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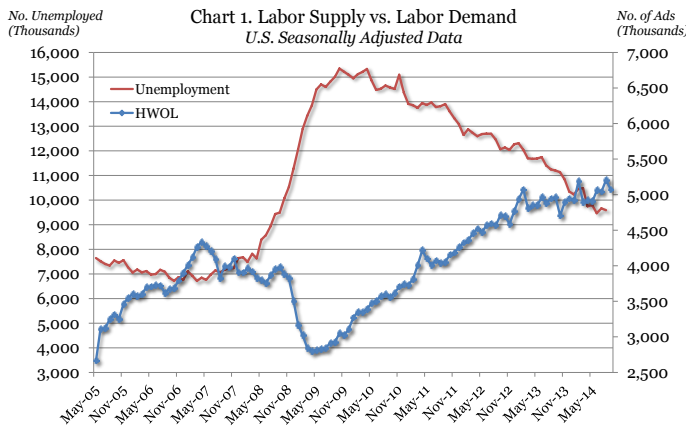
Online Labor Demand Falls 137,200 in September

- **September posts a decline, following strong August gain.**
- **The STEM related categories continue to gain while other occupational groups show losses.**

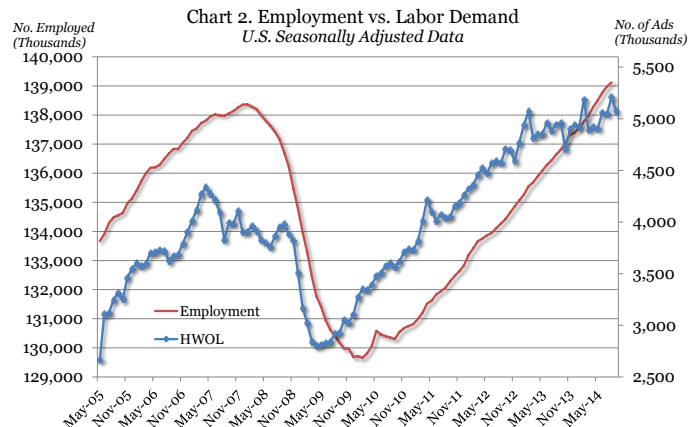
NEW YORK, October 1, 2014... Online advertised vacancies declined 137,200 to 5,072,000 in September, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The August Supply/Demand rate stands at 1.84 unemployed for each advertised vacancy with a total of 4.4 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.6 million in August.

“The September loss offsets most of August’s gain, resulting in only modest overall growth for 2014,” said Gad Levanon, Director of Macroeconomics and Labor Markets at The Conference Board. “Following a strong second quarter, the third quarter has ended basically flat.”

In September, the STEM-related occupations showed strength in Computer and Math (9,600), Architecture and Engineering (3,400), and Healthcare Practitioners (12,200), while other categories showed losses, including Office and Administrative (-40,600), Sales (-32,500), and Transportation (-22,900) (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

- All 20 of the largest States posted declines in September
- Among the 50 States, 45 experienced losses while 5 (Iowa, Utah, Maine, Alaska, and Nebraska) gained

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads¹ (Thousands) Sep-14	M-O-M Change (Thousands) Sep-Aug 14	Supply/ Demand Rate² Aug-14	Recent Trend³
United States	5,072.0	-137.2	1.84	↑ 3/14
NORTHEAST	960.8	-20.2	1.78	
Massachusetts	155.5	-1.8	1.30	↑ 10/13
New Jersey	142.5	-5.1	1.99	→ 10/13
New York	295.8	-12.7	1.99	↑ 4/14
Pennsylvania	201.2	-1.0	1.82	→ 1/13
SOUTH	1,674.5	-51.9	2.07	
Florida	261.7	-11.6	2.20	↑ 5/14
Georgia	144.2	-4.5	2.59	↑ 10/13
Maryland	104.0	-1.2	1.90	↑ 12/13
North Carolina	130.3	-2.4	2.37	→ 10/13
Texas	383.9	-16.4	1.71	↑ 10/13
Virginia	146.3	-4.0	1.58	↑ 10/13
MIDWEST	1,143.8	-31.1	1.70	
Illinois	212.1	-1.8	2.02	↑ 10/13
Michigan	162.1	-12.8	1.99	↑ 10/13
Minnesota	120.0	-5.6	1.02	↑ 10/13
Missouri	83.4	-1.1	2.27	→ 4/12
Ohio	175.3	-6.5	1.78	→ 2/13
Wisconsin	110.7	-1.7	1.55	↑ 10/13
WEST	1,213.7	-20.8	1.95	
Arizona	95.9	-3.5	2.17	↑ 5/14
California	568.2	-11.0	2.37	↑ 5/14
Colorado	127.9	-2.6	1.10	↑ 4/14
Washington	119.6	-7.6	1.54	→ 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).

September Changes for States

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

The **South** experienced the largest decline, 51,900, in September. By far the largest decline among larger States in the region was **Texas's** decrease of 16,400 to 383,900. **Florida** experienced a decline of 11,600 to 261,700 and was followed by **Georgia** (-4,500 to 144,200), **Virginia** (-4,000 to 146,300), **North Carolina** (-2,400 to 130,300), and **Maryland** (-1,200 to 104,000) (Table A). Among the smaller States, **Kentucky** slipped 2,300 to 49,000 and **Alabama** was down 1,100 to 50,400. **South Carolina** and **West Virginia** were both down 1,000 while **Mississippi** fell 300.

The **Midwest** experienced a September decline of 31,100. The largest decline occurred in **Michigan** (-12,800 to 162,100). **Ohio** fell 6,500 to 175,300. **Minnesota** (-5,600 to 120,000), **Illinois** (-1,800 to 212,100), **Wisconsin** (-1,700 to 110,700), and **Missouri** (-1,100 to 83,400) also saw losses. Among the smaller States in the region, **Indiana** fell 5,700 to 84,500 and **Kansas** fell 1,600 to 45,800. **North Dakota** and **South Dakota** decreased by 400 and 100 respectively. **Iowa** rose 3,800 to 66,400, and **Nebraska** edged up by 100 to 41,300.

The **West** experienced a loss of 20,800, led by a decline of 11,000 in **California** to 568,200. **Washington** fell 7,600 to 119,600. **Arizona** (-3,500 to 95,900) and **Colorado** (-2,600 to 127,900) also saw declines. Among the smaller States in the **West**, **Utah** rose 1,700 to 58,200 and **Alaska** inched up 300 to 17,800. **Nevada** fell 2,400 to 46,200. **New Mexico** and **Hawaii** both slipped 800 (to 27,800 and 20,200 respectively), and **Idaho** declined 700 to 24,900 (Table 3).

