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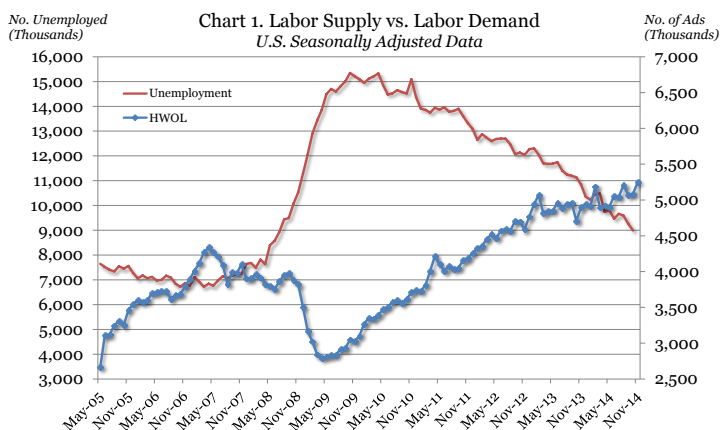
Online Labor Demand Rose 170,200 in November

- November posts large gain following flat October
- California, Florida and Texas show strong gains along with MSAs New York, Los Angeles and Seattle

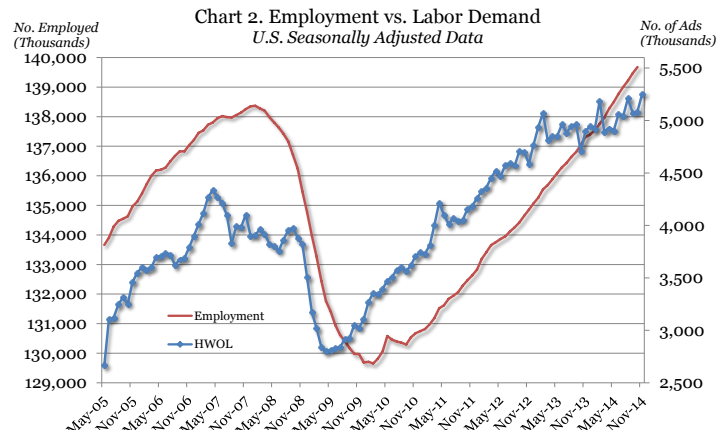
NEW YORK, December 3, 2014...Online advertised vacancies rose 170,200 to 5,253,900 in November, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The October Supply/Demand rate stands at 1.77 unemployed for each advertised vacancy with a total of 3.9 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.0 million in October.

“November labor demand shows renewed strength, helping to boost a slow-growth second half of the year,” said Gad Levanon, Managing Director, Economic Outlook & Labor Markets at The Conference Board. “Gains were widespread across States and MSAs with continued positive trend growth across much of the U.S.”

In November, the Professional category saw strong gains in Management (17,100), Business and Finance (15,400) and Computer (12,800) with a loss in Healthcare (-11,400). The Services/Production category saw gains in Office/Admin (43,100), Food (20,100) and Transportation (16,900) with a small drop in Sales (-8,800). Supply/Demand rates continue to improve, providing better opportunities for job seekers (see Table 7).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- Most States and all regions posted gains in November

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent
Location	Nov-14	Nov-Oct 14	Oct-14	Trend³
United States	5,253.9	170.2	1.77	↑ 3/14
NORTHEAST	993.5	30.0	1.74	
Massachusetts	158.0	5.1	1.38	↑ 10/13
New Jersey	146.4	4.2	2.10	→ 10/13
New York	308.3	8.4	1.91	↑ 4/14
Pennsylvania	210.9	2.0	1.65	↑ 4/14
SOUTH	1,737.8	48.2	2.03	
Florida	279.4	10.9	2.15	↑ 5/14
Georgia	148.9	4.1	2.52	↑ 10/13
Maryland	102.4	-0.3	1.80	↑ 12/13
North Carolina	136.5	4.1	2.22	↑ 5/14
Texas	402.6	10.6	1.71	↑ 10/13
Virginia	149.9	4.3	1.56	↑ 10/13
MIDWEST	1,199.1	49.2	1.67	
Illinois	214.0	2.0	2.02	↑ 10/13
Michigan	170.3	6.0	2.04	↑ 10/13
Minnesota	128.1	7.0	0.96	↑ 10/13
Missouri	88.9	5.3	2.16	→ 4/12
Ohio	186.4	8.4	1.71	→ 2/13
Wisconsin	114.2	0.7	1.47	↑ 1/14
WEST	1,279.6	56.4	1.93	
Arizona	99.6	2.9	2.14	↑ 5/14
California	593.3	18.9	2.37	↑ 5/14
Colorado	134.2	5.8	0.94	↑ 4/14
Washington	133.9	9.5	1.68	→ 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) .

November Changes for States

In November, online labor demand was up in most States and all regions (see Table 3).

The **West** experienced the largest increase, 56,400, in November. **California** experienced by far the largest increase, 18,900, to 593,300. **Washington** rose 9,500 to 133,900. **Colorado** and **Arizona** gained 5,800 and 2,900 respectively (Table A). Among the smaller States in the **West**, **Utah** rose 5,900 to 61,500, **Nevada** gained 2,800 to 48,600, **Idaho** increased 2,100 to 28,000, **New Mexico** gained 2,100 to 31,300, **Hawaii** inched up 200 to 22,000, and **Alaska** fell 400 to 17,600 (Table 3).

The **Midwest** experienced a November increase of 49,200. The largest addition occurred in **Ohio** (up 8,400 to 186,400). **Minnesota** followed with a gain of 7,000 to 128,100. **Michigan** rose 6,000 to 170,300, **Missouri** was up 5,300 to 88,900, **Illinois** rose 2,000 to 214,000, and **Wisconsin** gained 700 to 114,200. Among the smaller States in the region, **Indiana** rose 4,200 to 88,000, **Nebraska** rose 2,700 to 44,200, **Iowa** increased by 2,300 to 70,500, and **Kansas** gained 1,100 to 46,200. **South Dakota** and **North Dakota** gained 800 and 200 respectively.

The **South** increased 48,200 in November. Among larger States in the region, **Florida** experienced an increase of 10,900 to 279,400. **Texas** gained 10,600 to 402,600 and was followed by **Virginia** (up 4,300 to 149,900). **Georgia** and **North Carolina** each gained 4,100 to 148,900 and 136,500 respectively. **Maryland** fell 300 to 102,400. Among the smaller States, **Louisiana** was up 1,600 to 60,200. **Alabama** and **Mississippi** were up 1,100 to 52,200 and 27,000 respectively. **West Virginia** was up 400 to 21,900, **Kentucky** remained constant, **South Carolina** dropped 800 to 63,700, and **Maryland** fell 300 to 102,400.

