



# News Release

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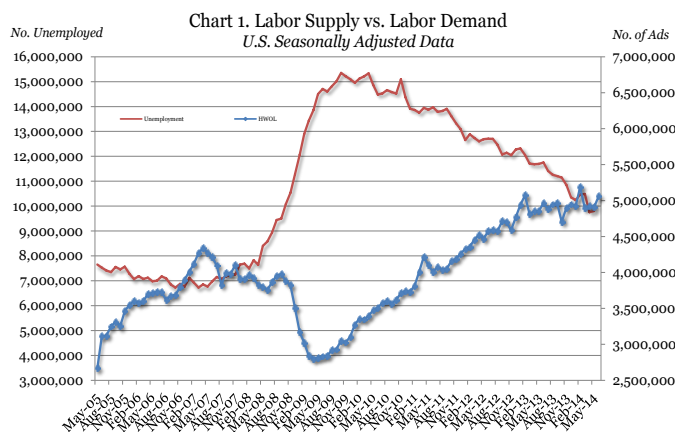
## Online Labor Demand Rose 155,900 in June

- Labor demand fluctuated in the first six months of 2014 but remained basically flat
- Since last June, labor demand is down for professional workers but up for service/production workers

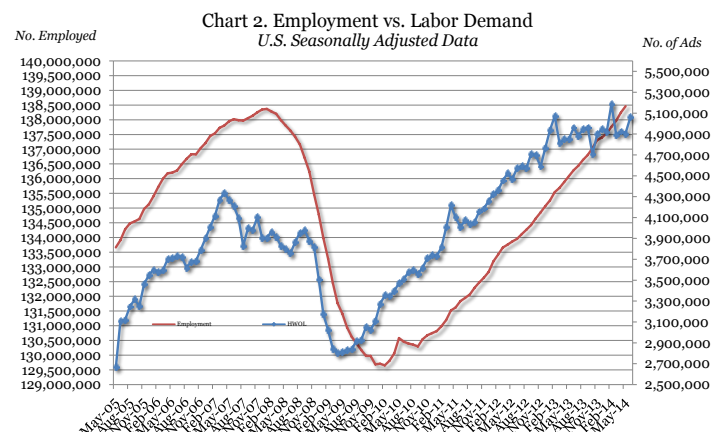
NEW YORK, July 2, 2014...Online advertised vacancies were up 155,900 to 5,060,100 in June, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The May Supply/Demand rate stands at 2 unemployed for each vacancy, with a total of 4.9 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.8 million in May.

“The June increase of 155,900 is positive news. However, the net effect is that labor demand was basically flat for the first six months of 2014,” said June Shelp, Vice President at The Conference Board. “There is churn in the labor market as people change jobs. Most of the gains since last June were in the lower-paying service jobs, not the higher-paying professional jobs.”

Since June 2013, advertised vacancies for professional jobs dropped by almost 80,000 while service/production jobs gained a total of 170,000 vacancies. Since last June, employer demand has been down for the higher-paying professional jobs (where the average pay ranges from \$34/hour to \$53/hour). Professional occupations like managers (-8,300), business and finance workers (-11,200), and even computer workers (down 51,000) all dropped. In contrast, lower-paying jobs (where the pay ranges from just over \$10/hour to \$20/hour) gained. Transportation workers (+73,000), office support (+42,100), production workers (+19,300), and construction (+19,300) all rose. (See Table 7 for the year-to-year movement and average salaries for all 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

- Eighteen of the 20 largest States (all but Michigan and Minnesota) posted gains in June
- Among the 50 States, 37 experienced gains while 12 declined and 1 (Hawaii) remained constant

<b>Table A: State Labor Demand, Selected States, Seasonally Adjusted</b>				
Location	<b>Total Ads<sup>1</sup></b> (Thousands) Jun-14	<b>M-O-M</b> <b>Change</b> (Thousands) Jun-May 14	<b>Supply/ Demand Rate<sup>2</sup></b> May-14	<b>Recent Trend<sup>3</sup></b>
<b>United States</b>	<b>5,060.1</b>	<b>155.9</b>	<b>2.00</b>	→ 1/13
<b>NORTHEAST</b>	<b>979.8</b>	<b>49.6</b>	<b>1.90</b>	
Massachusetts	153.1	4.1	1.32	↑ 10/13
New Jersey	147.9	8.3	2.20	↓ 8/13
New York	306.9	23.4	2.26	↓ 6/13
Pennsylvania	213.7	8.3	1.77	→ 1/13
<b>SOUTH</b>	<b>1,676.9</b>	<b>46.9</b>	<b>2.09</b>	
Florida	263.9	9.7	2.38	↑ 10/13
Georgia	147.9	3.2	2.39	↑ 10/13
Maryland	104.3	2.7	1.73	→ 10/13
North Carolina	127.3	4.6	2.45	→ 10/13
Texas	394.3	21.1	1.79	↑ 10/13
Virginia	146.4	4.2	1.57	→ 3/13
<b>MIDWEST</b>	<b>1,123.0</b>	<b>0.2</b>	<b>1.85</b>	
Illinois	203.5	10.9	2.56	↑ 10/13
Michigan	166.2	-7.5	2.04	↑ 10/13
Minnesota	119.3	-1.3	1.15	→ 10/13
Missouri	82.2	1.2	2.48	→ 4/12
Ohio	178.4	1.8	1.80	→ 2/13
Wisconsin	107.0	1.9	1.68	→ 4/12
<b>WEST</b>	<b>1,185.0</b>	<b>61.5</b>	<b>2.22</b>	
Arizona	93.2	5.5	2.35	→ 10/13
California	548.7	31.2	2.75	→ 4/13
Colorado	122.7	8.5	1.42	→ 11/13
Washington	128.7	4.7	1.71	→ 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).

## June Changes for States

In June, online labor demand was up in 37 States (See Table 3), down in 12 States, and unchanged in one (Hawaii). All 4 regions gained.

The **West** experienced the largest gain, +61,500, with a spike of 31,200 in **California**. **Colorado** gained 8,500, **Arizona** rose 5,500, and **Washington** increased by 4,700. Increases in smaller States in the West included **Oregon** (+3,400), **Utah** (+1,400), **New Mexico** (+800), and **Idaho** (+700). **Hawaii** remained constant.

The **Northeast** gained +49,600, reflecting a gain of 23,400 in **New York**. **New Jersey** and **Pennsylvania** both rose 8,300. **Massachusetts** gained 4,100. In the smaller States, **Connecticut** gained 4,500, **New Hampshire** increased by 1,300, **Maine** gained 900, **Vermont** rose 400, and **Rhode Island** increased by 300.

Almost half of the **South**'s increase of +46,900 reflected a gain of 21,100 in **Texas**. Also rising were **Florida**, up 9,700, **North Carolina**, up 4,600, **Virginia** (+4,200), **Georgia**, up 3,200, and **Maryland** with a gain of 2,700 (Table A). The smaller Southern States contributing to the region's increase were **South Carolina**, up 900, **Kentucky**, up 600, and **West Virginia**, up 500. Partially offsetting these gains were declines in **Alabama**, down 2,500, and **Mississippi**, down 500 (Table 3).