The **Northeast** experienced a decline of 20,200, reflecting losses in **New York** (-12,700 to 295,800), **New Jersey** (-5,100 to 142,500), and **Massachusetts** (-1,800 to 155,500). **Pennsylvania** dropped 1,000 to 201,200. In the smaller States, **Connecticut** dropped 1,700 to 71,100; **New Hampshire** fell 1,300 to 29,900; and **Rhode Island** declined 1,100 to 20,000. **Vermont** slipped 300 while **Maine** gained 900.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for August 2014, the latest month for which State unemployment figures are available. There were four States in which the number of advertised vacancies exceeded the number of unemployed: **North Dakota** (0.49), **South Dakota** (0.82), **Utah** (0.90), and **Nebraska** (0.90). The States with the highest Supply/Demand rates were **Mississippi** (3.81), where there were close to 4 unemployed workers for every job opening, and **Alabama** (2.86), which had nearly 3 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 September, among the 20 largest metro areas, 2 (San Jose and San Francisco) gained and 18 declined
- Of the 52 metro areas for which Help Wanted OnLine provides monthly data, 8 gained advertisements, 43 lost, and 1 (Rochester) remained constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands) Sep-14	M-O-M Change (Thousands) Sep-Aug 14	Supply/ Demand Rate² Aug-14 for U.S and Regions; Jul-14 for MSA's
United States	5,072.0	-137.2	1.84
NORTHEAST	960.8	-20.2	1.78
Boston, MA	120.1	-0.8	1.12
New York, NY	269.5	-19.0	2.23
Philadelphia, PA	97.0	-1.3	1.79
SOUTH	1,674.5	-51.9	2.07
Atlanta, GA	94.6	-0.7	2.14
Baltimore, MD	54.4	-0.5	1.69
Dallas, TX	117.7	-2.5	1.48
Houston, TX	91.7	-4.9	1.60
Miami, FL	76.5	-1.6	2.46
Washington, DC	146.3	-4.0	1.12
MIDWEST	1,143.8	-31.1	1.70
Chicago, IL	164.0	-1.4	2.04
Cleveland, OH	33.4	-0.7	2.13
Detroit, MI	71.0	-5.8	2.46
Minneapolis-St. Paul, MN	80.2	-3.2	0.96
WEST	1,213.7	-20.8	1.95
Denver, CO	71.0	-0.1	1.11
Los Angeles, CA	170.0	-2.2	2.91
Phoenix, AZ	64.3	-1.4	1.97
San Diego, CA	44.6	-1.2	2.19
San Francisco, CA	121.3	0.8	1.08
San Jose, CA	52.4	1.3	1.05
Seattle-Tacoma, WA	79.2	-3.8	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 September, out of the largest 52 metro areas, online labor demand was down in 43 metro areas and up in 8 while 1 remained constant. The MSAs with the largest declines in each of the regions were: **Detroit** (-5,800) and **Minneapolis-St. Paul** (-3,200) in the **Midwest**; **Seattle-Tacoma** (-3,800) and **Los Angeles** (-2,200) in the **West**; **New York** (-19,000) in the **Northeast**; and **Houston** (-4,900) and **Washington, DC** (-4,000) in the **South** (See Table B and Table 5).

The **South** experienced the largest decline, 51,900, in September. **Houston** dropped 4,900 to 91,700, and **Washington, DC** followed with a decrease of 4,000 to 146,300. **San Antonio** declined 2,600 to 29,700, **Dallas** fell 2,500 to 117,700, **Orlando** decreased by 2,000 to 32,400, and **Miami** dropped 1,600 to 76,500. **Atlanta** declined 700 while **Baltimore** fell 500 to 54,400.

The **Midwest** declined by 31,100 in September. The largest decrease was in **Detroit**, which fell 5,800 to 71,000, followed by **Minneapolis-St. Paul**'s decrease of 3,200 to 80,200, and **Chicago**'s loss of 1,400 to 164,000. **Columbus** slipped to 35,700 with a decrease of 1,700. **Indianapolis** decreased by 1,500 and stands at 32,000. **Cincinnati** rose 1,300, **St. Louis** increased by 300, and **Kansas City** fell 800 to 37,700.

The **West** experienced a fall of 20,800, led by decreases in **Seattle-Tacoma** (-3,800 to 79,200), **Los Angeles** (-2,200 to 170,000), and **Phoenix** (-1,400 to 64,300). **San Jose** experienced a rise of 1,300 to 52,400, **Sacramento** rose 900 to 28,100, and **San Francisco** had a slight gain of 800 to 121,300. **Salt Lake City** rose 500, and **San Diego** declined by 1,200. **Denver** and **Portland** both experienced losses of 100.

The **Northeast** fell 20,200, reflecting a decline of 19,000 in **New York**. **Philadelphia** decreased 1,300 to 97,000, and **Boston** fell 800 to 120,100. **Pittsburgh** rose 1,100 to 42,600 while **Hartford** fell 700 and stands at 27,400. **Buffalo** slipped 700 to 20,300, **Providence** fell 1,100 to 26,800, and **Rochester** remained constant at 15,800.

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 September, of the 10 largest online job categories, 3 posted gains and 7 posted declines (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Sep-14	M-O-M Change (Thousands) Sep-Aug 14	Unemployed (Thousands) Aug-14	Supply/ Demand Rate ² Aug-14	Average Hourly Wage ³
15	Computer and mathematical science	590.1	9.6	146.4	0.25	\$39.43
41	Sales and related	586.3	-32.5	910.8	1.47	\$18.37
29	Healthcare practitioners and technical	564.3	12.2	199.6	0.36	\$35.93
43	Office and administrative support	532.4	-40.6	1,098.0	1.92	\$16.78
11	Management	455.7	-7.9	403.5	0.87	\$53.15
53	Transportation and material moving	313.0	-22.9	785.1	2.34	\$16.28
13	Business and financial operations	311.2	-4.3	263.1	0.83	\$34.14
49	Installation, maintenance, and repair	210.3	-5.3	233.2	1.08	\$21.35
35	Food preparation and serving related	204.8	-11.0	771.7	3.57	\$10.38
17	Architecture and engineering	172.0	3.4	72.3	0.43	\$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 September

The largest gain in September was in **Healthcare practitioners and technical** workers, which increased 12,200 in September to 564,300 as demand for pharmacy technicians increased. The supply/demand rate for these workers lies at 0.36, i.e. about 2.8 advertised available openings for every job-seeker. (See Table 7 for Supply/Demand rates for all of the SOC categories.) **Computer and mathematical science** workers rose 9,600 to 590,100, partially due to increased demand for application software developers, computer systems analysts and web developers. Demand for **Architecture and engineering** workers rose 3,400 in September to 172,000 as demand for industrial, mechanical, and civil engineers increased.

Demand for **Office and administrative support** workers decreased 40,600 to 532,400 due to a decreased demand for customer service representatives and executive secretaries and administrative assistants. Demand for **Sales and related** workers decreased 32,500 to 586,300 largely due to a fall in demand for first-line supervisors of retail sales workers and advertising sales agents. **Transportation and moving workers** demand fell 22,900 to 313,000 largely due to a drop in demand for heavy and tractor-trailer truck drivers.

