	3.00	2.82	6.8	63.27	28.0	2.26
New York	3.05	2.92	2.94	6.7	642.84	281.0	2.29
North Carolina	2.94	2.73	2.62	6.2	291.28	127.6	2.28
North Dakota	4.85	5.41	5.56	2.6	10.41	22.1	0.47
Ohio	3.16	3.17	3.07	5.7	327.89	182.2	1.80
Oklahoma	3.04	3.33	3.37	4.6	84.02	60.5	1.39
Oregon	3.57	3.34	3.39	6.9	132.12	64.4	2.05
Pennsylvania	3.17	3.05	3.19	5.7	368.23	196.7	1.87
Rhode Island	3.34	3.70	3.59	8.3	46.23	20.5	2.25
South Carolina	2.61	2.86	2.77	5.3	114.41	62.0	1.85
South Dakota	3.79	3.63	4.50	3.8	17.05	16.5	1.04
Tennessee	2.71	2.69	2.62	6.3	191.98	81.8	2.35
Texas	2.82	2.98	2.87	5.2	677.54	386.7	1.75
Utah	3.63	3.17	3.73	3.8	55.19	46.2	1.19
Vermont	3.37	3.52	3.50	3.3	11.50	12.4	0.93
Virginia	3.35	3.34	3.29	4.9	212.05	144.2	1.47
Washington	3.61	3.63	3.57	6.1	210.63	126.1	1.67
West Virginia	2.56	2.50	2.66	6.0	48.43	20.1	2.41
Wisconsin	3.12	3.15	3.41	5.8	178.68	97.1	1.84
Wyoming	3.08	3.25	3.22	3.7	11.62	10.1	1.15

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)
	May-13	Apr-14	May-14	May-Apr 14	May-13	Apr-14	May-14	May-Apr 14
Birmingham, AL	16.7	16.8	15.9	-0.8	7.8	9.0	8.2	-0.8
Phoenix, AZ	64.2	63.0	58.9	-4.0	31.7	30.3	29.9	-0.4
Tucson, AZ	13.4	14.8	13.7	-1.1	7.4	8.8	8.2	-0.6
Los Angeles, CA	171.2	158.5	153.6	-4.9	88.9	80.5	82.5	2.0
Riverside, CA	29.3	30.7	29.5	-1.2	14.7	15.9	15.8	0.0
Sacramento, CA	27.2	26.5	24.9	-1.6	13.7	14.3	13.7	-0.6
San Diego, CA	46.6	42.1	41.1	-0.9	24.0	22.7	23.6	0.9
San Francisco, CA	108.0	103.5	101.7	-1.8	50.9	53.0	53.1	0.1
San Jose, CA	53.0	48.1	46.4	-1.6	21.9	20.8	20.9	0.1
Denver, CO	60.8	61.9	62.8	0.9	30.6	33.6	33.3	-0.3
Hartford, CT	25.1	27.8	26.2	-1.6	11.9	14.1	13.4	-0.8
Washington, DC	147.2	140.9	140.1	-0.8	64.2	65.7	64.4	-1.3
Jacksonville, FL	21.9	18.5	18.0	-0.5	12.8	9.5	9.5	0.0
Miami, FL	67.8	73.1	69.0	-4.1	35.7	36.4	37.1	0.7
Orlando, FL	31.8	33.0	32.1	-0.9	15.5	15.3	15.9	0.6
Tampa, FL	39.3	40.1	38.6	-1.6	19.3	20.0	19.9	-0.1
Atlanta, GA	90.2	92.6	93.4	0.8	40.8	40.3	42.3	2.0
Honolulu, HI	13.4	15.1	14.9	-0.2	8.9	10.5	10.1	-0.4
Chicago, IL	149.5	152.9	147.8	-5.2	66.7	66.0	68.5	2.5
Indianapolis, IN	30.7	34.5	32.7	-1.8	15.4	17.9	17.9	-0.1
Louisville, KY	19.5	21.1	20.5	-0.6	9.6	11.5	11.4	-0.1
New Orleans, LA	18.2	19.4	18.5	-0.8	10.0	11.1	11.1	0.1
Baltimore, MD	58.1	52.8	53.5	0.7	28.2	24.3	25.3	1.0
Boston, MA	112.5	117.1	113.1	-3.9	53.6	56.4	58.2	1.8
Detroit, MI	60.1	69.0	75.7	6.7	27.6	32.1	31.9	-0.2
Minneapolis-St. Paul, MN	75.7	71.3	80.8	9.5	33.3	33.8	36.0	2.3
