



News Release

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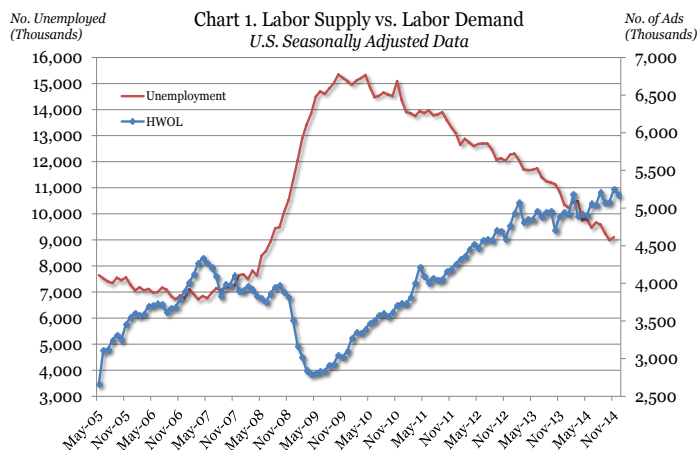
Online Labor Demand Down 79,200 in December

- December loss partially offsets November's strong gain
- Online demand in 2014 continued the steady growth seen in 2013

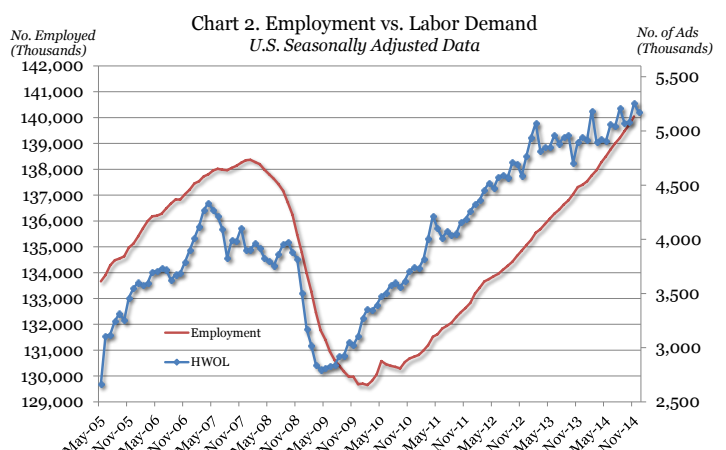
NEW YORK, January 7, 2015...Online advertised vacancies fell 79,200 to 5,174,700 in December, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The November Supply/Demand rate stands at 1.73 unemployed for each advertised vacancy with a total of 3.9 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.1 million in November.

“Labor demand in 2014 continued its steady growth pattern to new series highs,” said Gad Levanon, Managing Director, Macroeconomic and Labor Market Research. “Online labor demand quickly rebounded from the recession and surpassed the pre-recession series high in early 2012. In the 3 years since then, the level of online labor demand has increased further by about 20 percent.”

The sustained high level of employer labor demand has helped reduce the number of unemployed with the U.S. Supply/Demand rate falling from a recession high of 5.2 in 2009 (over 5 unemployed for each available ad) to the current level of 1.7. During 2014, the Supply/Demand rate fell by over 20 percent as demand continued to increase and unemployment continued to fall. The Supply/Demand rates for most major occupational groups are now also about at pre-recession levels with the rates for Professional occupations now averaging 0.66 and Services/Production occupations averaging 2.33.”



Source: The Conference Board, BLS



Source: The Conference Board, BLS

REGIONAL AND STATE HIGHLIGHTS

- Fifteen of the 20 largest States posted losses in December
- Among the 50 States, 36 experienced losses and 14 gained

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²	Recent Trend ³
Location	Dec-14	Dec-Nov 14	Nov-14	
United States	5,174.7	-79.2	1.73	↑ 3/14
NORTHEAST	970.7	-22.8	1.64	
Massachusetts	154.6	-3.3	1.32	↑ 10/13
New Jersey	144.9	-1.5	1.99	→ 10/13
New York	300.2	-8.1	1.82	↑ 4/14
Pennsylvania	210.1	-0.8	1.53	↑ 4/14
SOUTH	1,715.9	-21.9	1.90	
Florida	269.8	-9.6	1.99	↑ 5/14
Georgia	148.8	-0.1	2.31	↑ 10/13
Maryland	99.2	-3.3	1.70	↑ 12/13
North Carolina	133.6	-2.9	1.98	↑ 5/14
Texas	406.4	3.8	1.60	↑ 10/13
Virginia	143.0	-6.9	1.42	↑ 10/13
MIDWEST	1,182.3	-16.8	1.55	
Illinois	209.9	-4.1	1.97	↑ 10/13
Michigan	170.8	0.5	1.88	↑ 10/13
Minnesota	129.6	1.5	0.86	↑ 10/13
Missouri	88.0	-0.9	1.91	→ 4/12
Ohio	186.6	0.2	1.54	→ 2/13
Wisconsin	109.4	-4.8	1.42	↑ 1/14
WEST	1,251.0	-28.6	1.84	
Arizona	102.1	2.5	2.09	↑ 5/14
California	575.5	-17.8	2.28	↑ 5/14
Colorado	130.4	-3.9	0.85	↑ 4/14
Washington	128.4	-5.5	1.61	→ 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) .

December Changes for States

In December, online labor demand was down in 36 States (see Table 3) and up in 14. All four regions experienced declines.

The **West** experienced the largest decrease, -28,600 in December. **California** experienced by far the largest decrease, -17,800, to 575,500. **Washington** dropped 5,500 to 128,400. **Colorado** fell 3,900 to 130,400. **Arizona** gained 2,500 to 102,100 (Table A). Among the smaller States in the **West**, **Hawaii** fell 3,700 to 18,300, **Utah** dropped 1,600 to 59,900, and **Nevada** slipped 300 to 48,300. **Alaska** rose 600 to 18,200, **Idaho** gained 300 to 28,300, and **New Mexico** inched up 100 to 31,500 (Table 3).

The **Northeast** dropped 22,800. **New York** experienced the largest drop, -8,100, to 300,200. **Massachusetts** fell 3,300 to 154,600, **New Jersey** dropped 1,500 to 144,900, and **Pennsylvania** slipped 800 to 210,100. In the smaller States, **New Hampshire** fell 2,800 to 27,500, **Connecticut** decreased 1,600 to 70,900, **Maine** fell 800 to 29,200, and **Vermont** dropped 100 to 13,500. **Rhode Island** gained 500 to 20,700.