The **Midwest** rose a modest +200 in June. The largest gain occurred in **Illinois** (+10,900). **Wisconsin** rose 1,900, **Ohio** gained 1,800, and **Missouri** increased by 1,200. Partially offsetting these gains were drops in **Michigan**, down 7,500, and **Minnesota**, which fell 1,300. Among the smaller States in the region, **South Dakota** decreased by 1,200, **Kansas** fell 700, **North Dakota** lost 300, and **Iowa** dropped 100 while **Indiana** gained 100.

**Supply/ Demand Rates:** Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for May 2014, the latest month for which State unemployment data are available. There were five States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.47), Nebraska (0.84), South Dakota (0.85), Vermont (0.94), and Utah (0.96). The States with the highest Supply/Demand rates were Mississippi (3.68) and Kentucky (3.32), 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 June, among the 20 largest metro areas, 18 gained, 1 (Detroit) declined, and 1 (Cleveland) remained constant
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 47 gained advertisements, 4 lost, and 1 remained constant (Table 5)

Location	Total Ads <sup>1</sup> (Thousands)  Jun-14	M-O-M Change (Thousands)  Jun-May 14	Supply/ Demand Rate <sup>2</sup>  May-14 for U.S and Regions; Apr-14 for MSA's
<b>United States</b>	<b>5,060.1</b>	<b>155.9</b>	<b>2.00</b>
<b>NORTHEAST</b>	<b>979.8</b>	<b>49.6</b>	<b>1.90</b>
Boston, MA	117.0	3.8	1.21
New York, NY	285.0	22.0	2.52
Philadelphia, PA	100.1	6.6	1.99
<b>SOUTH</b>	<b>1,676.9</b>	<b>46.9</b>	<b>2.09</b>
Atlanta, GA	96.7	3.3	2.04
Baltimore, MD	54.7	1.3	1.65
Dallas, TX	118.3	9.9	1.60
Houston, TX	99.1	4.6	1.69
Miami, FL	75.5	6.5	2.61
Washington, DC	146.8	6.7	1.11
<b>MIDWEST</b>	<b>1,123.0</b>	<b>0.2</b>	<b>1.85</b>
Chicago, IL	158.4	10.7	2.52
Cleveland, OH	33.8	0.0	2.05
Detroit, MI	72.5	-3.2	2.39
Minneapolis-St. Paul, MN	81.0	0.2	1.19
<b>WEST</b>	<b>1,185.0</b>	<b>61.5</b>	<b>2.22</b>
Denver, CO	68.3	5.4	1.37
Los Angeles, CA	167.1	13.6	3.24
Phoenix, AZ	63.4	4.4	2.01
San Diego, CA	44.3	3.2	2.54
San Francisco, CA	110.2	8.5	1.31
San Jose, CA	48.8	2.3	1.18
Seattle-Tacoma, WA	83.4	3.8	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 June, gains were recorded in 18 of the largest metro areas, a loss was recorded in one, and one remained constant. The largest gains were seen in the **New York** metro area (+22,000) in the **Northeast**; **Los Angeles** (+13,600) in the **West**; **Chicago** (+10,700) in the **Midwest**; and **Dallas** (+9,900) in the **South** (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, where there is a job opening for practically every unemployed person, included 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 June, all of the 10 largest online job categories posted gains (Table C)

SOC <sup>1</sup>	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate <sup>2</sup>	Average Hourly Wage <sup>3</sup>
		Jun-14	Jun-May 14	May-14	May-14	
41	Sales and related	605.5	9.8	1,153.7	1.94	\$18.37
43	Office and administrative support	568.6	0.7	1,137.5	2.00	\$16.78
15	Computer and mathematical science	547.8	25.0	113.2	0.22	\$39.43
29	Healthcare practitioners and technical	536.2	10.8	155.9	0.30	\$35.93
11	Management	464.3	15.0	506.0	1.13	\$53.15
53	Transportation and material moving	336.1	8.1	703.6	2.15	\$16.28
13	Business and financial operations	302.0	14.5	280.1	0.97	\$34.14
49	Installation, maintenance, and repair	223.6	2.7	187.3	0.85	\$21.35
35	Food preparation and serving related	198.2	5.1	738.7	3.83	\$10.38
17	Architecture and engineering	167.7	1.0	76.0	0.46	\$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 June

The largest gain in June was in **Computer and math** workers, which rose 25,000 in June to 547,800 as demand for web developers, computer user support specialists, network and computer systems administrators, and applications software developers increased. Demand for **Management** workers increased by 15,000 to 464,300. This reflected higher demand for a variety of managers including marketing, computer and information systems, and medical managers. **Business and financial** demand rose 14,500 to 302,000 due to increased demand for management analysts, accountants, and human resources specialists.

**Healthcare practitioners and technical** workers saw an increase of 10,800, reflecting higher demand for registered nurses, physical therapists, and family and general practitioners. The supply/demand rate for these workers lies at 0.3, 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 **Sales and related** workers was up 9,800 to 605,500 due to increased demand for demonstrators and product promoters. Demand for **Transportation and material moving** workers rose 8,100 to 336,100, reflecting higher demand for truck drivers and laborers and freight, stock, and material movers.

## 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](mailto:sales@haver.com) or navigate to <http://www.haver.com/contact.html>. For HWOL data for detailed geographic areas and occupations not in the press release, please contact [June.Shelp@conference-board.org](mailto:June.Shelp@conference-board.org) or [Jeanne.Shu@conference-board.org](mailto:Jeanne.Shu@conference-board.org).

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

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

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

Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, [www.bls.gov](http://www.bls.gov).

### The Conference Board

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<b>Publication Schedule, Help Wanted OnLine Data Series</b>			
	<b>Data for the Month</b>	<b>Release Date</b>	
	July, 2014	July 30, 2014	
	August, 2014	September 3, 2014	
	September, 2014	October 1, 2014	
	October, 2014	November 5, 2014	
	November, 2014	December 3, 2014	



<b>Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted</b>								
Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Jun-13	May-14	Jun-14	Jun-May 14	Jun-13	May-14	Jun-14	Jun-May 14
<b>United States</b>	<b>4,962.2</b>	<b>4,904.1</b>	<b>5,060.1</b>	<b>155.9</b>	<b>2,511.0</b>	<b>2,509.7</b>	<b>2,684.9</b>	<b>175.2</b>
New England	295.4	301.3	312.9	11.6	149.1	161.5	168.0	6.5
Middle Atlantic	665.6	628.9	666.9	38.0	350.8	317.1	351.0	34.0
South Atlantic	932.8	904.7	933.8	29.1	470.8	467.3	496.9	29.5
East North Central	700.7	731.1	737.5	6.4	348.0	364.1	381.0	16.9
East South Central	204.2	206.0	205.4	-0.6	100.2	107.9	109.5	1.6
West North Central	367.3	391.7	385.5	-6.2	171.4	185.6	190.7	5.1
West South Central	508.0	519.3	537.7	18.4	249.8	266.1	283.8	17.6
Mountain	384.5	380.6	401.4	20.8	195.9	202.3	218.6	16.4
Pacific	798.0	742.9	783.6	40.7	416.2	410.6	450.7	40.1