Kansas City, MO	34.2	36.1	35.2	-0.8	14.9	16.4	16.5	0.2
St. Louis, MO	37.7	38.0	36.1	-2.0	16.7	17.6	16.6	-0.9
Las Vegas, NV	25.9	26.8	28.0	1.2	12.4	12.9	13.9	1.0
Buffalo, NY	17.5	20.5	21.4	0.9	9.8	12.6	12.6	0.0
New York, NY	295.5	263.6	263.0	-0.6	155.8	128.7	129.5	0.8
Rochester, NY	13.9	14.4	14.8	0.4	7.8	8.8	9.2	0.4
Charlotte, NC	38.6	34.1	33.2	-0.8	20.3	15.9	16.2	0.3
Cincinnati, OH	33.2	31.4	29.8	-1.5	16.9	13.1	13.4	0.3
Cleveland, OH	39.7	35.5	33.8	-1.6	20.3	15.6	15.3	-0.3
Columbus, OH	38.8	35.1	34.2	-1.0	21.3	15.8	16.3	0.5
Oklahoma City, OK	23.1	25.7	26.1	0.4	12.5	15.4	15.8	0.4
Portland, OR	42.2	39.8	40.3	0.4	22.1	22.4	23.0	0.7
Philadelphia, PA	95.4	95.2	93.5	-1.7	44.1	44.4	44.2	-0.2
Pittsburgh, PA	44.8	36.1	40.5	4.4	22.9	16.4	17.7	1.2
Providence, RI	23.9	26.3	26.0	-0.3	13.4	15.5	16.1	0.6
Memphis, TN	16.6	17.5	15.9	-1.6	7.9	9.3	8.7	-0.6
Nashville, TN	31.5	29.1	28.1	-1.0	16.7	13.5	13.2	-0.3
Austin, TX	36.0	39.1	37.3	-1.8	19.0	20.4	19.8	-0.7
Dallas, TX	110.9	113.4	108.4	-5.0	52.0	51.8	52.1	0.4
Houston, TX	93.2	97.3	94.5	-2.8	41.4	42.6	43.0	0.4
San Antonio, TX	27.9	29.3	28.9	-0.4	13.8	14.2	14.2	0.0
Salt Lake City, UT	30.1	27.8	30.3	2.5	17.1	14.2	15.3	1.1
Richmond, VA	22.0	23.7	22.3	-1.4	12.0	13.6	12.7	-0.9
Virginia Beach, VA	23.0	22.9	23.3	0.3	12.4	13.6	14.3	0.7
Seattle-Tacoma, WA	83.6	82.0	79.6	-2.4	40.8	41.1	40.5	-0.6
Milwaukee, WI	31.2	30.7	31.6	0.9	16.3	16.5	17.4	0.9

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
	May-13	Apr-14	May-14	Apr-14	Apr-14	Apr-14	Apr-14
Birmingham, AL	3.16	3.16	3.00	6.1	32.4	16.8	1.93
Phoenix, AZ	3.14	3.06	2.86	6.2	126.9	63.0	2.01
Tucson, AZ	2.96	3.26	3.02	6.4	28.8	14.8	1.95
Los Angeles, CA	2.60	2.41	2.33	7.8	513.6	158.5	3.24
Riverside, CA	1.62	1.69	1.62	9.2	167.6	30.7	5.46
Sacramento, CA	2.60	2.54	2.39	7.6	79.8	26.5	3.01
San Diego, CA	2.92	2.64	2.58	6.7	106.8	42.1	2.54
San Francisco, CA	4.59	4.38	4.31	5.7	135.1	103.5	1.31
San Jose, CA	5.59	5.00	4.83	5.9	56.9	48.1	1.18
Denver, CO	4.24	4.27	4.33	5.8	84.6	61.9	1.37
Hartford, CT	4.25	4.72	4.45	7.1	42.0	27.8	1.51
Washington, DC	4.57	4.35	4.33	4.8	156.7	140.9	1.11
Jacksonville, FL	3.12	2.57	2.50	6.1	44.2	18.5	2.39
Miami, FL	2.28	2.44	2.30	6.4	190.9	73.1	2.61
Orlando, FL	2.74	2.77	2.69	5.9	70.9	33.0	2.15
Tampa, FL	2.94	2.96	2.84	6.5	87.8	40.1	2.19
Atlanta, GA	3.30	3.38	3.41	6.9	188.6	92.6	2.04
Honolulu, HI	2.94	3.23	3.20	4.1	19.2	15.1	1.28
Chicago, IL	3.05	3.12	3.02	7.9	385.8	152.9	2.52
Indianapolis, IN	3.34	3.69	3.49	5.3	49.6	34.5	1.44