The **South** decreased 21,900 in December. Among larger States in the region, **Florida** experienced a decrease of 9,600 to 269,800. **Virginia** dropped 6,900 to 143,000 and was followed by **Maryland**, which fell 3,300 to 99,200. **North Carolina** dropped 2,900 to 133,600. **Georgia** slipped 100 to 148,800. **Texas** rose 3,800 to 406,400. Among the smaller States, **Maryland** fell 3,300 to 99,200, **Louisiana** was down 1,900 to 58,300, **West Virginia** decreased 700 to 21,100, **South Carolina** dropped 600 to 63,200, and **Mississippi** fell 500 to 26,500. **Kentucky** gained 500 to 51,100, and **Alabama** inched up 200 to 52,400.

The **Midwest** experienced a December decrease of 16,800. The largest drop occurred in **Wisconsin** (down 4,800 to 109,400). **Illinois** followed with a drop of 4,100 to 209,900. **Missouri** was down 900 to 88,000. **Minnesota** rose 1,500 to 129,600. **Michigan** gained 500 to 170,800, and **Ohio** rose 200 to 186,600. Among the smaller States in the region, **Indiana** dropped 1,700 to 86,300, **Iowa** decreased by 1,300 to 69,200, **Kansas** dropped 700 to 45,400, and **Nebraska** fell 300 to 43,900. **South Dakota** and **North Dakota** fell 700 and 500 respectively.

Supply/ Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for November 2014, the latest month for which State unemployment figures are available. There were eight States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.49), Nebraska (0.71), South Dakota (0.72), Utah (0.83), Colorado (0.85), Minnesota (0.86), Montana (0.95), and New Hampshire (0.99). The States with the highest Supply/Demand rates were Mississippi (3.35), where there were over 3 unemployed workers for every job opening, and Alabama (2.41), Kentucky (2.37), Louisiana (2.36), and Georgia (2.31), which had over 2 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 December, 37 metro areas posted losses, 13 gained, and 2 remained constant (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
	Total Ads ¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate ²
Location	Dec-14	Dec-Nov 14	Nov-14
United States	5,174.7	-79.2	1.73
NORTHEAST	970.7	-22.8	1.64
Boston, MA	120.2	-3.6	1.09
New York, NY	282.0	-7.0	1.99
Philadelphia, PA	100.5	-1.5	1.64
SOUTH	1,715.9	-21.9	1.90
Atlanta, GA	97.7	-1.0	1.93
Baltimore, MD	53.1	-0.9	1.60
Dallas, TX	122.9	1.2	1.40
Houston, TX	99.2	1.6	1.59
Miami, FL	75.9	-2.6	2.26
Washington, DC	142.8	-2.1	1.09
MIDWEST	1,182.3	-16.8	1.55
Chicago, IL	159.4	-5.7	1.87
Cleveland, OH	34.4	-0.3	1.80
Detroit, MI	78.4	2.2	2.09
Minneapolis-St. Paul, MN	87.9	1.6	0.76
WEST	1,251.0	-28.6	1.84
Denver, CO	72.4	-2.3	0.80
Los Angeles, CA	169.9	-7.1	2.71
Phoenix, AZ	68.0	0.6	1.84
San Diego, CA	47.1	-1.7	1.94
San Francisco, CA	118.6	-6.2	0.99
San Jose, CA	52.5	-2.5	0.94
Seattle-Tacoma, WA	81.8	-6.2	1.13

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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 December, labor demand was down in 37 of the 52 largest metro areas, 13 gained, and 2 remained constant (Cincinnati and Tucson). The MSAs with the largest losses in each of the regions were: **Los Angeles** (-7,100), **San Francisco** (-6,200), and **Seattle** (-6,200) in the **West**; **New York** (-7,000) in the **Northeast**; **Chicago** (-5,700) in the **Midwest**; and **Miami** (-2,600) in the **South** (See Table B and Table 5).

The **West** experienced the largest December decrease, -28,600, led by **Los Angeles**, which dropped 7,100 to 169,900. **San Francisco** and **Seattle-Tacoma** followed with decreases of 6,200 to 118,600 and 81,800 respectively. **San Jose** dropped 2,500 to 52,500. **Denver** fell 2,300 to 72,400. **San Diego** decreased 1,700 to 47,100. **Phoenix** rose 600 to 68,000. **Salt Lake City** and **Sacramento** fell 700 to 35,700 and 28,700 respectively, and **Portland** slipped 100 to 46,900.

The **Northeast** fell 22,800, reflecting a decrease of 7,000 in **New York** to 282,000. **Boston** dropped 3,600 to 120,200, and **Philadelphia** fell 1,500 to 100,500. **Buffalo** fell 1,000 and stands at 20,700. **Hartford** decreased 600 to 28,400, and **Rochester** fell 500 to 16,800. **Providence** slipped 100 to 27,000. **Pittsburgh** inched up 300 to 44,600.

The **South** decreased by 21,900 in December. **Miami** decreased 2,600 to 75,900. **Washington, DC** fell 2,100 to 142,800. **Atlanta** lost 1,000 to 97,700. **Baltimore** dropped 900 to 53,100. **Houston** gained 1,600 to 99,200. **Dallas** rose 1,200 to 122,900. **Orlando** dropped 300 to 32,500, and **Nashville** slipped 100 to 32,400. **San Antonio** rose 1,100 to 33,900, and **Tampa** gained 400 to 45,100.

The **Midwest** dropped 16,800 in December. The largest decrease was in **Chicago**, which declined 5,700 to 159,400, followed by **Cleveland**'s drop of 300 to 34,400. **Detroit** increased 2,200 to 78,400, and **Minneapolis-St. Paul** rose 1,600 to 87,900. **Indianapolis** dropped 2,000 to 32,000, **Kansas City** decreased by 700 to 38,900, **Columbus** rose 600 to 38,200, **St. Louis** increased by 400 to 42,100, and **Cincinnati** remained constant at 33,700.

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 November data (the latest available unemployment data for metro areas), 6 major metro areas (Salt Lake City, Minneapolis-St. Paul, Denver, Oklahoma City, San Jose, and San Francisco) saw more job openings than unemployed workers (S/D rates of 0.61, 0.76, 0.80, 0.94, 0.94, and 0.99 respectively) (Table 6). Other favorable markets for job-seekers included Austin (1.02), and Columbus (1.05).