Source: The Conference Board

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

<b>Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted</b>						
Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Jun-13	May-14	Jun-14	Jun-13	May-14	Jun-14
<b>United States</b>	<b>3.18</b>	<b>3.15</b>	<b>3.25</b>	<b>1.61</b>	<b>1.61</b>	<b>1.73</b>
New England	3.83	3.89	4.04	1.93	2.08	2.17
Middle Atlantic	3.22	3.06	3.25	1.70	1.54	1.71
South Atlantic	3.10	2.98	3.08	1.56	1.54	1.64
East North Central	3.01	3.13	3.16	1.49	1.56	1.63
East South Central	2.38	2.42	2.41	1.17	1.27	1.28
West North Central	3.33	3.52	3.46	1.55	1.67	1.71
West South Central	2.81	2.85	2.95	1.38	1.46	1.56
Mountain	3.47	3.39	3.58	1.77	1.80	1.95
Pacific	3.19	2.96	3.12	1.66	1.64	1.80

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 <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Jun-13	May-14	Jun-14	Jun-May 14	Jun-13	May-14	Jun-14	Jun-May 14
<b>United States</b>	<b>4,962.2</b>	<b>4,904.1</b>	<b>5,060.1</b>	<b>155.9</b>	<b>2,511.0</b>	<b>2,509.7</b>	<b>2,684.9</b>	<b>175.2</b>
Alabama	49.3	52.2	49.8	-2.5	23.0	26.9	26.2	-0.6
Alaska	19.4	15.7	17.0	1.3	9.7	8.9	9.4	0.5
Arizona	98.5	87.7	93.2	5.5	48.5	46.4	48.9	2.5
Arkansas	28.9	29.7	29.3	-0.4	13.0	15.8	15.7	-0.1
California	564.7	517.5	548.7	31.2	291.5	283.9	313.1	29.2
Colorado	115.9	114.2	122.7	8.5	61.8	64.6	69.0	4.4
Connecticut	67.5	66.3	70.8	4.5	32.5	33.9	36.6	2.6
Delaware	19.0	16.9	17.4	0.5	8.8	8.4	8.9	0.5
Florida	258.8	254.1	263.9	9.7	141.5	140.7	150.7	10.0
Georgia	139.9	144.7	147.9	3.2	65.6	69.4	73.9	4.5
Hawaii	19.1	20.0	19.9	0.0	12.0	13.0	13.2	0.2
Idaho	23.8	24.8	25.4	0.7	12.9	14.4	14.8	0.3
Illinois	201.7	192.5	203.5	10.9	92.9	91.9	99.2	7.3
Indiana	81.1	83.8	83.8	0.1	38.4	43.1	43.5	0.4
Iowa	53.4	58.8	58.7	-0.1	24.5	28.7	29.1	0.4
Kansas	42.2	44.2	43.6	-0.7	19.8	21.1	21.0	0.0
Kentucky	45.2	47.6	48.2	0.6	21.9	25.7	26.1	0.5
Louisiana	52.7	54.9	55.9	1.0	25.8	30.4	30.9	0.5
Maine	21.5	25.8	26.8	0.9	9.6	13.1	13.7	0.6
Maryland	106.4	101.6	104.3	2.7	50.6	46.3	49.1	2.8
Massachusetts	150.4	149.0	153.1	4.1	75.8	78.4	81.1	2.7
Michigan	135.6	173.7	166.2	-7.5	66.9	82.6	83.9	1.3
Minnesota	113.7	120.6	119.3	-1.3	51.9	54.1	57.9	3.8
Mississippi	25.0	26.7	26.2	-0.5	11.1	12.7	12.9	0.2
Missouri	81.5	81.0	82.2	1.2	38.6	41.0	42.9	1.9
Montana	18.8	20.9	22.7	1.8	9.0	10.4	12.2	1.8
Nebraska	39.2	43.9	40.5	-3.4	19.1	21.0	20.2	-0.8
Nevada	40.2	43.5	45.2	1.7	20.4	22.6	23.3	0.7
New Hampshire	25.1	27.9	29.2	1.3	14.1	16.1	16.9	0.8
New Jersey	162.5	139.7	147.9	8.3	89.7	68.1	76.7	8.6
New Mexico	25.1	26.4	27.1	0.8	12.3	13.4	14.8	1.4
New York	301.8	283.4	306.9	23.4	160.8	151.2	166.3	15.1
North Carolina	139.2	122.7	127.3	4.6	73.6	65.6	70.0	4.4
North Dakota	20.0	22.7	22.4	-0.3	9.1	10.8	10.9	0.1
Ohio	185.9	176.5	178.4	1.8	98.4	88.9	93.4	4.5
Oklahoma	55.1	61.2	58.0	-3.2	28.8	35.0	31.7	-3.3
Oregon	67.9	65.3	68.8	3.4	37.6	38.8	41.7	2.9
Pennsylvania	202.6	205.4	213.7	8.3	96.9	98.1	104.5	6.4
Rhode Island	19.2	19.9	20.3	0.3	11.0	12.1	12.4	0.3
South Carolina	58.5	60.1	60.9	0.9	30.6	34.4	35.4	1.0
South Dakota	17.6	20.4	19.2	-1.2	7.7	8.5	8.0	-0.6
Tennessee	84.7	79.5	81.2	1.7	44.3	42.9	44.4	1.5
Texas	371.1	373.2	394.3	21.1	183.5	184.6	207.2	22.6
Utah	53.3	54.3	55.8	1.4	25.6	26.8	29.2	2.4
Vermont	11.7	12.3	12.7	0.4	6.0	6.9	7.1	0.2
Virginia	142.7	142.2	146.4	4.2	67.9	71.7	75.5	3.7
Washington	126.4	124.1	128.7	4.7	64.8	66.7	72.7	6.0
West Virginia	20.3	21.4	21.9	0.5	8.3	10.1	10.8	0.7
Wisconsin	97.7	105.1	107.0	1.9	50.0	56.8	59.3	2.5
Wyoming	9.7	10.0	9.9	-0.1	4.0	4.6	4.7	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 <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Jun-13	May-14	Jun-14	May-14	May-14	May-14	May-14
<b>United States</b>	<b>3.18</b>	<b>3.15</b>	<b>3.25</b>	<b>6.3</b>	<b>9,799.00</b>	<b>4,904.1</b>	<b>2.00</b>
Alabama	2.30	2.43	2.32	6.8	147.07	52.2	2.82
Alaska	5.32	4.29	4.63	6.4	23.38	15.7	1.49
Arizona	3.27	2.89	3.07	6.8	206.48	87.7	2.35
Arkansas	2.18	2.26	2.22	6.4	84.12	29.7	2.83
California	3.03	2.77	2.94	7.6	1,423.11	517.5	2.75
Colorado	4.20	4.07	4.37	5.8	162.53	114.2	1.42
Connecticut	3.63	3.53	3.77	6.9	129.76	66.3	1.96
Delaware	4.28	3.79	3.90	5.9	26.53	16.9	1.57
Florida	2.74	2.64	2.74	6.3	605.93	254.1	2.38
Georgia	2.93	3.03	3.09	7.2	346.03	144.7	2.39
Hawaii	2.95	3.02	3.01	4.4	29.43	20.0	1.47
Idaho	3.06	3.18	3.26	4.9	37.86	24.8	1.53
Illinois	3.08	2.94	3.11	7.5	492.40	192.5	2.56
Indiana	2.55	2.60	2.60	5.7	184.91	83.8	2.21
Iowa	3.19	3.46	3.46	4.4	74.12	58.8	1.26
Kansas	2.84	2.95	2.90	4.8	71.89	44.2	1.63
Kentucky	2.18	2.31	2.34	7.7	157.81	47.6	3.32
Louisiana	2.51	2.60	2.65	4.9	103.28	54.9	1.88
Maine	3.03	3.64	3.77	5.7	40.62	25.8	1.57
Maryland	3.40	3.26	3.35	5.6	176.05	101.6	1.73
Massachusetts	4.31	4.25	4.37	5.6	197.34	149.0	1.32
Michigan	2.87	3.66	3.50	7.5	354.09	173.7	2.04
Minnesota	3.83	4.02	3.98	4.6	138.71	120.6	1.15
Mississippi	1.94	2.11	2.06	7.7	98.21	26.7	3.68
Missouri	2.70	2.66	2.70	6.6	200.66	81.0	2.48
Montana	3.66	4.02	4.36	4.6	23.97	20.9	1.15
Nebraska	3.81	4.27	3.94	3.6	37.02	43.9	0.84
Nevada	2.92	3.17	3.29	7.9	108.20	43.5	2.49
New Hampshire	3.39	3.73	3.90	4.4	32.79	27.9	1.18
New Jersey	3.57	3.11	3.29	6.8	306.83	139.7	2.20
New Mexico	2.71	2.83	2.91	6.5	60.98	26.4	2.31
New York	3.13	2.94	3.19	6.7	641.67	283.4	2.26
North Carolina	2.96	2.61	2.71	6.4	300.92	122.7	2.45
North Dakota	4.99	5.54	5.47	2.6	10.73	22.7	0.47
Ohio	3.22	3.08	3.11	5.5	317.05	176.5	1.80
Oklahoma	3.03	3.39	3.21	4.6	82.87	61.2	1.35
Oregon	3.53	3.38	3.56	6.9	132.69	65.3	2.03
Pennsylvania	3.13	3.19	3.32	5.6	362.87	205.4	1.77
Rhode Island	3.45	3.57	3.63	8.2	45.62	19.9	2.29
South Carolina	2.68	2.77	2.81	5.3	115.17	60.1	1.92
South Dakota	3.93	4.49	4.23	3.8	17.38	20.4	0.85
Tennessee	2.75	2.61	2.67	6.4	194.01	79.5	2.44
Texas	2.89	2.87	3.03	5.1	668.27	373.2	1.79
Utah	3.76	3.74	3.84	3.6	52.04	54.3	0.96
Vermont	3.33	3.50	3.61	3.3	11.56	12.3	0.94
Virginia	3.36	3.28	3.38	5.1	223.20	142.2	1.57
Washington	3.65	3.57	3.70	6.1	211.76	124.1	1.71
West Virginia	2.55	2.65	2.71	6.3	51.05	21.4	2.39
Wisconsin	3.18	3.41	3.47	5.7	176.28	105.1	1.68
Wyoming	3.18	3.21	3.17	3.8	11.78	10.0	1.17