Louisville, KY	3.03	3.27	3.17	7.1	46.0	21.1	2.18
New Orleans, LA	3.28	3.47	3.32	4.7	25.9	19.4	1.34
Baltimore, MD	3.93	3.59	3.64	5.9	86.8	52.8	1.65
Boston, MA	4.40	4.55	4.39	5.5	141.2	117.1	1.21
Detroit, MI	2.96	3.40	3.73	8.1	165.1	69.0	2.39
Minneapolis-St. Paul, MN	4.05	3.79	4.29	4.5	84.9	71.3	1.19
Kansas City, MO	3.28	3.47	3.39	6.3	65.9	36.1	1.83
St. Louis, MO	2.66	2.68	2.54	7.3	103.7	38.0	2.73
Las Vegas, NV	2.61	2.69	2.82	8.5	84.3	26.8	3.15
Buffalo, NY	3.06	3.62	3.78	6.3	35.8	20.5	1.75
New York, NY	3.08	2.76	2.75	7.0	664.7	263.6	2.52
Rochester, NY	2.66	2.79	2.86	6.1	31.5	14.4	2.18
Charlotte, NC	4.17	3.69	3.61	6.3	58.0	34.1	1.70
Cincinnati, OH	3.02	2.84	2.70	5.5	60.4	31.4	1.93
Cleveland, OH	3.79	3.39	3.24	7.0	72.8	35.5	2.05
Columbus, OH	3.93	3.56	3.46	4.8	46.9	35.1	1.34
Oklahoma City, OK	3.83	4.20	4.27	4.7	28.9	25.7	1.13
Portland, OR	3.61	3.39	3.43	6.3	74.2	39.8	1.86
Philadelphia, PA	3.16	3.19	3.13	6.3	188.9	95.2	1.99
Pittsburgh, PA	3.58	2.89	3.25	5.6	69.5	36.1	1.92
Providence, RI	3.44	3.80	3.76	8.5	58.9	26.3	2.24
Memphis, TN	2.73	2.95	2.68	7.8	46.3	17.5	2.65
Nashville, TN	3.70	3.42	3.31	5.0	42.4	29.1	1.46
Austin, TX	3.59	3.84	3.66	4.3	44.2	39.1	1.13
Dallas, TX	3.27	3.30	3.15	5.3	181.4	113.4	1.60
Houston, TX	3.00	3.08	2.99	5.2	164.5	97.3	1.69
San Antonio, TX	2.66	2.77	2.73	5.0	52.8	29.3	1.80
Salt Lake City, UT	4.79	4.31	4.69	3.8	24.5	27.8	0.88
Richmond, VA	3.27	3.42	3.22	5.4	37.1	23.7	1.56
Virginia Beach, VA	2.76	2.72	2.76	5.5	46.8	22.9	2.04
Seattle-Tacoma, WA	4.38	4.24	4.12	5.5	106.4	82.0	1.30
Milwaukee, WI	3.90	3.85	3.97	6.3	50.4	30.7	1.64

Source: The Conference Board

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

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Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted								
SOC²	Occupation³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed⁴ (Thousands)	Supply/ Demand Rate⁵	Average Hourly Wage⁶
		May-13	Apr-14	May-14	May-Apr 14	Apr-14	Apr-14	
	Total	4,850.9	4,923.0	4,904.1	-18.9	9,753.0	1.98	\$22.33
11	Management	455.5	471.1	449.3	-21.8	518.7	1.10	\$53.15
13	Business and financial operations	305.4	291.5	287.5	-4.0	261.1	0.90	\$34.14
15	Computer and mathematical science	588.5	540.4	522.8	-17.6	124.3	0.23	\$39.43
17	Architecture and engineering	169.3	169.6	166.6	-3.0	68.0	0.40	\$38.51
19	Life, physical, and social science	47.0	53.7	55.7	2.0	72.6	1.35	\$33.37
21	Community and social services	73.8	80.8	86.0	5.2	53.5	0.66	\$21.50
