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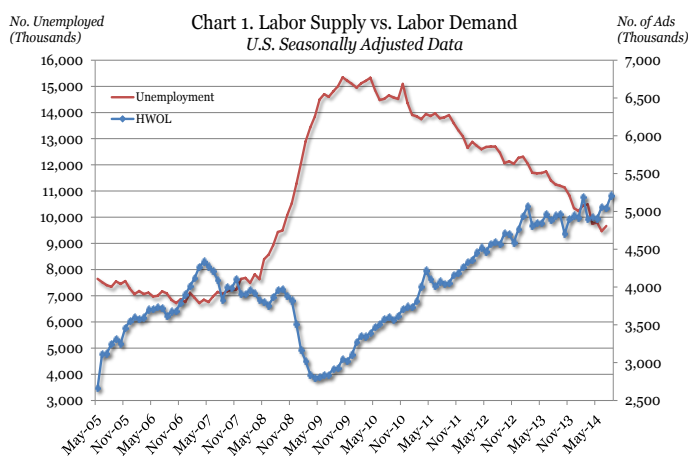
Online Labor Demand Rises 164,600 in August

- August posts strong increase following small loss in July
- Large gains for California, Michigan, Illinois, and Florida

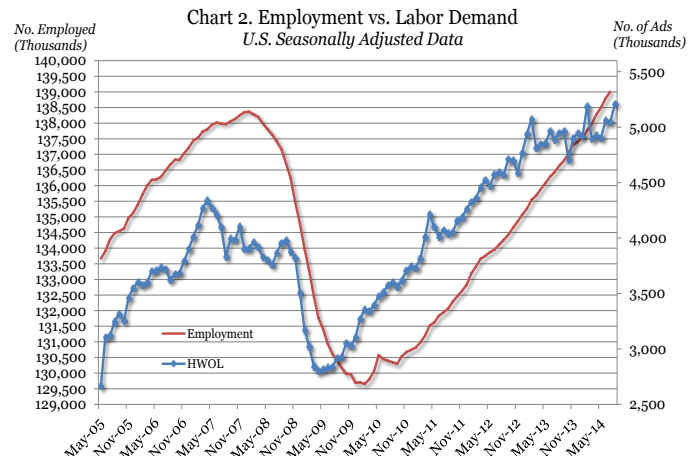
NEW YORK, September 3, 2014...Online advertised vacancies gained 164,600 to 5,209,200 in August, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The July Supply/Demand rate stands at 1.9 unemployed for each advertised vacancy with a total of 4.6 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.7 million in July.

“Labor demand has shown some renewed strength over the past three months with an average increase of 102,000 per month,” said Gad Levanon, Director of Macroeconomics and Labor Markets at The Conference Board. “The 2014 gains through August are an improvement over the slower-paced gains of 2013 for the same time period.”

In August the professional occupations continued to show improvements after earlier 2014 losses. Gains included Business and Finance (10,700), Computer and Math (19,300), and Healthcare (24,200). The Services/Production occupations also showed gains in Office and Administration (20,100), Sales (13,900), and Food Preparation (12,300) (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

- Eighteen of the 20 largest States (all but Pennsylvania and Washington) posted gains in August
- Among the 50 States, 45 experienced gains while 5 (others were Utah, Alaska, and West Virginia) declined

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads¹ (Thousands) Aug-14	M-O-M Change (Thousands) Aug-Jul 14	Supply/ Demand Rate² Jul-14	Recent Trend³
United States	5,209.2	164.6	1.92	→ 1/13
NORTHEAST	981.0	12.9	1.79	
Massachusetts	157.3	7.9	1.31	↑ 10/13
New Jersey	147.6	6.7	2.08	↓ 8/13
New York	308.6	5.1	2.08	↓ 6/13
Pennsylvania	202.2	-16.1	1.65	→ 1/13
SOUTH	1,726.4	47.8	2.07	
Florida	273.3	11.9	2.28	↑ 10/13
Georgia	148.7	3.3	2.55	↑ 10/13
Maryland	105.1	1.9	1.84	→ 10/13
North Carolina	132.7	4.1	2.37	→ 10/13
Texas	400.4	7.4	1.70	↑ 10/13
Virginia	150.4	5.0	1.59	→ 3/13
MIDWEST	1,174.9	54.2	1.82	
Illinois	213.9	12.5	2.21	↑ 10/13
Michigan	174.9	15.2	2.28	↑ 10/13
Minnesota	125.5	1.9	1.08	→ 10/13
Missouri	84.5	2.6	2.40	→ 4/12
Ohio	181.7	4.4	1.82	→ 2/13
Wisconsin	112.4	6.3	1.67	→ 4/12
WEST	1,234.5	47.7	2.03	
Arizona	99.4	4.3	2.24	→ 10/13
California	579.2	32.3	2.51	→ 4/13
Colorado	130.5	7.6	1.21	→ 11/13
Washington	127.2	-0.4	1.53	→ 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).

August Changes for States

In August, online labor demand was up in 45 States (see Table 3) and down in five States. All four regions experienced gains.

The **Midwest** experienced the largest August gain, at 54,200. The largest gain occurred in **Michigan** (15,200) to 174,900. **Illinois** rose 12,500 to 213,900. **Wisconsin** (+6,300 to 112,400), **Ohio** (+4,400 to 181,700), **Missouri** (+2,600 to 84,500), and **Minnesota** (+1,900 to 125,500) also saw improvement. Among the smaller States in the region, **Indiana** rose 5,800 to 90,200; **Iowa** rose 2,900 to 62,500, and **Kansas** rose 1,000, to 47,400. **North Dakota** and **South Dakota** inched up with gains of 500 and 200 respectively.

The **South** grew by 47,800 in August. By far the largest gain among larger States in the region was **Florida's** increase of 11,900 to 273,300. **Texas** gained 7,400 to 400,400, followed by **Virginia** (+5,000 to 150,400), **North Carolina** (+4,100 to 132,700), **Georgia** (+3,300 to 148,700), and **Maryland** (+1,900 to 105,100). (Table A.) Among the smaller States, **South Carolina** was up 3,300 to 67,800 and **Kentucky** rose 1,900 to 51,400. **Alabama** and **Mississippi** were up 800 and 600, respectively, while **West Virginia** fell 500.

The **West** experienced a gain of 47,700, led by a spike of 32,300 in **California** to 579,200. **Colorado** (+7,600 to 130,500) and **Arizona** (+4,300 to 99,400) also saw gains, while **Washington** fell 400 to 127,200. Among the smaller States in the West, **Oregon** (+4,800 to 73,000) led gains, followed by **Idaho** (+1,900 to 25,600) and **Hawaii** (+900 to 21,000). **New Mexico** saw a slight gain of 800 while **Utah** dropped 1,500 and **Alaska** fell 600 (Table 3).