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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Jun-13	May-14	Jun-14	Jun-May 14	Jun-13	May-14	Jun-14	Jun-May 14
Birmingham, AL	16.6	15.9	15.3	-0.6	7.9	8.2	7.9	-0.3
Phoenix, AZ	68.5	58.9	63.4	4.4	33.6	29.9	31.8	2.0
Tucson, AZ	13.9	13.7	14.1	0.4	7.5	8.2	8.6	0.4
Los Angeles, CA	176.4	153.6	167.1	13.6	93.6	82.5	94.8	12.2
Riverside, CA	30.8	29.5	31.3	1.8	15.9	15.8	17.6	1.8
Sacramento, CA	28.5	24.9	26.1	1.2	14.8	13.7	14.7	1.0
San Diego, CA	47.5	41.1	44.3	3.2	25.1	23.6	25.9	2.3
San Francisco, CA	113.2	101.7	110.2	8.5	57.4	53.1	62.2	9.2
San Jose, CA	52.5	46.4	48.8	2.3	22.2	20.9	23.2	2.3
Denver, CO	65.7	62.8	68.3	5.4	34.4	33.3	37.6	4.2
Hartford, CT	26.2	26.2	28.1	2.0	12.7	13.4	14.6	1.2
Washington, DC	148.2	140.1	146.8	6.7	68.3	64.4	70.6	6.2
Jacksonville, FL	22.7	18.0	19.0	1.0	13.6	9.5	10.5	1.0
Miami, FL	71.6	69.0	75.5	6.5	37.8	37.1	41.4	4.3
Orlando, FL	33.2	32.1	33.5	1.4	16.9	15.9	17.0	1.1
Tampa, FL	40.0	38.6	40.7	2.1	20.5	19.9	21.7	1.8
Atlanta, GA	94.2	93.4	96.7	3.3	44.3	42.3	45.9	3.6
Honolulu, HI	13.7	14.9	15.1	0.2	9.2	10.1	10.4	0.3
Chicago, IL	156.9	147.8	158.4	10.7	71.9	68.5	75.2	6.7
Indianapolis, IN	31.3	32.7	32.6	-0.1	15.9	17.9	17.7	-0.2
Louisville, KY	20.2	20.5	21.8	1.3	10.2	11.4	11.9	0.5
New Orleans, LA	18.6	18.5	19.0	0.4	10.4	11.1	11.0	-0.1
Baltimore, MD	58.4	53.5	54.7	1.3	29.4	25.3	25.8	0.6
Boston, MA	115.1	113.1	117.0	3.8	57.7	58.2	61.3	3.1
Detroit, MI	60.9	75.7	72.5	-3.2	28.6	31.9	33.7	1.8
Minneapolis-St. Paul, MN	77.3	80.8	81.0	0.2	35.0	36.0	38.8	2.8
Kansas City, MO	35.3	35.2	37.3	2.0	16.4	16.5	18.4	1.9
St. Louis, MO	38.3	36.1	37.2	1.2	17.2	16.6	17.7	1.0
Las Vegas, NV	26.1	28.0	29.4	1.4	13.1	13.9	14.6	0.6
Buffalo, NY	17.8	21.4	22.0	0.6	10.1	12.6	12.7	0.1
New York, NY	301.5	263.0	285.0	22.0	160.9	129.5	148.0	18.4
Rochester, NY	14.1	14.8	15.8	1.0	8.1	9.2	9.5	0.4
Charlotte, NC	38.6	33.2	35.3	2.0	20.5	16.2	17.7	1.5
Cincinnati, OH	33.9	29.8	30.5	0.7	17.7	13.4	14.0	0.6
Cleveland, OH	40.3	33.8	33.8	0.0	20.6	15.3	16.0	0.7
Columbus, OH	39.9	34.2	35.6	1.5	22.5	16.3	17.9	1.6
Oklahoma City, OK	23.1	26.1	24.5	-1.6	13.0	15.8	13.8	-1.9
Portland, OR	43.0	40.3	42.1	1.8	23.1	23.0	24.4	1.3
Philadelphia, PA	96.7	93.5	100.1	6.6	46.0	44.2	49.6	5.4
Pittsburgh, PA	44.0	40.5	43.1	2.6	22.8	17.7	19.2	1.5
Providence, RI	24.7	26.0	26.7	0.7	14.2	16.1	16.6	0.5
Memphis, TN	16.7	15.9	16.0	0.1	8.2	8.7	8.7	0.0
Nashville, TN	32.1	28.1	29.2	1.1	17.5	13.2	14.2	1.0
Austin, TX	36.7	37.3	39.5	2.2	20.3	19.8	22.7	2.9
Dallas, TX	114.8	108.4	118.3	9.9	56.2	52.1	60.3	8.2
Houston, TX	94.3	94.5	99.1	4.6	45.2	43.0	49.1	6.1
San Antonio, TX	28.6	28.9	30.4	1.6	14.4	14.2	15.9	1.7
Salt Lake City, UT	31.0	30.3	32.4	2.1	15.1	15.3	17.2	1.9
Richmond, VA	22.5	22.3	23.3	1.0	12.6	12.7	13.9	1.1
Virginia Beach, VA	23.1	23.3	24.0	0.7	13.0	14.3	14.8	0.5
Seattle-Tacoma, WA	85.6	79.6	83.4	3.8	42.8	40.5	44.7	4.2
Milwaukee, WI	32.0	31.6	32.5	0.9	16.7	17.4	18.1	0.7