The **Northeast** gained 30,000. **New York** experienced the largest gain, 8,400, to 308,300. **Massachusetts** gained 5,100 to 158,000, **New Jersey** increased 4,200 to 146,400, and **Pennsylvania** rose 2,000 to 210,900. In the smaller States, **Connecticut** rose 3,300 to 72,500, **New Hampshire** increased 600 to 30,300, **Rhode Island** gained 500 to 20,300, and **Vermont** rose 400 to 13,600. **Maine** fell 500 to 29,900.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for October 2014, the latest month for which State unemployment figures are available. There were six States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.50), South Dakota (0.75), Nebraska (0.83), Utah (0.93), Colorado (0.94), and Minnesota (0.96). The States with the highest Supply/Demand rates were Mississippi (3.67), where there were close to 4 unemployed workers for every job opening, and Alabama (2.61) and Arkansas (2.58), 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 November, 50 metro areas posted gains, one fell, and one remained constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands) Nov-14	M-O-M Change (Thousands) Nov-Oct 14	Supply/ Demand Rate² Oct-14 for U.S and Regions; Sep-14 for MSA's
United States	5,253.9	170.2	1.77
NORTHEAST	993.5	30.0	1.74
Boston, MA	123.8	3.7	1.15
New York, NY	289.0	7.7	2.18
Philadelphia, PA	102.0	2.9	1.83
SOUTH	1,737.8	48.2	2.03
Atlanta, GA	98.7	3.3	2.17
Baltimore, MD	54.0	1.3	1.70
Dallas, TX	121.7	0.7	1.50
Houston, TX	97.6	4.5	1.75
Miami, FL	78.5	1.0	2.36
Washington, DC	144.9	-0.8	1.15
MIDWEST	1,199.1	49.2	1.67
Chicago, IL	165.1	1.3	1.85
Cleveland, OH	34.7	1.0	2.12
Detroit, MI	76.1	3.5	2.35
Minneapolis-St. Paul, MN	86.3	4.7	0.90
WEST	1,279.6	56.4	1.93
Denver, CO	74.8	3.9	0.94
Los Angeles, CA	177.1	6.2	2.77
Phoenix, AZ	67.4	2.4	1.87
San Diego, CA	48.8	2.9	2.10
San Francisco, CA	124.7	1.0	0.99
San Jose, CA	54.9	2.3	0.98
Seattle-Tacoma, WA	88.0	5.1	1.23

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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 November labor demand was up in 50 of the 52 largest metro areas, one fell (Washington, DC), and one remained constant (Honolulu). The MSAs with the largest gains in each of the regions were: **New York** (+7,700) in the **Northeast**; **Los Angeles** (+6,200) and **Seattle** (+5,100) in the **West**; **Minneapolis** (+4,700) and **Detroit** (3,500) in the **Midwest**; and **Houston** (+4,500) in the **South** (See Table B and Table 5).

The **West** experienced the largest November increase, 56,400, led by **Los Angeles**, which rose 6,200 to 177,100. **Seattle-Tacoma** followed with an increase of 5,100 to 88,000, and **Denver** gained 3,900 to 74,800. **San Diego** gained 2,900 to 48,800, **Phoenix** increased 2,400 to 67,400, **San Jose** rose 2,300 to 54,900, and **San Francisco** increased 1,000 to 124,700. **Salt Lake City** increased 3,600 to 36,400, **Portland** rose 2,600 to 47,000, and **Sacramento** increased 1,000 to 29,400.

The **Midwest** gained 49,200 in November. The largest increase was in **Minneapolis-St. Paul**, which rose 4,700 to 86,300, followed by **Detroit**'s increase of 3,500 to 76,100 and **Chicago**'s gain of 1,300 to 165,100. **Cleveland** rose 1,000 to 34,700. **Kansas City** increased by 2,700 to 39,600, **Indianapolis** rose 2,100 to 34,000, **St. Louis** increased by 1,600 to 41,600, **Columbus** rose 1,300 to 37,600, and **Cincinnati** gained 1,200 to 33,700.

The **South** increased by 48,200 in November. **Houston** gained 4,500 to 97,600. **Washington, DC** fell 800 to 144,900. **Atlanta** gained 3,300 to 98,700. Tampa and San Antonio gained 2,000 to 44,700 and 32,800 respectively. **Nashville** rose 1,900 to 32,500, and **Orlando** increased 1,600 to 32,900. **Baltimore** gained 1,300 to 54,000. **Miami** increased 1,000 to 78,500. **Dallas** inched up 700 to 121,700.

The **Northeast** rose 30,000, reflecting an increase of 7,700 in **New York** to 289,000. **Boston** rose 3,700 to 123,800, and **Philadelphia** gained 2,900 to 102,000. **Hartford** gained 2,600 and stands at 29,000. **Buffalo** gained 1,400 to 21,700. **Rochester** rose 600 to 17,300. **Pittsburgh** followed by adding 500, and **Providence** inched up 400.

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 September data (the latest available unemployment data for metro areas), 5 major metro areas (Salt Lake City, Minneapolis-St. Paul, Denver, San Jose, and San Francisco) saw more job openings than unemployed workers (S/D rates of 0.63, 0.90, 0.94, 0.98, and 0.99 respectively) (Table 6). Other favorable markets for job-seekers included Austin (1.08), Oklahoma City (1.09), Washington, DC (1.15), and Boston (1.15).

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 36 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 November, of the 10 largest online job categories, two posted declines (healthcare practitioners and technical occupations and sales and related occupations) (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Nov-14	M-O-M Change (Thousands) Nov-Oct 14	Unemployed (Thousands) Oct-14	Supply/ Demand Rate ² Oct-14	Average Hourly Wage ³
41	Sales and related	599.6	-8.8	865.1	1.42	\$18.37
15	Computer and mathematical science	589.8	12.8	136.3	0.24	\$39.43
43	Office and administrative support	577.3	43.1	969.7	1.81	\$16.78
29	Healthcare practitioners and technical	559.1	-11.4	214.7	0.38	\$35.93
11	Management	469.1	17.1	390.4	0.86	\$53.15
53	Transportation and material moving	353.7	16.9	696.6	2.07	\$16.28
13	Business and financial operations	334.8	15.4	250.7	0.78	\$34.14
35	Food preparation and serving related	226.7	20.1	826.0	4.00	\$10.38
49	Installation, maintenance, and repair	225.4	11.8	192.1	0.90	\$21.35
17	Architecture and engineering	173.7	3.4	91.5	0.54	\$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 November

In November, all occupations but **Healthcare Practitioners and Technical** and **Sales and Related** occupations posted gains. By far the largest gain in November was in **Office and Administrative Support** ads, which increased 43,100 to 577,300, largely due to increased demand for receptionists and information clerks and executive secretaries and administrative assistants. The supply/demand rate for these occupations lies at 1.81, i.e. about 2 unemployed job-seekers for every advertised available opening.

Food Preparation and Serving-Related ads rose 20,100 to 226,700, due to a rise in demand for food preparation and serving workers. **Management** ads gained 17,100 in November to 469,100 as demand for medical and health services managers increased. **Transportation** ads increased 16,900 in November to 353,700 as demand for truck drivers, light or delivery services increased. **Business and Financial** ads increased 15,400 to 334,800 due to a rise in demand for human resources specialists. **Computer and Mathematical** ads increased 12,800 to 589,800 due to rises in applications software developers, web developers, and network and computer systems administrators. The supply/demand rate for these occupations lies at 0.24, i.e. over 4 advertised available openings for every job-seeker.

Healthcare Practitioners and Technical ads dropped 11,400 in November to 559,100 as demand for licensed practical and vocational nurses and physical and occupational therapists decreased. The supply/demand rate for these occupations lies at 0.38, i.e. about 2.6 advertised available openings for every job-seeker. (See Table 7 for Supply/Demand rates for all of the SOC categories.) **Sales and related** ads fell 8,800 to 599,600 due to a loss in ads for retail salespersons, first-line supervisors of retail sales workers, and insurance sales agents.

