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Release #5754

For Immediate Release 10:00 AM ET, Wednesday, July 30, 2014

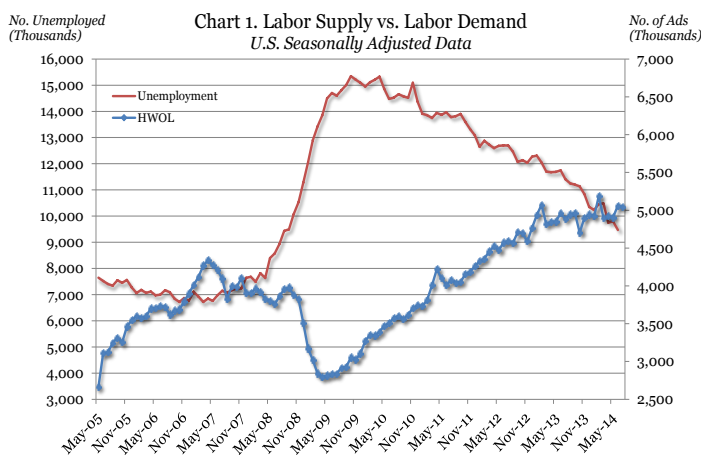
Online Labor Demand Edged Down 15,500 in July

- Following a strong June increase of 155,900, July showed a small loss
- States were mixed with about half showing small gains

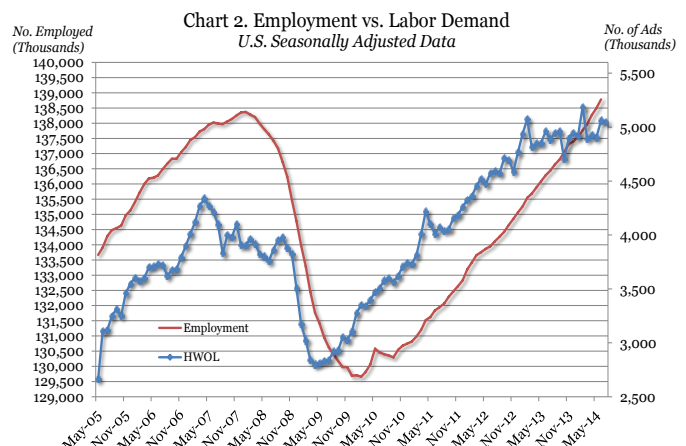
NEW YORK, July 30, 2014... Online advertised vacancies showed a small drop of 15,500 to 5,044,600 in July, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The June Supply/Demand rate stands at 1.9 unemployed for each advertised vacancy with a total of 4.4 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.5 million in June.

“Labor demand continues to be at historically high levels with employer demand running at about 5 million ads each month,” said Dr. Gad Levanon, Director of Macroeconomics and Labor Markets at The Conference Board. “While the average monthly increases have become more modest since early 2013, the overall trend has helped lower unemployment levels and reduced the U.S. Supply/Demand rate from a peak of 5.2 in June 2009 to 1.9 in June 2014.”

In July, professional occupations showed a small gain in Computer and Math (13,400) and Community and Social Services (3,500) but a drop in Healthcare (-8,300). The Services/Production occupations showed losses with Office and Administration (-15,700) and Installation and Repair (-9,600) (See Table 7).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- Fifteen of the 20 largest States posted losses in July
- Among the 50 States, 27 experienced gains while 23 declined

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads¹	M-O-M	Supply/	Recent
Location	(Thousands)	Change	Demand Rate ²	Trend ³
	Jul-14	(Thousands)	Jun-14	
		Jul-Jun 14		
United States	5,044.6	-15.5	1.87	→ 1/13
NORTHEAST	968.1	-11.7	1.76	
Massachusetts	149.4	-3.7	1.25	↑ 10/13
New Jersey	140.9	-7.1	2.00	↓ 8/13
New York	303.4	-3.4	2.07	↓ 6/13
Pennsylvania	218.3	4.7	1.67	→ 1/13
SOUTH	1,678.6	1.7	2.03	
Florida	261.4	-2.5	2.26	↑ 10/13
Georgia	145.4	-2.5	2.39	↑ 10/13
Maryland	103.2	-1.0	1.73	→ 10/13
North Carolina	128.6	1.3	2.35	→ 10/13
Texas	392.9	-1.4	1.66	↑ 10/13
Virginia	145.4	-1.0	1.55	→ 3/13
MIDWEST	1,120.7	-2.3	1.82	
Illinois	201.4	-2.1	2.27	↑ 10/13
Michigan	159.7	-6.5	2.15	↑ 10/13
Minnesota	123.7	4.4	1.14	→ 10/13
Missouri	81.9	-0.2	2.41	→ 4/12
Ohio	177.3	-1.0	1.77	→ 2/13
Wisconsin	106.1	-0.9	1.63	→ 4/12
WEST	1,186.8	1.8	2.04	
Arizona	95.1	1.9	2.26	→ 10/13
California	546.9	-1.8	2.51	→ 4/13
Colorado	123.0	0.3	1.25	→ 11/13
Washington	127.6	-1.1	1.56	→ 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).

July Changes for States

In July, online labor demand was up in 27 States (See Table 3) and down in 23 States. The **West** and **South** experienced modest gains while the **Northeast** and **Midwest** posted declines.

The **West** experienced a modest gain of 1,800, with an increase of 1,900 in **Arizona** to 95,100. **Colorado** grew 300, **California** dropped 1,800 to 546,900, and **Washington** fell 1,100 to 127,600. Among the smaller States in the West, **Utah** gained 2,200, led by an increase in Sales and Related Occupations and Food Preparation and Serving-Related Occupations. **New Mexico** rose 700, **Hawaii** increased by 200, **Idaho** dropped 1,800, and **Oregon** fell 600 to 68,200 (Table 3).

The **South** grew by 1,700 in July. Out of the larger States in the region, **North Carolina** rose 1,300 to 128,600. **Florida** and **Georgia** both fell by 2,500 while **Texas** dropped 1,400. **Maryland** and **Virginia** both decreased by 1,000 (Table A). Among the smaller States, **South Carolina** was up 3,600 to 64,600. This was the South's largest gain, led by an increase in Education, Training, and Library Occupations and Management Occupations. **Kentucky** rose 1,200. **Alabama** and **West Virginia** increased by 1,000 and 900 respectively while **Mississippi** fell by 600.

The **Northeast** fell 11,700, reflecting a loss of 7,100 in **New Jersey**. **Massachusetts** dropped 3,700 to 149,400, and **New York** decreased by 3,400 to 303,400. **Pennsylvania** rose 4,700 to 218,300. This was the largest gain in any State and was led by an increase in Sales and Related Occupations and Installation, Maintenance, and Repair Occupations. In the smaller States, **Maine** gained 800, **Vermont** rose 500, and **New Hampshire** increased by 300. **Connecticut** and **Rhode Island** both decreased by 100.