23	Legal	30.9	27.1	27.5	0.4	66.3	2.45	\$47.89
25	Education, training, and library	124.3	127.3	135.0	7.7	306.7	2.41	\$24.76
27	Arts, design, entertainment, sports, and media	133.3	106.9	106.6	-0.3	198.1	1.85	\$26.72
29	Healthcare practitioners and technical	571.3	534.7	525.4	-9.4	172.9	0.32	\$35.93
31	Healthcare support	122.7	113.8	117.2	3.4	228.0	2.00	\$13.61
33	Protective service	43.5	41.9	44.9	3.0	150.8	3.60	\$20.92
35	Food preparation and serving related	194.4	194.0	193.1	-0.9	676.2	3.49	\$10.38
37	Building and grounds cleaning and maintenance	91.1	87.3	95.0	7.7	459.6	5.26	\$12.51
39	Personal care and service	77.5	68.1	71.7	3.6	385.4	5.66	\$11.88
41	Sales and related	599.0	641.2	595.7	-45.5	1,058.0	1.65	\$18.37
43	Office and administrative support	503.0	568.0	567.9	0.0	1,132.7	1.99	\$16.78
45	Farming, fishing, and forestry	7.2	6.7	8.5	1.8	147.1	21.80	\$11.70
47	Construction and extraction	114.6	111.5	122.9	11.4	819.3	7.35	\$21.94
49	Installation, maintenance, and repair	188.6	210.0	220.9	10.9	203.4	0.97	\$21.35
51	Production	139.5	145.6	157.0	11.4	684.2	4.70	\$16.79
53	Transportation and material moving	254.6	316.6	328.0	11.5	778.9	2.46	\$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 2010 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 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
	May-14	Wage ²	May-14	Wage ²	May-14	Wage ²
United States	764,544	\$43.56	1,672,002	\$32.05	588,693	\$12.65
Alabama	5,549	\$41.56	14,163	\$28.34	5,571	\$11.05
Alaska	1,620	\$43.44	5,656	\$28.85	2,817	\$15.12
Arizona	12,746	\$39.48	32,885	\$30.42	11,958	\$12.98
Arkansas	3,706	\$35.98	9,291	\$26.26	3,192	\$10.32
California	96,117	\$48.52	196,191	\$33.40	57,206	\$14.03
Colorado	16,128	\$42.84	39,190	\$33.11	17,459	\$13.00
Connecticut	12,139	\$50.60	24,747	\$34.38	7,390	\$14.42
Delaware	3,370	\$47.67	6,337	\$34.25	1,874	\$12.79
Florida	36,236	\$39.12	74,900	\$29.56	37,171	\$12.23
Georgia	25,650	\$42.72	50,686	\$29.86	13,165	\$11.26
Hawaii	2,265	\$37.52	4,709	\$30.79	4,341	\$14.35
Idaho	2,283	\$34.04	7,304	\$25.86	4,605	\$11.38
Illinois	38,064	\$42.97	68,351	\$31.20	18,345	\$13.23
Indiana	10,554	\$37.81	22,767	\$27.92	9,548	\$11.37
Iowa	6,671	\$35.69	19,150	\$26.77	6,802	\$11.51
Kansas	5,752	\$38.72	14,697	\$27.11	4,847	\$11.43
Kentucky	5,703	\$36.12	13,412	\$27.27	5,708	\$10.95
Louisiana	6,010	\$37.06	14,361	\$27.23	7,008	\$11.08
Maine	2,717	\$36.30	8,948	\$28.17	5,010	\$12.10