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

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Publication Schedule, Help Wanted OnLine Data Series	
Data for the Month	Release Date
December, 2014	January 7, 2015
January, 2015	February 4, 2015
February, 2015	March 4, 2015
March, 2015	April 1, 2015
April, 2015	May 6, 2015
May, 2015	June 3, 2015
June, 2015	July 1, 2015
July, 2015	August 5, 2015
August, 2015	September 2, 2015
September, 2015	September 30, 2015
October, 2015	November 4, 2015
November, 2015	December 2, 2015

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)
	Nov-13	Oct-14	Nov-14	Nov-Oct 14	Nov-13	Oct-14	Nov-14	Nov-Oct 14
United States	4,899.0	5,083.6	5,253.9	170.2	2,484.6	2,558.8	2,751.7	192.9
New England	294.1	314.6	324.5	10.0	152.7	160.5	170.5	10.0
Middle Atlantic	626.0	648.9	669.0	20.0	313.8	331.8	340.7	8.9
South Atlantic	907.9	941.2	962.0	20.8	461.1	473.4	506.8	33.4
East North Central	702.2	750.3	776.3	26.0	344.5	375.8	385.6	9.8
East South Central	208.1	211.4	217.6	6.2	105.4	108.4	112.5	4.1
West North Central	377.2	399.6	422.8	23.2	173.9	185.2	202.7	17.5
West South Central	520.1	537.0	558.2	21.1	260.1	270.3	291.5	21.2
Mountain	388.7	412.3	439.7	27.4	199.3	212.1	235.1	23.0
Pacific	771.3	810.9	839.9	29.0	408.3	446.2	472.5	26.4

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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)		
	Nov-13	Oct-14	Nov-14	Nov-13	Oct-14	Nov-14
United States	3.15	3.25	3.36	1.60	1.64	1.76
New England	3.83	4.04	4.17	1.99	2.06	2.19
Middle Atlantic	3.05	3.18	3.27	1.53	1.62	1.67
South Atlantic	3.03	3.11	3.18	1.54	1.56	1.68
East North Central	3.02	3.21	3.32	1.48	1.61	1.65
East South Central	2.46	2.53	2.60	1.24	1.30	1.35
West North Central	3.43	3.59	3.80	1.58	1.66	1.82
West South Central	2.87	2.93	3.05	1.44	1.48	1.59
Mountain	3.51	3.69	3.93	1.80	1.90	2.10
Pacific	3.09	3.21	3.33	1.64	1.77	1.87

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)
	Nov-13	Oct-14	Nov-14	Nov-Oct 14	Nov-13	Oct-14	Nov-14	Nov-Oct 14
United States	4,899.0	5,083.6	5,253.9	170.2	2,484.6	2,558.8	2,751.7	192.9
Alabama	50.6	51.1	52.2	1.1	25.8	25.3	27.1	1.8
Alaska	18.8	18.0	17.6	-0.4	9.3	9.3	9.0	-0.3
Arizona	94.3	96.7	99.6	2.9	47.8	50.3	53.4	3.1
Arkansas	29.8	30.6	36.8	6.2	14.4	15.5	20.5	5.0
California	546.2	574.4	593.3	18.9	286.1	310.3	331.8	21.6
Colorado	118.7	128.5	134.2	5.8	63.6	71.3	74.4	3.0
Connecticut	67.1	69.2	72.5	3.3	33.5	33.3	36.6	3.2
Delaware	18.8	18.8	19.4	0.6	8.8	9.2	9.6	0.4
Florida	264.0	268.5	279.4	10.9	144.2	149.6	157.9	8.3
Georgia	140.2	144.8	148.9	4.1	68.4	70.3	75.5	5.2
Hawaii	18.9	21.8	22.0	0.2	11.9	14.7	14.0	-0.7
Idaho	23.8	25.9	28.0	2.1	13.5	15.0	17.0	2.0
Illinois	199.9	211.9	214.0	2.0	93.6	101.2	102.7	1.5
Indiana	84.4	83.8	88.0	4.2	41.5	41.0	43.1	2.2
Iowa	56.5	68.2	70.5	2.3	25.6	31.2	32.0	0.8
Kansas	42.7	45.0	46.2	1.1	19.1	21.4	21.9	0.5
Kentucky	48.2	50.6	50.6	0.0	24.5	26.0	26.1	0.1
Louisiana	55.5	58.6	60.2	1.6	28.0	29.3	31.9	2.6
Maine	22.8	30.5	29.9	-0.5	11.3	14.5	13.9	-0.6
Maryland	97.6	102.7	102.4	-0.3	44.7	45.2	46.1	0.9
Massachusetts	148.2	152.9	158.0	5.1	76.0	78.9	83.4	4.5
Michigan	138.8	164.4	170.3	6.0	68.3	81.9	83.8	1.9
Minnesota	114.0	121.1	128.1	7.0	51.0	56.9	61.0	4.1
Mississippi	25.5	25.9	27.0	1.1	11.7	12.2	12.6	0.4
Missouri	83.1	83.6	88.9	5.3	39.4	41.9	44.3	2.3
Montana	20.4	22.0	23.9	1.8	10.3	11.2	12.3	1.1
Nebraska	40.7	41.4	44.2	2.7	20.2	19.5	22.0	2.5
Nevada	39.7	45.8	48.6	2.8	19.5	22.6	25.0	2.4
New Hampshire	26.2	29.8	30.3	0.6	14.8	16.2	16.9	0.7
New Jersey	140.5	142.2	146.4	4.2	70.2	71.4	73.2	1.8
New Mexico	26.0	29.2	31.3	2.1	13.3	14.6	15.9	1.3
New York	285.4	299.8	308.3	8.4	149.3	158.8	165.7	6.8
North Carolina	129.2	132.4	136.5	4.1	66.3	69.6	72.8	3.2
North Dakota	20.7	23.2	23.4	0.2	10.0	10.8	11.5	0.6
Ohio	176.7	178.0	186.4	8.4	88.9	90.8	95.1	4.3
Oklahoma	59.9	57.2	58.6	1.4	32.8	30.2	33.4	3.2
Oregon	66.1	72.1	75.6	3.5	37.1	42.0	45.0	3.0
Pennsylvania	197.1	208.9	210.9	2.0	96.5	101.0	104.2	3.2
Rhode Island	18.4	19.8	20.3	0.5	10.5	12.0	11.6	-0.4
South Carolina	59.2	64.5	63.7	-0.8	32.7	34.1	36.7	2.6
South Dakota	18.7	19.8	20.6	0.8	8.0	8.3	9.2	0.9
Tennessee	84.9	83.8	88.9	5.1	43.2	44.8	46.5	1.7
Texas	375.0	392.0	402.6	10.6	183.8	197.3	204.4	7.2
Utah	55.3	55.6	61.5	5.9	26.8	25.4	31.8	6.3
Vermont	11.4	13.2	13.6	0.4	6.3	6.6	7.5	0.8
Virginia	139.6	145.6	149.9	4.3	66.2	69.4	75.4	6.0
Washington	123.5	124.3	133.9	9.5	63.6	68.7	72.3	3.5
West Virginia	19.9	21.4	21.9	0.4	9.2	9.6	10.3	0.7
Wisconsin	99.4	113.5	114.2	0.7	51.3	59.7	59.8	0.1
Wyoming	9.7	10.8	11.7	1.0	4.7	5.0	5.8	0.7