The **Northeast** rose 12,900, reflecting gains in **Massachusetts** (+7,900 to 157,300), **New Jersey** (+6,700 to 147,600) and **New York** (+5,100 to 308,600). **Pennsylvania** dropped 16,100 to 202,200. In the smaller States, **Connecticut** gained 2,200 to 72,900; **New Hampshire** gained 1,700 to 31,200; and **Rhode Island** gained 1,000 to 21,200. **Maine** and **Vermont** were both up slightly by 500.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for July 2014, the latest month for which State unemployment figures are available. There were five States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.50), South Dakota (0.85), Utah (0.89), Nebraska (0.94), and Vermont (0.99). The States with the highest Supply/Demand rates were Mississippi (3.96) and Kentucky (3.04), 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 August, among the 20 largest metro areas, two (Houston and Philadelphia) declined, 17 gained, and one (Cleveland) remained constant
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 46 gained advertisements, four (including Pittsburgh and Salt Lake City) lost, and 2 (Cleveland and Buffalo) remained constant (Table 5)

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²
Location	Aug-14	Aug-Jul 14	Jul-14
United States	5,209.2	164.6	1.92
NORTHEAST	981.0	12.9	1.79
Boston, MA	120.9	5.7	1.12
New York, NY	288.5	5.4	2.23
Philadelphia, PA	98.3	-1.2	1.79
SOUTH	1,726.4	47.8	2.07
Atlanta, GA	95.3	0.6	2.14
Baltimore, MD	54.9	0.8	1.69
Dallas, TX	120.2	3.0	1.48
Houston, TX	96.5	-1.6	1.60
Miami, FL	78.0	3.9	2.46
Washington, DC	150.3	5.0	1.12
MIDWEST	1,174.9	54.2	1.82
Chicago, IL	165.5	9.4	2.04
Cleveland, OH	34.1	0.0	2.13
Detroit, MI	76.8	6.0	2.46
Minneapolis-St. Paul, MN	83.5	1.3	0.96
WEST	1,234.5	47.7	2.03
Denver, CO	71.1	3.2	1.11
Los Angeles, CA	172.2	7.0	2.91
Phoenix, AZ	65.7	3.0	1.97
San Diego, CA	45.8	2.2	2.19
San Francisco, CA	120.5	8.4	1.08
San Jose, CA	51.1	1.6	1.05
Seattle-Tacoma, WA	83.0	0.1	1.17

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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 August, out of the largest 52 metro areas, online labor demand was up in 46 metro areas and down in 4 while 2 remained constant. The MSAs with the largest gains in each of the regions were: **Chicago** (+9,400) and **Detroit** (+6,000) in the **Midwest**; **San Francisco** (+8,400) and **Los Angeles** (+7,000) in the **West**; **Boston** (+5,700) and **New York** (+5,400) in the **Northeast**; and **Washington, DC** (+5,000) in the **South** (See Table B and Table 5).

The **Midwest** experienced the largest gain, 54,200, in August. The largest increase occurred in **Chicago**, which rose 9,400 to 165,500. **Detroit** increased 6,000 to 76,800, and **Columbus** rose to 37,400 with an increase of 1,500. **Minneapolis-St. Paul** added 1,300 and stands at 83,500. **St. Louis** increased 1,100, **Indianapolis** gained 1,000, **Cincinnati** rose 400, and **Cleveland** remained constant.

The **South** gained 47,800 in August. **Washington, DC** gained 5,000 to 150,300, **Miami** rose 3,900 to 78,000, and **Dallas** increased by 3,000 to 120,200. **Houston** dropped 1,600. **San Antonio** grew by 1,100. **Charlotte** and **Tampa** both gained 800 and reached 37,300 and 42,200 respectively.

The **West** experienced a gain of 47,700 with an increase of 8,400 in **San Francisco** to 120,500. **Los Angeles** rose 7,000 to 172,200 while **Denver** increased 3,200 to 71,100 and **Phoenix** gained 3,000 to 65,700 (Table 5). **San Diego** gained 2,200, **San Jose** rose 1,600, **Las Vegas** grew to 32,300 with an increase of 900, and **Seattle-Tacoma** inched up 100 to 83,000.

The **Northeast** rose 12,900, reflecting a gain of 5,700 in **Boston** to 120,900. **New York** rose 5,400 to 288,500, and **Philadelphia** decreased by 1,200 to 98,300. **Pittsburgh** dropped 5,000 to 41,500 while **Hartford** rose 700 and stands at 28,100. **Buffalo** remained constant at 21,000, and **Providence** grew by 1,500 to 27,800.

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 July data (the latest available unemployment data for metro areas), only Salt Lake City and Minneapolis-St. Paul among major metro areas saw more job openings than unemployed workers (S/D rates of 0.64 and 0.96 respectively) (Table 6). Other favorable markets for job-seekers included San Jose (1.05), Austin (1.08), San Francisco (1.08), Oklahoma City (1.10), Denver (1.11), Boston (1.12), and Washington, DC (1.12).

In contrast, unemployed workers face great competition for each advertised position in Riverside (nearly 5 unemployed for every opening) as well as Memphis, Los Angeles, and Sacramento (nearly 3 unemployed for every opening). In 33 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 August all of the 10 largest online job categories posted gains (Table C)

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

SOC ¹	Occupation	Total Ads (Thousands) Aug-14	M-O-M Change (Thousands) Aug-Jul 14	Unemployed (Thousands) Jul-14	Supply/ Demand Rate ² Jul-14	Average Hourly Wage ³
41	Sales and related	618.8	13.9	987.9	1.63	\$18.37
15	Computer and mathematical science	580.5	19.3	108.8	0.19	\$39.43
43	Office and administrative support	572.9	20.1	1,131.5	2.05	\$16.78
29	Healthcare practitioners and technical	552.1	24.2	215.8	0.41	\$35.93
11	Management	463.6	1.3	407.5	0.88	\$53.15
53	Transportation and material moving	335.9	5.3	777.9	2.35	\$16.28
13	Business and financial operations	315.5	10.7	262.2	0.86	\$34.14
35	Food preparation and serving related	215.9	12.3	703.4	3.45	\$10.38
49	Installation, maintenance, and repair	215.6	1.6	255.5	1.19	\$21.35
17	Architecture and engineering	168.6	2.8	101.0	0.61	\$38.51

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1. Standard Occupational Classification code (SOC)
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. BLS Occupational Employment Statistics - May 2013 estimates.

Occupational Changes for the Month of August

The largest gain in August was in **Healthcare practitioners and technical** workers, which increased 24,200 in August to 552,100 as demand for registered nurses increased. However, the supply/demand rate for these workers lies at 0.41, i.e. about 2.5 advertised available openings for every job-seeker. (See Table 7 for Supply/Demand rates for all of the SOC categories.) Demand for **Office and administrative support** workers rose 20,100 in August to 572,900 as demand for customer service representatives increased. Demand for **Computer and mathematical science** workers rose 19,300 to 580,500 partially due to increased demand for computer user support specialists and web developers.

Demand for **Sales and related** workers increased 13,900 to 618,800 largely due to increased demand for retail salespeople. Demand for **Food preparation and serving-related** workers increased 12,300 to 215,900 due to increased demand for waiters and waitresses and first-line supervisors/managers of food preparation and serving workers. **Business and financial** demand rose 10,700 to 315,500 largely due to increased demand for accountants and management analysts.

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.