The **Midwest** dropped 2,300 in July. The largest drop occurred in **Michigan** (-6,500). **Illinois** fell 2,100 to 201,400. **Ohio** and **Wisconsin** fell by 1,000 and 900 respectively. **Minnesota** rose 4,400 to 123,700. This was the largest gain in the Midwest region. Minnesota's gain is partially due to the rise in Healthcare Practitioners and Technical Occupations and Office and Administrative Support Occupations. **Missouri** fell 200. Among the smaller States in the region, **Kansas** had an increase of 2,900 to 46,500, **Iowa** increased by 900, **Indiana** gained 600, and **North Dakota** and **South Dakota** inched up with gains of 400 and 100 respectively.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for June 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 (0.49), South Dakota (0.89), Nebraska (0.89), Utah (0.92), and Vermont (0.98). The States with the highest Supply/Demand rates were Mississippi (3.84) and Kentucky (3.16), 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 July, among the 20 largest metro areas, 4 (San Francisco, Minneapolis, San Jose, and Cleveland) gained and 16 declined
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 28 lost advertisements, 21 gained, and 3 (Tucson, Louisville, and Kansas City) remained constant (Table 5)

Location	Total Ads ¹ (Thousands) Jul-14	M-O-M Change (Thousands) Jul-Jun 14	Supply/ Demand Rate ² Jun-14 for U.S and Regions; May-14 for MSA's
United States	5,044.6	-15.5	1.87
NORTHEAST	968.1	-11.7	1.76
Boston, MA	115.1	-1.8	1.19
New York, NY	283.1	-1.9	2.52
Philadelphia, PA	99.5	-0.6	1.99
SOUTH	1,678.6	1.7	2.03
Atlanta, GA	94.7	-2.0	2.10
Baltimore, MD	54.1	-0.7	1.65
Dallas, TX	117.2	-1.1	1.65
Houston, TX	98.1	-1.0	1.71
Miami, FL	74.1	-1.4	2.78
Washington, DC	145.4	-1.4	1.15
MIDWEST	1,120.7	-2.3	1.82
Chicago, IL	156.1	-2.3	2.48
Cleveland, OH	34.1	0.3	2.09
Detroit, MI	70.8	-1.6	2.19
Minneapolis-St. Paul, MN	82.2	1.2	1.03
WEST	1,186.8	1.8	2.04
Denver, CO	67.9	-0.3	1.31
Los Angeles, CA	165.2	-1.9	3.29
Phoenix, AZ	62.7	-0.7	2.11
San Diego, CA	43.6	-0.7	2.51
San Francisco, CA	112.1	1.8	1.28
San Jose, CA	49.5	0.7	1.19
Seattle-Tacoma, WA	82.9	-0.5	1.32

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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 July, out of the largest 52 metro areas, online labor demand was up in 21 metro areas and down in 28, while three remained constant. The MSAs with the largest losses in each of the regions were: **Chicago** (-2,300) in the **Midwest**; **Atlanta** (-2,000) in the **South**; **New York** (-1,900) and **Boston** (-1,800) in the **Northeast**; and **Los Angeles** (-1,900) in the **West** (See Table B and Table 5).

The **West** experienced a modest gain, 1,800, with an increase of 1,800 in **San Francisco** to 112,100. **Los Angeles** fell by 1,900 to 165,200 while **Las Vegas** grew to 31,400 with an increase of 2,000 (Table 5). **Phoenix** and **San Diego** both declined by 700. **Seattle-Tacoma** and **Denver** dropped 500 and 300 respectively.

The **South** grew by 1,700 in July. **Atlanta** fell by 2,000 to 94,700, and **Miami** and **Washington, DC** both dropped 1,400. **Charlotte** led the South with an increase of 1,200 followed by **San Antonio** and **Tampa**, which both grew by 800.

The **Northeast** fell 11,700, reflecting a loss of 1,900 in **New York** to 283,100. **Boston** dropped 1,800 to 115,100, and **Philadelphia** decreased by 600 to 99,500. **Pittsburgh** gained 3,400 to 46,500 while **Hartford** lost 700 and stands at 27,400.

The **Midwest** dropped 2,300 in July. The largest drop occurred in **Chicago** which fell 2,300 to 156,100. **Detroit** fell 1,600 to 70,800, and **Minneapolis-St. Paul** added 1,200 and stands at 82,200. **St. Louis** rose to 37,900 with an increase of 700. **Cleveland** and **Columbus** both gained 300 while **Cincinnati** and **Indianapolis** dropped 400 and 100 respectively.

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 May 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 0.76) (Table 6). Other favorable markets for job-seekers included Minneapolis-St. Paul (1.03), Oklahoma City (1.09), Washington, DC (1.15), and Austin (1.17).

In contrast, unemployed workers face great competition for each advertised position in Riverside (nearly 6 unemployed for every opening) as well as Los Angeles and Sacramento (over 3 unemployed for every opening). In 29 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 July, 7 of the 10 largest online job categories posted losses (Table C)

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jul-14	Jul-Jun 14	Jun-14	Jun-14	
41	Sales and related	604.9	-0.6	958.2	1.58	\$18.37
15	Computer and mathematical science	561.2	13.4	180.6	0.33	\$39.43
43	Office and administrative support	552.9	-15.7	1,042.9	1.83	\$16.78
29	Healthcare practitioners and technical	527.9	-8.3	166.0	0.31	\$35.93
11	Management	462.3	-2.1	439.2	0.95	\$53.15
53	Transportation and material moving	330.6	-5.5	746.4	2.22	\$16.28
13	Business and financial operations	304.8	2.8	248.9	0.82	\$34.14
49	Installation, maintenance, and repair	214.0	-9.6	223.0	1.00	\$21.35
35	Food preparation and serving related	203.6	5.4	661.4	3.34	\$10.38
17	Architecture and engineering	165.8	-1.9	79.2	0.47	\$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 July

The largest loss in July was in **Office and administrative support** workers, which fell 15,700 in July to 552,900 as demand for bookkeeping, accounting, and auditing clerks and customer service representatives decreased. Demand for **Installation, maintenance, and repair** workers decreased by 9,600 to 214,000. This reflected lower demand for general maintenance and repair workers and heating and air conditioning mechanics and installers.

Healthcare practitioners and technical workers saw a decrease of 8,300, reflecting lower demand for registered nurses. However, the supply/demand rate for these workers lies at 0.31, 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 and material moving** workers dropped 5,500 to 330,600, reflecting lower demand for truck drivers.

Demand for **Computer and mathematical science** workers rose 13,400 to 561,200 partially due to increased demand for computer systems analysts and information technology project managers. Demand for **Food preparation and serving-related** workers increased 5,400 to 203,600 due to increased demand for short-order cooks. **Business and financial** demand rose 2,800 to 304,800 due to increased demand for auditors, personal financial advisors, and tax examiners, collectors, and revenue agents.