Source: The Conference Board

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

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

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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
	Nov-13	Oct-14	Nov-14	Oct-14	Oct-14	Oct-14	Oct-14
United States	3.15	3.25	3.36	5.8	8,995.00	5,083.6	1.77
Alabama	2.39	2.41	2.47	6.3	133.47	51.1	2.61
Alaska	5.16	4.91	4.79	6.8	24.80	18.0	1.38
Arizona	3.14	3.17	3.27	6.8	206.72	96.7	2.14
Arkansas	2.25	2.34	2.82	6.0	79.05	30.6	2.58
California	2.94	3.06	3.16	7.3	1,360.63	574.4	2.37
Colorado	4.32	4.58	4.79	4.3	120.97	128.5	0.94
Connecticut	3.63	3.67	3.84	6.4	121.58	69.2	1.76
Delaware	4.25	4.13	4.26	6.4	29.07	18.8	1.55
Florida	2.80	2.78	2.89	6.0	578.39	268.5	2.15
Georgia	2.96	3.04	3.13	7.7	364.66	144.8	2.52
Hawaii	2.89	3.27	3.29	4.1	27.63	21.8	1.27
Idaho	3.07	3.34	3.62	4.1	32.01	25.9	1.24
Illinois	3.06	3.25	3.28	6.6	428.96	211.9	2.02
Indiana	2.65	2.58	2.71	5.7	183.44	83.8	2.19
Iowa	3.38	3.98	4.12	4.5	76.79	68.2	1.13
Kansas	2.89	3.01	3.09	4.4	66.52	45.0	1.48
Kentucky	2.36	2.54	2.54	6.2	124.38	50.6	2.46
Louisiana	2.65	2.71	2.78	6.2	134.61	58.6	2.30
Maine	3.22	4.33	4.25	5.8	40.79	30.5	1.34
Maryland	3.14	3.31	3.30	6.0	185.11	102.7	1.80
Massachusetts	4.26	4.31	4.46	6.0	211.00	152.9	1.38
Michigan	2.96	3.47	3.60	7.1	334.73	164.4	2.04
Minnesota	3.84	4.05	4.29	3.9	116.59	121.1	0.96
Mississippi	2.01	2.07	2.16	7.6	95.06	25.9	3.67
Missouri	2.75	2.73	2.91	5.9	180.37	83.6	2.16
Montana	3.98	4.24	4.59	4.5	23.40	22.0	1.06
Nebraska	3.99	4.06	4.33	3.4	34.42	41.4	0.83
Nevada	2.91	3.35	3.55	7.1	96.72	45.8	2.11
New Hampshire	3.54	4.02	4.10	4.2	30.84	29.8	1.04
New Jersey	3.12	3.14	3.23	6.6	298.25	142.2	2.10
New Mexico	2.82	3.17	3.40	6.5	59.68	29.2	2.04
New York	2.97	3.14	3.23	6.0	572.71	299.8	1.91
North Carolina	2.77	2.85	2.94	6.3	293.64	132.4	2.22
North Dakota	5.15	5.59	5.63	2.8	11.62	23.2	0.50
Ohio	3.07	3.10	3.25	5.3	305.21	178.0	1.71
Oklahoma	3.29	3.20	3.27	4.5	81.17	57.2	1.42
Oregon	3.44	3.68	3.86	7.0	137.92	72.1	1.91
Pennsylvania	3.07	3.28	3.31	5.4	344.64	208.9	1.65
Rhode Island	3.34	3.57	3.65	7.4	40.87	19.8	2.06
South Carolina	2.73	2.94	2.91	6.7	146.71	64.5	2.27
South Dakota	4.17	4.38	4.56	3.3	14.83	19.8	0.75
Tennessee	2.80	2.79	2.96	7.1	212.13	83.8	2.53
Texas	2.92	3.01	3.09	5.1	669.22	392.0	1.71
Utah	3.86	3.87	4.28	3.6	51.63	55.6	0.93
Vermont	3.24	3.76	3.87	4.4	15.57	13.2	1.18
Virginia	3.30	3.41	3.52	5.3	227.14	145.6	1.56
Washington	3.58	3.56	3.84	6.0	208.87	124.3	1.68
West Virginia	2.52	2.69	2.74	6.5	51.94	21.4	2.42
Wisconsin	3.24	3.66	3.68	5.4	166.80	113.5	1.47
Wyoming	3.18	3.46	3.77	4.7	14.57	10.8	1.35