**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. 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 <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Jun-13	May-14	Jun-14	Apr-14	Apr-14	Apr-14	Apr-14
Birmingham, AL	3.14	3.00	2.88	6.1	32.4	16.8	1.93
Phoenix, AZ	3.35	2.86	3.08	6.2	126.9	63.0	2.01
Tucson, AZ	3.09	3.02	3.11	6.4	28.8	14.8	1.95
Los Angeles, CA	2.68	2.33	2.54	7.8	513.6	158.5	3.24
Riverside, CA	1.69	1.62	1.72	9.2	167.6	30.7	5.46
Sacramento, CA	2.72	2.39	2.50	7.6	79.8	26.5	3.01
San Diego, CA	2.98	2.58	2.78	6.7	106.8	42.1	2.54
San Francisco, CA	4.81	4.31	4.67	5.7	135.1	103.5	1.31
San Jose, CA	5.52	4.83	5.08	5.9	56.9	48.1	1.18
Denver, CO	4.57	4.33	4.71	5.8	84.6	61.9	1.37
Hartford, CT	4.46	4.45	4.78	7.1	42.0	27.8	1.51
Washington, DC	4.60	4.33	4.54	4.8	156.7	140.9	1.11
Jacksonville, FL	3.22	2.50	2.63	6.1	44.2	18.5	2.39
Miami, FL	2.41	2.30	2.52	6.4	190.9	73.1	2.61
Orlando, FL	2.86	2.69	2.81	5.9	70.9	33.0	2.15
Tampa, FL	3.00	2.84	3.00	6.5	87.8	40.1	2.19
Atlanta, GA	3.45	3.41	3.53	6.9	188.6	92.6	2.04
Honolulu, HI	3.01	3.20	3.23	4.1	19.2	15.1	1.28
Chicago, IL	3.20	3.02	3.24	7.9	385.8	152.9	2.52
Indianapolis, IN	3.39	3.49	3.48	5.3	49.6	34.5	1.44
Louisville, KY	3.15	3.17	3.37	7.1	46.0	21.1	2.18
New Orleans, LA	3.33	3.32	3.40	4.7	25.9	19.4	1.34
Baltimore, MD	3.95	3.64	3.73	5.9	86.8	52.8	1.65
Boston, MA	4.49	4.39	4.54	5.5	141.2	117.1	1.21
Detroit, MI	2.99	3.73	3.57	8.1	165.1	69.0	2.39
Minneapolis-St. Paul, MN	4.14	4.29	4.30	4.5	84.9	71.3	1.19
Kansas City, MO	3.39	3.39	3.59	6.3	65.9	36.1	1.83
St. Louis, MO	2.71	2.54	2.62	7.3	103.7	38.0	2.73
Las Vegas, NV	2.63	2.82	2.96	8.5	84.3	26.8	3.15
Buffalo, NY	3.10	3.78	3.89	6.3	35.8	20.5	1.75
New York, NY	3.14	2.75	2.98	7.0	664.7	263.6	2.52
Rochester, NY	2.69	2.86	3.06	6.1	31.5	14.4	2.18
Charlotte, NC	4.16	3.61	3.82	6.3	58.0	34.1	1.70
Cincinnati, OH	3.09	2.70	2.77	5.5	60.4	31.4	1.93
Cleveland, OH	3.84	3.24	3.23	7.0	72.8	35.5	2.05
Columbus, OH	4.03	3.46	3.61	4.8	46.9	35.1	1.34
Oklahoma City, OK	3.82	4.27	4.01	4.7	28.9	25.7	1.13
Portland, OR	3.68	3.43	3.59	6.3	74.2	39.8	1.86
Philadelphia, PA	3.21	3.13	3.35	6.3	188.9	95.2	1.99
Pittsburgh, PA	3.52	3.25	3.46	5.6	69.5	36.1	1.92
Providence, RI	3.57	3.76	3.87	8.5	58.9	26.3	2.24
Memphis, TN	2.75	2.68	2.70	7.8	46.3	17.5	2.65
Nashville, TN	3.77	3.31	3.44	5.0	42.4	29.1	1.46
Austin, TX	3.65	3.66	3.88	4.3	44.2	39.1	1.13
Dallas, TX	3.38	3.15	3.44	5.3	181.4	113.4	1.60
Houston, TX	3.03	2.99	3.14	5.2	164.5	97.3	1.69
San Antonio, TX	2.72	2.73	2.88	5.0	52.8	29.3	1.80
Salt Lake City, UT	4.91	4.69	5.03	3.8	24.5	27.8	0.88
Richmond, VA	3.33	3.22	3.37	5.4	37.1	23.7	1.56
Virginia Beach, VA	2.77	2.76	2.84	5.5	46.8	22.9	2.04
Seattle-Tacoma, WA	4.48	4.12	4.32	5.5	106.4	82.0	1.30
Milwaukee, WI	4.00	3.97	4.08	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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<b>Table 7: National Labor Supply/Labor Demand by Occupation<sup>1</sup>, Seasonally Adjusted</b>								
<b>SOC<sup>2</sup></b>	<b>Occupation<sup>3</sup></b>	<b>Total Ads (Thousands)</b>			<b>M-O-M Change (Thousands)</b>	<b>Unemployed<sup>4</sup> (Thousands)</b>	<b>Supply/ Demand Rate<sup>5</sup></b>	<b>Average Hourly Wage<sup>6</sup></b>
		Jun-13	May-14	Jun-14	Jun-May 14	May-14	May-14	
	Total	4,962.2	4,904.1	5,060.1	156.0	9,799.0	2.00	\$22.33
11	Management	472.6	449.3	464.3	15.0	506.0	1.13	\$53.15
13	Business and financial operations	313.1	287.5	302.0	14.5	280.1	0.97	\$34.14
15	Computer and mathematical science	598.8	522.8	547.8	25.0	113.2	0.22	\$39.43
17	Architecture and engineering	172.3	166.6	167.7	1.0	76.0	0.46	\$38.51
19	Life, physical, and social science	48.8	55.7	52.7	-3.0	67.6	1.21	\$33.37
21	Community and social services	74.7	86.0	88.5	2.5	40.4	0.47	\$21.50
23	Legal	30.3	27.5	28.9	1.4	76.4	2.78	\$47.89
25	Education, training, and library	126.4	135.0	145.0	10.0	378.5	2.80	\$24.76
27	Arts, design, entertainment, sports, and media	136.2	106.6	126.2	19.6	192.9	1.81	\$26.72
29	Healthcare practitioners and technical	565.6	525.4	536.2	10.8	155.9	0.30	\$35.93
31	Healthcare support	123.8	117.2	116.7	-0.5	187.0	1.60	\$13.61
33	Protective service	44.4	44.9	46.6	1.7	142.0	3.16	\$20.92
35	Food preparation and serving related	201.4	193.1	198.2	5.1	738.7	3.83	\$10.38
37	Building and grounds cleaning and maintenance	93.8	95.0	104.6	9.5	554.1	5.83	\$12.51
39	Personal care and service	80.1	71.7	73.9	2.2	391.7	5.46	\$11.88
41	Sales and related	615.6	595.7	605.5	9.8	1,153.7	1.94	\$18.37
43	Office and administrative support	526.4	567.9	568.6	0.7	1,137.5	2.00	\$16.78
45	Farming, fishing, and forestry	7.7	8.5	9.0	0.5	164.3	19.32	\$11.70
47	Construction and extraction	116.2	122.9	135.5	12.6	836.5	6.81	\$21.94