In contrast, unemployed workers face great competition for each advertised position in Riverside (over 4 unemployed for every opening) as well as Los Angeles and Memphis (nearly 3 unemployed for every opening). In 42 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 December, among the 10 largest online job categories, 7 posted declines (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Dec-14	M-O-M Change (Thousands) Dec-Nov 14	Unemployed (Thousands) Nov-14	Supply/ Demand Rate ² Nov-14	Average Hourly Wage ³
41	Sales and related	587.2	-12.4	924.8	1.54	\$18.37
15	Computer and mathematical science	592.5	2.7	101.1	0.17	\$39.43
43	Office and administrative support	557.9	-19.4	1,008.5	1.75	\$16.78
29	Healthcare practitioners and technical	565.6	6.5	244.4	0.44	\$35.93
11	Management	473.8	4.7	359.3	0.77	\$53.15
53	Transportation and material moving	336.9	-16.9	606.8	1.72	\$16.28
13	Business and financial operations	326.8	-8.0	290.3	0.87	\$34.14
35	Food preparation and serving related	225.9	-0.8	781.1	3.45	\$10.38
49	Installation, maintenance, and repair	221.7	-3.6	212.1	0.94	\$21.35
17	Architecture and engineering	172.3	-1.4	98.6	0.57	\$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 December

In December, all occupations but **Healthcare Practitioners and Technical**, **Management**, and **Computer and Mathematical** occupations posted declines. The largest decline in December was in **Office and Administrative Support** ads, which decreased 19,400 to 557,900, largely due to decreased demand for customer service representatives. The supply/demand rate for these occupations lies at 1.75, i.e. about 2 unemployed job-seekers for every advertised available opening.

Transportation ads decreased 16,900 in December to 336,900 as demand for truck drivers, heavy and tractor-trailer decreased. **Sales and related** ads fell 12,400 to 587,200 due to a loss in ads for retail salespeople and first-line supervisors of retail sales workers. **Business and Financial** ads decreased 8,000 to 326,800 due to a decline in demand for accountants and management analysts.

Healthcare Practitioners and Technical ads gained 6,500 in December to 565,600 as demand for registered nurses and physical therapists increased. The supply/demand rate for these occupations lies at 0.44, i.e. about 2.3 advertised available openings for every job-seeker. (See Table 7 for Supply/Demand rates for all of the SOC categories.)

Management ads gained 4,700 in December to 473,800 as demand for general operations managers and food service managers increased. The supply/demand rate for these occupations lies at 0.77, i.e. nearly 1.3 advertised available openings for every job-seeker.

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Dec-13	Nov-14	Dec-14	Dec-Nov 14	Dec-13	Nov-14	Dec-14	Dec-Nov 14
United States	4,944.4	5,253.9	5,174.7	-79.2	2,419.6	2,751.7	2,578.4	-173.3
New England	298.0	324.5	315.8	-8.7	151.3	170.5	157.7	-12.7
Middle Atlantic	630.5	669.0	654.9	-14.1	303.0	340.7	319.0	-21.7
South Atlantic	913.8	962.0	943.1	-19.0	446.0	506.8	473.7	-33.0
East North Central	709.0	776.3	762.9	-13.4	342.5	385.6	367.6	-18.0
East South Central	211.1	217.6	217.1	-0.4	100.9	112.5	108.0	-4.5
West North Central	380.9	422.8	419.4	-3.5	176.4	202.7	196.8	-5.9
West South Central	524.0	558.2	555.7	-2.5	253.5	291.5	275.6	-15.9
Mountain	389.6	439.7	435.6	-4.1	196.9	235.1	226.6	-8.5
Pacific	774.6	839.9	815.4	-24.5	398.1	472.5	434.5	-38.0

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)		
	Dec-13	Nov-14	Dec-14	Dec-13	Nov-14	Dec-14
United States	3.19	3.36	3.31	1.56	1.76	1.65
New England	3.88	4.16	4.04	1.97	2.18	2.02
Middle Atlantic	3.07	3.27	3.20	1.48	1.67	1.56
South Atlantic	3.05	3.18	3.12	1.49	1.68	1.57
East North Central	3.05	3.32	3.26	1.47	1.65	1.57
East South Central	2.50	2.61	2.60	1.19	1.35	1.29
West North Central	3.46	3.79	3.76	1.60	1.82	1.76
West South Central	2.89	3.04	3.03	1.40	1.59	1.50
Mountain	3.52	3.92	3.88	1.78	2.09	2.02
Pacific	3.11	3.32	3.22	1.60	1.87	1.72

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)
	Dec-13	Nov-14	Dec-14	Dec-Nov 14		Dec-13	Nov-14	Dec-14	Dec-Nov 14
United States	4,944.4	5,253.9	5,174.7	-79.2		2,419.6	2,751.7	2,578.4	-173.3
Alabama	51.7	52.2	52.4	0.2		24.7	27.1	26.5	-0.6
Alaska	18.5	17.6	18.2	0.6		8.6	9.0	9.4	0.4
Arizona	93.6	99.6	102.1	2.5		46.9	53.4	54.1	0.7
Arkansas	29.5	36.8	37.3	0.5		14.0	20.5	20.6	0.1
California	548.3	593.3	575.5	-17.8		278.3	331.8	304.0	-27.8
Colorado	118.6	134.2	130.4	-3.9		63.4	74.4	71.3	-3.1
Connecticut	67.5	72.5	70.9	-1.6		32.7	36.6	33.4	-3.1
Delaware	18.4	19.4	19.4	0.1		8.4	9.6	9.2	-0.4
Florida	266.0	279.4	269.8	-9.6		143.8	157.9	150.0	-7.9
Georgia	142.6	148.9	148.8	-0.1		65.2	75.5	71.5	-3.9
Hawaii	19.0	22.0	18.3	-3.7		12.2	14.0	10.5	-3.5
Idaho	23.3	28.0	28.3	0.3		12.9	17.0	17.0	0.0
Illinois	202.8	214.0	209.9	-4.1		90.9	102.7	95.9	-6.8
Indiana	86.7	88.0	86.3	-1.7		41.1	43.1	39.2	-3.9
Iowa	56.4	70.5	69.2	-1.3		25.5	32.0	30.9	-1.1
Kansas	42.8	46.2	45.4	-0.7		19.1	21.9	20.7	-1.2
Kentucky	48.5	50.6	51.1	0.5		23.4	26.1	26.0	-0.1
Louisiana	54.5	60.2	58.3	-1.9		27.6	31.9	29.9	-2.0
Maine	24.6	29.9	29.2	-0.8		12.7	13.9	13.8	-0.1
Maryland	96.5	102.4	99.2	-3.3		41.9	46.1	43.1	-3.0
Massachusetts	149.1	158.0	154.6	-3.3		73.7	83.4	77.8	-5.6
Michigan	143.3	170.3	170.8	0.5		74.5	83.8	84.0	0.2
Minnesota	117.6	128.1	129.6	1.5		53.2	61.0	60.3	-0.7
Mississippi	25.9	27.0	26.5	-0.5		11.5	12.6	12.4	-0.2
Missouri	83.1	88.9	88.0	-0.9		39.1	44.3	42.4	-1.8
Montana	20.6	23.9	21.7	-2.2		10.1	12.3	10.3	-2.0
Nebraska	40.7	44.2	43.9	-0.3		19.7	22.0	21.6	-0.4
Nevada	40.9	48.6	48.3	-0.3		20.3	25.0	24.5	-0.6
New Hampshire	26.9	30.3	27.5	-2.8		15.1	16.9	13.6	-3.2
New Jersey	146.2	146.4	144.9	-1.5		71.6	73.2	70.5	-2.8
New Mexico	26.0	31.3	31.5	0.1		13.3	15.9	15.9	0.0
New York	285.2	308.3	300.2	-8.1		143.1	165.7	154.8	-10.8
North Carolina	127.9	136.5	133.6	-2.9		62.3	72.8	70.1	-2.7
North Dakota	20.8	23.4	22.9	-0.5		9.9	11.5	10.9	-0.6
Ohio	180.0	186.4	186.6	0.2		87.7	95.1	93.3	-1.8
Oklahoma	59.7	58.6	53.5	-5.1		31.2	33.4	26.5	-6.9
Oregon	64.7	75.6	74.5	-1.1		36.0	45.0	42.9	-2.1
Pennsylvania	199.2	210.9	210.1	-0.8		91.4	104.2	97.3	-6.9
Rhode Island	19.2	20.3	20.7	0.5		11.2	11.6	12.1	0.4
South Carolina	59.8	63.7	63.2	-0.6		32.7	36.7	34.8	-1.9
South Dakota	19.3	20.6	19.9	-0.7		8.4	9.2	8.1	-1.1
Tennessee	85.2	88.9	87.3	-1.6		41.2	46.5	43.0	-3.5
Texas	380.2	402.6	406.4	3.8		179.2	204.4	196.9	-7.5
Utah	55.5	61.5	59.9	-1.6		26.3	31.8	28.9	-2.9
Vermont	11.1	13.6	13.5	-0.1		6.2	7.5	7.4	-0.1
Virginia	138.3	149.9	143.0	-6.9		64.3	75.4	65.4	-10.0
Washington	123.6	133.9	128.4	-5.5		63.2	72.3	68.3	-4.0
West Virginia	20.6	21.9	21.1	-0.7		9.9	10.3	10.0	-0.3
Wisconsin	96.3	114.2	109.4	-4.8		48.4	59.8	55.3	-4.5
Wyoming	9.8	11.7	11.8	0.1		4.2	5.8	5.4	-0.3