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)
	Nov-13	Oct-14	Nov-14	Nov-Oct 14	Nov-13	Oct-14	Nov-14	Nov-Oct 14
Birmingham, AL	16.9	15.9	16.4	0.6	8.5	7.9	8.6	0.7
Phoenix, AZ	62.5	64.9	67.4	2.4	30.9	34.0	35.7	1.7
Tucson, AZ	13.5	13.7	14.6	0.8	7.5	7.5	8.5	0.9
Los Angeles, CA	165.0	170.9	177.1	6.2	85.5	96.2	99.8	3.7
Riverside, CA	30.8	32.8	34.2	1.5	15.8	17.8	18.3	0.4
Sacramento, CA	26.7	28.4	29.4	1.0	13.7	15.8	16.4	0.5
San Diego, CA	43.2	46.0	48.8	2.9	23.4	26.1	28.6	2.5
San Francisco, CA	111.3	123.7	124.7	1.0	58.4	64.5	67.9	3.3
San Jose, CA	52.2	52.6	54.9	2.3	22.8	23.6	26.1	2.5
Denver, CO	65.1	70.8	74.8	3.9	33.3	36.5	40.3	3.8
Hartford, CT	26.5	26.5	29.0	2.6	13.3	13.0	14.9	1.9
Washington, DC	138.2	145.7	144.9	-0.8	60.5	63.9	66.1	2.2
Jacksonville, FL	18.4	18.9	19.8	0.9	9.6	9.6	10.6	1.0
Miami, FL	72.9	77.5	78.5	1.0	38.2	41.8	42.6	0.8
Orlando, FL	33.6	31.3	32.9	1.6	16.4	15.0	15.9	0.9
Tampa, FL	41.9	42.7	44.7	2.0	21.4	22.2	22.5	0.3
Atlanta, GA	94.2	95.5	98.7	3.3	43.7	45.4	48.0	2.6
Honolulu, HI	13.9	16.4	16.4	0.0	9.2	11.3	11.0	-0.2
Chicago, IL	153.8	163.8	165.1	1.3	70.3	76.5	77.0	0.5
Indianapolis, IN	33.1	31.9	34.0	2.1	17.0	16.7	17.4	0.7
Louisville, KY	20.9	22.4	23.1	0.8	10.3	11.7	12.1	0.5
New Orleans, LA	18.9	20.2	21.1	0.9	10.4	10.8	11.7	1.0
Baltimore, MD	50.8	52.7	54.0	1.3	23.5	22.9	24.6	1.7
Boston, MA	113.5	120.1	123.8	3.7	57.5	59.9	63.6	3.7
Detroit, MI	62.2	72.6	76.1	3.5	28.7	33.7	34.6	0.9
Minneapolis-St. Paul, MN	76.7	81.7	86.3	4.7	33.9	38.5	40.9	2.4
Kansas City, MO	35.1	36.9	39.6	2.7	15.2	16.8	18.4	1.6
St. Louis, MO	39.6	40.0	41.6	1.6	17.3	18.7	19.2	0.6
Las Vegas, NV	25.2	30.6	31.5	0.9	11.6	14.8	15.8	1.0
Buffalo, NY	18.1	20.3	21.7	1.4	10.2	11.4	12.1	0.7
New York, NY	271.5	281.4	289.0	7.7	136.3	141.8	147.3	5.6
Rochester, NY	14.5	16.7	17.3	0.6	8.4	9.9	10.5	0.5
Charlotte, NC	32.7	36.3	37.5	1.2	15.3	17.3	18.3	1.0
Cincinnati, OH	29.4	32.5	33.7	1.2	13.1	15.2	15.9	0.7
Cleveland, OH	32.9	33.7	34.7	1.0	15.7	15.4	16.4	1.0
Columbus, OH	36.8	36.2	37.6	1.3	17.5	17.5	18.4	1.0
Oklahoma City, OK	25.4	23.3	25.8	2.5	14.6	12.9	15.0	2.1
Portland, OR	42.0	44.4	47.0	2.6	22.2	25.2	27.2	2.0
Philadelphia, PA	95.5	99.1	102.0	2.9	45.5	49.6	49.3	-0.2
Pittsburgh, PA	39.4	43.7	44.3	0.5	17.1	19.1	19.7	0.6
Providence, RI	24.1	26.7	27.1	0.4	14.2	15.7	16.2	0.5
Memphis, TN	18.4	16.8	18.1	1.2	9.2	8.7	9.3	0.6
Nashville, TN	28.5	30.6	32.5	1.9	13.0	14.7	15.5	0.8
Austin, TX	36.9	40.9	41.6	0.7	19.8	22.4	23.0	0.6
Dallas, TX	115.3	121.0	121.7	0.7	54.4	58.9	60.0	1.1
Houston, TX	89.7	93.0	97.6	4.5	42.7	44.3	48.3	3.9
San Antonio, TX	29.3	30.8	32.8	2.0	13.9	15.6	16.3	0.7
Salt Lake City, UT	32.7	32.8	36.4	3.6	15.8	14.7	18.5	3.8
Richmond, VA	22.9	22.8	24.3	1.5	12.4	12.2	13.4	1.2
Virginia Beach, VA	23.2	25.1	25.9	0.8	12.9	14.2	15.0	0.8
Seattle-Tacoma, WA	81.8	82.9	88.0	5.1	39.9	43.2	45.4	2.2
Milwaukee, WI	30.4	35.0	35.6	0.6	15.6	18.0	18.7	0.6

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
	Nov-13	Oct-14	Nov-14	Sep-14	Sep-14	Sep-14	Sep-14
	Birmingham, AL	3.21	3.04	3.15	5.7	29.7	15.6
Phoenix, AZ	3.06	3.13	3.24	5.8	120.1	64.3	1.87
Tucson, AZ	3.03	3.04	3.22	6.0	27.1	13.5	2.00
Los Angeles, CA	2.52	2.58	2.67	7.1	471.6	170.0	2.77
Riverside, CA	1.69	1.80	1.88	8.1	146.9	31.3	4.69
Sacramento, CA	2.56	2.72	2.81	6.8	70.8	28.1	2.52
San Diego, CA	2.73	2.88	3.06	5.9	93.5	44.6	2.10
San Francisco, CA	4.73	5.19	5.23	5.1	120.7	121.3	0.99
San Jose, CA	5.48	5.45	5.68	5.3	51.4	52.4	0.98
Denver, CO	4.54	4.84	5.11	4.5	66.5	71.0	0.94
Hartford, CT	4.54	4.49	4.92	6.3	37.0	27.4	1.35
Washington, DC	4.31	4.52	4.50	5.2	167.8	146.3	1.15
Jacksonville, FL	2.62	2.59	2.72	5.9	42.9	18.6	2.31
Miami, FL	2.46	2.55	2.58	5.9	180.3	76.5	2.36
Orlando, FL	2.88	2.59	2.72	5.7	68.7	32.4	2.12
Tampa, FL	3.15	3.14	3.29	6.2	84.0	41.4	2.03
Atlanta, GA	3.46	3.49	3.61	7.5	205.2	94.6	2.17
Honolulu, HI	3.02	3.51	3.50	3.9	18.0	14.9	1.21
Chicago, IL	3.14	3.37	3.39	6.2	303.7	164.0	1.85
Indianapolis, IN	3.59	3.39	3.61	5.1	48.3	32.0	1.51
Louisville, KY	3.29	3.56	3.68	6.1	38.4	21.7	1.77
New Orleans, LA	3.38	3.54	3.70	5.6	31.8	19.6	1.62
Baltimore, MD	3.46	3.57	3.66	6.3	92.5	54.4	1.70
Boston, MA	4.44	4.62	4.76	5.3	138.4	120.1	1.15
Detroit, MI	3.06	3.62	3.79	8.3	167.2	71.0	2.35
Minneapolis-St. Paul, MN	4.12	4.34	4.58	3.8	72.4	80.2	0.90
Kansas City, MO	3.41	3.55	3.81	6.0	62.3	37.7	1.65
St. Louis, MO	2.81	2.81	2.93	6.5	92.8	39.2	2.37
Las Vegas, NV	2.55	3.09	3.18	7.2	71.4	30.3	2.36
Buffalo, NY	3.18	3.63	3.88	6.2	34.7	20.3	1.71
New York, NY	2.84	2.94	3.02	6.1	587.5	269.5	2.18
Rochester, NY	2.79	3.28	3.40	5.8	29.7	15.8	1.89
Charlotte, NC	3.55	3.92	4.04	6.5	60.0	36.7	1.64
Cincinnati, OH	2.68	2.97	3.08	5.0	54.7	31.8	1.72
Cleveland, OH	3.13	3.19	3.28	6.7	70.8	33.4	2.12
Columbus, OH	3.74	3.69	3.83	4.4	42.8	35.7	1.20
Oklahoma City, OK	4.17	3.86	4.27	4.3	25.7	23.5	1.09
Portland, OR	3.60	3.72	3.94	6.2	74.3	44.4	1.68
Philadelphia, PA	3.20	3.33	3.43	6.0	177.8	97.0	1.83
Pittsburgh, PA	3.18	3.54	3.58	5.2	64.4	42.6	1.51
Providence, RI	3.50	3.86	3.91	7.6	53.0	26.8	1.98
Memphis, TN	3.09	2.87	3.08	8.2	48.1	16.3	2.95
Nashville, TN	3.39	3.62	3.84	5.6	47.8	30.0	1.60
Austin, TX	3.64	3.96	4.03	4.2	43.5	40.2	1.08
Dallas, TX	3.38	3.48	3.50	5.1	176.3	117.7	1.50
Houston, TX	2.87	2.92	3.06	5.0	160.2	91.7	1.75
San Antonio, TX	2.78	2.91	3.10	4.7	49.8	29.7	1.67
Salt Lake City, UT	5.11	5.10	5.65	3.3	21.2	33.6	0.63
Richmond, VA	3.40	3.33	3.54	5.6	38.5	23.2	1.66
Virginia Beach, VA	2.79	2.99	3.09	5.7	48.1	25.3	1.90
Seattle-Tacoma, WA	4.28	4.28	4.55	5.0	97.7	79.2	1.23
Milwaukee, WI	3.82	4.34	4.42	5.9	47.4	34.9	1.36