Maryland	16,043	\$46.66	41,749	\$36.03	10,419	\$13.47
Massachusetts	28,833	\$49.37	57,728	\$36.06	17,238	\$14.89
Michigan	22,720	\$40.82	55,273	\$30.48	21,299	\$12.09
Minnesota	17,350	\$41.93	41,469	\$31.40	14,001	\$8.25
Mississippi	2,634	\$35.09	6,901	\$24.87	2,828	\$10.46
Missouri	11,136	\$38.30	26,226	\$28.31	9,499	\$11.35
Montana	1,765	\$32.45	5,880	\$25.50	3,996	\$11.63
Nebraska	5,403	\$37.41	14,612	\$26.81	5,881	\$11.47
Nevada	5,342	\$39.76	11,854	\$32.04	9,201	\$13.40
New Hampshire	3,084	\$42.80	8,690	\$31.06	4,632	\$12.90
New Jersey	27,428	\$50.42	52,569	\$35.26	15,518	\$14.70
New Mexico	2,861	\$37.10	10,990	\$29.24	3,217	\$11.75
New York	62,245	\$52.63	94,651	\$35.68	34,928	\$14.71
North Carolina	18,340	\$43.61	43,168	\$29.21	14,471	\$11.30
North Dakota	2,253	\$37.35	6,024	\$26.66	2,405	\$12.25
Ohio	24,410	\$39.20	50,761	\$30.27	19,322	\$11.84
Oklahoma	6,152	\$36.20	17,633	\$26.88	7,949	\$10.97
Oregon	8,097	\$38.91	23,707	\$31.52	10,112	\$13.07
Pennsylvania	29,939	\$42.76	62,400	\$23.43	24,920	\$12.43
Rhode Island	2,925	\$46.53	5,957	\$32.45	3,461	\$13.42
South Carolina	6,010	\$37.52	17,909	\$27.57	9,601	\$10.95
South Dakota	1,979	\$34.38	5,910	\$24.66	3,057	\$10.86
Tennessee	10,856	\$37.75	22,852	\$27.65	9,268	\$11.13
Texas	59,003	\$43.64	130,087	\$31.70	37,679	\$11.54
Utah	6,480	\$37.32	14,648	\$28.45	8,158	\$11.79
Vermont	1,441	\$37.40	4,436	\$27.92	2,053	\$13.56
Virginia	23,126	\$46.77	54,298	\$33.17	16,478	\$12.75
Washington	20,434	\$43.94	49,791	\$34.98	15,467	\$14.56
West Virginia	1,856	\$33.56	6,742	\$19.62	2,567	\$10.58
Wisconsin	13,003	\$37.80	29,012	\$29.27	14,139	\$11.88
Wyoming	881	\$37.14	3,234	\$24.15	1,107	\$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
	May-14	Wage ¹	May-14	Wage ¹	May-14	Wage ¹
United States	1,200,179	\$17.41	378,334	\$21.24	515,668	\$16.53
Alabama	14,703	\$15.22	5,228	\$19.09	8,548	\$15.47
Alaska	4,174	\$18.55	1,597	\$28.40	1,189	\$23.64
Arizona	24,973	\$16.77	5,924	\$19.80	6,595	\$16.60
Arkansas	7,722	\$14.44	2,644	\$17.53	4,620	\$14.64
California	127,321	\$19.10	25,151	\$22.24	32,545	\$16.53
Colorado	28,023	\$18.40	11,498	\$21.41	10,508	\$17.40
Connecticut	14,923	\$20.40	4,072	\$24.65	5,455	\$18.24
Delaware	3,962	\$17.74	1,247	\$22.05	1,546	\$16.11
Florida	74,904	\$16.10	23,695	\$18.01	18,424	\$15.23
Georgia	33,982	\$16.54	10,747	\$19.23	16,084	\$15.90
Hawaii	6,285	\$16.68	1,538	\$26.55	1,329	\$18.14
Idaho	6,370	\$15.05	2,999	\$18.49	3,280	\$15.33