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 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
	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)
	Jul-13	Jun-14	Jul-14	Jul-Jun 14	Jul-13	Jun-14	Jul-14	Jul-Jun 14
United States	4,884.3	5,060.1	5,044.6	-15.5	2,353.8	2,684.9	2,584.0	-100.9
New England	289.4	312.9	310.7	-2.2	140.4	168.0	160.1	-7.9
Middle Atlantic	651.8	666.9	657.4	-9.5	331.0	351.0	334.0	-17.0
South Atlantic	915.3	933.8	932.3	-1.5	447.0	496.9	480.9	-16.0
East North Central	689.2	737.5	728.1	-9.4	325.6	381.0	365.4	-15.6
East South Central	201.8	205.4	207.4	2.1	95.8	109.5	109.3	-0.3
West North Central	363.8	385.5	392.6	7.0	159.9	190.7	190.2	-0.6
West South Central	500.5	537.7	538.9	1.2	235.6	283.8	273.8	-10.0
Mountain	382.3	401.4	406.2	4.8	186.9	218.6	213.9	-4.8
Pacific	780.0	783.6	780.6	-2.9	391.7	450.7	435.4	-15.3

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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)		
	Jul-13	Jun-14	Jul-14	Jul-13	Jun-14	Jul-14
United States	3.14	3.25	3.24	1.51	1.72	1.66
New England	3.76	4.04	4.01	1.82	2.17	2.07
Middle Atlantic	3.16	3.25	3.20	1.60	1.71	1.63
South Atlantic	3.04	3.08	3.08	1.49	1.64	1.59
East North Central	2.96	3.17	3.13	1.40	1.64	1.57
East South Central	2.36	2.42	2.44	1.12	1.29	1.29
West North Central	3.30	3.47	3.53	1.45	1.72	1.71
West South Central	2.77	2.96	2.96	1.30	1.56	1.50
Mountain	3.45	3.58	3.63	1.69	1.95	1.91
Pacific	3.12	3.13	3.12	1.57	1.80	1.74

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)
	Jul-13	Jun-14	Jul-14	Jul-Jun 14	Jul-13	Jun-14	Jul-14	Jul-Jun 14
United States	4,884.3	5,060.1	5,044.6	-15.5	2,353.8	2,684.9	2,584.0	-100.9
Alabama	48.8	49.8	50.8	1.0	22.3	26.2	27.4	1.2
Alaska	19.2	17.0	18.1	1.1	9.0	9.4	9.9	0.5
Arizona	97.5	93.2	95.1	1.9	47.2	48.9	49.6	0.6
Arkansas	28.7	29.3	30.1	0.8	12.9	15.7	15.7	0.0
California	551.8	548.7	546.9	-1.8	273.9	313.1	304.4	-8.7
Colorado	115.0	122.7	123.0	0.3	58.9	69.0	68.0	-1.0
Connecticut	66.5	70.8	70.7	-0.1	30.5	36.6	34.7	-1.9
Delaware	18.8	17.4	18.1	0.7	8.3	8.9	9.2	0.3
Florida	256.4	263.9	261.4	-2.5	135.0	150.7	145.3	-5.4
Georgia	137.4	147.9	145.4	-2.5	61.6	73.9	69.8	-4.1
Hawaii	18.8	19.9	20.1	0.2	11.7	13.2	13.3	0.1
Idaho	24.5	25.4	23.7	-1.8	13.0	14.8	13.2	-1.6
Illinois	195.7	203.5	201.4	-2.1	83.9	99.2	95.3	-3.9
Indiana	80.1	83.8	84.4	0.6	36.4	43.5	42.4	-1.1
Iowa	53.3	58.7	59.6	0.9	22.5	29.1	28.5	-0.6
Kansas	41.6	43.6	46.5	2.9	17.8	21.0	23.3	2.3
Kentucky	44.9	48.2	49.5	1.2	20.9	26.1	26.1	-0.1
Louisiana	52.7	55.9	58.3	2.5	25.9	30.9	33.5	2.6
Maine	21.2	26.8	27.6	0.8	9.4	13.7	13.0	-0.6
Maryland	103.9	104.3	103.2	-1.0	47.1	49.1	46.6	-2.5
Massachusetts	146.7	153.1	149.4	-3.7	70.3	81.1	76.8	-4.3
Michigan	132.7	166.2	159.7	-6.5	63.6	83.9	79.8	-4.1
Minnesota	113.6	119.3	123.7	4.4	49.3	57.9	59.6	1.7
Mississippi	23.6	26.2	25.6	-0.6	9.3	12.9	11.6	-1.3
Missouri	79.9	82.2	81.9	-0.2	36.2	42.9	40.6	-2.3
Montana	18.5	22.7	22.0	-0.6	8.4	12.2	11.1	-1.1
Nebraska	38.5	40.5	39.3	-1.3	17.9	20.2	18.6	-1.5
Nevada	39.9	45.2	46.8	1.6	19.2	23.3	24.3	1.0
New Hampshire	25.1	29.2	29.5	0.3	13.8	16.9	16.2	-0.7
New Jersey	161.6	147.9	140.9	-7.1	85.1	76.7	69.7	-7.0
New Mexico	25.0	27.1	27.8	0.7	11.9	14.8	14.3	-0.5
New York	293.7	306.9	303.4	-3.4	151.1	166.3	159.7	-6.7
North Carolina	134.5	127.3	128.6	1.3	69.6	70.0	68.1	-1.9
North Dakota	19.9	22.4	22.8	0.4	8.9	10.9	10.9	0.0
Ohio	184.3	178.4	177.3	-1.0	93.5	93.4	90.0	-3.4
Oklahoma	54.9	58.0	57.4	-0.7	27.8	31.7	29.8	-1.9
Oregon	66.7	68.8	68.2	-0.6	36.1	41.7	40.3	-1.4
Pennsylvania	200.9	213.7	218.3	4.7	93.8	104.5	103.8	-0.6
Rhode Island	18.6	20.3	20.2	-0.1	10.3	12.4	12.1	-0.3
South Carolina	57.4	60.9	64.6	3.6	29.2	35.4	37.5	2.1
South Dakota	17.5	19.2	19.4	0.1	6.7	8.0	8.0	0.0
Tennessee	84.5	81.2	81.6	0.4	42.9	44.4	43.5	-0.9
Texas	364.1	394.3	392.9	-1.4	169.1	207.2	195.0	-12.2
Utah	53.3	55.8	57.9	2.2	24.5	29.2	28.0	-1.2
Vermont	11.2	12.7	13.2	0.5	5.8	7.1	6.9	-0.2
Virginia	141.5	146.4	145.4	-1.0	65.3	75.5	71.7	-3.7
Washington	123.9	128.7	127.6	-1.1	61.8	72.7	68.3	-4.4
West Virginia	19.9	21.9	22.7	0.9	8.2	10.8	11.1	0.4
Wisconsin	97.0	107.0	106.1	-0.9	47.6	59.3	57.1	-2.2
Wyoming	9.5	9.9	10.4	0.4	3.7	4.7	4.9	0.2