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Aug-13	Jul-14	Aug-14	Aug-Jul 14	Aug-13	Jul-14	Aug-14	Aug-Jul 14
United States	4,943.9	5,044.6	5,209.2	164.6	2,510.7	2,584.0	2,717.8	133.8
New England	294.7	310.7	324.1	13.4	151.0	160.1	171.1	11.0
Middle Atlantic	662.1	657.4	656.9	-0.6	346.7	334.0	339.6	5.6
South Atlantic	928.6	932.3	964.0	31.7	475.9	480.9	507.3	26.5
East North Central	701.0	728.1	770.9	42.7	351.4	365.4	389.3	23.9
East South Central	206.2	207.4	212.2	4.8	103.9	109.3	110.0	0.7
West North Central	365.7	392.6	404.0	11.5	168.4	190.2	196.0	5.8
West South Central	510.0	538.9	550.2	11.3	254.2	273.8	284.2	10.4
Mountain	387.4	406.2	422.8	16.6	197.3	213.9	227.7	13.8
Pacific	779.0	780.6	811.7	31.0	408.8	435.4	454.6	19.1

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Aug-13	Jul-14	Aug-14	Aug-13	Jul-14	Aug-14
United States	3.18	3.23	3.34	1.62	1.66	1.74
New England	3.83	4.01	4.19	1.96	2.07	2.21
Middle Atlantic	3.21	3.21	3.21	1.68	1.63	1.66
South Atlantic	3.09	3.08	3.19	1.58	1.59	1.68
East North Central	3.01	3.13	3.31	1.51	1.57	1.67
East South Central	2.42	2.45	2.51	1.22	1.29	1.30
West North Central	3.32	3.54	3.64	1.53	1.71	1.77
West South Central	2.82	2.96	3.03	1.41	1.51	1.56
Mountain	3.50	3.63	3.78	1.78	1.91	2.03
Pacific	3.12	3.12	3.25	1.64	1.74	1.82

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)
	Aug-13	Jul-14	Aug-14	Aug-Jul 14	Aug-13	Jul-14	Aug-14	Aug-Jul 14
United States	4,943.9	5,044.6	5,209.2	164.6	2,510.7	2,584.0	2,717.8	133.8
Alabama	49.7	50.8	51.5	0.8	24.1	27.4	26.7	-0.7
Alaska	20.0	18.1	17.5	-0.6	10.6	9.9	9.1	-0.9
Arizona	96.8	95.1	99.4	4.3	48.4	49.6	53.8	4.2
Arkansas	29.5	30.1	31.7	1.6	14.0	15.7	16.6	0.9
California	553.4	546.9	579.2	32.3	285.2	304.4	318.8	14.4
Colorado	116.4	123.0	130.5	7.6	60.5	68.0	72.3	4.3
Connecticut	67.3	70.7	72.9	2.2	32.5	34.7	36.6	1.9
Delaware	18.8	18.1	18.7	0.6	8.8	9.2	9.2	0.1
Florida	262.0	261.4	273.3	11.9	145.9	145.3	156.6	11.3
Georgia	137.9	145.4	148.7	3.3	65.9	69.8	75.7	5.9
Hawaii	19.6	20.1	21.0	0.9	12.7	13.3	13.8	0.5
Idaho	24.6	23.7	25.6	1.9	13.3	13.2	15.2	2.0
Illinois	195.7	201.4	213.9	12.5	89.9	95.3	105.6	10.3
Indiana	82.4	84.4	90.2	5.8	40.1	42.4	47.2	4.8
Iowa	53.4	59.6	62.5	2.9	23.3	28.5	29.8	1.2
Kansas	41.4	46.5	47.4	1.0	19.1	23.3	22.9	-0.4
Kentucky	46.4	49.5	51.4	1.9	22.9	26.1	26.8	0.7
Louisiana	54.8	58.3	59.7	1.3	28.3	33.5	33.4	-0.2
Maine	22.2	27.6	28.2	0.5	10.9	13.0	13.7	0.6
Maryland	105.1	103.2	105.1	1.9	50.6	46.6	48.7	2.2
Massachusetts	148.4	149.4	157.3	7.9	75.3	76.8	83.2	6.4
Michigan	134.1	159.7	174.9	15.2	67.6	79.8	83.0	3.2
Minnesota	112.8	123.7	125.5	1.9	50.6	59.6	59.6	0.0
Mississippi	24.0	25.6	26.2	0.6	10.8	11.6	12.5	0.9
Missouri	80.8	81.9	84.5	2.6	38.8	40.6	43.4	2.8
Montana	18.8	22.0	22.7	0.7	9.2	11.1	11.5	0.3
Nebraska	39.2	39.3	41.2	1.9	18.6	18.6	20.1	1.4
Nevada	41.6	46.8	48.6	1.8	21.7	24.3	25.5	1.1
New Hampshire	26.5	29.5	31.2	1.7	15.3	16.2	18.0	1.8
New Jersey	163.5	140.9	147.6	6.7	89.4	69.7	76.5	6.8
New Mexico	25.6	27.8	28.6	0.8	12.7	14.3	14.7	0.4
New York	299.5	303.4	308.6	5.1	161.0	159.7	164.9	5.2
North Carolina	136.9	128.6	132.7	4.1	74.2	68.1	71.0	2.9
North Dakota	20.5	22.8	23.4	0.5	9.5	10.9	10.8	-0.1
Ohio	190.7	177.3	181.7	4.4	103.8	90.0	93.9	3.9
Oklahoma	58.0	57.4	57.8	0.4	31.9	29.8	31.9	2.1
Oregon	67.4	68.2	73.0	4.8	36.9	40.3	44.2	3.9
Pennsylvania	200.9	218.3	202.2	-16.1	99.9	103.8	101.6	-2.2
Rhode Island	19.1	20.2	21.2	1.0	11.1	12.1	12.7	0.6
South Carolina	58.5	64.6	67.8	3.3	31.3	37.5	38.2	0.6
South Dakota	17.7	19.4	19.6	0.2	7.3	8.0	8.0	0.0
Tennessee	86.0	81.6	83.1	1.4	46.1	43.5	44.0	0.4
Texas	366.9	392.9	400.4	7.4	180.6	195.0	203.1	8.1
Utah	54.2	57.9	56.5	-1.5	26.4	28.0	28.0	-0.1
Vermont	11.6	13.2	13.7	0.5	6.3	6.9	7.4	0.5
Virginia	143.9	145.4	150.4	5.0	68.4	71.7	75.6	3.9
Washington	124.1	127.6	127.2	-0.4	62.9	68.3	68.3	0.0
West Virginia	20.1	22.7	22.2	-0.5	8.4	11.1	10.1	-1.0
Wisconsin	100.7	106.1	112.4	6.3	51.8	57.1	61.2	4.1
Wyoming	9.4	10.4	10.8	0.4	3.9	4.9	4.8	-0.1