Source: The Conference Board

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

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

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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
	Dec-13	Nov-14	Dec-14	Nov-14	Nov-14	Nov-14	Nov-14
United States	3.19	3.36	3.31	5.8	9,110.00	5,253.9	1.73
Alabama	2.45	2.48	2.48	6.0	125.89	52.2	2.41
Alaska	5.10	4.80	4.97	6.6	24.06	17.6	1.37
Arizona	3.12	3.23	3.32	6.8	208.04	99.6	2.09
Arkansas	2.22	2.80	2.84	5.8	76.92	36.8	2.09
California	2.96	3.15	3.06	7.2	1,355.22	593.3	2.28
Colorado	4.32	4.78	4.65	4.1	114.38	134.2	0.85
Connecticut	3.66	3.82	3.73	6.5	122.64	72.5	1.69
Delaware	4.16	4.27	4.28	6.0	27.19	19.4	1.40
Florida	2.82	2.89	2.79	5.8	556.19	279.4	1.99
Georgia	3.01	3.13	3.13	7.2	343.60	148.9	2.31
Hawaii	2.90	3.28	2.73	4.0	26.98	22.0	1.23
Idaho	3.00	3.62	3.66	3.9	30.12	28.0	1.08
Illinois	3.10	3.27	3.21	6.4	421.04	214.0	1.97
Indiana	2.72	2.70	2.65	5.7	186.38	88.0	2.12
Iowa	3.37	4.11	4.04	4.3	73.93	70.5	1.05
Kansas	2.90	3.09	3.04	4.3	63.70	46.2	1.38
Kentucky	2.37	2.54	2.56	6.0	119.80	50.6	2.37
Louisiana	2.60	2.76	2.67	6.5	142.00	60.2	2.36
Maine	3.47	4.26	4.15	5.7	40.19	29.9	1.34
Maryland	3.11	3.31	3.20	5.6	174.60	102.4	1.70
Massachusetts	4.28	4.43	4.34	5.8	207.79	158.0	1.32
Michigan	3.06	3.60	3.61	6.7	319.38	170.3	1.88
Minnesota	3.95	4.28	4.34	3.7	110.43	128.1	0.86
Mississippi	2.04	2.17	2.13	7.3	90.60	27.0	3.35
Missouri	2.75	2.90	2.87	5.6	170.16	88.9	1.91
Montana	4.01	4.59	4.17	4.3	22.57	23.9	0.95
Nebraska	3.99	4.32	4.30	3.1	31.37	44.2	0.71
Nevada	3.00	3.55	3.53	6.9	94.64	48.6	1.95
New Hampshire	3.64	4.09	3.71	4.1	30.14	30.3	0.99
New Jersey	3.26	3.22	3.19	6.4	291.87	146.4	1.99
New Mexico	2.81	3.39	3.40	6.4	58.99	31.3	1.88
New York	2.97	3.24	3.15	5.9	559.82	308.3	1.82
North Carolina	2.74	2.94	2.88	5.8	270.68	136.5	1.98
North Dakota	5.16	5.60	5.47	2.7	11.47	23.4	0.49
Ohio	3.13	3.25	3.25	5.0	286.87	186.4	1.54
Oklahoma	3.27	3.26	2.98	4.4	78.89	58.6	1.35
Oregon	3.37	3.85	3.80	7.0	137.16	75.6	1.81
Pennsylvania	3.10	3.31	3.30	5.1	322.51	210.9	1.53
Rhode Island	3.49	3.66	3.75	7.1	39.31	20.3	1.94
South Carolina	2.76	2.90	2.87	6.7	146.25	63.7	2.29
South Dakota	4.29	4.55	4.39	3.3	14.75	20.6	0.72
Tennessee	2.81	2.96	2.91	6.8	202.63	88.9	2.28
Texas	2.95	3.08	3.11	4.9	643.26	402.6	1.60
Utah	3.87	4.28	4.17	3.6	51.36	61.5	0.83
Vermont	3.18	3.86	3.84	4.3	15.23	13.6	1.12
Virginia	3.27	3.52	3.36	5.0	213.23	149.9	1.42
Washington	3.58	3.82	3.66	6.2	215.46	133.9	1.61
West Virginia	2.61	2.76	2.67	6.3	49.70	21.9	2.27
Wisconsin	3.13	3.67	3.51	5.2	162.53	114.2	1.42
Wyoming	3.20	3.77	3.79	4.5	13.92	11.7	1.19