Illinois	46,108	\$18.14	9,625	\$24.88	22,535	\$16.85
Indiana	21,149	\$16.01	7,780	\$21.91	15,937	\$16.12
Iowa	14,155	\$15.78	5,989	\$19.73	9,442	\$15.98
Kansas	10,947	\$16.21	4,206	\$20.10	5,881	\$16.77
Kentucky	12,481	\$15.36	4,096	\$19.79	8,210	\$16.33
Louisiana	14,550	\$14.76	6,680	\$19.31	7,693	\$18.36
Maine	6,309	\$15.42	2,325	\$19.50	2,829	\$16.67
Maryland	23,675	\$18.15	6,253	\$22.02	7,212	\$17.28
Massachusetts	33,053	\$20.23	8,263	\$25.80	10,823	\$17.82
Michigan	39,012	\$16.64	15,276	\$21.39	25,274	\$17.07
Minnesota	27,105	\$17.96	9,821	\$23.06	16,022	\$17.22
Mississippi	7,341	\$14.13	2,859	\$17.63	4,529	\$14.88
Missouri	21,369	\$16.02	6,815	\$21.32	10,989	\$15.92
Montana	5,322	\$15.23	3,140	\$20.69	2,539	\$17.20
Nebraska	10,667	\$15.60	4,591	\$19.11	5,208	\$15.90
Nevada	11,884	\$16.24	3,354	\$23.82	3,520	\$17.00
New Hampshire	7,438	\$17.58	2,802	\$21.25	3,482	\$16.84
New Jersey	32,400	\$19.18	8,384	\$25.27	10,219	\$16.51
New Mexico	6,425	\$14.87	1,929	\$19.33	2,157	\$16.38
New York	70,287	\$20.57	16,757	\$25.89	19,139	\$18.17
North Carolina	29,066	\$16.50	10,661	\$18.72	13,019	\$15.30
North Dakota	5,603	\$15.99	4,584	\$22.57	3,821	\$19.01
Ohio	45,258	\$16.50	15,463	\$20.81	29,718	\$16.03
Oklahoma	15,124	\$15.41	7,221	\$18.85	9,664	\$16.48
Oregon	16,077	\$17.29	5,347	\$21.96	6,503	\$16.52
Pennsylvania	49,925	\$17.44	15,403	\$21.36	27,250	\$16.89
Rhode Island	5,260	\$18.26	1,486	\$22.56	1,908	\$16.13
South Carolina	15,720	\$15.00	6,457	\$18.69	8,320	\$15.81
South Dakota	5,160	\$14.61	2,849	\$17.94	2,945	\$14.63
Tennessee	22,240	\$15.83	6,610	\$18.89	11,783	\$15.51
Texas	93,443	\$17.10	31,231	\$19.18	39,335	\$16.27
Utah	15,699	\$9.60	5,083	\$20.38	6,742	\$16.74
Vermont	2,832	\$16.78	1,006	\$19.75	1,390	\$16.91
Virginia	31,739	\$17.36	10,387	\$20.59	10,946	\$16.54
Washington	25,697	\$18.70	8,054	\$24.35	8,907	\$19.04
West Virginia	5,657	\$13.52	2,158	\$20.05	3,282	\$16.28
Wisconsin	24,925	\$16.78	9,792	\$21.91	18,304	\$16.29
Wyoming	2,132	\$15.83	1,522	\$23.00	1,354	\$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
	May-14	Wage ^{2*}	May-14	Wage ^{2*}	May-14	Wage ^{2*}
United States	764,544	\$43.56	1,672,002	\$32.05	588,693	\$12.65
Birmingham, AL	2,022	\$43.39	4,278	\$28.81	1,753	\$11.55
Phoenix, AZ	9,653	\$40.50	20,807	\$31.37	7,114	\$11.10
Tucson, AZ	1,488	\$36.72	5,239	\$29.22	2,349	\$10.88
Los Angeles, CA	31,734	\$48.13	52,220	\$37.73	16,206	\$13.72
Riverside, CA	3,376	\$42.30	8,323	\$31.45	3,994	\$13.06