Source: The Conference Board

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Aug-13	Jul-14	Aug-14	Jul-14	Jul-14	Jul-14	Jul-14
United States	3.18	3.23	3.34	6.2	9,671.00	5,044.6	1.92
Alabama	2.33	2.38	2.41	7.0	148.79	50.8	2.93
Alaska	5.50	4.94	4.78	6.5	23.98	18.1	1.32
Arizona	3.22	3.13	3.27	7.0	213.25	95.1	2.24
Arkansas	2.23	2.32	2.44	6.2	81.03	30.1	2.69
California	2.98	2.94	3.12	7.4	1,371.22	546.9	2.51
Colorado	4.23	4.38	4.65	5.3	148.90	123.0	1.21
Connecticut	3.62	3.78	3.89	6.6	122.85	70.7	1.74
Delaware	4.26	4.02	4.16	6.2	28.03	18.1	1.55
Florida	2.78	2.72	2.84	6.2	596.69	261.4	2.28
Georgia	2.90	3.04	3.11	7.8	370.39	145.4	2.55
Hawaii	3.03	3.04	3.17	4.4	29.23	20.1	1.45
Idaho	3.17	3.04	3.28	4.8	37.04	23.7	1.57
Illinois	2.99	3.09	3.28	6.8	445.43	201.4	2.21
Indiana	2.59	2.61	2.79	5.9	192.07	84.4	2.28
Iowa	3.19	3.51	3.68	4.5	76.94	59.6	1.29
Kansas	2.80	3.10	3.17	4.9	74.14	46.5	1.59
Kentucky	2.25	2.43	2.52	7.4	150.16	49.5	3.04
Louisiana	2.61	2.76	2.82	5.4	113.83	58.3	1.95
Maine	3.14	3.91	3.99	5.5	38.76	27.6	1.40
Maryland	3.37	3.32	3.38	6.1	190.21	103.2	1.84
Massachusetts	4.26	4.25	4.48	5.6	195.65	149.4	1.31
Michigan	2.85	3.37	3.69	7.7	363.74	159.7	2.28
Minnesota	3.80	4.14	4.20	4.5	133.08	123.7	1.08
Mississippi	1.87	2.03	2.08	8.0	101.24	25.6	3.96
Missouri	2.68	2.70	2.79	6.5	197.00	81.9	2.40
Montana	3.67	4.23	4.37	4.6	23.79	22.0	1.08
Nebraska	3.83	3.85	4.03	3.6	36.77	39.3	0.94
Nevada	3.04	3.41	3.54	7.7	105.18	46.8	2.25
New Hampshire	3.57	3.96	4.20	4.4	32.78	29.5	1.11
New Jersey	3.61	3.13	3.29	6.5	293.67	140.9	2.08
New Mexico	2.77	3.01	3.10	6.6	60.83	27.8	2.19
New York	3.11	3.16	3.21	6.6	631.78	303.4	2.08
North Carolina	2.92	2.75	2.84	6.5	304.48	128.6	2.37
North Dakota	5.11	5.55	5.69	2.8	11.48	22.8	0.50
Ohio	3.31	3.10	3.18	5.7	323.01	177.3	1.82
Oklahoma	3.19	3.22	3.24	4.6	82.32	57.4	1.43
Oregon	3.50	3.52	3.77	6.9	134.26	68.2	1.97
Pennsylvania	3.11	3.43	3.17	5.7	360.68	218.3	1.65
Rhode Island	3.44	3.62	3.79	7.7	43.15	20.2	2.14
South Carolina	2.68	2.98	3.13	5.7	124.67	64.6	1.93
South Dakota	3.94	4.29	4.33	3.7	16.56	19.4	0.85
Tennessee	2.81	2.69	2.74	7.1	215.99	81.6	2.65
Texas	2.86	3.03	3.08	5.1	666.20	392.9	1.70
Utah	3.81	4.01	3.90	3.6	51.76	57.9	0.89
Vermont	3.32	3.77	3.90	3.7	13.08	13.2	0.99
Virginia	3.39	3.38	3.49	5.4	230.42	145.4	1.59
Washington	3.59	3.68	3.67	5.6	195.91	127.6	1.53
West Virginia	2.53	2.83	2.77	6.3	50.56	22.7	2.23
Wisconsin	3.28	3.45	3.65	5.8	177.49	106.1	1.67
Wyoming	3.08	3.33	3.46	4.4	13.77	10.4	1.33

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)
	Aug-13	Jul-14	Aug-14	Aug-Jul 14	Aug-13	Jul-14	Aug-14	Aug-Jul 14
Birmingham, AL	16.8	15.4	15.8	0.5	8.2	8.2	8.2	0.0
Phoenix, AZ	65.4	62.7	65.7	3.0	32.6	31.9	35.7	3.8
Tucson, AZ	13.4	14.1	14.6	0.5	7.5	8.4	8.6	0.2
Los Angeles, CA	171.3	165.2	172.2	7.0	90.9	91.8	95.8	4.0
Riverside, CA	30.3	31.7	32.9	1.2	15.8	17.6	18.2	0.7
Sacramento, CA	28.6	26.5	27.2	0.7	14.3	14.9	15.0	0.1
San Diego, CA	46.0	43.6	45.8	2.2	24.3	25.0	26.0	1.0
San Francisco, CA	111.1	112.1	120.5	8.4	57.5	62.2	68.7	6.5
San Jose, CA	50.0	49.5	51.1	1.6	21.0	22.6	24.1	1.5
Denver, CO	63.8	67.9	71.1	3.2	31.7	36.2	37.4	1.3
Hartford, CT	25.7	27.4	28.1	0.7	12.3	13.2	14.2	0.9
Washington, DC	144.8	145.4	150.3	5.0	64.0	65.8	69.0	3.2
Jacksonville, FL	23.0	19.0	19.9	0.9	13.9	9.9	10.7	0.8
Miami, FL	71.3	74.1	78.0	3.9	37.6	38.9	41.9	3.0
Orlando, FL	33.2	32.9	34.4	1.6	16.6	16.3	18.0	1.7
Tampa, FL	40.5	41.5	42.2	0.8	21.6	21.4	22.5	1.1
Atlanta, GA	92.4	94.7	95.3	0.6	43.1	42.8	46.5	3.6
Honolulu, HI	14.2	14.9	15.7	0.8	9.8	10.2	10.7	0.5
Chicago, IL	151.1	156.1	165.5	9.4	68.4	71.7	79.8	8.1
Indianapolis, IN	32.5	32.5	33.5	1.0	16.8	17.3	18.0	0.7
Louisville, KY	20.0	21.8	22.8	1.0	10.2	11.2	12.2	1.0
New Orleans, LA	18.9	19.3	20.1	0.8	10.8	11.4	12.1	0.6
Baltimore, MD	57.6	54.1	54.9	0.8	29.9	24.1	26.1	2.0
Boston, MA	112.1	115.1	120.9	5.7	56.0	58.5	62.0	3.6
Detroit, MI	59.9	70.8	76.8	6.0	28.3	32.9	33.3	0.4
Minneapolis-St. Paul, MN	75.4	82.2	83.5	1.3	33.8	38.8	39.9	1.1
Kansas City, MO	34.9	37.3	38.5	1.2	15.6	17.0	18.2	1.2
St. Louis, MO	37.8	37.9	39.0	1.1	17.3	17.6	18.5	0.9
Las Vegas, NV	27.5	31.4	32.3	0.9	13.8	16.2	16.2	0.0
Buffalo, NY	18.2	21.0	21.0	0.0	10.4	11.7	12.1	0.3
New York, NY	297.2	283.1	288.5	5.4	158.6	141.8	145.5	3.7
Rochester, NY	14.2	15.3	15.7	0.5	8.2	8.8	9.5	0.6
Charlotte, NC	38.0	36.5	37.3	0.8	20.8	17.6	18.4	0.8
Cincinnati, OH	34.3	30.2	30.5	0.4	18.5	13.2	13.7	0.5
Cleveland, OH	40.2	34.1	34.1	0.0	20.6	15.7	15.9	0.2
Columbus, OH	42.9	36.0	37.4	1.5	24.4	17.4	18.7	1.4
Oklahoma City, OK	24.5	24.0	24.4	0.4	14.1	13.1	13.7	0.7
Portland, OR	42.4	42.3	44.4	2.1	22.2	24.1	26.1	1.9
Philadelphia, PA	94.5	99.5	98.3	-1.2	45.5	46.2	49.1	2.8
Pittsburgh, PA	45.2	46.5	41.5	-5.0	23.7	20.1	19.0	-1.1
Providence, RI	24.7	26.3	27.8	1.5	14.4	15.9	17.0	1.1
Memphis, TN	17.2	16.3	16.9	0.6	8.6	8.6	9.0	0.4
Nashville, TN	32.6	29.0	29.3	0.3	19.0	13.5	14.6	1.1
Austin, TX	36.5	39.2	40.9	1.7	20.0	20.8	22.8	2.0
Dallas, TX	112.7	117.2	120.2	3.0	54.6	55.3	59.1	3.8
Houston, TX	92.5	98.1	96.5	-1.6	43.0	45.7	46.0	0.3
San Antonio, TX	28.3	31.2	32.3	1.1	14.1	15.6	16.6	1.0
Salt Lake City, UT	31.5	34.1	33.1	-1.0	15.4	16.6	16.3	-0.3
Richmond, VA	22.9	22.8	23.8	1.0	12.8	12.4	13.6	1.2
Virginia Beach, VA	24.1	24.5	25.9	1.4	13.5	14.7	15.5	0.8
Seattle-Tacoma, WA	83.9	82.9	83.0	0.1	41.1	42.2	43.3	1.0
Milwaukee, WI	32.4	32.9	35.3	2.4	16.6	17.7	19.5	1.8