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
		Nov-13	Oct-14	Nov-14	Nov-Oct 14	Oct-14	Oct-14	
	Total	4,899.0	5,083.6	5,253.9	170.3	8,995.0	1.77	\$22.33
11	Management	464.9	452.0	469.1	17.1	390.4	0.86	\$53.15
13	Business and financial operations	302.1	319.4	334.8	15.4	250.7	0.78	\$34.14
15	Computer and mathematical science	571.4	577.0	589.8	12.8	136.3	0.24	\$39.43
17	Architecture and engineering	169.3	170.3	173.7	3.4	91.5	0.54	\$38.51
19	Life, physical, and social science	49.0	49.9	53.1	3.2	36.7	0.73	\$33.37
21	Community and social services	78.8	88.6	94.6	6.0	83.8	0.95	\$21.50
23	Legal	26.0	24.3	25.7	1.4	27.3	1.12	\$47.89
25	Education, training, and library	121.8	149.3	150.9	1.6	237.2	1.59	\$24.76
27	Arts, design, entertainment, sports, and media	123.4	132.8	142.6	9.8	141.6	1.07	\$26.72
29	Healthcare practitioners and technical	533.9	570.5	559.1	-11.4	214.7	0.38	\$35.93
31	Healthcare support	122.1	124.0	127.0	3.1	203.4	1.64	\$13.61
33	Protective service	41.4	47.9	51.3	3.5	177.3	3.70	\$20.92
35	Food preparation and serving related	216.0	206.6	226.7	20.1	826.0	4.00	\$10.38
37	Building and grounds cleaning and maintenance	86.2	109.6	116.8	7.2	520.7	4.75	\$12.51
39	Personal care and service	72.4	73.5	80.1	6.6	383.6	5.22	\$11.88
41	Sales and related	662.4	608.4	599.6	-8.8	865.1	1.42	\$18.37
43	Office and administrative support	517.7	534.3	577.3	43.1	969.7	1.81	\$16.78
45	Farming, fishing, and forestry	7.4	8.8	9.5	0.7	131.1	14.96	\$11.70
47	Construction and extraction	105.9	137.9	143.4	5.6	725.9	5.26	\$21.94
49	Installation, maintenance, and repair	202.1	213.6	225.4	11.8	192.1	0.90	\$21.35
51	Production	146.3	159.3	166.0	6.7	576.0	3.62	\$16.79
53	Transportation and material moving	286.4	336.8	353.7	16.9	696.6	2.07	\$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
	Nov-14	Wage ²	Nov-14	Wage ²	Nov-14	Wage ²
United States	810,037	\$43.56	1,821,999	\$32.05	569,298	\$12.65
Alabama	5,657	\$41.56	14,882	\$28.34	4,827	\$11.05
Alaska	1,658	\$43.44	6,747	\$28.85	2,486	\$15.12
Arizona	13,483	\$39.48	36,026	\$30.42	12,710	\$12.98
Arkansas	4,557	\$35.98	9,933	\$26.26	4,063	\$10.32
California	105,440	\$48.52	227,113	\$33.40	63,035	\$14.03
Colorado	17,569	\$42.84	42,411	\$33.11	17,451	\$13.00
Connecticut	14,008	\$50.60	28,137	\$34.38	6,608	\$14.42
Delaware	3,543	\$47.67	7,333	\$34.25	1,660	\$12.79
Florida	37,006	\$39.12	85,010	\$29.56	39,964	\$12.23
Georgia	25,608	\$42.72	54,376	\$29.86	12,420	\$11.26
Hawaii	2,420	\$37.52	5,029	\$30.79	4,565	\$14.35
Idaho	2,880	\$34.04	8,017	\$25.86	3,774	\$11.38
Illinois	42,002	\$42.97	76,095	\$31.20	17,944	\$13.23
Indiana	11,378	\$37.81	26,159	\$27.92	9,315	\$11.37
Iowa	7,933	\$35.69	22,144	\$26.77	7,722	\$11.51
Kansas	5,972	\$38.72	15,150	\$27.11	4,523	\$11.43
Kentucky	5,945	\$36.12	15,019	\$27.27	5,486	\$10.95
Louisiana	6,965	\$37.06	17,073	\$27.23	7,775	\$11.08
Maine	3,074	\$36.30	10,515	\$28.17	4,629	\$12.10
Maryland	16,273	\$46.66	43,229	\$36.03	9,509	\$13.47
Massachusetts	30,766	\$49.37	61,574	\$36.06	15,398	\$14.89
Michigan	21,779	\$40.82	58,784	\$30.48	18,960	\$12.09
Minnesota	19,458	\$41.93	43,509	\$31.40	13,942	\$8.25
Mississippi	2,762	\$35.09	7,162	\$24.87	2,707	\$10.46
Missouri	12,454	\$38.30	29,149	\$28.31	8,685	\$11.35
Montana	1,835	\$32.45	6,472	\$25.50	3,567	\$11.63
Nebraska	5,482	\$37.41	13,366	\$26.81	4,718	\$11.47
Nevada	6,463	\$39.76	13,962	\$32.04	8,304	\$13.40
New Hampshire	3,362	\$42.80	9,957	\$31.06	4,029	\$12.90
New Jersey	28,442	\$50.42	55,537	\$35.26	13,740	\$14.70
New Mexico	3,375	\$37.10	13,417	\$29.24	2,940	\$11.75
New York	65,503	\$52.63	108,020	\$35.68	32,348	\$14.71
North Carolina	20,690	\$43.61	47,758	\$29.21	14,157	\$11.30
North Dakota	2,493	\$37.35	5,929	\$26.66	2,243	\$12.25
Ohio	26,278	\$39.20	55,201	\$30.27	18,191	\$11.84
Oklahoma	5,972	\$36.20	17,089	\$26.88	6,353	\$10.97
Oregon	9,211	\$38.91	26,971	\$31.52	10,023	\$13.07
Pennsylvania	32,113	\$42.76	67,210	\$23.43	23,812	\$12.43
Rhode Island	3,307	\$46.53	6,771	\$32.45	2,386	\$13.42
South Carolina	6,739	\$37.52	20,348	\$27.57	7,555	\$10.95
South Dakota	1,984	\$34.38	5,152	\$24.66	2,758	\$10.86
Tennessee	11,558	\$37.75	25,467	\$27.65	9,545	\$11.13
Texas	61,307	\$43.64	137,789	\$31.70	38,841	\$11.54
Utah	6,887	\$37.32	16,997	\$28.45	8,674	\$11.79
Vermont	1,561	\$37.40	4,765	\$27.92	2,017	\$13.56
Virginia	24,539	\$46.77	63,297	\$33.17	14,668	\$12.75
Washington	21,056	\$43.94	53,679	\$34.98	14,550	\$14.56
West Virginia	1,958	\$33.56	6,751	\$19.62	2,441	\$10.58
Wisconsin	14,672	\$37.80	33,816	\$29.27	13,199	\$11.88
Wyoming	1,277	\$37.14	3,650	\$24.15	1,066	\$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
	Nov-14	Wage ¹	Nov-14	Wage ¹	Nov-14	Wage ¹
United States	1,227,792	\$17.41	375,162	\$21.24	528,385	\$16.53
Alabama	14,553	\$15.22	4,944	\$19.09	8,166	\$15.47
Alaska	4,035	\$18.55	1,556	\$28.40	1,076	\$23.64
Arizona	24,959	\$16.77	6,432	\$19.80	6,831	\$16.60
Arkansas	9,254	\$14.44	3,013	\$17.53	5,272	\$14.64
California	141,077	\$19.10	28,378	\$22.24	39,790	\$16.53
Colorado	29,959	\$18.40	12,468	\$21.41	12,404	\$17.40
Connecticut	15,668	\$20.40	4,358	\$24.65	5,698	\$18.24
Delaware	4,063	\$17.74	1,272	\$22.05	1,618	\$16.11