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
	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)
	Sep-13	Aug-14	Sep-14	Sep-Aug 14	Sep-13	Aug-14	Sep-14	Sep-Aug 14
United States	4,962.5	5,209.2	5,072.0	-137.2	2,518.8	2,717.8	2,557.5	-160.3
New England	295.3	324.1	319.0	-5.1	150.0	171.1	162.9	-8.2
Middle Atlantic	657.5	656.9	641.8	-15.1	345.1	339.6	321.8	-17.8
South Atlantic	927.7	964.0	936.7	-27.3	473.9	507.3	473.4	-33.9
East North Central	702.1	770.9	744.9	-26.0	348.5	389.3	363.8	-25.4
East South Central	207.0	212.2	206.6	-5.7	104.9	110.0	103.5	-6.5
West North Central	371.5	404.0	398.9	-5.1	170.5	196.0	187.5	-8.5
West South Central	515.0	550.2	531.2	-19.0	258.3	284.2	266.0	-18.2
Mountain	387.8	422.8	414.5	-8.4	197.5	227.7	214.7	-13.0
Pacific	787.2	811.7	799.2	-12.4	414.7	454.6	436.5	-18.0

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)		
	Sep-13	Aug-14	Sep-14	Sep-13	Aug-14	Sep-14
United States	3.19	3.34	3.25	1.62	1.74	1.64
New England	3.84	4.19	4.13	1.95	2.21	2.11
Middle Atlantic	3.19	3.22	3.14	1.68	1.66	1.58
South Atlantic	3.09	3.19	3.10	1.58	1.68	1.57
East North Central	3.02	3.32	3.20	1.50	1.67	1.56
East South Central	2.43	2.52	2.46	1.23	1.31	1.23
West North Central	3.37	3.64	3.60	1.55	1.77	1.69
West South Central	2.85	3.03	2.92	1.43	1.56	1.46
Mountain	3.50	3.79	3.71	1.78	2.04	1.92
Pacific	3.15	3.24	3.19	1.66	1.81	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)
	Sep-13	Aug-14	Sep-14	Sep-Aug 14	Sep-13	Aug-14	Sep-14	Sep-Aug 14
United States	4,962.5	5,209.2	5,072.0	-137.2	2,518.8	2,717.8	2,557.5	-160.3
Alabama	49.3	51.5	50.4	-1.1	24.3	26.7	25.4	-1.3
Alaska	19.4	17.5	17.8	0.3	9.8	9.1	9.3	0.2
Arizona	96.8	99.4	95.9	-3.5	49.5	53.8	49.5	-4.3
Arkansas	29.6	31.7	31.1	-0.6	14.2	16.6	15.6	-0.9
California	557.1	579.2	568.2	-11.0	291.9	318.8	309.8	-8.9
Colorado	116.6	130.5	127.9	-2.6	61.3	72.3	69.2	-3.1
Connecticut	65.9	72.9	71.1	-1.7	32.0	36.6	35.3	-1.3
Delaware	18.6	18.7	18.1	-0.6	8.7	9.2	8.8	-0.4
Florida	259.6	273.3	261.7	-11.6	143.1	156.6	143.6	-13.0
Georgia	141.0	148.7	144.2	-4.5	67.5	75.7	69.6	-6.2
Hawaii	19.5	21.0	20.2	-0.8	12.5	13.8	13.2	-0.6
Idaho	23.9	25.6	24.9	-0.7	13.2	15.2	14.4	-0.8
Illinois	198.1	213.9	212.1	-1.8	91.3	105.6	97.9	-7.7
Indiana	82.0	90.2	84.5	-5.7	39.0	47.2	40.5	-6.7
Iowa	54.0	62.5	66.4	3.8	24.2	29.8	31.9	2.1
Kansas	41.7	47.4	45.8	-1.6	19.0	22.9	21.1	-1.8
Kentucky	46.8	51.4	49.0	-2.3	23.3	26.8	24.2	-2.6
Louisiana	55.6	59.7	58.7	-1.0	28.0	33.4	31.2	-2.2
Maine	22.4	28.2	29.1	0.9	10.5	13.7	13.7	0.1
Maryland	104.6	105.1	104.0	-1.2	49.2	48.7	47.0	-1.8
Massachusetts	150.5	157.3	155.5	-1.8	76.1	83.2	79.4	-3.8
Michigan	134.5	174.9	162.1	-12.8	67.4	83.0	80.2	-2.8
Minnesota	114.6	125.5	120.0	-5.6	51.0	59.6	54.9	-4.7
Mississippi	24.7	26.2	25.9	-0.3	11.3	12.5	12.3	-0.3
Missouri	80.2	84.5	83.4	-1.1	38.2	43.4	41.2	-2.2
Montana	19.8	22.7	22.1	-0.6	9.9	11.5	10.7	-0.7
Nebraska	41.7	41.2	41.3	0.1	21.5	20.1	20.4	0.3
Nevada	40.8	48.6	46.2	-2.4	20.4	25.5	22.6	-2.9
New Hampshire	26.4	31.2	29.9	-1.3	15.0	18.0	16.5	-1.5
New Jersey	159.6	147.6	142.5	-5.1	87.0	76.5	69.9	-6.6
New Mexico	25.8	28.6	27.8	-0.8	13.0	14.7	13.8	-0.9
New York	294.7	308.6	295.8	-12.7	158.8	164.9	156.0	-8.9
North Carolina	135.8	132.7	130.3	-2.4	76.1	71.0	69.3	-1.7
North Dakota	21.1	23.4	23.0	-0.4	9.8	10.8	10.5	-0.3
Ohio	188.4	181.7	175.3	-6.5	99.2	93.9	86.4	-7.5
Oklahoma	59.1	57.8	57.2	-0.5	32.6	31.9	31.1	-0.8
Oregon	66.7	73.0	70.9	-2.1	36.8	44.2	40.1	-4.1
Pennsylvania	201.1	202.2	201.2	-1.0	97.2	101.6	93.7	-8.0
Rhode Island	18.7	21.2	20.0	-1.1	10.8	12.7	11.5	-1.2
South Carolina	57.9	67.8	66.9	-1.0	31.8	38.2	36.6	-1.5
South Dakota	18.3	19.6	19.5	-0.1	7.3	8.0	8.0	0.0
Tennessee	86.1	83.1	81.1	-1.9	46.0	44.0	41.8	-2.2
Texas	370.5	400.4	383.9	-16.4	182.8	203.1	187.2	-15.9
Utah	54.1	56.5	58.2	1.7	25.9	28.0	29.1	1.1
Vermont	11.5	13.7	13.4	-0.3	6.2	7.4	7.1	-0.3
Virginia	144.5	150.4	146.3	-4.0	69.0	75.6	70.2	-5.5
Washington	121.8	127.2	119.6	-7.6	61.8	68.3	62.6	-5.7
West Virginia	20.5	22.2	21.3	-1.0	8.7	10.1	9.5	-0.6
Wisconsin	99.1	112.4	110.7	-1.7	50.0	61.2	57.6	-3.7
Wyoming	9.3	10.8	10.5	-0.3	3.9	4.8	4.5	-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
	Sep-13	Aug-14	Sep-14	Aug-14	Aug-14	Aug-14	Aug-14
United States	3.19	3.34	3.25	6.1	9,591.00	5,209.2	1.84
Alabama	2.31	2.42	2.37	6.9	147.35	51.5	2.86
Alaska	5.33	4.78	4.86	6.8	24.92	17.5	1.42
Arizona	3.22	3.28	3.16	7.1	215.28	99.4	2.17
Arkansas	2.23	2.44	2.40	6.3	81.83	31.7	2.58
California	3.00	3.11	3.06	7.4	1,374.18	579.2	2.37
Colorado	4.24	4.66	4.56	5.1	143.02	130.5	1.10
Connecticut	3.56	3.90	3.80	6.6	123.46	72.9	1.69
Delaware	4.20	4.15	4.01	6.5	29.25	18.7	1.56
Florida	2.75	2.84	2.72	6.3	602.39	273.3	2.20
Georgia	2.97	3.12	3.02	8.1	384.63	148.7	2.59
Hawaii	2.99	3.16	3.04	4.3	28.59	21.0	1.36
Idaho	3.08	3.29	3.19	4.7	36.79	25.6	1.44
Illinois	3.03	3.29	3.27	6.7	433.06	213.9	2.02
Indiana	2.58	2.79	2.61	5.8	188.29	90.2	2.09
Iowa	3.23	3.67	3.90	4.5	76.70	62.5	1.23
Kansas	2.82	3.17	3.07	4.9	73.22	47.4	1.54
Kentucky	2.28	2.55	2.43	7.1	142.59	51.4	2.78
Louisiana	2.65	2.80	2.76	5.8	123.32	59.7	2.07
Maine	3.16	4.00	4.13	5.6	39.81	28.2	1.41
Maryland	3.36	3.38	3.35	6.4	200.09	105.1	1.90
Massachusetts	4.32	4.47	4.42	5.8	203.81	157.3	1.30
Michigan	2.86	3.70	3.43	7.4	348.33	174.9	1.99
Minnesota	3.86	4.21	4.02	4.3	127.90	125.5	1.02
Mississippi	1.93	2.09	2.07	7.9	99.65	26.2	3.81
Missouri	2.66	2.79	2.75	6.3	191.88	84.5	2.27
Montana	3.87	4.37	4.25	4.7	24.21	22.7	1.07
Nebraska	4.08	4.04	4.06	3.6	36.91	41.2	0.90
Nevada	2.98	3.55	3.38	7.6	103.76	48.6	2.14
New Hampshire	3.56	4.22	4.04	4.4	32.72	31.2	1.05
New Jersey	3.53	3.28	3.17	6.6	294.54	147.6	1.99
New Mexico	2.79	3.11	3.03	6.7	61.80	28.6	2.16
New York	3.06	3.23	3.10	6.4	614.56	308.6	1.99
North Carolina	2.90	2.85	2.80	6.8	314.96	132.7	2.37
North Dakota	5.27	5.68	5.59	2.8	11.40	23.4	0.49
Ohio	3.27	3.18	3.07	5.7	323.81	181.7	1.78
Oklahoma	3.25	3.25	3.22	4.7	83.08	57.8	1.44
Oregon	3.47	3.75	3.65	7.2	139.01	73.0	1.90
Pennsylvania	3.12	3.19	3.17	5.8	367.46	202.2	1.82
Rhode Island	3.38	3.80	3.60	7.7	42.57	21.2	2.01
South Carolina	2.66	3.12	3.08	6.4	138.11	67.8	2.04
South Dakota	4.08	4.35	4.33	3.6	16.00	19.6	0.82
Tennessee	2.82	2.75	2.69	7.4	222.36	83.1	2.68
Texas	2.89	3.09	2.96	5.3	683.79	400.4	1.71
Utah	3.80	3.93	4.05	3.6	51.08	56.5	0.90
Vermont	3.27	3.91	3.82	4.1	14.37	13.7	1.05
Virginia	3.41	3.52	3.42	5.6	237.68	150.4	1.58
Washington	3.53	3.66	3.45	5.6	195.70	127.2	1.54
West Virginia	2.59	2.78	2.66	6.6	52.41	22.2	2.36
Wisconsin	3.23	3.65	3.60	5.6	173.89	112.4	1.55
Wyoming	3.04	3.46	3.37	4.6	14.40	10.8	1.34