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
	Aug-13	Jul-14	Aug-14	Jul-14	Jul-14	Jul-14	Jul-14
Birmingham, AL	3.19	2.92	3.01	6.0	31.5	15.4	2.05
Phoenix, AZ	3.20	3.02	3.16	6.0	123.7	62.7	1.97
Tucson, AZ	2.98	3.09	3.21	6.2	28.1	14.1	2.00
Los Angeles, CA	2.60	2.50	2.61	7.3	480.5	165.2	2.91
Riverside, CA	1.67	1.75	1.82	8.3	150.1	31.7	4.74
Sacramento, CA	2.73	2.55	2.61	6.9	72.1	26.5	2.72
San Diego, CA	2.89	2.74	2.88	6.0	95.6	43.6	2.19
San Francisco, CA	4.71	4.74	5.10	5.1	121.4	112.1	1.08
San Jose, CA	5.26	5.17	5.34	5.4	51.9	49.5	1.05
Denver, CO	4.43	4.63	4.85	5.1	75.1	67.9	1.11
Hartford, CT	4.38	4.65	4.77	6.5	38.5	27.4	1.40
Washington, DC	4.50	4.50	4.65	5.0	162.9	145.4	1.12
Jacksonville, FL	3.26	2.63	2.75	5.9	42.9	19.0	2.25
Miami, FL	2.40	2.45	2.58	6.0	182.2	74.1	2.46
Orlando, FL	2.86	2.74	2.86	5.8	69.2	32.9	2.11
Tampa, FL	3.03	3.05	3.11	6.2	84.9	41.5	2.05
Atlanta, GA	3.39	3.44	3.47	7.4	202.4	94.7	2.14
Honolulu, HI	3.11	3.19	3.37	4.1	18.9	14.9	1.27
Chicago, IL	3.08	3.21	3.40	6.6	319.0	156.1	2.04
Indianapolis, IN	3.52	3.45	3.55	5.3	50.3	32.5	1.55
Louisville, KY	3.13	3.41	3.57	6.8	43.4	21.8	1.99
New Orleans, LA	3.38	3.43	3.57	5.1	28.8	19.3	1.49
Baltimore, MD	3.90	3.67	3.72	6.2	91.5	54.1	1.69
Boston, MA	4.38	4.45	4.67	5.0	128.9	115.1	1.12
Detroit, MI	2.94	3.52	3.81	8.7	174.6	70.8	2.46
Minneapolis-St. Paul, MN	4.05	4.36	4.43	4.2	78.6	82.2	0.96
Kansas City, MO	3.35	3.59	3.70	6.2	64.1	37.3	1.72
St. Louis, MO	2.68	2.66	2.73	6.8	96.6	37.9	2.55
Las Vegas, NV	2.78	3.16	3.26	7.7	76.2	31.4	2.43
Buffalo, NY	3.17	3.72	3.73	6.1	34.6	21.0	1.65
New York, NY	3.10	2.95	3.00	6.6	632.3	283.1	2.23
Rochester, NY	2.73	2.97	3.07	5.9	30.2	15.3	1.98
Charlotte, NC	4.11	3.92	4.01	6.3	58.7	36.5	1.61
Cincinnati, OH	3.12	2.75	2.78	5.2	56.8	30.2	1.88
Cleveland, OH	3.83	3.25	3.25	6.9	72.7	34.1	2.13
Columbus, OH	4.32	3.65	3.80	4.5	43.8	36.0	1.22
Oklahoma City, OK	4.03	3.98	4.05	4.4	26.3	24.0	1.10
Portland, OR	3.63	3.57	3.75	6.1	72.7	42.3	1.72
Philadelphia, PA	3.15	3.34	3.30	6.0	178.4	99.5	1.79
Pittsburgh, PA	3.63	3.75	3.35	5.3	65.4	46.5	1.41
Providence, RI	3.58	3.78	4.01	7.6	52.6	26.3	2.01
Memphis, TN	2.87	2.76	2.85	8.1	47.8	16.3	2.92
Nashville, TN	3.84	3.40	3.44	5.6	47.5	29.0	1.64
Austin, TX	3.62	3.81	3.97	4.1	42.4	39.2	1.08
Dallas, TX	3.31	3.38	3.46	5.0	173.6	117.2	1.48
Houston, TX	2.96	3.09	3.04	5.0	157.4	98.1	1.60
San Antonio, TX	2.70	2.96	3.06	4.6	48.9	31.2	1.57
Salt Lake City, UT	4.96	5.27	5.12	3.4	21.9	34.1	0.64
Richmond, VA	3.39	3.30	3.44	5.5	38.2	22.8	1.67
Virginia Beach, VA	2.89	2.91	3.08	5.7	47.9	24.5	1.95
Seattle-Tacoma, WA	4.39	4.28	4.29	5.0	96.9	82.9	1.17
Milwaukee, WI	4.05	4.09	4.39	6.2	49.6	32.9	1.51