Source: The Conference Board

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jul-13	Jun-14	Jul-14	Jun-14	Jun-14	Jun-14	Jun-14
United States	3.14	3.25	3.24	6.1	9,474.00	5,060.1	1.87
Alabama	2.28	2.33	2.37	6.8	144.99	49.8	2.91
Alaska	5.27	4.63	4.94	6.4	23.49	17.0	1.38
Arizona	3.24	3.07	3.13	6.9	210.38	93.2	2.26
Arkansas	2.17	2.24	2.30	6.2	81.61	29.3	2.79
California	2.97	2.95	2.94	7.4	1,377.95	548.7	2.51
Colorado	4.17	4.38	4.39	5.5	153.28	122.7	1.25
Connecticut	3.57	3.77	3.76	6.7	125.40	70.8	1.77
Delaware	4.25	3.88	4.03	6.1	27.24	17.4	1.56
Florida	2.72	2.74	2.72	6.2	596.83	263.9	2.26
Georgia	2.88	3.09	3.04	7.4	353.70	147.9	2.39
Hawaii	2.91	3.01	3.04	4.4	29.14	19.9	1.46
Idaho	3.15	3.26	3.04	4.7	36.93	25.4	1.45
Illinois	2.99	3.12	3.08	7.1	461.71	203.5	2.27
Indiana	2.52	2.60	2.61	5.9	189.89	83.8	2.26
Iowa	3.19	3.46	3.51	4.4	74.50	58.7	1.27
Kansas	2.80	2.90	3.10	4.9	72.80	43.6	1.67
Kentucky	2.17	2.35	2.41	7.4	152.31	48.2	3.16
Louisiana	2.51	2.65	2.77	5.0	105.12	55.9	1.88
Maine	2.99	3.78	3.90	5.5	39.33	26.8	1.47
Maryland	3.32	3.35	3.32	5.8	180.33	104.3	1.73
Massachusetts	4.21	4.37	4.27	5.5	191.01	153.1	1.25
Michigan	2.81	3.50	3.37	7.5	357.41	166.2	2.15
Minnesota	3.83	3.98	4.13	4.5	135.55	119.3	1.14
Mississippi	1.84	2.07	2.02	7.9	100.39	26.2	3.84
Missouri	2.64	2.71	2.70	6.5	197.66	82.2	2.41
Montana	3.59	4.36	4.24	4.5	23.37	22.7	1.03
Nebraska	3.76	3.96	3.83	3.5	36.12	40.5	0.89
Nevada	2.91	3.29	3.41	7.7	105.36	45.2	2.33
New Hampshire	3.39	3.91	3.95	4.4	32.45	29.2	1.11
New Jersey	3.56	3.29	3.13	6.6	296.04	147.9	2.00
New Mexico	2.70	2.93	3.00	6.5	60.47	27.1	2.23
New York	3.05	3.19	3.15	6.6	634.70	306.9	2.07
North Carolina	2.87	2.71	2.74	6.4	299.31	127.3	2.35
North Dakota	4.97	5.45	5.56	2.7	10.96	22.4	0.49
Ohio	3.19	3.12	3.10	5.5	315.88	178.4	1.77
Oklahoma	3.02	3.24	3.20	4.5	81.17	58.0	1.40
Oregon	3.47	3.56	3.53	6.8	131.28	68.8	1.91
Pennsylvania	3.11	3.34	3.41	5.6	357.10	213.7	1.67
Rhode Island	3.34	3.62	3.61	7.9	44.16	20.3	2.18
South Carolina	2.63	2.81	2.98	5.3	115.58	60.9	1.90
South Dakota	3.90	4.24	4.27	3.8	17.13	19.2	0.89
Tennessee	2.75	2.67	2.68	6.6	201.06	81.2	2.48
Texas	2.84	3.04	3.03	5.1	656.18	394.3	1.66
Utah	3.75	3.85	4.00	3.5	51.06	55.8	0.92
Vermont	3.20	3.61	3.77	3.5	12.41	12.7	0.98
Virginia	3.34	3.38	3.36	5.3	227.63	146.4	1.55
Washington	3.58	3.71	3.67	5.8	200.98	128.7	1.56
West Virginia	2.50	2.71	2.82	6.2	49.87	21.9	2.28
Wisconsin	3.16	3.48	3.45	5.7	174.87	107.0	1.63
Wyoming	3.10	3.17	3.32	4.0	12.57	9.9	1.27

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)
	Jul-13	Jun-14	Jul-14	Jul-Jun 14	Jul-13	Jun-14	Jul-14	Jul-Jun 14
Birmingham, AL	16.7	15.3	15.4	0.1	7.9	7.9	8.2	0.2
Phoenix, AZ	66.3	63.4	62.7	-0.7	32.2	31.8	31.9	0.0
Tucson, AZ	13.3	14.1	14.1	0.0	7.1	8.6	8.4	-0.2
Los Angeles, CA	171.2	167.1	165.2	-1.9	86.5	94.8	91.8	-3.0
Riverside, CA	30.4	31.3	31.7	0.4	15.2	17.6	17.6	0.0
Sacramento, CA	29.0	26.1	26.5	0.4	14.7	14.7	14.9	0.1
San Diego, CA	46.4	44.3	43.6	-0.7	23.8	25.9	25.0	-0.9
San Francisco, CA	113.3	110.2	112.1	1.8	55.6	62.2	62.2	-0.1
San Jose, CA	50.3	48.8	49.5	0.7	19.6	23.2	22.6	-0.6
Denver, CO	63.3	68.3	67.9	-0.3	30.7	37.6	36.2	-1.4
Hartford, CT	25.5	28.1	27.4	-0.7	11.7	14.6	13.2	-1.4
Washington, DC	145.6	146.8	145.4	-1.4	63.6	70.6	65.8	-4.9
Jacksonville, FL	22.3	19.0	19.0	0.1	12.9	10.5	9.9	-0.7
Miami, FL	71.0	75.5	74.1	-1.4	36.0	41.4	38.9	-2.5
Orlando, FL	33.1	33.5	32.9	-0.6	16.1	17.0	16.3	-0.7
Tampa, FL	40.1	40.7	41.5	0.8	19.8	21.7	21.4	-0.3
Atlanta, GA	93.0	96.7	94.7	-2.0	41.2	45.9	42.8	-3.1
Honolulu, HI	13.6	15.1	14.9	-0.2	9.1	10.4	10.2	-0.2
Chicago, IL	152.0	158.4	156.1	-2.3	64.7	75.2	71.7	-3.5
Indianapolis, IN	31.2	32.6	32.5	-0.1	15.4	17.7	17.3	-0.4
Louisville, KY	19.3	21.8	21.8	0.0	8.9	11.9	11.2	-0.7
New Orleans, LA	18.5	19.0	19.3	0.4	10.0	11.0	11.4	0.4
Baltimore, MD	56.8	54.7	54.1	-0.7	27.0	25.8	24.1	-1.7
Boston, MA	111.2	117.0	115.1	-1.8	52.4	61.3	58.5	-2.8
Detroit, MI	60.0	72.5	70.8	-1.6	26.9	33.7	32.9	-0.7
Minneapolis-St. Paul, MN	76.4	81.0	82.2	1.2	33.0	38.8	38.8	-0.1
Kansas City, MO	34.6	37.3	37.3	0.0	14.7	18.4	17.0	-1.4
St. Louis, MO	37.2	37.2	37.9	0.7	15.6	17.7	17.6	-0.1
Las Vegas, NV	26.1	29.4	31.4	2.0	12.4	14.6	16.2	1.6
Buffalo, NY	17.7	22.0	21.0	-1.0	9.6	12.7	11.7	-0.9
New York, NY	293.2	285.0	283.1	-1.9	150.7	148.0	141.8	-6.1
Rochester, NY	13.8	15.8	15.3	-0.6	7.5	9.5	8.8	-0.7
Charlotte, NC	37.6	35.3	36.5	1.2	19.7	17.7	17.6	0.0
Cincinnati, OH	33.6	30.5	30.2	-0.4	16.6	14.0	13.2	-0.8
Cleveland, OH	39.6	33.8	34.1	0.3	19.6	16.0	15.7	-0.4
Columbus, OH	40.6	35.6	36.0	0.3	22.0	17.9	17.4	-0.6
Oklahoma City, OK	23.1	24.5	24.0	-0.4	13.0	13.8	13.1	-0.8
Portland, OR	42.3	42.1	42.3	0.2	21.9	24.4	24.1	-0.2
Philadelphia, PA	94.3	100.1	99.5	-0.6	41.2	49.6	46.2	-3.3
Pittsburgh, PA	44.3	43.1	46.5	3.4	22.3	19.2	20.1	0.9
Providence, RI	24.1	26.7	26.3	-0.5	13.4	16.6	15.9	-0.7
Memphis, TN	16.6	16.0	16.3	0.3	8.0	8.7	8.6	0.0
Nashville, TN	32.0	29.2	29.0	-0.2	16.8	14.2	13.5	-0.8
Austin, TX	35.2	39.5	39.2	-0.3	17.6	22.7	20.8	-1.9
Dallas, TX	112.0	118.3	117.2	-1.1	50.8	60.3	55.3	-5.0
Houston, TX	92.5	99.1	98.1	-1.0	41.2	49.1	45.7	-3.4
San Antonio, TX	28.2	30.4	31.2	0.8	13.4	15.9	15.6	-0.3
Salt Lake City, UT	31.2	32.4	34.1	1.7	14.5	17.2	16.6	-0.6
Richmond, VA	21.8	23.3	22.8	-0.5	11.3	13.9	12.4	-1.5
Virginia Beach, VA	23.3	24.0	24.5	0.5	12.7	14.8	14.7	-0.1
Seattle-Tacoma, WA	84.1	83.4	82.9	-0.5	40.5	44.7	42.2	-2.4
Milwaukee, WI	31.6	32.5	32.9	0.4	15.7	18.1	17.7	-0.4