Florida	75,097	\$16.10	24,174	\$18.01	20,017	\$15.23
Georgia	33,237	\$16.54	10,319	\$19.23	15,543	\$15.90
Hawaii	7,245	\$16.68	1,888	\$26.55	1,503	\$18.14
Idaho	7,107	\$15.05	2,693	\$18.49	3,453	\$15.33
Illinois	46,798	\$18.14	10,704	\$24.88	22,399	\$16.85
Indiana	20,966	\$16.01	6,776	\$21.91	14,799	\$16.12
Iowa	16,145	\$15.78	6,528	\$19.73	10,861	\$15.98
Kansas	11,561	\$16.21	3,673	\$20.10	5,864	\$16.77
Kentucky	13,558	\$15.36	4,091	\$19.79	8,607	\$16.33
Louisiana	15,859	\$14.76	6,693	\$19.31	7,487	\$18.36
Maine	6,875	\$15.42	2,207	\$19.50	2,934	\$16.67
Maryland	22,730	\$18.15	5,909	\$22.02	7,136	\$17.28
Massachusetts	33,667	\$20.23	8,416	\$25.80	11,038	\$17.82
Michigan	37,076	\$16.64	14,497	\$21.39	24,602	\$17.07
Minnesota	28,891	\$17.96	9,791	\$23.06	16,010	\$17.22
Mississippi	7,038	\$14.13	2,908	\$17.63	4,573	\$14.88
Missouri	20,552	\$16.02	6,269	\$21.32	10,761	\$15.92
Montana	5,753	\$15.23	2,903	\$20.69	2,585	\$17.20
Nebraska	11,030	\$15.60	4,150	\$19.11	5,000	\$15.90
Nevada	12,554	\$16.24	3,555	\$23.82	3,855	\$17.00
New Hampshire	7,574	\$17.58	2,573	\$21.25	3,918	\$16.84
New Jersey	32,630	\$19.18	7,672	\$25.27	10,570	\$16.51
New Mexico	6,709	\$14.87	2,432	\$19.33	2,651	\$16.38
New York	72,618	\$20.57	15,777	\$25.89	20,378	\$18.17
North Carolina	29,209	\$16.50	10,425	\$18.72	13,524	\$15.30
North Dakota	5,822	\$15.99	3,764	\$22.57	3,828	\$19.01
Ohio	44,733	\$16.50	14,713	\$20.81	28,952	\$16.03
Oklahoma	14,644	\$15.41	6,187	\$18.85	8,221	\$16.48
Oregon	16,915	\$17.29	5,238	\$21.96	6,808	\$16.52
Pennsylvania	50,514	\$17.44	15,144	\$21.36	26,795	\$16.89
Rhode Island	5,292	\$18.26	1,321	\$22.56	1,883	\$16.13
South Carolina	15,414	\$15.00	6,286	\$18.69	7,670	\$15.81
South Dakota	5,332	\$14.61	2,461	\$17.94	2,970	\$14.63
Tennessee	22,658	\$15.83	6,652	\$18.89	12,088	\$15.51
Texas	93,426	\$17.10	32,181	\$19.18	41,253	\$16.27
Utah	18,241	\$9.60	5,589	\$20.38	7,299	\$16.74
Vermont	3,142	\$16.78	937	\$19.75	1,503	\$16.91
Virginia	30,823	\$17.36	9,179	\$20.59	10,800	\$16.54
Washington	27,139	\$18.70	8,278	\$24.35	9,321	\$19.04
West Virginia	5,537	\$13.52	2,049	\$20.05	3,223	\$16.28
Wisconsin	26,790	\$16.78	10,228	\$21.91	18,785	\$16.29
Wyoming	2,539	\$15.83	1,757	\$23.00	1,714	\$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
	Nov-14	Wage ^{2*}	Nov-14	Wage ^{2*}	Nov-14	Wage ^{2*}
United States	810,037	\$43.56	1,821,999	\$32.05	569,298	\$12.65
Birmingham, AL	2,072	\$43.39	4,613	\$28.81	1,577	\$11.55
Phoenix, AZ	10,452	\$40.50	23,874	\$31.37	8,224	\$11.10
Tucson, AZ	1,656	\$36.72	5,145	\$29.22	2,406	\$10.88
Los Angeles, CA	34,677	\$48.13	63,845	\$37.73	17,791	\$13.72
Riverside, CA	3,890	\$42.30	10,726	\$31.45	4,629	\$13.06
Sacramento, CA	4,632	\$41.12	10,887	\$36.84	2,957	\$14.05
San Diego, CA	7,920	\$46.08	18,299	\$36.28	5,600	\$13.38
San Francisco, CA	28,062	\$54.59	48,561	\$41.92	12,699	\$15.69
San Jose, CA	11,645	\$60.68	28,356	\$46.19	3,272	\$14.37
Denver, CO	12,217	\$44.47	24,509	\$35.08	8,209	\$13.18
Hartford, CT	5,542	\$47.35	11,266	\$34.48	2,347	\$14.14
Washington, DC	30,096	\$51.34	66,741	\$41.81	12,638	\$14.80
Jacksonville, FL	3,050	\$38.49	5,859	\$30.76	1,848	\$11.77
Miami, FL	12,996	\$41.81	23,538	\$30.79	11,422	\$12.98
Orlando, FL	4,904	\$38.38	10,117	\$29.02	4,336	\$11.70
Tampa, FL	6,894	\$39.28	15,476	\$29.28	5,079	\$11.88
Atlanta, GA	19,953	\$44.98	37,849	\$31.94	7,313	\$11.56
Honolulu, HI	1,883	\$38.12	3,612	\$31.40	3,230	\$13.87
Chicago, IL	36,161	\$44.53	57,750	\$32.18	13,823	\$13.33
Indianapolis, IN	5,241	\$39.44	9,683	\$30.25	3,386	\$11.78
Louisville, KY	3,099	\$37.48	6,478	\$28.78	2,805	\$11.45
New Orleans, LA	2,642	\$38.49	6,013	\$29.66	3,878	\$11.56
Baltimore, MD	8,882	\$45.66	22,860	\$34.86	4,820	\$13.46
Boston, MA	26,568	\$50.88	48,819	\$37.19	11,462	\$15.07
Detroit, MI	11,864	\$43.55	30,365	\$33.12	6,997	\$10.00
Minneapolis-St. Paul, MN	15,731	\$54.80	30,288	\$33.26	8,309	\$12.67
Kansas City, MO	6,255	\$40.39	13,822	\$30.67	3,610	\$12.01
St. Louis, MO	6,893	\$41.55	15,184	\$29.95	3,608	\$11.88
Las Vegas, NV	4,558	\$40.34	8,814	\$32.62	6,014	\$13.68
Buffalo, NY	2,775	\$16.77	6,096	\$28.39	2,663	\$12.61
New York, NY	70,807	\$55.34	108,418	\$38.03	26,018	\$15.25
Rochester, NY	1,996	\$42.02	5,344	\$29.02	2,275	\$12.70
Charlotte, NC	7,846	\$46.08	13,566	\$31.25	3,129	\$11.68
Cincinnati, OH	6,190	.	10,386	.	2,952	.
Cleveland, OH	5,887	.	11,315	.	3,203	.
Columbus, OH	6,345	.	12,118	.	3,537	.
Oklahoma City, OK	2,826	.	7,368	.	2,959	.
Portland, OR	6,792	.	17,757	.	5,332	.
Philadelphia, PA	19,705	\$47.62	38,183	\$34.11	9,833	\$13.35
Pittsburgh, PA	7,103	.	13,391	.	5,134	.
Providence, RI	3,889	\$41.59	8,656	\$30.75	3,277	\$13.61
Memphis, TN	2,450	.	5,136	.	1,680	.
Nashville, TN	5,283	.	10,152	.	3,381	.
Austin, TX	6,361	.	16,291	.	4,477	.
Dallas, TX	22,088	\$44.50	43,185	\$32.76	10,034	\$9.95
Houston, TX	18,097	.	33,979	.	8,617	.
San Antonio, TX	4,516	.	10,957	.	3,709	.
Salt Lake City, UT	4,602	.	10,294	.	5,172	.
Richmond, VA	3,781	.	8,585	.	2,613	.
Virginia Beach, VA	3,241	.	8,324	.	3,093	.
Seattle-Tacoma, WA	16,395	\$46.30	36,994	\$37.98	8,541	\$15.12
Milwaukee, WI	5,908	.	11,228	.	3,850	.