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 Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Aug-13	Jul-14	Aug-14	Aug-Jul 14	Jul-14	Jul-14	
	Total	4,943.9	5,044.6	5,209.2	164.6	9,671.0	1.92	\$22.33
11	Management	456.2	462.3	463.6	1.3	407.5	0.88	\$53.15
13	Business and financial operations	309.6	304.8	315.5	10.7	262.2	0.86	\$34.14
15	Computer and mathematical science	580.6	561.2	580.5	19.3	108.8	0.19	\$39.43
17	Architecture and engineering	165.2	165.8	168.6	2.8	101.0	0.61	\$38.51
19	Life, physical, and social science	47.7	52.0	51.4	-0.6	56.3	1.08	\$33.37
21	Community and social services	74.3	92.0	93.0	1.0	77.9	0.85	\$21.50
23	Legal	28.8	29.0	28.1	-1.0	41.7	1.44	\$47.89
25	Education, training, and library	127.0	147.6	153.5	5.8	314.7	2.13	\$24.76
27	Arts, design, entertainment, sports, and media	139.0	128.0	136.4	8.4	187.7	1.47	\$26.72
29	Healthcare practitioners and technical	537.6	527.9	552.1	24.2	215.8	0.41	\$35.93
31	Healthcare support	124.1	115.7	123.2	7.5	160.6	1.39	\$13.61
33	Protective service	44.1	48.0	54.2	6.2	166.7	3.48	\$20.92
35	Food preparation and serving related	195.9	203.6	215.9	12.3	703.4	3.45	\$10.38
37	Building and grounds cleaning and maintenance	96.4	105.6	109.3	3.7	533.6	5.05	\$12.51
39	Personal care and service	82.2	73.9	75.9	2.0	468.6	6.34	\$11.88
41	Sales and related	630.1	604.9	618.8	13.9	987.9	1.63	\$18.37
43	Office and administrative support	530.0	552.9	572.9	20.1	1,131.5	2.05	\$16.78
45	Farming, fishing, and forestry	8.2	9.5	9.7	0.2	115.2	12.11	\$11.70
47	Construction and extraction	119.4	132.7	136.4	3.7	795.8	6.00	\$21.94
49	Installation, maintenance, and repair	197.3	214.0	215.6	1.6	255.5	1.19	\$21.35
51	Production	139.4	158.7	161.6	2.9	680.7	4.29	\$16.79
53	Transportation and material moving	285.2	330.6	335.9	5.3	777.9	2.35	\$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
	Aug-14	Wage ²	Aug-14	Wage ²	Aug-14	Wage ²
United States	800,670	\$43.56	1,844,801	\$32.05	623,955	\$12.65
Alabama	6,049	\$41.56	15,263	\$28.34	5,465	\$11.05
Alaska	1,949	\$43.44	7,031	\$28.85	2,833	\$15.12
Arizona	13,395	\$39.48	36,719	\$30.42	12,651	\$12.98
Arkansas	3,916	\$35.98	9,658	\$26.26	3,311	\$10.32
California	103,687	\$48.52	227,094	\$33.40	67,800	\$14.03
Colorado	17,627	\$42.84	43,017	\$33.11	20,450	\$13.00
Connecticut	13,644	\$50.60	29,165	\$34.38	7,505	\$14.42
Delaware	3,306	\$47.67	7,260	\$34.25	1,732	\$12.79
Florida	37,306	\$39.12	83,410	\$29.56	38,533	\$12.23
Georgia	25,341	\$42.72	54,746	\$29.86	13,695	\$11.26
Hawaii	2,445	\$37.52	5,120	\$30.79	4,487	\$14.35
Idaho	2,299	\$34.04	7,912	\$25.86	4,528	\$11.38
Illinois	41,531	\$42.97	78,453	\$31.20	20,435	\$13.23
Indiana	11,810	\$37.81	27,051	\$27.92	9,966	\$11.37
Iowa	7,460	\$35.69	20,846	\$26.77	7,816	\$11.51
Kansas	6,592	\$38.72	16,188	\$27.11	5,296	\$11.43
Kentucky	6,290	\$36.12	15,228	\$27.27	5,757	\$10.95
Louisiana	6,547	\$37.06	17,679	\$27.23	7,705	\$11.08
Maine	2,884	\$36.30	10,061	\$28.17	5,302	\$12.10
Maryland	16,206	\$46.66	44,683	\$36.03	10,866	\$13.47
Massachusetts	29,730	\$49.37	64,699	\$36.06	17,569	\$14.89
Michigan	23,594	\$40.82	60,588	\$30.48	22,256	\$12.09
Minnesota	18,426	\$41.93	44,809	\$31.40	14,714	\$8.25
Mississippi	2,913	\$35.09	7,407	\$24.87	2,908	\$10.46
Missouri	12,151	\$38.30	28,279	\$28.31	9,893	\$11.35
Montana	2,013	\$32.45	6,773	\$25.50	4,479	\$11.63
Nebraska	5,104	\$37.41	14,037	\$26.81	5,516	\$11.47
Nevada	6,130	\$39.76	13,702	\$32.04	9,809	\$13.40
New Hampshire	3,391	\$42.80	10,093	\$31.06	4,720	\$12.90
New Jersey	28,381	\$50.42	59,354	\$35.26	15,892	\$14.70
New Mexico	3,232	\$37.10	12,398	\$29.24	3,397	\$11.75
New York	64,624	\$52.63	105,653	\$35.68	36,001	\$14.71
North Carolina	19,647	\$43.61	48,544	\$29.21	15,874	\$11.30
North Dakota	2,458	\$37.35	6,256	\$26.66	2,297	\$12.25
Ohio	25,377	\$39.20	54,680	\$30.27	19,315	\$11.84
Oklahoma	6,353	\$36.20	18,232	\$26.88	7,361	\$10.97
Oregon	9,077	\$38.91	26,535	\$31.52	11,221	\$13.07
Pennsylvania	30,003	\$42.76	64,798	\$23.43	25,139	\$12.43
Rhode Island	3,230	\$46.53	7,228	\$32.45	3,078	\$13.42
South Carolina	7,347	\$37.52	22,718	\$27.57	9,100	\$10.95
South Dakota	2,043	\$34.38	5,546	\$24.66	3,092	\$10.86
Tennessee	11,325	\$37.75	25,042	\$27.65	10,051	\$11.13
Texas	60,940	\$43.64	143,202	\$31.70	42,474	\$11.54
Utah	6,385	\$37.32	15,671	\$28.45	8,382	\$11.79
Vermont	1,580	\$37.40	5,072	\$27.92	2,474	\$13.56
Virginia	25,087	\$46.77	60,379	\$33.17	17,027	\$12.75
Washington	19,358	\$43.94	51,324	\$34.98	16,785	\$14.56
West Virginia	2,141	\$33.56	7,287	\$19.62	2,763	\$10.58
Wisconsin	14,457	\$37.80	31,747	\$29.27	14,662	\$11.88
Wyoming	1,072	\$37.14	3,431	\$24.15	1,148	\$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
	Aug-14	Wage ¹	Aug-14	Wage ¹	Aug-14	Wage ¹
United States	1,257,399	\$17.41	414,398	\$21.24	544,265	\$16.53
Alabama	14,345	\$15.22	5,419	\$19.09	8,446	\$15.47
Alaska	4,484	\$18.55	1,682	\$28.40	1,296	\$23.64
Arizona	24,259	\$16.77	6,826	\$19.80	7,042	\$16.60
Arkansas	8,513	\$14.44	3,135	\$17.53	4,990	\$14.64
California	140,376	\$19.10	31,034	\$22.24	39,018	\$16.53
Colorado	30,873	\$18.40	14,091	\$21.41	12,856	\$17.40
Connecticut	16,314	\$20.40	4,466	\$24.65	5,614	\$18.24
Delaware	4,145	\$17.74	1,316	\$22.05	1,538	\$16.11
Florida	75,569	\$16.10	26,708	\$18.01	20,202	\$15.23
Georgia	34,499	\$16.54	10,884	\$19.23	16,690	\$15.90
Hawaii	6,753	\$16.68	1,833	\$26.55	1,568	\$18.14
Idaho	6,715	\$15.05	3,078	\$18.49	3,463	\$15.33
Illinois	50,458	\$18.14	11,611	\$24.88	23,423	\$16.85
Indiana	22,351	\$16.01	7,965	\$21.91	15,715	\$16.12
Iowa	14,770	\$15.78	6,084	\$19.73	9,659	\$15.98
Kansas	11,800	\$16.21	4,226	\$20.10	6,197	\$16.77
Kentucky	13,486	\$15.36	4,179	\$19.79	8,595	\$16.33
Louisiana	15,939	\$14.76	7,471	\$19.31	7,896	\$18.36
Maine	6,525	\$15.42	2,315	\$19.50	2,959	\$16.67
Maryland	23,751	\$18.15	6,704	\$22.02	7,762	\$17.28
Massachusetts	34,429	\$20.23	9,195	\$25.80	11,404	\$17.82
Michigan	39,479	\$16.64	15,713	\$21.39	25,980	\$17.07
Minnesota	28,796	\$17.96	10,031	\$23.06	16,318	\$17.22
Mississippi	7,369	\$14.13	2,958	\$17.63	4,592	\$14.88
Missouri	21,787	\$16.02	6,971	\$21.32	11,215	\$15.92
Montana	6,122	\$15.23	3,354	\$20.69	2,886	\$17.20
Nebraska	10,387	\$15.60	4,337	\$19.11	4,864	\$15.90
Nevada	13,369	\$16.24	3,992	\$23.82	3,821	\$17.00
New Hampshire	8,301	\$17.58	2,876	\$21.25	3,835	\$16.84
New Jersey	33,624	\$19.18	8,324	\$25.27	10,832	\$16.51
New Mexico	6,726	\$14.87	2,473	\$19.33	2,514	\$16.38
New York	76,144	\$20.57	17,107	\$25.89	21,480	\$18.17
North Carolina	30,063	\$16.50	11,803	\$18.72	14,203	\$15.30
North Dakota	5,600	\$15.99	4,460	\$22.57	3,682	\$19.01
Ohio	46,690	\$16.50	16,030	\$20.81	29,919	\$16.03
Oklahoma	14,489	\$15.41	6,754	\$18.85	8,677	\$16.48
Oregon	17,828	\$17.29	6,255	\$21.96	7,449	\$16.52
Pennsylvania	51,199	\$17.44	17,391	\$21.36	27,321	\$16.89
Rhode Island	5,429	\$18.26	1,643	\$22.56	2,145	\$16.13
South Carolina	16,606	\$15.00	7,557	\$18.69	8,536	\$15.81
South Dakota	5,330	\$14.61	2,649	\$17.94	2,794	\$14.63
Tennessee	22,599	\$15.83	6,810	\$18.89	12,144	\$15.51
Texas	96,387	\$17.10	36,853	\$19.18	43,521	\$16.27
Utah	16,630	\$9.60	5,489	\$20.38	6,932	\$16.74
Vermont	3,225	\$16.78	1,025	\$19.75	1,583	\$16.91
Virginia	32,643	\$17.36	11,005	\$20.59	11,376	\$16.54
Washington	28,638	\$18.70	10,029	\$24.35	10,118	\$19.04
West Virginia	5,746	\$13.52	2,169	\$20.05	3,401	\$16.28
Wisconsin	26,876	\$16.78	11,195	\$21.91	18,989	\$16.29
Wyoming	2,394	\$15.83	1,816	\$23.00	1,409	\$21.37