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
	Jul-13	Jun-14	Jul-14	May-14	May-14	May-14	May-14
Birmingham, AL	3.16	2.89	2.90	6.1	32.1	15.9	2.01
Phoenix, AZ	3.24	3.07	3.04	6.0	124.5	58.9	2.11
Tucson, AZ	2.96	3.10	3.10	6.3	28.4	13.7	2.08
Los Angeles, CA	2.60	2.53	2.51	7.7	505.3	153.6	3.29
Riverside, CA	1.67	1.72	1.74	8.9	162.4	29.5	5.50
Sacramento, CA	2.77	2.50	2.54	7.4	77.3	24.9	3.10
San Diego, CA	2.91	2.78	2.73	6.5	103.2	41.1	2.51
San Francisco, CA	4.81	4.67	4.75	5.5	130.4	101.7	1.28
San Jose, CA	5.29	5.08	5.15	5.7	55.1	46.4	1.19
Denver, CO	4.40	4.69	4.67	5.7	82.5	62.8	1.31
Hartford, CT	4.35	4.77	4.64	7.1	42.1	26.2	1.61
Washington, DC	4.53	4.53	4.49	5.0	160.7	140.1	1.15
Jacksonville, FL	3.16	2.62	2.63	6.1	44.4	18.0	2.46
Miami, FL	2.39	2.52	2.47	6.4	192.2	69.0	2.78
Orlando, FL	2.85	2.80	2.75	5.9	71.2	32.1	2.22
Tampa, FL	3.01	2.99	3.05	6.5	88.0	38.6	2.28
Atlanta, GA	3.41	3.52	3.45	7.2	196.6	93.4	2.10
Honolulu, HI	2.99	3.23	3.19	4.2	19.4	14.9	1.30
Chicago, IL	3.10	3.25	3.20	7.5	367.1	147.8	2.48
Indianapolis, IN	3.38	3.47	3.46	5.3	50.0	32.7	1.53
Louisville, KY	3.01	3.38	3.37	7.1	46.0	20.5	2.24
New Orleans, LA	3.31	3.39	3.46	4.8	27.1	18.5	1.46
Baltimore, MD	3.85	3.72	3.67	6.0	88.1	53.5	1.65
Boston, MA	4.34	4.55	4.47	5.2	134.1	113.1	1.19
Detroit, MI	2.94	3.59	3.51	8.2	165.5	75.7	2.19
Minneapolis-St. Paul, MN	4.10	4.30	4.37	4.4	82.9	80.8	1.03
Kansas City, MO	3.31	3.58	3.58	6.4	66.1	35.2	1.87
St. Louis, MO	2.64	2.61	2.66	7.2	102.0	36.1	2.83
Las Vegas, NV	2.64	2.96	3.16	8.2	81.4	28.0	2.91
Buffalo, NY	3.08	3.90	3.71	6.3	35.4	21.4	1.66
New York, NY	3.05	2.98	2.96	6.9	661.8	263.0	2.52
Rochester, NY	2.65	3.07	2.95	6.0	31.1	14.8	2.10
Charlotte, NC	4.06	3.81	3.94	6.4	59.3	33.2	1.78
Cincinnati, OH	3.06	2.77	2.73	5.3	58.6	29.8	1.97
Cleveland, OH	3.78	3.24	3.27	6.8	70.8	33.8	2.09
Columbus, OH	4.09	3.62	3.65	4.6	45.0	34.2	1.32
Oklahoma City, OK	3.82	4.03	3.96	4.7	28.3	26.1	1.09
Portland, OR	3.62	3.58	3.60	6.3	74.0	40.3	1.84
Philadelphia, PA	3.13	3.35	3.34	6.2	186.3	93.5	1.99
Pittsburgh, PA	3.55	3.46	3.73	5.5	68.3	40.5	1.69
Providence, RI	3.48	3.86	3.79	8.2	56.9	26.0	2.19
Memphis, TN	2.75	2.70	2.75	7.7	45.5	15.9	2.86
Nashville, TN	3.77	3.42	3.39	5.0	42.6	28.1	1.51
Austin, TX	3.50	3.87	3.84	4.3	43.6	37.3	1.17
Dallas, TX	3.29	3.43	3.40	5.2	178.7	108.4	1.65
Houston, TX	2.97	3.13	3.10	5.1	161.4	94.5	1.71
San Antonio, TX	2.68	2.87	2.95	4.9	51.6	28.9	1.79
Salt Lake City, UT	4.93	5.03	5.29	3.6	22.9	30.3	0.76
Richmond, VA	3.23	3.36	3.28	5.5	38.4	22.3	1.72
Virginia Beach, VA	2.79	2.83	2.90	5.7	48.5	23.3	2.08
Seattle-Tacoma, WA	4.39	4.31	4.29	5.5	105.4	79.6	1.32
Milwaukee, WI	3.96	4.07	4.11	6.2	49.8	31.6	1.58