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.

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)
	Sep-13	Aug-14	Sep-14	Sep-Aug 14	Sep-13	Aug-14	Sep-14	Sep-Aug 14
Birmingham, AL	16.8	15.8	15.6	-0.3	8.4	8.2	8.0	-0.2
Phoenix, AZ	65.5	65.7	64.3	-1.4	33.3	35.7	33.0	-2.6
Tucson, AZ	13.5	14.6	13.5	-1.0	7.6	8.6	7.7	-0.9
Los Angeles, CA	174.2	172.2	170.0	-2.2	93.0	95.8	93.4	-2.4
Riverside, CA	30.3	32.9	31.3	-1.6	16.1	18.2	16.8	-1.5
Sacramento, CA	28.2	27.2	28.1	0.9	14.3	15.0	15.8	0.8
San Diego, CA	46.3	45.8	44.6	-1.2	26.0	26.0	25.9	-0.1
San Francisco, CA	109.7	120.5	121.3	0.8	55.6	68.7	65.0	-3.7
San Jose, CA	52.4	51.1	52.4	1.3	22.7	24.1	25.0	0.8
Denver, CO	64.5	71.1	71.0	-0.1	32.9	37.4	37.8	0.4
Hartford, CT	25.2	28.1	27.4	-0.7	12.0	14.2	13.3	-0.9
Washington, DC	144.5	150.3	146.3	-4.0	63.9	69.0	65.9	-3.1
Jacksonville, FL	22.0	19.9	18.6	-1.4	13.1	10.7	9.5	-1.2
Miami, FL	71.6	78.0	76.5	-1.6	37.9	41.9	40.4	-1.5
Orlando, FL	33.0	34.4	32.4	-2.0	16.6	18.0	16.0	-2.0
Tampa, FL	40.9	42.2	41.4	-0.8	21.0	22.5	20.8	-1.7
Atlanta, GA	94.7	95.3	94.6	-0.7	44.1	46.5	44.6	-1.8
Honolulu, HI	14.3	15.7	14.9	-0.8	9.6	10.7	10.0	-0.7
Chicago, IL	152.9	165.5	164.0	-1.4	69.0	79.8	73.8	-5.9
Indianapolis, IN	31.9	33.5	32.0	-1.5	16.0	18.0	16.3	-1.7
Louisville, KY	20.2	22.8	21.7	-1.1	10.1	12.2	10.9	-1.3
New Orleans, LA	19.0	20.1	19.6	-0.5	10.6	12.1	11.6	-0.5
Baltimore, MD	56.3	54.9	54.4	-0.5	28.0	26.1	24.8	-1.3
Boston, MA	114.6	120.9	120.1	-0.8	57.5	62.0	60.4	-1.7
Detroit, MI	60.4	76.8	71.0	-5.8	28.1	33.3	32.6	-0.7
Minneapolis-St. Paul, MN	77.0	83.5	80.2	-3.2	34.1	39.9	36.9	-3.1
Kansas City, MO	34.6	38.5	37.7	-0.8	15.0	18.2	17.3	-0.9
St. Louis, MO	38.0	39.0	39.2	0.3	16.8	18.5	18.2	-0.3
Las Vegas, NV	26.2	32.3	30.3	-2.0	12.6	16.2	14.2	-2.0
Buffalo, NY	18.2	21.0	20.3	-0.7	10.0	12.1	11.2	-0.9
New York, NY	296.3	288.5	269.5	-19.0	157.9	145.5	129.1	-16.5
Rochester, NY	14.1	15.7	15.8	0.0	8.1	9.5	9.3	-0.1
Charlotte, NC	38.2	37.3	36.7	-0.6	21.5	18.4	17.9	-0.5
Cincinnati, OH	34.5	30.5	31.8	1.3	18.0	13.7	15.4	1.7
Cleveland, OH	38.9	34.1	33.4	-0.7	19.8	15.9	15.2	-0.7
Columbus, OH	43.0	37.4	35.7	-1.7	24.2	18.7	17.2	-1.5
Oklahoma City, OK	25.0	24.4	23.5	-0.9	14.6	13.7	13.1	-0.6
Portland, OR	43.0	44.4	44.4	-0.1	22.8	26.1	24.5	-1.6
Philadelphia, PA	95.8	98.3	97.0	-1.3	46.0	49.1	46.5	-2.6
Pittsburgh, PA	46.1	41.5	42.6	1.1	24.9	19.0	18.5	-0.5
Providence, RI	24.3	27.8	26.8	-1.1	14.1	17.0	15.7	-1.4
Memphis, TN	17.2	16.9	16.3	-0.6	8.4	9.0	8.2	-0.7
Nashville, TN	33.5	29.3	30.0	0.6	18.2	14.6	14.3	-0.3
Austin, TX	36.5	40.9	40.2	-0.6	20.1	22.8	21.7	-1.1
Dallas, TX	115.0	120.2	117.7	-2.5	55.0	59.1	55.6	-3.5
Houston, TX	90.7	96.5	91.7	-4.9	42.1	46.0	43.0	-2.9
San Antonio, TX	28.5	32.3	29.7	-2.6	13.7	16.6	14.4	-2.2
Salt Lake City, UT	31.3	33.1	33.6	0.5	15.0	16.3	16.5	0.2
Richmond, VA	23.2	23.8	23.2	-0.6	12.7	13.6	12.5	-1.1
Virginia Beach, VA	24.0	25.9	25.3	-0.6	13.6	15.5	14.2	-1.3
Seattle-Tacoma, WA	83.8	83.0	79.2	-3.8	41.8	43.3	41.1	-2.2
Milwaukee, WI	31.9	35.3	34.9	-0.4	15.7	19.5	17.9	-1.6