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
	Nov-14	Wage ^{2*}	Nov-14	Wage ^{2*}	Nov-14	Wage ^{2*}
United States	1,227,792	\$17.41	375,162	\$21.24	528,385	\$16.53
Birmingham, AL	4,773	\$9.45	1,315	\$19.69	2,004	\$15.91
Phoenix, AZ	17,650	\$17.43	4,141	\$20.45	4,468	\$16.87
Tucson, AZ	3,635	\$15.34	1,066	\$19.67	956	\$15.23
Los Angeles, CA	46,076	\$19.00	7,282	\$24.52	11,102	\$7.94
Riverside, CA	9,791	\$16.53	2,285	\$23.03	3,875	\$15.95
Sacramento, CA	7,212	\$18.57	1,727	\$23.38	2,056	\$16.89
San Diego, CA	11,610	\$18.55	2,508	\$24.07	2,660	\$16.33
San Francisco, CA	26,432	\$22.32	4,586	\$28.32	6,740	\$19.59
San Jose, CA	7,992	\$23.36	1,407	\$26.48	1,769	\$18.08
Denver, CO	16,573	\$19.62	6,021	\$21.92	5,775	\$17.78
Hartford, CT	6,111	\$19.95	1,789	\$24.19	2,414	\$18.34
Washington, DC	26,689	\$19.87	5,762	\$23.31	5,451	\$18.08
Jacksonville, FL	4,932	\$16.31	1,799	\$18.56	1,807	\$16.22
Miami, FL	23,070	\$16.91	5,035	\$19.08	4,339	\$15.39
Orlando, FL	8,532	\$15.39	2,530	\$18.10	2,030	\$14.98
Tampa, FL	11,094	\$16.77	3,475	\$17.56	2,763	\$15.13
Atlanta, GA	20,719	\$17.90	5,336	\$20.30	7,329	\$16.98
Honolulu, HI	5,549	\$16.85	1,396	\$27.59	1,170	\$18.64
Chicago, IL	36,122	\$18.85	7,464	\$26.23	14,505	\$16.97
Indianapolis, IN	8,742	\$17.67	2,696	\$22.22	4,498	\$16.07
Louisville, KY	6,336	\$16.87	1,732	\$20.76	3,437	\$17.63
New Orleans, LA	5,507	\$16.02	2,084	\$20.19	1,714	\$19.09
Baltimore, MD	11,949	\$18.30	3,166	\$21.57	3,690	\$17.47
Boston, MA	26,402	\$21.11	5,689	\$26.41	7,429	\$18.04
Detroit, MI	15,047	\$17.80	5,547	\$23.07	8,632	\$18.21
Minneapolis-St. Paul, MN	20,021	\$19.25	5,516	\$24.56	9,441	\$17.91
Kansas City, MO	9,430	\$17.74	2,621	\$22.37	4,253	\$16.85
St. Louis, MO	9,329	\$17.23	2,255	\$23.76	3,932	\$16.93
Las Vegas, NV	8,368	\$9.62	1,923	\$24.05	1,859	\$16.75
Buffalo, NY	6,564	\$16.45	1,577	\$21.67	2,595	\$16.90
New York, NY	62,551	\$21.57	10,521	\$27.45	13,383	\$18.09
Rochester, NY	4,434	\$16.88	1,607	\$21.01	2,164	\$15.95
Charlotte, NC	7,374	\$18.18	2,277	\$19.51	3,005	\$16.55
Cincinnati, OH	8,659	.	2,243	\$13.66	4,224	.
Cleveland, OH	8,258	.	2,344	\$13.33	3,971	.
Columbus, OH	8,829	.	2,676	\$14.65	4,681	.
Oklahoma City, OK	6,632	.	2,698	\$17.03	2,930	.
Portland, OR	10,224	.	2,886	.	3,984	.
Philadelphia, PA	23,181	\$19.29	5,695	\$23.86	7,476	\$17.33
Pittsburgh, PA	11,309	.	2,945	\$13.61	4,780	.
Providence, RI	7,113	\$16.94	1,992	\$22.14	2,931	\$15.64
Memphis, TN	4,405	.	1,381	\$12.48	2,827	.
Nashville, TN	8,148	.	2,210	\$13.30	3,406	.
Austin, TX	9,289	.	2,686	\$11.96	2,466	.
Dallas, TX	28,079	\$18.25	7,368	\$19.09	10,893	\$15.62
Houston, TX	22,023	.	7,503	.	9,230	.
San Antonio, TX	7,587	.	2,662	\$11.43	2,986	.
Salt Lake City, UT	11,241	.	2,745	\$13.94	3,813	.
Richmond, VA	5,179	.	1,891	\$14.76	2,065	.
Virginia Beach, VA	6,366	.	2,733	\$12.21	2,436	.
Seattle-Tacoma, WA	17,310	\$20.06	4,692	\$26.12	5,150	\$20.28
Milwaukee, WI	8,394	.	2,771	\$17.27	4,579	.

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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