Source: The Conference Board

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

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Aug-14	Wage ^{2*}	Aug-14	Wage ^{2*}	Aug-14	Wage ^{2*}
United States	800,670	\$43.56	1,844,801	\$32.05	623,955	\$12.65
Birmingham, AL	2,026	\$43.39	4,580	\$28.81	1,907	\$11.55
Phoenix, AZ	10,166	\$40.50	23,930	\$31.37	7,724	\$11.10
Tucson, AZ	1,688	\$36.72	5,126	\$29.22	2,516	\$10.88
Los Angeles, CA	34,172	\$48.13	62,015	\$37.73	18,766	\$13.72
Riverside, CA	3,976	\$42.30	10,553	\$31.45	4,527	\$13.06
Sacramento, CA	4,671	\$41.12	10,662	\$36.84	2,994	\$14.05
San Diego, CA	7,341	\$46.08	17,390	\$36.28	5,959	\$13.38
San Francisco, CA	26,809	\$54.59	48,496	\$41.92	13,083	\$15.69
San Jose, CA	10,972	\$60.68	28,982	\$46.19	3,194	\$14.37
Denver, CO	11,922	\$44.47	24,327	\$35.08	9,246	\$13.18
Hartford, CT	5,262	\$47.35	11,307	\$34.48	2,570	\$14.14
Washington, DC	31,506	\$51.34	68,340	\$41.81	15,044	\$14.80
Jacksonville, FL	3,055	\$38.49	6,331	\$30.76	2,362	\$11.77
Miami, FL	13,135	\$41.81	24,484	\$30.79	9,786	\$12.98
Orlando, FL	5,339	\$38.38	10,075	\$29.02	5,195	\$11.70
Tampa, FL	6,639	\$39.28	13,850	\$29.28	5,131	\$11.88
Atlanta, GA	19,228	\$44.98	38,100	\$31.94	7,952	\$11.56
Honolulu, HI	1,935	\$38.12	3,744	\$31.40	3,189	\$13.87
Chicago, IL	35,927	\$44.53	60,057	\$32.18	15,891	\$13.33
Indianapolis, IN	5,195	\$39.44	9,375	\$30.25	3,781	\$11.78
Louisville, KY	3,160	\$37.48	6,755	\$28.78	2,763	\$11.45
New Orleans, LA	2,194	\$38.49	5,873	\$29.66	3,570	\$11.56
Baltimore, MD	8,307	\$45.66	23,264	\$34.86	5,622	\$13.46
Boston, MA	25,156	\$50.88	49,703	\$37.19	12,703	\$15.07
Detroit, MI	12,930	\$43.55	30,952	\$33.12	7,721	\$10.00
Minneapolis-St. Paul, MN	14,627	\$54.80	30,048	\$33.26	8,601	\$12.67
Kansas City, MO	6,138	\$40.39	13,785	\$30.67	4,010	\$12.01
St. Louis, MO	6,901	\$41.55	14,471	\$29.95	3,998	\$11.88
Las Vegas, NV	4,271	\$40.34	8,747	\$32.62	6,870	\$13.68
Buffalo, NY	2,710	\$16.77	5,729	\$28.39	2,925	\$12.61
New York, NY	70,662	\$55.34	110,942	\$38.03	28,113	\$15.25
Rochester, NY	1,749	\$42.02	4,685	\$29.02	2,408	\$12.70
Charlotte, NC	7,465	\$46.08	14,492	\$31.25	3,443	\$11.68
Cincinnati, OH	5,780	.	9,035	.	2,695	.
Cleveland, OH	5,355	.	11,425	.	3,494	.
Columbus, OH	6,265	.	12,342	.	3,605	.
Oklahoma City, OK	2,909	.	7,406	.	3,361	.
Portland, OR	6,543	.	16,847	.	5,817	.
Philadelphia, PA	18,073	\$47.62	36,254	\$34.11	10,193	\$13.35
Pittsburgh, PA	6,633	.	13,104	.	5,471	.
Providence, RI	3,945	\$41.59	9,390	\$30.75	3,974	\$13.61
Memphis, TN	2,470	.	5,005	.	1,694	.
Nashville, TN	5,073	.	9,518	.	3,589	.
Austin, TX	6,161	.	17,238	.	4,873	.
Dallas, TX	21,624	\$44.50	44,396	\$32.76	11,137	\$9.95
Houston, TX	18,080	.	34,733	.	8,880	.
San Antonio, TX	4,574	.	10,868	.	4,317	.
Salt Lake City, UT	4,306	.	9,386	.	4,743	.
Richmond, VA	3,923	.	8,755	.	2,822	.
Virginia Beach, VA	3,275	.	7,776	.	3,732	.
Seattle-Tacoma, WA	14,633	\$46.30	34,792	\$37.98	9,692	\$15.12
Milwaukee, WI	5,681	.	10,825	.	4,418	.