Sacramento, CA	4,036	\$41.12	9,114	\$36.84	2,705	\$14.05
San Diego, CA	6,754	\$46.08	15,499	\$36.28	5,452	\$13.38
San Francisco, CA	25,373	\$54.59	41,834	\$41.92	9,063	\$15.69
San Jose, CA	10,411	\$60.68	26,502	\$46.19	2,587	\$14.37
Denver, CO	11,195	\$44.47	22,285	\$35.08	7,775	\$13.18
Hartford, CT	4,917	\$47.35	9,994	\$34.48	2,548	\$14.14
Washington, DC	30,251	\$51.34	61,870	\$41.81	13,839	\$14.80
Jacksonville, FL	3,051	\$38.49	5,163	\$30.76	2,241	\$11.77
Miami, FL	12,451	\$41.81	20,777	\$30.79	9,054	\$12.98
Orlando, FL	5,172	\$38.38	9,600	\$29.02	5,084	\$11.70
Tampa, FL	5,908	\$39.28	12,945	\$29.28	4,942	\$11.88
Atlanta, GA	20,632	\$44.98	35,798	\$31.94	7,354	\$11.56
Honolulu, HI	1,745	\$38.12	3,486	\$31.40	3,070	\$13.87
Chicago, IL	33,233	\$44.53	52,142	\$32.18	14,243	\$13.33
Indianapolis, IN	5,153	\$39.44	8,556	\$30.25	3,595	\$11.78
Louisville, KY	2,842	\$37.48	5,434	\$28.78	2,464	\$11.45
New Orleans, LA	2,058	\$38.49	4,724	\$29.66	3,499	\$11.56
Baltimore, MD	8,210	\$45.66	22,004	\$34.86	5,436	\$13.46
Boston, MA	24,254	\$50.88	44,856	\$37.19	11,893	\$15.07
Detroit, MI	12,396	\$43.55	28,084	\$33.12	7,326	\$10.00
Minneapolis-St. Paul, MN	13,862	\$54.80	28,146	\$33.26	8,276	\$12.67
Kansas City, MO	5,437	\$40.39	11,766	\$30.67	3,540	\$12.01
St. Louis, MO	6,254	\$41.55	13,206	\$29.95	3,778	\$11.88
Las Vegas, NV	3,834	\$40.34	7,506	\$32.62	6,278	\$13.68
Buffalo, NY	2,628	\$16.77	5,217	\$28.39	2,897	\$12.61
New York, NY	68,377	\$55.34	99,061	\$38.03	26,999	\$15.25
Rochester, NY	1,653	\$42.02	4,213	\$29.02	2,379	\$12.70
Charlotte, NC	7,115	\$46.08	12,423	\$31.25	2,820	\$11.68
Cincinnati, OH	5,480	.	8,695	.	2,640	.
Cleveland, OH	5,411	.	10,795	.	3,413	.
Columbus, OH	5,868	.	11,180	.	3,449	.
Oklahoma City, OK	2,796	.	7,187	.	3,669	.
Portland, OR	5,868	.	15,051	.	4,979	.
Philadelphia, PA	18,382	\$47.62	33,474	\$34.11	10,066	\$13.35
Pittsburgh, PA	6,293	.	12,169	.	5,169	.
Providence, RI	3,481	\$41.59	7,609	\$30.75	4,273	\$13.61
Memphis, TN	2,340	.	4,311	.	1,536	.
Nashville, TN	5,070	.	8,719	.	3,036	.
Austin, TX	6,025	.	15,493	.	4,469	.
Dallas, TX	21,043	\$44.50	39,841	\$32.76	9,306	\$9.95
Houston, TX	17,892	.	32,697	.	8,028	.
San Antonio, TX	4,305	.	9,680	.	3,893	.
Salt Lake City, UT	4,313	.	8,591	.	4,276	.
Richmond, VA	3,577	.	7,489	.	2,816	.
Virginia Beach, VA	2,916	.	6,207	.	3,640	.
Seattle-Tacoma, WA	15,564	\$46.30	34,587	\$37.98	8,337	\$15.12
Milwaukee, WI	4,978	.	9,406	.	4,178	.