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
	Sep-13	Aug-14	Sep-14	Jul-14	Jul-14	Jul-14	Jul-14
Birmingham, AL	3.19	3.01	2.96	6.0	31.5	15.4	2.05
Phoenix, AZ	3.21	3.16	3.10	6.0	123.7	62.7	1.97
Tucson, AZ	3.01	3.21	2.98	6.2	28.1	14.1	2.00
Los Angeles, CA	2.65	2.61	2.58	7.3	480.5	165.2	2.91
Riverside, CA	1.67	1.82	1.73	8.3	150.1	31.7	4.74
Sacramento, CA	2.70	2.61	2.70	6.9	72.1	26.5	2.72
San Diego, CA	2.92	2.88	2.80	6.0	95.6	43.6	2.19
San Francisco, CA	4.66	5.10	5.13	5.1	121.4	112.1	1.08
San Jose, CA	5.51	5.34	5.48	5.4	51.9	49.5	1.05
Denver, CO	4.48	4.85	4.84	5.1	75.1	67.9	1.11
Hartford, CT	4.30	4.77	4.65	6.5	38.5	27.4	1.40
Washington, DC	4.50	4.65	4.53	5.0	162.9	145.4	1.12
Jacksonville, FL	3.12	2.75	2.56	5.9	42.9	19.0	2.25
Miami, FL	2.41	2.58	2.53	6.0	182.2	74.1	2.46
Orlando, FL	2.84	2.86	2.70	5.8	69.2	32.9	2.11
Tampa, FL	3.07	3.11	3.05	6.2	84.9	41.5	2.05
Atlanta, GA	3.47	3.47	3.44	7.4	202.4	94.7	2.14
Honolulu, HI	3.11	3.37	3.19	4.1	18.9	14.9	1.27
Chicago, IL	3.12	3.40	3.37	6.6	319.0	156.1	2.04
Indianapolis, IN	3.46	3.55	3.39	5.3	50.3	32.5	1.55
Louisville, KY	3.16	3.57	3.40	6.8	43.4	21.8	1.99
New Orleans, LA	3.41	3.57	3.49	5.1	28.8	19.3	1.49
Baltimore, MD	3.82	3.72	3.69	6.2	91.5	54.1	1.69
Boston, MA	4.48	4.67	4.64	5.0	128.9	115.1	1.12
Detroit, MI	2.97	3.81	3.52	8.7	174.6	70.8	2.46
Minneapolis-St. Paul, MN	4.13	4.43	4.26	4.2	78.6	82.2	0.96
Kansas City, MO	3.33	3.70	3.63	6.2	64.1	37.3	1.72
St. Louis, MO	2.70	2.73	2.75	6.8	96.6	37.9	2.55
Las Vegas, NV	2.65	3.26	3.05	7.7	76.2	31.4	2.43
Buffalo, NY	3.19	3.73	3.60	6.1	34.6	21.0	1.65
New York, NY	3.09	3.00	2.81	6.6	632.3	283.1	2.23
Rochester, NY	2.70	3.07	3.07	5.9	30.2	15.3	1.98
Charlotte, NC	4.13	4.01	3.94	6.3	58.7	36.5	1.61
Cincinnati, OH	3.14	2.78	2.90	5.2	56.8	30.2	1.88
Cleveland, OH	3.71	3.25	3.18	6.9	72.7	34.1	2.13
Columbus, OH	4.33	3.80	3.63	4.5	43.8	36.0	1.22
Oklahoma City, OK	4.11	4.05	3.89	4.4	26.3	24.0	1.10
Portland, OR	3.68	3.75	3.74	6.1	72.7	42.3	1.72
Philadelphia, PA	3.20	3.30	3.26	6.0	178.4	99.5	1.79
Pittsburgh, PA	3.71	3.35	3.44	5.3	65.4	46.5	1.41
Providence, RI	3.53	4.01	3.86	7.6	52.6	26.3	2.01
Memphis, TN	2.88	2.85	2.75	8.1	47.8	16.3	2.92
Nashville, TN	3.96	3.44	3.51	5.6	47.5	29.0	1.64
Austin, TX	3.61	3.97	3.91	4.1	42.4	39.2	1.08
Dallas, TX	3.37	3.46	3.39	5.0	173.6	117.2	1.48
Houston, TX	2.90	3.04	2.89	5.0	157.4	98.1	1.60
San Antonio, TX	2.71	3.06	2.82	4.6	48.9	31.2	1.57
Salt Lake City, UT	4.92	5.12	5.19	3.4	21.9	34.1	0.64
Richmond, VA	3.45	3.44	3.35	5.5	38.2	22.8	1.67
Virginia Beach, VA	2.89	3.08	3.01	5.7	47.9	24.5	1.95
Seattle-Tacoma, WA	4.38	4.29	4.09	5.0	96.9	82.9	1.17
Milwaukee, WI	4.00	4.39	4.35	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 Occupation¹, Seasonally Adjusted								
SOC²	Occupation³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed⁴ (Thousands)	Supply/ Demand Rate⁵	Average Hourly Wage⁶
		Sep-13	Aug-14	Sep-14	Sep-Aug 14	Aug-14	Aug-14	
	Total	4,962.5	5,209.2	5,072.0	-137.2	9,591.0	1.84	\$22.33
11	Management	462.5	463.6	455.7	-7.9	403.5	0.87	\$53.15
13	Business and financial operations	305.3	315.5	311.2	-4.3	263.1	0.83	\$34.14
15	Computer and mathematical science	585.0	580.5	590.1	9.6	146.4	0.25	\$39.43
17	Architecture and engineering	169.1	168.6	172.0	3.4	72.3	0.43	\$38.51
19	Life, physical, and social science	48.5	51.4	52.2	0.8	46.6	0.91	\$33.37
21	Community and social services	77.3	93.0	92.3	-0.7	75.6	0.81	\$21.50
23	Legal	28.2	28.1	25.7	-2.3	51.7	1.84	\$47.89
25	Education, training, and library	122.2	153.5	149.0	-4.5	341.9	2.23	\$24.76
27	Arts, design, entertainment, sports, and media	140.2	136.4	133.6	-2.8	163.0	1.19	\$26.72
29	Healthcare practitioners and technical	522.8	552.1	564.3	12.2	199.6	0.36	\$35.93
31	Healthcare support	121.5	123.2	121.3	-1.9	166.8	1.35	\$13.61
33	Protective service	44.4	54.2	50.1	-4.1	121.1	2.24	\$20.92
35	Food preparation and serving related	215.7	215.9	204.8	-11.0	771.7	3.57	\$10.38
37	Building and grounds cleaning and maintenance	94.3	109.3	103.3	-6.0	615.0	5.63	\$12.51
39	Personal care and service	80.1	75.9	72.1	-3.7	384.3	5.06	\$11.88
41	Sales and related	634.1	618.8	586.3	-32.5	910.8	1.47	\$18.37
43	Office and administrative support	516.6	572.9	532.4	-40.6	1,098.0	1.92	\$16.78
45	Farming, fishing, and forestry	8.2	9.7	9.1	-0.6	133.9	13.79	\$11.70
47	Construction and extraction	119.5	136.4	131.1	-5.3	889.9	6.52	\$21.94
49	Installation, maintenance, and repair	201.3	215.6	210.3	-5.3	233.2	1.08	\$21.35
51	Production	143.0	161.6	154.8	-6.8	641.5	3.97	\$16.79
53	Transportation and material moving	288.6	335.9	313.0	-22.9	785.1	2.34	\$16.28