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
	Aug-14	Wage ^{2*}	Aug-14	Wage ^{2*}	Aug-14	Wage ^{2*}
United States	1,257,399	\$17.41	414,398	\$21.24	544,265	\$16.53
Birmingham, AL	4,725	\$9.45	1,470	\$19.69	2,173	\$15.91
Phoenix, AZ	16,866	\$17.43	4,267	\$20.45	4,459	\$16.87
Tucson, AZ	3,427	\$15.34	1,193	\$19.67	1,054	\$15.23
Los Angeles, CA	47,010	\$19.00	7,792	\$24.52	10,621	\$7.94
Riverside, CA	9,514	\$16.53	2,527	\$23.03	3,776	\$15.95
Sacramento, CA	7,053	\$18.57	1,933	\$23.38	1,852	\$16.89
San Diego, CA	11,909	\$18.55	2,699	\$24.07	2,667	\$16.33
San Francisco, CA	25,487	\$22.32	5,148	\$28.32	6,565	\$19.59
San Jose, CA	7,473	\$23.36	1,561	\$26.48	1,498	\$18.08
Denver, CO	17,274	\$19.62	6,680	\$21.92	6,056	\$17.78
Hartford, CT	6,003	\$19.95	1,803	\$24.19	2,294	\$18.34
Washington, DC	29,131	\$19.87	7,241	\$23.31	5,960	\$18.08
Jacksonville, FL	5,358	\$16.31	2,048	\$18.56	2,062	\$16.22
Miami, FL	22,518	\$16.91	5,267	\$19.08	3,918	\$15.39
Orlando, FL	9,789	\$15.39	3,164	\$18.10	2,500	\$14.98
Tampa, FL	11,102	\$16.77	4,078	\$17.56	3,010	\$15.13
Atlanta, GA	20,922	\$17.90	5,679	\$20.30	7,751	\$16.98
Honolulu, HI	5,172	\$16.85	1,393	\$27.59	1,240	\$18.64
Chicago, IL	39,340	\$18.85	8,276	\$26.23	15,416	\$16.97
Indianapolis, IN	8,869	\$17.67	3,265	\$22.22	4,748	\$16.07
Louisville, KY	6,029	\$16.87	1,823	\$20.76	3,441	\$17.63
New Orleans, LA	5,270	\$16.02	2,312	\$20.19	1,883	\$19.09
Baltimore, MD	12,406	\$18.30	3,583	\$21.57	4,117	\$17.47
Boston, MA	26,490	\$21.11	6,301	\$26.41	7,478	\$18.04
Detroit, MI	16,292	\$17.80	5,771	\$23.07	8,895	\$18.21
Minneapolis-St. Paul, MN	19,855	\$19.25	5,861	\$24.56	9,907	\$17.91
Kansas City, MO	9,814	\$17.74	3,092	\$22.37	4,274	\$16.85
St. Louis, MO	9,937	\$17.23	2,376	\$23.76	3,880	\$16.93
Las Vegas, NV	9,213	\$9.62	2,203	\$24.05	1,839	\$16.75
Buffalo, NY	6,388	\$16.45	1,895	\$21.67	2,745	\$16.90
New York, NY	66,721	\$21.57	11,196	\$27.45	13,849	\$18.09
Rochester, NY	4,183	\$16.88	1,615	\$21.01	2,090	\$15.95
Charlotte, NC	7,637	\$18.18	2,666	\$19.51	3,398	\$16.55
Cincinnati, OH	8,269	.	2,309	\$13.66	3,874	.
Cleveland, OH	8,782	.	2,680	\$13.33	4,474	.
Columbus, OH	9,186	.	2,858	\$14.65	4,705	.
Oklahoma City, OK	6,462	.	3,051	\$17.03	3,016	.
Portland, OR	11,003	.	3,451	.	4,284	.
Philadelphia, PA	23,609	\$19.29	6,642	\$23.86	7,364	\$17.33
Pittsburgh, PA	11,030	.	3,388	\$13.61	4,861	.
Providence, RI	7,363	\$16.94	2,378	\$22.14	3,105	\$15.64
Memphis, TN	4,289	.	1,430	\$12.48	2,820	.
Nashville, TN	8,121	.	2,113	\$13.30	3,383	.
Austin, TX	9,428	.	3,302	\$11.96	2,672	.
Dallas, TX	28,703	\$18.25	8,365	\$19.09	11,507	\$15.62
Houston, TX	22,544	.	8,087	.	8,987	.
San Antonio, TX	8,184	.	3,194	\$11.43	3,284	.
Salt Lake City, UT	9,651	.	2,830	\$13.94	3,756	.
Richmond, VA	5,491	.	2,192	\$14.76	2,173	.
Virginia Beach, VA	6,679	.	3,298	\$12.21	2,646	.
Seattle-Tacoma, WA	17,678	\$20.06	5,483	\$26.12	5,442	\$20.28
Milwaukee, WI	8,115	.	2,751	\$17.27	4,616	.

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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