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)
	Dec-13	Nov-14	Dec-14	Dec-Nov 14	Dec-13	Nov-14	Dec-14	Dec-Nov 14
Birmingham, AL	17.1	16.4	16.7	0.3	7.9	8.6	8.5	-0.1
Phoenix, AZ	62.0	67.4	68.0	0.6	29.8	35.7	34.4	-1.3
Tucson, AZ	13.4	14.6	14.5	0.0	7.4	8.5	8.5	0.1
Los Angeles, CA	163.4	177.1	169.9	-7.1	81.4	99.8	93.3	-6.6
Riverside, CA	31.8	34.2	33.7	-0.5	16.2	18.3	17.3	-0.9
Sacramento, CA	26.4	29.4	28.7	-0.7	13.4	16.4	15.7	-0.7
San Diego, CA	43.7	48.8	47.1	-1.7	23.3	28.6	25.4	-3.3
San Francisco, CA	109.8	124.7	118.6	-6.2	54.5	67.9	58.6	-9.2
San Jose, CA	51.9	54.9	52.5	-2.5	22.1	26.1	22.5	-3.6
Denver, CO	64.9	74.8	72.4	-2.3	32.0	40.3	37.4	-2.9
Hartford, CT	26.5	29.0	28.4	-0.6	12.5	14.9	13.3	-1.6
Washington, DC	135.6	144.9	142.8	-2.1	58.2	66.1	64.9	-1.2
Jacksonville, FL	18.7	19.8	19.9	0.1	9.6	10.6	10.4	-0.2
Miami, FL	73.3	78.5	75.9	-2.6	37.0	42.6	39.7	-2.9
Orlando, FL	34.3	32.9	32.5	-0.3	16.0	15.9	15.3	-0.6
Tampa, FL	44.3	44.7	45.1	0.4	21.5	22.5	21.9	-0.6
Atlanta, GA	94.3	98.7	97.7	-1.0	41.1	48.0	45.3	-2.8
Honolulu, HI	14.1	16.4	13.0	-3.4	9.4	11.0	7.7	-3.4
Chicago, IL	153.8	165.1	159.4	-5.7	67.1	77.0	70.5	-6.5
Indianapolis, IN	33.5	34.0	32.0	-2.0	16.5	17.4	15.2	-2.3
Louisville, KY	21.0	23.1	22.8	-0.4	10.1	12.1	11.5	-0.6
New Orleans, LA	19.1	21.1	20.7	-0.3	10.3	11.7	11.1	-0.6
Baltimore, MD	50.1	54.0	53.1	-0.9	21.5	24.6	23.1	-1.5
Boston, MA	114.3	123.8	120.2	-3.6	55.7	63.6	58.6	-5.0
Detroit, MI	65.6	76.1	78.4	2.2	30.9	34.6	34.2	-0.4
Minneapolis-St. Paul, MN	78.3	86.3	87.9	1.6	33.9	40.9	41.4	0.5
Kansas City, MO	35.2	39.6	38.9	-0.7	15.3	18.4	18.1	-0.3
St. Louis, MO	39.5	41.6	42.1	0.4	17.0	19.2	18.7	-0.5
Las Vegas, NV	26.2	31.5	31.4	-0.2	12.2	15.8	15.3	-0.5
Buffalo, NY	18.1	21.7	20.7	-1.0	9.9	12.1	11.3	-0.8
New York, NY	273.1	289.0	282.0	-7.0	133.0	147.3	139.9	-7.4
Rochester, NY	14.7	17.3	16.8	-0.5	8.3	10.5	9.8	-0.7
Charlotte, NC	33.1	37.5	37.1	-0.4	14.7	18.3	17.5	-0.8
Cincinnati, OH	30.1	33.7	33.7	0.0	13.6	15.9	15.3	-0.6
Cleveland, OH	33.8	34.7	34.4	-0.3	15.7	16.4	16.1	-0.3
Columbus, OH	38.4	37.6	38.2	0.6	17.8	18.4	18.3	-0.1
Oklahoma City, OK	25.3	25.8	23.2	-2.6	13.8	15.0	11.6	-3.4
Portland, OR	41.2	47.0	46.9	-0.1	21.5	27.2	25.7	-1.5
Philadelphia, PA	96.7	102.0	100.5	-1.5	44.2	49.3	46.4	-2.9
Pittsburgh, PA	40.1	44.3	44.6	0.3	16.5	19.7	19.0	-0.7
Providence, RI	25.0	27.1	27.0	-0.1	14.6	16.2	15.9	-0.3
Memphis, TN	18.4	18.1	18.3	0.2	8.8	9.3	8.9	-0.4
Nashville, TN	29.3	32.5	32.4	-0.1	12.7	15.5	14.6	-0.9
Austin, TX	37.6	41.6	41.3	-0.3	19.0	23.0	21.4	-1.6
Dallas, TX	114.3	121.7	122.9	1.2	51.1	60.0	57.5	-2.4
Houston, TX	91.8	97.6	99.2	1.6	42.1	48.3	45.5	-2.7
San Antonio, TX	31.3	32.8	33.9	1.1	14.1	16.3	16.1	-0.2
Salt Lake City, UT	32.9	36.4	35.7	-0.7	15.1	18.5	17.1	-1.4
Richmond, VA	22.6	24.3	21.9	-2.4	12.1	13.4	10.6	-2.8
Virginia Beach, VA	22.6	25.9	23.3	-2.7	12.3	15.0	12.0	-3.0
Seattle-Tacoma, WA	81.0	88.0	81.8	-6.2	39.0	45.4	42.0	-3.4
Milwaukee, WI	29.2	35.6	31.9	-3.7	14.7	18.7	15.3	-3.4