Source: The Conference Board

1. 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
	Sep-14	Wage ²	Sep-14	Wage ²	Sep-14	Wage ²
United States	786,191	\$43.56	1,838,632	\$32.05	598,789	\$12.65
Alabama	5,954	\$41.56	15,760	\$28.34	5,178	\$11.05
Alaska	1,925	\$43.44	7,052	\$28.85	2,652	\$15.12
Arizona	13,091	\$39.48	36,156	\$30.42	12,114	\$12.98
Arkansas	3,902	\$35.98	9,469	\$26.26	3,246	\$10.32
California	100,305	\$48.52	228,488	\$33.40	62,824	\$14.03
Colorado	17,049	\$42.84	42,730	\$33.11	19,031	\$13.00
Connecticut	13,291	\$50.60	28,468	\$34.38	7,612	\$14.42
Delaware	3,377	\$47.67	7,142	\$34.25	1,742	\$12.79
Florida	36,700	\$39.12	82,068	\$29.56	36,588	\$12.23
Georgia	25,235	\$42.72	55,022	\$29.86	12,879	\$11.26
Hawaii	2,378	\$37.52	5,070	\$30.79	4,228	\$14.35
Idaho	2,361	\$34.04	7,847	\$25.86	4,110	\$11.38
Illinois	41,697	\$42.97	78,659	\$31.20	19,854	\$13.23
Indiana	11,168	\$37.81	25,842	\$27.92	9,611	\$11.37
Iowa	7,863	\$35.69	21,972	\$26.77	8,271	\$11.51
Kansas	6,092	\$38.72	15,858	\$27.11	4,896	\$11.43
Kentucky	6,079	\$36.12	15,012	\$27.27	5,606	\$10.95
Louisiana	6,762	\$37.06	17,391	\$27.23	7,518	\$11.08
Maine	3,028	\$36.30	10,275	\$28.17	5,273	\$12.10
Maryland	16,103	\$46.66	45,771	\$36.03	10,566	\$13.47
Massachusetts	28,896	\$49.37	64,595	\$36.06	18,172	\$14.89
Michigan	21,260	\$40.82	59,307	\$30.48	20,867	\$12.09
Minnesota	18,235	\$41.93	43,840	\$31.40	14,624	\$8.25
Mississippi	3,023	\$35.09	7,101	\$24.87	2,794	\$10.46
Missouri	11,983	\$38.30	29,453	\$28.31	9,442	\$11.35
Montana	1,940	\$32.45	6,779	\$25.50	4,138	\$11.63
Nebraska	5,129	\$37.41	14,099	\$26.81	5,463	\$11.47
Nevada	6,289	\$39.76	13,939	\$32.04	9,208	\$13.40
New Hampshire	3,223	\$42.80	10,170	\$31.06	4,534	\$12.90
New Jersey	27,816	\$50.42	56,775	\$35.26	15,484	\$14.70
New Mexico	3,264	\$37.10	12,377	\$29.24	3,015	\$11.75
New York	63,073	\$52.63	106,493	\$35.68	35,656	\$14.71
North Carolina	20,012	\$43.61	48,181	\$29.21	15,250	\$11.30
North Dakota	2,420	\$37.35	6,309	\$26.66	2,380	\$12.25
Ohio	25,638	\$39.20	55,655	\$30.27	19,084	\$11.84
Oklahoma	6,468	\$36.20	18,019	\$26.88	6,781	\$10.97
Oregon	8,755	\$38.91	26,304	\$31.52	10,254	\$13.07
Pennsylvania	31,238	\$42.76	67,194	\$23.43	25,307	\$12.43
Rhode Island	3,192	\$46.53	7,103	\$32.45	3,122	\$13.42
South Carolina	7,238	\$37.52	22,764	\$27.57	8,622	\$10.95
South Dakota	2,151	\$34.38	5,320	\$24.66	3,122	\$10.86
Tennessee	11,331	\$37.75	24,989	\$27.65	9,368	\$11.13
Texas	59,059	\$43.64	140,051	\$31.70	40,162	\$11.54
Utah	6,905	\$37.32	17,041	\$28.45	8,731	\$11.79
Vermont	1,586	\$37.40	4,949	\$27.92	2,435	\$13.56
Virginia	24,621	\$46.77	61,067	\$33.17	16,018	\$12.75
Washington	18,892	\$43.94	50,948	\$34.98	15,441	\$14.56
West Virginia	2,123	\$33.56	7,070	\$19.62	2,612	\$10.58
Wisconsin	14,440	\$37.80	32,942	\$29.27	14,482	\$11.88
Wyoming	1,171	\$37.14	3,347	\$24.15	1,095	\$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.