49	Installation, maintenance, and repair	195.4	220.9	223.6	2.7	187.3	0.85	\$21.35
51	Production	141.2	157.0	160.6	3.6	609.1	3.88	\$16.79
53	Transportation and material moving	263.1	328.0	336.1	8.1	703.6	2.15	\$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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<b>Table 8: State Occupational Demand and Pay<sup>1</sup>, Not Seasonally Adjusted</b>						
Location	<b>Management and Business/Financial</b>		<b>Professional &amp; Related</b>		<b>Service</b>	
	<b>Total Ads</b>	<b>Average Hourly</b>	<b>Total Ads</b>	<b>Average Hourly</b>	<b>Total Ads</b>	<b>Average Hourly</b>
	Jun-14	Wage <sup>2</sup>	Jun-14	Wage <sup>2</sup>	Jun-14	Wage <sup>2</sup>
<b>United States</b>	<b>794,436</b>	<b>\$43.56</b>	<b>1,751,813</b>	<b>\$32.05</b>	<b>592,430</b>	<b>\$12.65</b>
Alabama	5,391	\$41.56	14,036	\$28.34	5,341	\$11.05
Alaska	1,804	\$43.44	6,254	\$28.85	2,782	\$15.12
Arizona	13,128	\$39.48	34,235	\$30.42	11,300	\$12.98
Arkansas	3,771	\$35.98	9,233	\$26.26	2,994	\$10.32
California	102,064	\$48.52	215,003	\$33.40	62,229	\$14.03
Colorado	17,055	\$42.84	40,803	\$33.11	18,430	\$13.00
Connecticut	13,267	\$50.60	27,430	\$34.38	7,237	\$14.42
Delaware	3,466	\$47.67	6,871	\$34.25	1,697	\$12.79
Florida	37,105	\$39.12	78,648	\$29.56	36,731	\$12.23
Georgia	26,318	\$42.72	51,949	\$29.86	12,802	\$11.26
Hawaii	2,199	\$37.52	4,788	\$30.79	4,386	\$14.35
Idaho	2,336	\$34.04	7,816	\$25.86	4,605	\$11.38
Illinois	40,581	\$42.97	71,779	\$31.20	18,721	\$13.23
Indiana	10,898	\$37.81	23,462	\$27.92	9,268	\$11.37
Iowa	7,011	\$35.69	19,331	\$26.77	6,679	\$11.51
Kansas	5,858	\$38.72	15,148	\$27.11	4,532	\$11.43
Kentucky	5,907	\$36.12	13,758	\$27.27	5,393	\$10.95
Louisiana	6,329	\$37.06	15,517	\$27.23	6,806	\$11.08
Maine	2,824	\$36.30	9,476	\$28.17	5,321	\$12.10
Maryland	16,333	\$46.66	42,864	\$36.03	10,388	\$13.47
Massachusetts	29,834	\$49.37	61,285	\$36.06	16,948	\$14.89
Michigan	21,855	\$40.82	54,976	\$30.48	20,391	\$12.09
Minnesota	17,444	\$41.93	41,421	\$31.40	13,284	\$8.25
Mississippi	2,642	\$35.09	7,096	\$24.87	2,799	\$10.46
Missouri	11,554	\$38.30	27,402	\$28.31	9,360	\$11.35
Montana	1,915	\$32.45	6,108	\$25.50	4,645	\$11.63
Nebraska	5,299	\$37.41	13,321	\$26.81	5,247	\$11.47
Nevada	5,792	\$39.76	13,063	\$32.04	9,441	\$13.40
New Hampshire	3,361	\$42.80	9,217	\$31.06	4,487	\$12.90
New Jersey	28,764	\$50.42	56,581	\$35.26	16,100	\$14.70
New Mexico	3,030	\$37.10	11,681	\$29.24	3,253	\$11.75
New York	66,987	\$52.63	103,932	\$35.68	35,744	\$14.71
North Carolina	19,180	\$43.61	45,213	\$29.21	14,471	\$11.30
North Dakota	2,221	\$37.35	5,831	\$26.66	2,316	\$12.25
Ohio	25,441	\$39.20	52,219	\$30.27	18,682	\$11.84
Oklahoma	5,985	\$36.20	17,674	\$26.88	7,354	\$10.97
Oregon	8,718	\$38.91	24,768	\$31.52	10,972	\$13.07
Pennsylvania	32,299	\$42.76	66,028	\$23.43	25,986	\$12.43
Rhode Island	2,914	\$46.53	6,247	\$32.45	3,309	\$13.42
South Carolina	6,353	\$37.52	18,848	\$27.57	8,710	\$10.95
South Dakota	1,955	\$34.38	5,380	\$24.66	2,982	\$10.86
Tennessee	10,987	\$37.75	23,059	\$27.65	9,375	\$11.13
Texas	62,289	\$43.64	138,123	\$31.70	40,097	\$11.54
Utah	6,371	\$37.32	15,084	\$28.45	8,034	\$11.79
Vermont	1,436	\$37.40	4,648	\$27.92	2,050	\$13.56
Virginia	24,087	\$46.77	56,697	\$33.17	15,882	\$12.75
Washington	20,444	\$43.94	51,085	\$34.98	16,263	\$14.56
West Virginia	1,920	\$33.56	6,916	\$19.62	2,674	\$10.58
Wisconsin	13,800	\$37.80	29,579	\$29.27	13,906	\$11.88
Wyoming	960	\$37.14	3,231	\$24.15	1,050	\$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
	Jun-14	Wage <sup>1</sup>	Jun-14	Wage <sup>1</sup>	Jun-14	Wage <sup>1</sup>
<b>United States</b>	<b>1,206,935</b>	<b>\$17.41</b>	<b>411,406</b>	<b>\$21.24</b>	<b>536,635</b>	<b>\$16.53</b>
Alabama	14,029	\$15.22	5,397	\$19.09	8,472	\$15.47
Alaska	4,551	\$18.55	1,783	\$28.40	1,324	\$23.64
Arizona	24,348	\$16.77	6,610	\$19.80	6,766	\$16.60
Arkansas	7,552	\$14.44	2,788	\$17.53	4,792	\$14.64
California	132,760	\$19.10	29,208	\$22.24	36,380	\$16.53
Colorado	29,320	\$18.40	13,583	\$21.41	11,470	\$17.40
Connecticut	15,479	\$20.40	4,397	\$24.65	5,579	\$18.24
Delaware	3,845	\$17.74	1,182	\$22.05	1,431	\$16.11
Florida	74,870	\$16.10	26,077	\$18.01	19,625	\$15.23
Georgia	33,971	\$16.54	11,584	\$19.23	17,048	\$15.90
Hawaii	6,238	\$16.68	1,583	\$26.55	1,304	\$18.14
Idaho	6,372	\$15.05	3,211	\$18.49	3,424	\$15.33
Illinois	47,166	\$18.14	11,071	\$24.88	23,442	\$16.85
Indiana	20,594	\$16.01	8,029	\$21.91	15,773	\$16.12
Iowa	13,873	\$15.78	6,035	\$19.73	9,412	\$15.98
Kansas	10,642	\$16.21	4,154	\$20.10	5,844	\$16.77
Kentucky	12,452	\$15.36	4,501	\$19.79	8,651	\$16.33
Louisiana	14,228	\$14.76	7,117	\$19.31	7,621	\$18.36
Maine	6,213	\$15.42	2,450	\$19.50	3,026	\$16.67