Source: The Conference Board

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

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

3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

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Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Dec-13	Nov-14	Dec-14	Nov-14	Nov-14	Nov-14	Nov-14
Birmingham, AL	3.26	3.16	3.21	5.4	28.1	16.4	1.71
Phoenix, AZ	3.04	3.20	3.23	5.9	124.3	67.4	1.84
Tucson, AZ	3.01	3.19	3.18	6.2	28.1	14.6	1.93
Los Angeles, CA	2.50	2.66	2.56	7.2	480.3	177.1	2.71
Riverside, CA	1.75	1.87	1.84	8.1	148.6	34.2	4.34
Sacramento, CA	2.53	2.79	2.73	6.8	71.7	29.4	2.44
San Diego, CA	2.77	3.02	2.92	5.9	94.5	48.8	1.94
San Francisco, CA	4.67	5.18	4.92	5.1	123.1	124.7	0.99
San Jose, CA	5.45	5.62	5.37	5.3	51.9	54.9	0.94
Denver, CO	4.53	5.12	4.96	4.1	59.6	74.8	0.80
Hartford, CT	4.54	4.85	4.75	6.5	38.9	29.0	1.34
Washington, DC	4.23	4.49	4.43	4.9	158.6	144.9	1.09
Jacksonville, FL	2.66	2.70	2.72	5.8	42.3	19.8	2.14
Miami, FL	2.48	2.57	2.49	5.8	177.7	78.5	2.26
Orlando, FL	2.95	2.71	2.68	5.5	67.3	32.9	2.05
Tampa, FL	3.32	3.29	3.32	6.0	82.1	44.7	1.84
Atlanta, GA	3.47	3.62	3.58	7.0	190.7	98.7	1.93
Honolulu, HI	3.07	3.48	2.77	3.8	17.7	16.4	1.08
Chicago, IL	3.15	3.36	3.25	6.3	309.1	165.1	1.87
Indianapolis, IN	3.63	3.58	3.37	5.3	49.9	34.0	1.47
Louisville, KY	3.30	3.69	3.62	5.7	35.7	23.1	1.54
New Orleans, LA	3.42	3.65	3.59	6.2	35.8	21.1	1.70
Baltimore, MD	3.41	3.67	3.61	5.9	86.4	54.0	1.60
Boston, MA	4.47	4.73	4.59	5.2	135.5	123.8	1.09
Detroit, MI	3.23	3.79	3.90	7.9	159.4	76.1	2.09
Minneapolis-St. Paul, MN	4.20	4.59	4.67	3.5	65.4	86.3	0.76
Kansas City, MO	3.42	3.80	3.73	5.5	56.9	39.6	1.44
St. Louis, MO	2.81	2.92	2.95	6.1	86.5	41.6	2.08
Las Vegas, NV	2.66	3.18	3.17	7.0	69.4	31.5	2.20
Buffalo, NY	3.19	3.91	3.74	6.2	34.4	21.7	1.59
New York, NY	2.86	3.01	2.94	6.0	575.8	289.0	1.99
Rochester, NY	2.84	3.42	3.33	5.8	29.5	17.3	1.71
Charlotte, NC	3.59	4.05	4.01	5.9	55.0	37.5	1.47
Cincinnati, OH	2.75	3.07	3.06	4.6	50.6	33.7	1.50
Cleveland, OH	3.23	3.31	3.28	5.9	62.4	34.7	1.80
Columbus, OH	3.89	3.84	3.90	4.0	39.6	37.6	1.05
Oklahoma City, OK	4.15	4.25	3.82	4.0	24.3	25.8	0.94
Portland, OR	3.54	3.92	3.91	6.5	77.5	47.0	1.65
Philadelphia, PA	3.25	3.43	3.38	5.6	167.8	102.0	1.64
Pittsburgh, PA	3.24	3.56	3.59	4.8	59.2	44.3	1.34
Providence, RI	3.63	3.92	3.90	7.3	50.3	27.1	1.86
Memphis, TN	3.10	3.10	3.14	7.9	46.0	18.1	2.55
Nashville, TN	3.49	3.84	3.83	5.4	45.6	32.5	1.40
Austin, TX	3.70	4.03	4.00	4.1	42.4	41.6	1.02
Dallas, TX	3.35	3.50	3.53	4.9	170.4	121.7	1.40
Houston, TX	2.93	3.04	3.09	4.8	155.1	97.6	1.59
San Antonio, TX	2.97	3.08	3.19	4.6	49.0	32.8	1.49
Salt Lake City, UT	5.13	5.70	5.60	3.5	22.2	36.4	0.61
Richmond, VA	3.36	3.54	3.19	5.2	36.0	24.3	1.48
Virginia Beach, VA	2.73	3.10	2.78	5.4	45.4	25.9	1.75
Seattle-Tacoma, WA	4.24	4.53	4.21	5.1	99.2	88.0	1.13
Milwaukee, WI	3.67	4.39	3.94	5.7	46.5	35.6	1.31