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
	May-14	Wage ^{2*}	May-14	Wage ^{2*}	May-14	Wage ^{2*}
United States	1,200,179	\$17.41	378,334	\$21.24	515,668	\$16.53
Birmingham, AL	4,762	\$9.45	1,497	\$19.69	2,192	\$15.91
Phoenix, AZ	17,111	\$17.43	3,780	\$20.45	4,132	\$16.87
Tucson, AZ	3,629	\$15.34	983	\$19.67	959	\$15.23
Los Angeles, CA	43,437	\$19.00	5,940	\$24.52	8,968	\$7.94
Riverside, CA	8,818	\$16.53	2,174	\$23.03	3,389	\$15.95
Sacramento, CA	6,387	\$18.57	1,618	\$23.38	1,661	\$16.89
San Diego, CA	10,929	\$18.55	2,160	\$24.07	2,304	\$16.33
San Francisco, CA	21,091	\$22.32	3,473	\$28.32	3,903	\$19.59
San Jose, CA	6,635	\$23.36	1,139	\$26.48	1,264	\$18.08
Denver, CO	15,699	\$19.62	5,269	\$21.92	4,905	\$17.78
Hartford, CT	5,769	\$19.95	1,655	\$24.19	2,197	\$18.34
Washington, DC	27,597	\$19.87	6,274	\$23.31	5,239	\$18.08
Jacksonville, FL	4,966	\$16.31	1,750	\$18.56	1,781	\$16.22
Miami, FL	22,387	\$16.91	4,457	\$19.08	3,345	\$15.39
Orlando, FL	9,289	\$15.39	2,632	\$18.10	2,264	\$14.98
Tampa, FL	10,985	\$16.77	3,375	\$17.56	2,516	\$15.13
Atlanta, GA	21,087	\$17.90	5,303	\$20.30	7,334	\$16.98
Honolulu, HI	4,764	\$16.85	1,180	\$27.59	1,042	\$18.64
Chicago, IL	35,333	\$18.85	6,452	\$26.23	14,668	\$16.97
Indianapolis, IN	8,811	\$17.67	3,162	\$22.22	4,778	\$16.07
Louisville, KY	5,354	\$16.87	1,786	\$20.76	3,150	\$17.63
New Orleans, LA	5,007	\$16.02	2,057	\$20.19	1,753	\$19.09
Baltimore, MD	12,211	\$18.30	3,319	\$21.57	3,800	\$17.47
Boston, MA	25,118	\$21.11	5,331	\$26.41	6,817	\$18.04
Detroit, MI	16,182	\$17.80	5,381	\$23.07	8,695	\$18.21
Minneapolis-St. Paul, MN	18,557	\$19.25	5,322	\$24.56	9,450	\$17.91
Kansas City, MO	9,123	\$17.74	2,802	\$22.37	4,081	\$16.85
St. Louis, MO	9,070	\$17.23	2,276	\$23.76	3,636	\$16.93
Las Vegas, NV	8,066	\$9.62	1,901	\$24.05	1,640	\$16.75
Buffalo, NY	6,824	\$16.45	1,795	\$21.67	2,776	\$16.90
New York, NY	60,175	\$21.57	10,324	\$27.45	12,165	\$18.09
Rochester, NY	3,957	\$16.88	1,575	\$21.01	1,856	\$15.95
Charlotte, NC	7,221	\$18.18	2,152	\$19.51	2,933	\$16.55
Cincinnati, OH	8,068	.	2,121	\$13.66	3,801	.
Cleveland, OH	8,600	.	2,445	\$13.33	4,527	.
Columbus, OH	8,516	.	2,646	\$14.65	4,310	.
Oklahoma City, OK	6,939	.	3,295	\$17.03	3,223	.
Portland, OR	9,860	.	2,844	.	3,664	.
Philadelphia, PA	22,699	\$19.29	5,930	\$23.86	7,423	\$17.33
Pittsburgh, PA	10,407	.	2,947	\$13.61	4,606	.
Providence, RI	7,068	\$16.94	2,184	\$22.14	2,844	\$15.64
Memphis, TN	4,360	.	1,414	\$12.48	2,713	.
Nashville, TN	7,812	.	1,900	\$13.30	2,911	.
Austin, TX	9,027	.	2,501	\$11.96	2,260	.
Dallas, TX	27,747	\$18.25	6,827	\$19.09	10,163	\$15.62
Houston, TX	22,664	.	7,223	.	8,305	.
San Antonio, TX	7,137	.	2,557	\$11.43	2,782	.
Salt Lake City, UT	8,903	.	2,346	\$13.94	3,280	.
Richmond, VA	5,308	.	1,970	\$14.76	1,996	.
Virginia Beach, VA	6,367	.	3,120	\$12.21	2,457	.
Seattle-Tacoma, WA	15,510	\$20.06	4,022	\$26.12	4,597	\$20.28
Milwaukee, WI	7,259	.	2,625	\$17.27	4,317	.

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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