Maryland	23,364	\$18.15	7,065	\$22.02	7,596	\$17.28
Massachusetts	33,151	\$20.23	9,047	\$25.80	11,262	\$17.82
Michigan	36,451	\$16.64	15,226	\$21.39	24,846	\$17.07
Minnesota	26,083	\$17.96	9,972	\$23.06	15,655	\$17.22
Mississippi	6,815	\$14.13	2,811	\$17.63	4,484	\$14.88
Missouri	20,477	\$16.02	7,286	\$21.32	10,775	\$15.92
Montana	5,910	\$15.23	3,544	\$20.69	2,767	\$17.20
Nebraska	9,850	\$15.60	4,464	\$19.11	4,757	\$15.90
Nevada	12,220	\$16.24	3,779	\$23.82	3,623	\$17.00
New Hampshire	7,550	\$17.58	2,911	\$21.25	3,829	\$16.84
New Jersey	33,442	\$19.18	9,553	\$25.27	11,222	\$16.51
New Mexico	6,289	\$14.87	2,224	\$19.33	2,363	\$16.38
New York	73,679	\$20.57	17,488	\$25.89	21,493	\$18.17
North Carolina	29,243	\$16.50	12,125	\$18.72	13,406	\$15.30
North Dakota	5,308	\$15.99	4,402	\$22.57	3,755	\$19.01
Ohio	44,076	\$16.50	15,831	\$20.81	30,128	\$16.03
Oklahoma	14,158	\$15.41	6,662	\$18.85	9,247	\$16.48
Oregon	16,697	\$17.29	5,943	\$21.96	7,110	\$16.52
Pennsylvania	51,413	\$17.44	18,128	\$21.36	29,238	\$16.89
Rhode Island	5,244	\$18.26	1,692	\$22.56	2,051	\$16.13
South Carolina	15,630	\$15.00	7,196	\$18.69	8,283	\$15.81
South Dakota	5,015	\$14.61	2,717	\$17.94	2,832	\$14.63
Tennessee	22,074	\$15.83	7,149	\$18.89	12,301	\$15.51
Texas	95,367	\$17.10	35,400	\$19.18	42,851	\$16.27
Utah	16,009	\$9.60	5,506	\$20.38	6,793	\$16.74
Vermont	2,875	\$16.78	1,097	\$19.75	1,374	\$16.91
Virginia	31,796	\$17.36	11,353	\$20.59	11,444	\$16.54
Washington	27,301	\$18.70	9,619	\$24.35	9,770	\$19.04
West Virginia	5,450	\$13.52	2,421	\$20.05	3,462	\$16.28
Wisconsin	24,830	\$16.78	10,451	\$21.91	18,814	\$16.29
Wyoming	2,151	\$15.83	1,596	\$23.00	1,331	\$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 <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-14	Wage <sup>2*</sup>	Jun-14	Wage <sup>2*</sup>	Jun-14	Wage <sup>2*</sup>
<b>United States</b>	<b>794,436</b>	<b>\$43.56</b>	<b>1,751,813</b>	<b>\$32.05</b>	<b>592,430</b>	<b>\$12.65</b>
Birmingham, AL	1,968	\$43.39	4,264	\$28.81	1,709	\$11.55
Phoenix, AZ	10,050	\$40.50	21,925	\$31.37	6,777	\$11.10
Tucson, AZ	1,609	\$36.72	5,254	\$29.22	2,185	\$10.88
Los Angeles, CA	34,595	\$48.13	59,543	\$37.73	17,982	\$13.72
Riverside, CA	3,522	\$42.30	9,155	\$31.45	4,162	\$13.06
Sacramento, CA	4,321	\$41.12	9,774	\$36.84	2,902	\$14.05
San Diego, CA	7,149	\$46.08	16,694	\$36.28	6,071	\$13.38
San Francisco, CA	26,826	\$54.59	47,002	\$41.92	10,678	\$15.69
San Jose, CA	10,945	\$60.68	28,143	\$46.19	2,938	\$14.37
Denver, CO	11,785	\$44.47	23,153	\$35.08	8,307	\$13.18
Hartford, CT	5,335	\$47.35	11,018	\$34.48	2,509	\$14.14
Washington, DC	30,944	\$51.34	64,730	\$41.81	14,058	\$14.80
Jacksonville, FL	3,130	\$38.49	5,866	\$30.76	2,292	\$11.77
Miami, FL	13,074	\$41.81	22,561	\$30.79	9,141	\$12.98
Orlando, FL	5,209	\$38.38	9,767	\$29.02	5,115	\$11.70
Tampa, FL	6,291	\$39.28	13,448	\$29.28	4,905	\$11.88
Atlanta, GA	20,817	\$44.98	36,790	\$31.94	7,461	\$11.56
Honolulu, HI	1,745	\$38.12	3,524	\$31.40	3,080	\$13.87
Chicago, IL	35,427	\$44.53	54,999	\$32.18	14,738	\$13.33
Indianapolis, IN	5,300	\$39.44	8,790	\$30.25	3,604	\$11.78
Louisville, KY	3,007	\$37.48	6,093	\$28.78	2,591	\$11.45
New Orleans, LA	2,137	\$38.49	5,309	\$29.66	3,299	\$11.56
Baltimore, MD	8,347	\$45.66	22,493	\$34.86	5,453	\$13.46
Boston, MA	25,052	\$50.88	47,568	\$37.19	11,833	\$15.07
Detroit, MI	11,932	\$43.55	27,791	\$33.12	7,268	\$10.00
Minneapolis-St. Paul, MN	13,934	\$54.80	28,272	\$33.26	7,954	\$12.67
Kansas City, MO	5,702	\$40.39	13,046	\$30.67	3,503	\$12.01
St. Louis, MO	6,504	\$41.55	13,719	\$29.95	3,662	\$11.88
Las Vegas, NV	4,047	\$40.34	8,271	\$32.62	6,625	\$13.68
Buffalo, NY	2,883	\$16.77	5,357	\$28.39	2,867	\$12.61
New York, NY	72,850	\$55.34	108,737	\$38.03	28,495	\$15.25
Rochester, NY	1,702	\$42.02	4,482	\$29.02	2,302	\$12.70
Charlotte, NC	7,409	\$46.08	13,282	\$31.25	3,056	\$11.68
Cincinnati, OH	5,943	.	9,173	.	2,534	.
Cleveland, OH	5,444	.	10,846	.	3,234	.
Columbus, OH	6,118	.	11,719	.	3,329	.
Oklahoma City, OK	2,767	.	7,206	.	3,276	.
Portland, OR	6,212	.	16,113	.	5,363	.
Philadelphia, PA	19,629	\$47.62	36,085	\$34.11	10,455	\$13.35
Pittsburgh, PA	6,787	.	13,078	.	5,684	.
Providence, RI	3,556	\$41.59	8,114	\$30.75	4,218	\$13.61
Memphis, TN	2,401	.	4,327	.	1,508	.
Nashville, TN	5,065	.	8,948	.	3,151	.
Austin, TX	6,127	.	16,734	.	4,563	.
Dallas, TX	22,419	\$44.50	43,003	\$32.76	10,556	\$9.95
Houston, TX	18,930	.	34,889	.	8,546	.
San Antonio, TX	4,491	.	10,177	.	4,183	.
Salt Lake City, UT	4,271	.	8,989	.	4,530	.
Richmond, VA	3,705	.	7,958	.	2,576	.
Virginia Beach, VA	3,028	.	6,537	.	3,473	.
Seattle-Tacoma, WA	15,607	\$46.30	35,100	\$37.98	9,108	\$15.12
Milwaukee, WI	5,308	.	9,830	.	4,135	.