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
		Dec-13	Nov-14	Dec-14	Dec-Nov 14	Nov-14	Nov-14	
	Total	4,944.4	5,253.9	5,174.7	-79.2	9,110.0	1.73	\$22.33
11	Management	472.1	469.1	473.8	4.7	359.3	0.77	\$53.15
13	Business and financial operations	303.6	334.8	326.8	-8.0	290.3	0.87	\$34.14
15	Computer and mathematical science	562.7	589.8	592.5	2.7	101.1	0.17	\$39.43
17	Architecture and engineering	171.5	173.7	172.3	-1.4	98.6	0.57	\$38.51
19	Life, physical, and social science	52.0	53.1	52.9	-0.2	52.9	1.00	\$33.37
21	Community and social services	81.5	94.6	97.2	2.6	89.8	0.95	\$21.50
23	Legal	26.2	25.7	24.2	-1.5	39.4	1.53	\$47.89
25	Education, training, and library	121.1	150.9	155.3	4.4	249.8	1.65	\$24.76
27	Arts, design, entertainment, sports, and media	124.6	142.6	138.6	-4.0	198.8	1.39	\$26.72
29	Healthcare practitioners and technical	545.2	559.1	565.6	6.5	244.4	0.44	\$35.93
31	Healthcare support	122.2	127.0	121.6	-5.4	196.3	1.55	\$13.61
33	Protective service	41.7	51.3	50.2	-1.2	112.8	2.20	\$20.92
35	Food preparation and serving related	219.8	226.7	225.9	-0.8	781.1	3.45	\$10.38
37	Building and grounds cleaning and maintenance	85.4	116.8	109.7	-7.0	562.0	4.81	\$12.51
39	Personal care and service	72.6	80.1	73.3	-6.8	313.5	3.91	\$11.88
41	Sales and related	678.2	599.6	587.2	-12.4	924.8	1.54	\$18.37
43	Office and administrative support	517.1	577.3	557.9	-19.4	1,008.5	1.75	\$16.78
45	Farming, fishing, and forestry	6.8	9.5	8.8	-0.7	150.3	15.84	\$11.70
47	Construction and extraction	103.1	143.4	133.7	-9.7	752.3	5.24	\$21.94
49	Installation, maintenance, and repair	206.5	225.4	221.7	-3.6	212.1	0.94	\$21.35
51	Production	146.3	166.0	160.3	-5.7	618.7	3.73	\$16.79
53	Transportation and material moving	292.8	353.7	336.9	-16.9	606.8	1.72	\$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
	Dec-14	Wage ²	Dec-14	Wage ²	Dec-14	Wage ²
United States	749,909	\$43.56	1,680,811	\$32.05	479,514	\$12.65
Alabama	5,490	\$41.56	13,776	\$28.34	4,185	\$11.05
Alaska	1,558	\$43.44	6,481	\$28.85	2,143	\$15.12
Arizona	13,243	\$39.48	35,010	\$30.42	11,628	\$12.98
Arkansas	4,571	\$35.98	9,791	\$26.26	3,527	\$10.32
California	93,818	\$48.52	203,993	\$33.40	53,046	\$14.03
Colorado	16,419	\$42.84	38,759	\$33.11	14,897	\$13.00
Connecticut	12,782	\$50.60	26,037	\$34.38	5,497	\$14.42
Delaware	3,342	\$47.67	6,993	\$34.25	1,485	\$12.79
Florida	34,470	\$39.12	77,303	\$29.56	34,091	\$12.23
Georgia	24,593	\$42.72	50,378	\$29.86	10,854	\$11.26
Hawaii	2,069	\$37.52	4,339	\$30.79	3,356	\$14.35
Idaho	2,845	\$34.04	7,475	\$25.86	3,258	\$11.38
Illinois	38,123	\$42.97	71,485	\$31.20	15,334	\$13.23
Indiana	10,641	\$37.81	24,613	\$27.92	7,700	\$11.37
Iowa	7,375	\$35.69	20,794	\$26.77	6,570	\$11.51
Kansas	5,657	\$38.72	13,784	\$27.11	4,013	\$11.43
Kentucky	5,723	\$36.12	14,242	\$27.27	4,963	\$10.95
Louisiana	6,420	\$37.06	15,533	\$27.23	6,639	\$11.08
Maine	2,874	\$36.30	9,701	\$28.17	3,859	\$12.10
Maryland	15,102	\$46.66	40,219	\$36.03	8,374	\$13.47
Massachusetts	28,455	\$49.37	57,184	\$36.06	11,980	\$14.89
Michigan	20,397	\$40.82	54,403	\$30.48	15,530	\$12.09
Minnesota	18,500	\$41.93	41,365	\$31.40	12,360	\$8.25
Mississippi	2,594	\$35.09	6,728	\$24.87	2,441	\$10.46
Missouri	11,864	\$38.30	26,615	\$28.31	7,571	\$11.35
Montana	1,501	\$32.45	5,783	\$25.50	2,854	\$11.63
Nebraska	5,201	\$37.41	12,277	\$26.81	4,104	\$11.47
Nevada	5,954	\$39.76	12,977	\$32.04	7,478	\$13.40
New Hampshire	2,931	\$42.80	8,819	\$31.06	2,631	\$12.90
New Jersey	26,340	\$50.42	51,984	\$35.26	11,319	\$14.70
New Mexico	3,144	\$37.10	12,582	\$29.24	2,554	\$11.75
New York	58,917	\$52.63	97,341	\$35.68	25,843	\$14.71
North Carolina	19,848	\$43.61	44,400	\$29.21	11,658	\$11.30
North Dakota	2,293	\$37.35	5,535	\$26.66	1,916	\$12.25
Ohio	24,265	\$39.20	52,720	\$30.27	15,730	\$11.84
Oklahoma	5,449	\$36.20	15,416	\$26.88	4,488	\$10.97
Oregon	8,510	\$38.91	24,890	\$31.52	8,280	\$13.07
Pennsylvania	29,811	\$42.76	62,204	\$23.43	20,081	\$12.43
Rhode Island	3,203	\$46.53	6,234	\$32.45	1,924	\$13.42
South Carolina	6,431	\$37.52	18,609	\$27.57	6,209	\$10.95
South Dakota	1,847	\$34.38	4,964	\$24.66	2,262	\$10.86
Tennessee	10,847	\$37.75	24,141	\$27.65	7,893	\$11.13
Texas	57,986	\$43.64	127,870	\$31.70	33,606	\$11.54
Utah	6,524	\$37.32	15,406	\$28.45	7,186	\$11.79
Vermont	1,480	\$37.40	4,400	\$27.92	1,777	\$13.56
Virginia	22,877	\$46.77	57,315	\$33.17	11,601	\$12.75
Washington	18,496	\$43.94	48,255	\$34.98	12,323	\$14.56
West Virginia	1,917	\$33.56	6,147	\$19.62	2,194	\$10.58
Wisconsin	13,657	\$37.80	32,461	\$29.27	10,738	\$11.88
Wyoming	1,203	\$37.14	3,427	\$24.15	960	\$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
	Dec-14	Wage ¹	Dec-14	Wage ¹	Dec-14	Wage ¹
United States	1,043,089	\$17.41	307,553	\$21.24	443,932	\$16.53
Alabama	12,273	\$15.22	4,024	\$19.09	6,967	\$15.47
Alaska	3,566	\$18.55	1,336	\$28.40	903	\$23.64
Arizona	22,551	\$16.77	5,244	\$19.80	6,182	\$16.60
Arkansas	8,084	\$14.44	2,514	\$17.53	4,610	\$14.64
California	116,720	\$19.10	22,897	\$22.24	32,170	\$16.53