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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
	Sep-14	Wage ¹	Sep-14	Wage ¹	Sep-14	Wage ¹
United States	1,211,107	\$17.41	388,328	\$21.24	520,590	\$16.53
Alabama	13,752	\$15.22	5,099	\$19.09	8,174	\$15.47
Alaska	4,288	\$18.55	1,701	\$28.40	1,122	\$23.64
Arizona	23,341	\$16.77	6,164	\$19.80	6,515	\$16.60
Arkansas	8,289	\$14.44	3,026	\$17.53	5,071	\$14.64
California	135,823	\$19.10	29,581	\$22.24	38,345	\$16.53
Colorado	29,510	\$18.40	12,901	\$21.41	12,168	\$17.40
Connecticut	15,650	\$20.40	4,273	\$24.65	5,331	\$18.24
Delaware	4,086	\$17.74	1,100	\$22.05	1,434	\$16.11
Florida	72,565	\$16.10	24,492	\$18.01	19,095	\$15.23
Georgia	32,877	\$16.54	10,291	\$19.23	15,501	\$15.90
Hawaii	6,457	\$16.68	1,823	\$26.55	1,421	\$18.14
Idaho	6,432	\$15.05	2,936	\$18.49	3,294	\$15.33
Illinois	49,407	\$18.14	11,210	\$24.88	22,577	\$16.85
Indiana	21,407	\$16.01	7,390	\$21.91	14,620	\$16.12
Iowa	15,624	\$15.78	6,906	\$19.73	10,373	\$15.98
Kansas	11,415	\$16.21	3,937	\$20.10	6,114	\$16.77
Kentucky	13,102	\$15.36	3,982	\$19.79	8,008	\$16.33
Louisiana	15,582	\$14.76	6,939	\$19.31	7,386	\$18.36
Maine	6,881	\$15.42	2,241	\$19.50	3,036	\$16.67
Maryland	22,675	\$18.15	6,237	\$22.02	7,264	\$17.28
Massachusetts	33,196	\$20.23	8,432	\$25.80	11,128	\$17.82
Michigan	37,692	\$16.64	14,369	\$21.39	23,593	\$17.07
Minnesota	27,815	\$17.96	9,498	\$23.06	16,106	\$17.22
Mississippi	7,319	\$14.13	2,826	\$17.63	4,435	\$14.88
Missouri	21,111	\$16.02	6,541	\$21.32	10,673	\$15.92
Montana	5,823	\$15.23	3,173	\$20.69	2,700	\$17.20
Nebraska	10,561	\$15.60	4,203	\$19.11	4,857	\$15.90
Nevada	12,661	\$16.24	3,576	\$23.82	3,577	\$17.00
New Hampshire	7,880	\$17.58	2,545	\$21.25	3,751	\$16.84
New Jersey	32,187	\$19.18	7,766	\$25.27	10,014	\$16.51
New Mexico	6,590	\$14.87	2,352	\$19.33	2,354	\$16.38
New York	71,815	\$20.57	15,841	\$25.89	20,612	\$18.17
North Carolina	29,177	\$16.50	10,981	\$18.72	13,685	\$15.30
North Dakota	5,789	\$15.99	4,045	\$22.57	3,859	\$19.01
Ohio	45,184	\$16.50	15,481	\$20.81	28,621	\$16.03
Oklahoma	14,186	\$15.41	6,617	\$18.85	8,498	\$16.48
Oregon	16,975	\$17.29	5,710	\$21.96	6,925	\$16.52
Pennsylvania	50,104	\$17.44	16,103	\$21.36	26,783	\$16.89
Rhode Island	5,207	\$18.26	1,456	\$22.56	1,919	\$16.13
South Carolina	15,966	\$15.00	6,991	\$18.69	8,120	\$15.81
South Dakota	5,202	\$14.61	2,597	\$17.94	2,752	\$14.63
Tennessee	22,050	\$15.83	6,636	\$18.89	11,660	\$15.51
Texas	92,023	\$17.10	33,815	\$19.18	40,376	\$16.27
Utah	17,255	\$9.60	5,646	\$20.38	7,232	\$16.74
Vermont	3,098	\$16.78	1,021	\$19.75	1,473	\$16.91
Virginia	30,781	\$17.36	9,792	\$20.59	10,747	\$16.54
Washington	27,150	\$18.70	9,254	\$24.35	9,521	\$19.04
West Virginia	5,633	\$13.52	2,133	\$20.05	3,185	\$16.28
Wisconsin	26,277	\$16.78	11,035	\$21.91	18,566	\$16.29
Wyoming	2,343	\$15.83	1,730	\$23.00	1,540	\$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
	Sep-14	Wage ^{2*}	Sep-14	Wage ^{2*}	Sep-14	Wage ^{2*}
United States	786,191	\$43.56	1,838,632	\$32.05	598,789	\$12.65
Birmingham, AL	2,006	\$43.39	4,880	\$28.81	1,760	\$11.55
Phoenix, AZ	10,067	\$40.50	23,897	\$31.37	7,574	\$11.10
Tucson, AZ	1,549	\$36.72	5,144	\$29.22	2,260	\$10.88
Los Angeles, CA	33,388	\$48.13	63,400	\$37.73	17,622	\$13.72
Riverside, CA	3,700	\$42.30	10,589	\$31.45	4,364	\$13.06
Sacramento, CA	4,722	\$41.12	11,023	\$36.84	2,974	\$14.05
San Diego, CA	7,263	\$46.08	17,430	\$36.28	5,643	\$13.38
San Francisco, CA	26,358	\$54.59	49,487	\$41.92	12,580	\$15.69
San Jose, CA	10,637	\$60.68	28,792	\$46.19	3,102	\$14.37
Denver, CO	11,706	\$44.47	24,475	\$35.08	8,787	\$13.18
Hartford, CT	5,197	\$47.35	11,230	\$34.48	2,728	\$14.14
Washington, DC	31,140	\$51.34	69,043	\$41.81	14,059	\$14.80
Jacksonville, FL	2,950	\$38.49	6,261	\$30.76	2,060	\$11.77
Miami, FL	12,692	\$41.81	24,456	\$30.79	9,859	\$12.98
Orlando, FL	5,112	\$38.38	10,239	\$29.02	4,502	\$11.70
Tampa, FL	6,604	\$39.28	13,895	\$29.28	4,842	\$11.88
Atlanta, GA	19,411	\$44.98	38,604	\$31.94	7,584	\$11.56
Honolulu, HI	1,879	\$38.12	3,653	\$31.40	3,042	\$13.87
Chicago, IL	36,111	\$44.53	59,859	\$32.18	15,279	\$13.33
Indianapolis, IN	5,191	\$39.44	9,393	\$30.25	3,700	\$11.78
Louisville, KY	3,066	\$37.48	6,686	\$28.78	2,635	\$11.45
New Orleans, LA	2,389	\$38.49	5,871	\$29.66	3,574	\$11.56
Baltimore, MD	8,416	\$45.66	24,361	\$34.86	5,499	\$13.46
Boston, MA	24,446	\$50.88	50,287	\$37.19	13,069	\$15.07
Detroit, MI	11,529	\$43.55	30,368	\$33.12	7,566	\$10.00
Minneapolis-St. Paul, MN	14,492	\$54.80	29,903	\$33.26	8,785	\$12.67
Kansas City, MO	6,124	\$40.39	14,204	\$30.67	3,750	\$12.01
St. Louis, MO	6,620	\$41.55	15,367	\$29.95	4,000	\$11.88
Las Vegas, NV	4,487	\$40.34	8,765	\$32.62	6,710	\$13.68
Buffalo, NY	2,608	\$16.77	5,919	\$28.39	2,970	\$12.61
New York, NY	66,887	\$55.34	105,139	\$38.03	26,345	\$15.25
Rochester, NY	1,870	\$42.02	4,963	\$29.02	2,443	\$12.70
Charlotte, NC	7,621	\$46.08	14,243	\$31.25	3,247	\$11.68
Cincinnati, OH	6,104	.	10,097	.	3,147	.
Cleveland, OH	5,530	.	11,426	.	3,433	.
Columbus, OH	6,113	.	12,184	.	3,504	.
Oklahoma City, OK	2,897	.	7,259	.	2,935	.
Portland, OR	6,305	.	17,011	.	5,629	.
Philadelphia, PA	18,548	\$47.62	37,061	\$34.11	10,135	\$13.35
Pittsburgh, PA	7,005	.	13,846	.	5,673	.
Providence, RI	3,872	\$41.59	9,130	\$30.75	4,102	\$13.61
Memphis, TN	2,448	.	4,990	.	1,556	.
Nashville, TN	5,099	.	9,727	.	3,346	.
Austin, TX	6,104	.	16,537	.	4,634	.
Dallas, TX	21,130	\$44.50	44,474	\$32.76	10,499	\$9.95
Houston, TX	17,135	.	34,222	.	8,567	.
San Antonio, TX	4,333	.	10,653	.	3,666	.
Salt Lake City, UT	4,458	.	9,978	.	4,913	.
Richmond, VA	3,762	.	8,811	.	2,733	.
Virginia Beach, VA	3,229	.	8,122	.	3,443	.
Seattle-Tacoma, WA	14,381	\$46.30	34,168	\$37.98	8,965	\$15.12
Milwaukee, WI	5,756	.	11,272	.	4,281	.