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
		Jul-13	Jun-14	Jul-14	Jul-Jun 14	Jun-14	Jun-14	
	Total	4,884.3	5,060.1	5,044.6	-15.5	9,474.0	1.87	\$22.33
11	Management	458.1	464.3	462.3	-2.1	439.2	0.95	\$53.15
13	Business and financial operations	307.5	302.0	304.8	2.8	248.9	0.82	\$34.14
15	Computer and mathematical science	584.1	547.8	561.2	13.4	180.6	0.33	\$39.43
17	Architecture and engineering	167.1	167.7	165.8	-1.9	79.2	0.47	\$38.51
19	Life, physical, and social science	48.8	52.7	52.0	-0.7	81.0	1.54	\$33.37
21	Community and social services	74.9	88.5	92.0	3.5	70.1	0.79	\$21.50
23	Legal	29.6	28.9	29.0	0.2	49.7	1.72	\$47.89
25	Education, training, and library	125.2	145.0	147.6	2.6	324.2	2.24	\$24.76
27	Arts, design, entertainment, sports, and media	137.1	126.2	128.0	1.8	241.0	1.91	\$26.72
29	Healthcare practitioners and technical	549.8	536.2	527.9	-8.3	166.0	0.31	\$35.93
31	Healthcare support	121.3	116.7	115.7	-1.0	161.3	1.38	\$13.61
33	Protective service	43.3	46.6	48.0	1.4	133.8	2.87	\$20.92
35	Food preparation and serving related	201.1	198.2	203.6	5.4	661.4	3.34	\$10.38
37	Building and grounds cleaning and maintenance	94.0	104.6	105.6	1.0	529.7	5.06	\$12.51
39	Personal care and service	80.0	73.9	73.9	0.0	433.7	5.87	\$11.88
41	Sales and related	607.9	605.5	604.9	-0.6	958.2	1.58	\$18.37
43	Office and administrative support	516.8	568.6	552.9	-15.7	1,042.9	1.83	\$16.78
45	Farming, fishing, and forestry	7.9	9.0	9.5	0.5	103.7	11.52	\$11.70
47	Construction and extraction	114.8	135.5	132.7	-2.8	864.6	6.38	\$21.94
49	Installation, maintenance, and repair	191.1	223.6	214.0	-9.6	223.0	1.00	\$21.35
51	Production	136.2	160.6	158.7	-1.9	566.9	3.53	\$16.79
53	Transportation and material moving	272.8	336.1	330.6	-5.5	746.4	2.22	\$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 Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jul-14	Wage ²	Jul-14	Wage ²	Jul-14	Wage ²
United States	772,294	\$43.56	1,719,328	\$32.05	555,734	\$12.65
Alabama	5,486	\$41.56	14,337	\$28.34	5,286	\$11.05
Alaska	1,896	\$43.44	6,636	\$28.85	2,642	\$15.12
Arizona	12,889	\$39.48	33,835	\$30.42	10,603	\$12.98
Arkansas	3,755	\$35.98	9,208	\$26.26	2,849	\$10.32
California	99,264	\$48.52	210,368	\$33.40	57,767	\$14.03
Colorado	16,877	\$42.84	39,778	\$33.11	17,315	\$13.00
Connecticut	13,112	\$50.60	27,206	\$34.38	6,617	\$14.42
Delaware	3,197	\$47.67	6,846	\$34.25	1,609	\$12.79
Florida	35,444	\$39.12	76,392	\$29.56	34,212	\$12.23
Georgia	24,916	\$42.72	51,117	\$29.86	12,240	\$11.26
Hawaii	2,230	\$37.52	4,879	\$30.79	4,153	\$14.35
Idaho	2,224	\$34.04	7,202	\$25.86	3,956	\$11.38
Illinois	38,694	\$42.97	69,654	\$31.20	17,810	\$13.23
Indiana	10,789	\$37.81	23,585	\$27.92	9,054	\$11.37
Iowa	7,098	\$35.69	19,852	\$26.77	6,847	\$11.51
Kansas	6,408	\$38.72	15,476	\$27.11	4,848	\$11.43
Kentucky	5,997	\$36.12	13,801	\$27.27	5,506	\$10.95
Louisiana	6,376	\$37.06	16,809	\$27.23	6,701	\$11.08
Maine	2,870	\$36.30	9,496	\$28.17	5,058	\$12.10
Maryland	15,772	\$46.66	41,457	\$36.03	9,895	\$13.47
Massachusetts	28,489	\$49.37	58,297	\$36.06	14,859	\$14.89
Michigan	20,711	\$40.82	52,784	\$30.48	18,593	\$12.09
Minnesota	17,244	\$41.93	41,549	\$31.40	12,993	\$8.25
Mississippi	2,707	\$35.09	7,206	\$24.87	2,732	\$10.46
Missouri	11,517	\$38.30	26,852	\$28.31	8,911	\$11.35
Montana	1,889	\$32.45	6,118	\$25.50	4,222	\$11.63
Nebraska	4,958	\$37.41	12,977	\$26.81	4,995	\$11.47
Nevada	6,015	\$39.76	13,017	\$32.04	9,506	\$13.40
New Hampshire	3,250	\$42.80	9,245	\$31.06	3,954	\$12.90
New Jersey	26,869	\$50.42	53,957	\$35.26	14,259	\$14.70
New Mexico	3,114	\$37.10	11,754	\$29.24	2,982	\$11.75
New York	63,959	\$52.63	99,678	\$35.68	31,655	\$14.71
North Carolina	18,743	\$43.61	44,011	\$29.21	14,215	\$11.30
North Dakota	2,253	\$37.35	5,876	\$26.66	2,011	\$12.25
Ohio	24,304	\$39.20	50,751	\$30.27	17,334	\$11.84
Oklahoma	5,909	\$36.20	17,850	\$26.88	6,758	\$10.97
Oregon	8,679	\$38.91	24,106	\$31.52	10,110	\$13.07
Pennsylvania	31,774	\$42.76	64,892	\$23.43	24,515	\$12.43
Rhode Island	2,950	\$46.53	6,483	\$32.45	2,640	\$13.42
South Carolina	6,776	\$37.52	20,184	\$27.57	7,933	\$10.95
South Dakota	1,914	\$34.38	5,266	\$24.66	3,009	\$10.86
Tennessee	10,600	\$37.75	22,891	\$27.65	9,192	\$11.13
Texas	59,801	\$43.64	135,383	\$31.70	38,147	\$11.54
Utah	6,497	\$37.32	15,102	\$28.45	8,177	\$11.79
Vermont	1,502	\$37.40	4,853	\$27.92	1,912	\$13.56
Virginia	23,570	\$46.77	55,379	\$33.17	14,989	\$12.75
Washington	19,558	\$43.94	49,891	\$34.98	15,490	\$14.56
West Virginia	2,061	\$33.56	7,182	\$19.62	2,665	\$10.58
Wisconsin	13,688	\$37.80	29,249	\$29.27	12,494	\$11.88
Wyoming	1,001	\$37.14	3,265	\$24.15	1,059	\$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
	Jul-14	Wage ¹	Jul-14	Wage ¹	Jul-14	Wage ¹
United States	1,153,053	\$17.41	392,349	\$21.24	515,441	\$16.53
Alabama	13,558	\$15.22	5,512	\$19.09	8,371	\$15.47
Alaska	4,588	\$18.55	1,679	\$28.40	1,245	\$23.64
Arizona	22,585	\$16.77	6,542	\$19.80	6,680	\$16.60
Arkansas	7,458	\$14.44	2,838	\$17.53	4,757	\$14.64
California	126,206	\$19.10	27,933	\$22.24	34,120	\$16.53
Colorado	27,804	\$18.40	12,684	\$21.41	11,307	\$17.40
Connecticut	14,876	\$20.40	4,254	\$24.65	5,277	\$18.24
Delaware	3,700	\$17.74	1,121	\$22.05	1,447	\$16.11