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
	Jun-14	Wage <sup>2*</sup>	Jun-14	Wage <sup>2*</sup>	Jun-14	Wage <sup>2*</sup>
<b>United States</b>	<b>1,206,935</b>	<b>\$17.41</b>	<b>411,406</b>	<b>\$21.24</b>	<b>536,635</b>	<b>\$16.53</b>
Birmingham, AL	4,622	\$9.45	1,508	\$19.69	2,189	\$15.91
Phoenix, AZ	17,049	\$17.43	4,268	\$20.45	4,293	\$16.87
Tucson, AZ	3,421	\$15.34	1,122	\$19.67	980	\$15.23
Los Angeles, CA	45,639	\$19.00	7,443	\$24.52	10,502	\$7.94
Riverside, CA	9,231	\$16.53	2,392	\$23.03	3,707	\$15.95
Sacramento, CA	6,611	\$18.57	1,876	\$23.38	1,802	\$16.89
San Diego, CA	11,392	\$18.55	2,660	\$24.07	2,535	\$16.33
San Francisco, CA	22,721	\$22.32	4,483	\$28.32	4,870	\$19.59
San Jose, CA	7,211	\$23.36	1,363	\$26.48	1,454	\$18.08
Denver, CO	16,424	\$19.62	6,510	\$21.92	5,450	\$17.78
Hartford, CT	6,043	\$19.95	1,716	\$24.19	2,246	\$18.34
Washington, DC	27,957	\$19.87	7,230	\$23.31	5,907	\$18.08
Jacksonville, FL	5,014	\$16.31	1,927	\$18.56	1,959	\$16.22
Miami, FL	22,656	\$16.91	4,995	\$19.08	3,844	\$15.39
Orlando, FL	9,915	\$15.39	2,994	\$18.10	2,396	\$14.98
Tampa, FL	11,200	\$16.77	3,957	\$17.56	2,827	\$15.13
Atlanta, GA	21,345	\$17.90	5,961	\$20.30	7,999	\$16.98
Honolulu, HI	4,803	\$16.85	1,215	\$27.59	1,026	\$18.64
Chicago, IL	36,894	\$18.85	7,981	\$26.23	15,460	\$16.97
Indianapolis, IN	8,617	\$17.67	3,224	\$22.22	4,702	\$16.07
Louisville, KY	5,524	\$16.87	1,995	\$20.76	3,327	\$17.63
New Orleans, LA	4,874	\$16.02	2,172	\$20.19	1,757	\$19.09
Baltimore, MD	12,292	\$18.30	3,800	\$21.57	4,023	\$17.47
Boston, MA	25,404	\$21.11	6,033	\$26.41	7,241	\$18.04
Detroit, MI	14,936	\$17.80	5,640	\$23.07	8,282	\$18.21
Minneapolis-St. Paul, MN	18,212	\$19.25	5,796	\$24.56	9,470	\$17.91
Kansas City, MO	9,120	\$17.74	3,171	\$22.37	4,112	\$16.85
St. Louis, MO	9,026	\$17.23	2,544	\$23.76	3,691	\$16.93
Las Vegas, NV	8,369	\$9.62	2,093	\$24.05	1,773	\$16.75
Buffalo, NY	6,604	\$16.45	1,783	\$21.67	3,004	\$16.90
New York, NY	64,026	\$21.57	11,991	\$27.45	13,761	\$18.09
Rochester, NY	4,058	\$16.88	1,785	\$21.01	2,030	\$15.95
Charlotte, NC	7,630	\$18.18	2,504	\$19.51	3,069	\$16.55
Cincinnati, OH	7,844	.	2,141	\$13.66	3,925	.
Cleveland, OH	8,363	.	2,735	\$13.33	4,649	.
Columbus, OH	8,578	.	2,914	\$14.65	4,546	.
Oklahoma City, OK	6,417	.	2,983	\$17.03	3,242	.
Portland, OR	10,319	.	3,221	.	4,031	.
Philadelphia, PA	23,614	\$19.29	7,000	\$23.86	7,726	\$17.33
Pittsburgh, PA	10,768	.	3,604	\$13.61	5,008	.
Providence, RI	7,080	\$16.94	2,473	\$22.14	3,030	\$15.64
Memphis, TN	4,195	.	1,422	\$12.48	2,761	.
Nashville, TN	7,808	.	2,187	\$13.30	3,191	.
Austin, TX	9,315	.	3,158	\$11.96	2,511	.
Dallas, TX	28,850	\$18.25	8,528	\$19.09	11,359	\$15.62
Houston, TX	23,188	.	7,938	.	8,967	.
San Antonio, TX	7,528	.	2,976	\$11.43	2,997	.
Salt Lake City, UT	9,385	.	2,737	\$13.94	3,533	.
Richmond, VA	5,272	.	2,273	\$14.76	2,148	.
Virginia Beach, VA	6,356	.	3,305	\$12.21	2,450	.
Seattle-Tacoma, WA	16,623	\$20.06	4,897	\$26.12	5,154	\$20.28
Milwaukee, WI	7,411	.	2,855	\$17.27	4,539	.

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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