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
	Sep-14	Wage ^{2*}	Sep-14	Wage ^{2*}	Sep-14	Wage ^{2*}
United States	1,211,107	\$17.41	388,328	\$21.24	520,590	\$16.53
Birmingham, AL	4,533	\$9.45	1,351	\$19.69	2,081	\$15.91
Phoenix, AZ	16,418	\$17.43	3,949	\$20.45	4,172	\$16.87
Tucson, AZ	3,218	\$15.34	1,017	\$19.67	892	\$15.23
Los Angeles, CA	45,156	\$19.00	7,547	\$24.52	10,517	\$7.94
Riverside, CA	9,390	\$16.53	2,283	\$23.03	3,724	\$15.95
Sacramento, CA	7,277	\$18.57	2,004	\$23.38	1,889	\$16.89
San Diego, CA	11,459	\$18.55	2,532	\$24.07	2,529	\$16.33
San Francisco, CA	25,006	\$22.32	4,857	\$28.32	6,714	\$19.59
San Jose, CA	7,568	\$23.36	1,533	\$26.48	1,569	\$18.08
Denver, CO	16,666	\$19.62	6,181	\$21.92	5,913	\$17.78
Hartford, CT	6,012	\$19.95	1,758	\$24.19	2,128	\$18.34
Washington, DC	26,789	\$19.87	6,438	\$23.31	5,619	\$18.08
Jacksonville, FL	5,040	\$16.31	1,801	\$18.56	1,776	\$16.22
Miami, FL	22,140	\$16.91	5,152	\$19.08	3,963	\$15.39
Orlando, FL	8,951	\$15.39	2,814	\$18.10	2,345	\$14.98
Tampa, FL	10,799	\$16.77	3,678	\$17.56	2,729	\$15.13
Atlanta, GA	20,437	\$17.90	5,452	\$20.30	7,453	\$16.98
Honolulu, HI	4,891	\$16.85	1,320	\$27.59	1,114	\$18.64
Chicago, IL	38,595	\$18.85	7,857	\$26.23	15,290	\$16.97
Indianapolis, IN	8,503	\$17.67	2,818	\$22.22	4,417	\$16.07
Louisville, KY	5,764	\$16.87	1,740	\$20.76	3,236	\$17.63
New Orleans, LA	5,142	\$16.02	2,006	\$20.19	1,781	\$19.09
Baltimore, MD	12,009	\$18.30	3,325	\$21.57	3,825	\$17.47
Boston, MA	25,761	\$21.11	5,711	\$26.41	7,489	\$18.04
Detroit, MI	15,358	\$17.80	5,396	\$23.07	8,236	\$18.21
Minneapolis-St. Paul, MN	19,181	\$19.25	5,482	\$24.56	9,854	\$17.91
Kansas City, MO	9,674	\$17.74	2,789	\$22.37	4,167	\$16.85
St. Louis, MO	9,626	\$17.23	2,451	\$23.76	3,730	\$16.93
Las Vegas, NV	8,749	\$9.62	2,036	\$24.05	1,765	\$16.75
Buffalo, NY	6,247	\$16.45	1,623	\$21.67	2,486	\$16.90
New York, NY	60,114	\$21.57	10,438	\$27.45	12,938	\$18.09
Rochester, NY	4,182	\$16.88	1,510	\$21.01	2,080	\$15.95
Charlotte, NC	7,563	\$18.18	2,502	\$19.51	3,172	\$16.55
Cincinnati, OH	8,346	.	2,292	\$13.66	4,028	.
Cleveland, OH	8,782	.	2,692	\$13.33	4,338	.
Columbus, OH	8,992	.	2,642	\$14.65	4,423	.
Oklahoma City, OK	6,278	.	2,860	\$17.03	2,882	.
Portland, OR	10,428	.	3,314	.	4,036	.
Philadelphia, PA	22,293	\$19.29	5,690	\$23.86	7,002	\$17.33
Pittsburgh, PA	11,484	.	3,419	\$13.61	4,752	.
Providence, RI	7,188	\$16.94	2,118	\$22.14	2,845	\$15.64
Memphis, TN	4,071	.	1,409	\$12.48	2,665	.
Nashville, TN	8,177	.	2,132	\$13.30	3,400	.
Austin, TX	9,141	.	2,953	\$11.96	2,539	.
Dallas, TX	28,045	\$18.25	7,517	\$19.09	10,771	\$15.62
Houston, TX	21,360	.	7,628	.	8,489	.
San Antonio, TX	7,450	.	2,949	\$11.43	2,994	.
Salt Lake City, UT	10,069	.	2,877	\$13.94	3,776	.
Richmond, VA	5,195	.	1,891	\$14.76	2,038	.
Virginia Beach, VA	6,537	.	2,880	\$12.21	2,460	.
Seattle-Tacoma, WA	16,985	\$20.06	5,116	\$26.12	5,095	\$20.28
Milwaukee, WI	8,052	.	2,784	\$17.27	4,460	.

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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