Florida	70,135	\$16.10	23,952	\$18.01	18,713	\$15.23
Georgia	31,837	\$16.54	10,634	\$19.23	16,379	\$15.90
Hawaii	5,997	\$16.68	1,641	\$26.55	1,380	\$18.14
Idaho	5,860	\$15.05	2,767	\$18.49	3,138	\$15.33
Illinois	44,538	\$18.14	10,706	\$24.88	22,502	\$16.85
Indiana	19,978	\$16.01	7,622	\$21.91	15,255	\$16.12
Iowa	13,340	\$15.78	5,608	\$19.73	8,950	\$15.98
Kansas	10,917	\$16.21	4,055	\$20.10	6,122	\$16.77
Kentucky	12,252	\$15.36	4,371	\$19.79	8,274	\$16.33
Louisiana	14,205	\$14.76	7,022	\$19.31	7,587	\$18.36
Maine	5,930	\$15.42	2,376	\$19.50	2,950	\$16.67
Maryland	22,202	\$18.15	6,783	\$22.02	7,609	\$17.28
Massachusetts	30,694	\$20.23	8,256	\$25.80	10,254	\$17.82
Michigan	33,538	\$16.64	13,710	\$21.39	22,550	\$17.07
Minnesota	25,521	\$17.96	9,558	\$23.06	14,782	\$17.22
Mississippi	6,756	\$14.13	2,825	\$17.63	4,420	\$14.88
Missouri	19,619	\$16.02	6,824	\$21.32	10,382	\$15.92
Montana	5,436	\$15.23	3,169	\$20.69	2,638	\$17.20
Nebraska	9,336	\$15.60	4,263	\$19.11	4,478	\$15.90
Nevada	12,156	\$16.24	4,196	\$23.82	3,603	\$17.00
New Hampshire	7,225	\$17.58	2,642	\$21.25	3,440	\$16.84
New Jersey	30,211	\$19.18	8,293	\$25.27	10,265	\$16.51
New Mexico	6,255	\$14.87	2,232	\$19.33	2,439	\$16.38
New York	69,538	\$20.57	16,555	\$25.89	20,516	\$18.17
North Carolina	28,357	\$16.50	11,434	\$18.72	13,257	\$15.30
North Dakota	5,118	\$15.99	4,231	\$22.57	3,485	\$19.01
Ohio	42,298	\$16.50	15,026	\$20.81	28,845	\$16.03
Oklahoma	13,366	\$15.41	6,445	\$18.85	8,651	\$16.48
Oregon	15,869	\$17.29	5,570	\$21.96	6,921	\$16.52
Pennsylvania	50,647	\$17.44	18,037	\$21.36	28,939	\$16.89
Rhode Island	4,772	\$18.26	1,417	\$22.56	2,022	\$16.13
South Carolina	15,291	\$15.00	7,093	\$18.69	8,338	\$15.81
South Dakota	4,778	\$14.61	2,531	\$17.94	2,655	\$14.63
Tennessee	21,179	\$15.83	6,883	\$18.89	11,863	\$15.51
Texas	91,120	\$17.10	34,569	\$19.18	40,746	\$16.27
Utah	16,002	\$9.60	5,810	\$20.38	7,105	\$16.74
Vermont	2,798	\$16.78	924	\$19.75	1,302	\$16.91
Virginia	30,281	\$17.36	10,530	\$20.59	11,020	\$16.54
Washington	26,444	\$18.70	9,072	\$24.35	9,352	\$19.04
West Virginia	5,501	\$13.52	2,241	\$20.05	3,462	\$16.28
Wisconsin	23,467	\$16.78	10,030	\$21.91	17,521	\$16.29
Wyoming	2,230	\$15.83	1,662	\$23.00	1,327	\$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 Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jul-14	Wage ^{2*}	Jul-14	Wage ^{2*}	Jul-14	Wage ^{2*}
United States	772,294	\$43.56	1,719,328	\$32.05	555,734	\$12.65
Birmingham, AL	1,862	\$43.39	4,345	\$28.81	1,675	\$11.55
Phoenix, AZ	9,821	\$40.50	21,674	\$31.37	6,191	\$11.10
Tucson, AZ	1,611	\$36.72	4,975	\$29.22	2,115	\$10.88
Los Angeles, CA	33,107	\$48.13	57,598	\$37.73	16,618	\$13.72
Riverside, CA	3,708	\$42.30	9,471	\$31.45	4,073	\$13.06
Sacramento, CA	4,310	\$41.12	9,740	\$36.84	2,748	\$14.05
San Diego, CA	6,963	\$46.08	16,305	\$36.28	5,511	\$13.38
San Francisco, CA	26,979	\$54.59	45,831	\$41.92	10,229	\$15.69
San Jose, CA	10,405	\$60.68	27,791	\$46.19	2,667	\$14.37
Denver, CO	11,601	\$44.47	22,820	\$35.08	7,671	\$13.18
Hartford, CT	5,095	\$47.35	10,639	\$34.48	2,156	\$14.14
Washington, DC	29,755	\$51.34	62,502	\$41.81	13,263	\$14.80
Jacksonville, FL	2,917	\$38.49	5,749	\$30.76	2,192	\$11.77
Miami, FL	12,375	\$41.81	21,993	\$30.79	8,221	\$12.98
Orlando, FL	4,948	\$38.38	9,364	\$29.02	4,807	\$11.70
Tampa, FL	6,403	\$39.28	13,068	\$29.28	4,643	\$11.88
Atlanta, GA	19,312	\$44.98	36,091	\$31.94	7,167	\$11.56
Honolulu, HI	1,742	\$38.12	3,530	\$31.40	2,876	\$13.87
Chicago, IL	33,489	\$44.53	53,380	\$32.18	13,800	\$13.33
Indianapolis, IN	5,232	\$39.44	8,791	\$30.25	3,331	\$11.78
Louisville, KY	3,038	\$37.48	6,094	\$28.78	2,528	\$11.45
New Orleans, LA	2,148	\$38.49	5,571	\$29.66	3,102	\$11.56
Baltimore, MD	8,007	\$45.66	21,790	\$34.86	5,153	\$13.46
Boston, MA	24,181	\$50.88	44,995	\$37.19	10,518	\$15.07
Detroit, MI	11,194	\$43.55	27,208	\$33.12	6,724	\$10.00
Minneapolis-St. Paul, MN	13,588	\$54.80	27,706	\$33.26	7,637	\$12.67
Kansas City, MO	5,535	\$40.39	12,709	\$30.67	3,528	\$12.01
St. Louis, MO	6,573	\$41.55	13,707	\$29.95	3,512	\$11.88
Las Vegas, NV	4,265	\$40.34	8,538	\$32.62	6,736	\$13.68
Buffalo, NY	2,690	\$16.77	4,969	\$28.39	2,461	\$12.61
New York, NY	69,209	\$55.34	104,251	\$38.03	25,263	\$15.25
Rochester, NY	1,645	\$42.02	4,296	\$29.02	1,935	\$12.70
Charlotte, NC	7,086	\$46.08	13,369	\$31.25	3,170	\$11.68
Cincinnati, OH	5,598	.	8,782	.	2,224	.
Cleveland, OH	5,206	.	10,708	.	3,105	.
Columbus, OH	5,968	.	11,407	.	3,093	.
Oklahoma City, OK	2,768	.	7,266	.	3,077	.
Portland, OR	6,261	.	15,632	.	5,052	.
Philadelphia, PA	18,730	\$47.62	34,400	\$34.11	9,464	\$13.35
Pittsburgh, PA	6,984	.	13,721	.	5,602	.
Providence, RI	3,543	\$41.59	8,261	\$30.75	3,455	\$13.61
Memphis, TN	2,300	.	4,440	.	1,497	.
Nashville, TN	4,786	.	8,795	.	3,153	.
Austin, TX	5,853	.	16,113	.	4,168	.
Dallas, TX	21,348	\$44.50	41,076	\$32.76	9,971	\$9.95
Houston, TX	18,303	.	34,217	.	8,291	.
San Antonio, TX	4,347	.	10,141	.	3,948	.
Salt Lake City, UT	4,358	.	9,079	.	4,667	.
Richmond, VA	3,674	.	7,615	.	2,470	.
Virginia Beach, VA	2,964	.	6,815	.	3,183	.
Seattle-Tacoma, WA	15,009	\$46.30	34,121	\$37.98	8,788	\$15.12
Milwaukee, WI	5,358	.	9,769	.	3,762	.

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
	Jul-14	Wage ^{2*}	Jul-14	Wage ^{2*}	Jul-14	Wage ^{2*}
United States	1,153,053	\$17.41	392,349	\$21.24	515,441	\$16.53
Birmingham, AL	4,339	\$9.45	1,437	\$19.69	2,133	\$15.91
Phoenix, AZ	15,684	\$17.43	3,986	\$20.45	4,155	\$16.87
Tucson, AZ	3,167	\$15.34	1,238	\$19.67	1,004	\$15.23
Los Angeles, CA	42,553	\$19.00	7,031	\$24.52	9,825	\$7.94
Riverside, CA	8,654	\$16.53	2,385	\$23.03	3,579	\$15.95
Sacramento, CA	6,626	\$18.57	1,858	\$23.38	1,752	\$16.89
San Diego, CA	10,716	\$18.55	2,420	\$24.07	2,398	\$16.33
San Francisco, CA	22,114	\$22.32	4,510	\$28.32	4,642	\$19.59
San Jose, CA	6,837	\$23.36	1,344	\$26.48	1,336	\$18.08
Denver, CO	15,495	\$19.62	6,037	\$21.92	5,389	\$17.78
Hartford, CT	5,619	\$19.95	1,711	\$24.19	2,103	\$18.34
Washington, DC	26,764	\$19.87	6,979	\$23.31	5,709	\$18.08
Jacksonville, FL	4,982	\$16.31	1,846	\$18.56	1,956	\$16.22
Miami, FL	20,389	\$16.91	4,777	\$19.08	3,504	\$15.39
Orlando, FL	9,106	\$15.39	2,727	\$18.10	2,342	\$14.98
Tampa, FL	10,558	\$16.77	3,761	\$17.56	2,776	\$15.13
Atlanta, GA	19,571	\$17.90	5,596	\$20.30	7,476	\$16.98
Honolulu, HI	4,589	\$16.85	1,231	\$27.59	1,089	\$18.64
Chicago, IL	34,747	\$18.85	7,747	\$26.23	14,902	\$16.97
Indianapolis, IN	8,088	\$17.67	3,053	\$22.22	4,607	\$16.07
Louisville, KY	5,355	\$16.87	1,948	\$20.76	3,193	\$17.63
New Orleans, LA	4,694	\$16.02	2,028	\$20.19	1,693	\$19.09
Baltimore, MD	11,556	\$18.30	3,573	\$21.57	3,992	\$17.47
Boston, MA	23,542	\$21.11	5,484	\$26.41	6,685	\$18.04
Detroit, MI	13,804	\$17.80	5,034	\$23.07	7,771	\$18.21
Minneapolis-St. Paul, MN	17,603	\$19.25	5,449	\$24.56	8,945	\$17.91
Kansas City, MO	8,891	\$17.74	2,954	\$22.37	4,062	\$16.85
St. Louis, MO	8,921	\$17.23	2,382	\$23.76	3,520	\$16.93
Las Vegas, NV	8,347	\$9.62	2,571	\$24.05	1,788	\$16.75
Buffalo, NY	6,047	\$16.45	1,653	\$21.67	2,713	\$16.90
New York, NY	60,558	\$21.57	11,448	\$27.45	13,063	\$18.09
Rochester, NY	3,761	\$16.88	1,578	\$21.01	1,857	\$15.95
Charlotte, NC	7,286	\$18.18	2,614	\$19.51	3,123	\$16.55
Cincinnati, OH	7,559	.	2,156	\$13.66	3,715	.
Cleveland, OH	8,112	.	2,476	\$13.33	4,350	.
Columbus, OH	8,255	.	2,686	\$14.65	4,241	.
Oklahoma City, OK	6,009	.	2,816	\$17.03	2,978	.
Portland, OR	9,812	.	3,160	.	3,956	.
Philadelphia, PA	22,465	\$19.29	6,591	\$23.86	7,606	\$17.33
Pittsburgh, PA	10,870	.	3,614	\$13.61	5,075	.
Providence, RI	6,520	\$16.94	2,085	\$22.14	2,861	\$15.64
Memphis, TN	4,160	.	1,464	\$12.48	2,726	.
Nashville, TN	7,353	.	2,046	\$13.30	3,114	.
Austin, TX	8,842	.	3,057	\$11.96	2,345	.
Dallas, TX	26,933	\$18.25	8,035	\$19.09	10,710	\$15.62
Houston, TX	21,840	.	7,929	.	8,662	.
San Antonio, TX	7,421	.	2,994	\$11.43	2,960	.
Salt Lake City, UT	9,421	.	2,971	\$13.94	3,733	.
Richmond, VA	5,123	.	2,035	\$14.76	2,046	.
Virginia Beach, VA	5,944	.	3,066	\$12.21	2,479	.
Seattle-Tacoma, WA	16,044	\$20.06	4,771	\$26.12	4,993	\$20.28
Milwaukee, WI	7,202	.	2,573	\$17.27	4,161	.

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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