Colorado	25,661	\$18.40	10,125	\$21.41	10,435	\$17.40
Connecticut	13,124	\$20.40	3,537	\$24.65	4,908	\$18.24
Delaware	3,562	\$17.74	964	\$22.05	1,377	\$16.11
Florida	63,623	\$16.10	19,189	\$18.01	16,199	\$15.23
Georgia	28,293	\$16.54	8,407	\$19.23	13,642	\$15.90
Hawaii	5,249	\$16.68	1,334	\$26.55	1,068	\$18.14
Idaho	5,855	\$15.05	2,197	\$18.49	2,987	\$15.33
Illinois	39,335	\$18.14	8,809	\$24.88	18,750	\$16.85
Indiana	17,623	\$16.01	5,522	\$21.91	12,506	\$16.12
Iowa	13,867	\$15.78	5,540	\$19.73	9,248	\$15.98
Kansas	9,846	\$16.21	3,152	\$20.10	5,141	\$16.77
Kentucky	11,693	\$15.36	3,557	\$19.79	7,565	\$16.33
Louisiana	13,616	\$14.76	5,565	\$19.31	6,082	\$18.36
Maine	5,894	\$15.42	1,824	\$19.50	2,450	\$16.67
Maryland	18,949	\$18.15	5,111	\$22.02	5,875	\$17.28
Massachusetts	28,096	\$20.23	6,815	\$25.80	9,123	\$17.82
Michigan	32,078	\$16.64	11,680	\$21.39	20,534	\$17.07
Minnesota	24,931	\$17.96	8,269	\$23.06	13,914	\$17.22
Mississippi	5,974	\$14.13	2,446	\$17.63	4,079	\$14.88
Missouri	17,582	\$16.02	5,132	\$21.32	9,417	\$15.92
Montana	4,565	\$15.23	2,183	\$20.69	2,021	\$17.20
Nebraska	9,502	\$15.60	3,449	\$19.11	4,314	\$15.90
Nevada	10,864	\$16.24	3,039	\$23.82	3,154	\$17.00
New Hampshire	5,837	\$17.58	1,767	\$21.25	2,711	\$16.84
New Jersey	27,313	\$19.18	6,279	\$25.27	8,953	\$16.51
New Mexico	5,901	\$14.87	2,026	\$19.33	2,244	\$16.38
New York	61,261	\$20.57	13,119	\$25.89	17,115	\$18.17
North Carolina	25,278	\$16.50	8,513	\$18.72	11,148	\$15.30
North Dakota	5,098	\$15.99	3,197	\$22.57	3,355	\$19.01
Ohio	38,954	\$16.50	11,867	\$20.81	25,040	\$16.03
Oklahoma	11,231	\$15.41	4,714	\$18.85	5,992	\$16.48
Oregon	14,264	\$17.29	4,106	\$21.96	5,862	\$16.52
Pennsylvania	43,639	\$17.44	12,694	\$21.36	22,173	\$16.89
Rhode Island	4,696	\$18.26	1,044	\$22.56	1,573	\$16.13
South Carolina	13,067	\$15.00	4,965	\$18.69	6,470	\$15.81
South Dakota	4,485	\$14.61	1,976	\$17.94	2,441	\$14.63
Tennessee	19,463	\$15.83	5,470	\$18.89	10,743	\$15.51
Texas	81,577	\$17.10	27,687	\$19.18	34,802	\$16.27
Utah	15,676	\$9.60	4,728	\$20.38	5,794	\$16.74
Vermont	2,710	\$16.78	725	\$19.75	1,144	\$16.91
Virginia	25,556	\$17.36	7,006	\$20.59	8,595	\$16.54
Washington	22,590	\$18.70	6,605	\$24.35	7,610	\$19.04
West Virginia	4,730	\$13.52	1,775	\$20.05	2,863	\$16.28
Wisconsin	22,587	\$16.78	8,040	\$21.91	15,906	\$16.29
Wyoming	2,213	\$15.83	1,506	\$23.00	1,408	\$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 Dec-14	Average Hourly Wage ^{2*}	Total Ads Dec-14	Average Hourly Wage ^{2*}	Total Ads Dec-14	Average Hourly Wage ^{2*}
United States	749,909	\$43.56	1,680,811	\$32.05	479,514	\$12.65
Birmingham, AL	1,958	\$43.39	4,268	\$28.81	1,361	\$11.55
Phoenix, AZ	10,006	\$40.50	22,974	\$31.37	7,172	\$11.10
Tucson, AZ	1,541	\$36.72	4,763	\$29.22	2,029	\$10.88
Los Angeles, CA	30,561	\$48.13	57,391	\$37.73	14,984	\$13.72
Riverside, CA	3,614	\$42.30	9,976	\$31.45	4,177	\$13.06
Sacramento, CA	4,335	\$41.12	10,162	\$36.84	2,520	\$14.05
San Diego, CA	7,007	\$46.08	16,253	\$36.28	4,598	\$13.38
San Francisco, CA	24,818	\$54.59	42,068	\$41.92	10,344	\$15.69
San Jose, CA	10,359	\$60.68	25,769	\$46.19	2,705	\$14.37
Denver, CO	11,523	\$44.47	22,441	\$35.08	7,016	\$13.18
Hartford, CT	5,025	\$47.35	10,545	\$34.48	2,037	\$14.14
Washington, DC	28,136	\$51.34	61,213	\$41.81	10,965	\$14.80
Jacksonville, FL	2,864	\$38.49	5,471	\$30.76	1,690	\$11.77
Miami, FL	11,982	\$41.81	21,506	\$30.79	10,262	\$12.98
Orlando, FL	4,693	\$38.38	9,337	\$29.02	3,800	\$11.70
Tampa, FL	6,276	\$39.28	14,144	\$29.28	4,490	\$11.88
Atlanta, GA	19,360	\$44.98	35,402	\$31.94	6,373	\$11.56
Honolulu, HI	1,549	\$38.12	2,946	\$31.40	2,169	\$13.87
Chicago, IL	32,615	\$44.53	53,118	\$32.18	11,562	\$13.33
Indianapolis, IN	4,875	\$39.44	9,007	\$30.25	2,623	\$11.78
Louisville, KY	2,914	\$37.48	6,092	\$28.78	2,404	\$11.45
New Orleans, LA	2,469	\$38.49	5,327	\$29.66	3,198	\$11.56
Baltimore, MD	8,273	\$45.66	21,653	\$34.86	4,093	\$13.46
Boston, MA	24,516	\$50.88	44,565	\$37.19	8,701	\$15.07
Detroit, MI	11,174	\$43.55	28,332	\$33.12	5,799	\$10.00
Minneapolis-St. Paul, MN	14,899	\$54.80	28,783	\$33.26	7,426	\$12.67
Kansas City, MO	5,976	\$40.39	12,029	\$30.67	3,184	\$12.01
St. Louis, MO	6,534	\$41.55	14,064	\$29.95	3,229	\$11.88
Las Vegas, NV	4,176	\$40.34	8,137	\$32.62	5,273	\$13.68
Buffalo, NY	2,531	\$16.77	5,391	\$28.39	2,117	\$12.61
New York, NY	64,213	\$55.34	99,052	\$38.03	21,227	\$15.25
Rochester, NY	1,800	\$42.02	4,822	\$29.02	1,759	\$12.70
Charlotte, NC	7,447	\$46.08	12,146	\$31.25	2,591	\$11.68
Cincinnati, OH	5,625	.	9,746	.	2,503	.
Cleveland, OH	5,386	.	10,839	.	2,787	.
Columbus, OH	5,981	.	11,606	.	3,051	.
Oklahoma City, OK	2,624	.	6,548	.	2,029	.
Portland, OR	6,316	.	16,482	.	4,585	.
Philadelphia, PA	18,320	\$47.62	35,097	\$34.11	7,992	\$13.35
Pittsburgh, PA	6,579	.	12,311	.	4,459	.
Providence, RI	3,677	\$41.59	7,892	\$30.75	2,564	\$13.61
Memphis, TN	2,264	.	4,826	.	1,590	.
Nashville, TN	5,142	.	9,817	.	2,816	.
Austin, TX	5,857	.	14,701	.	3,735	.
Dallas, TX	21,114	\$44.50	40,554	\$32.76	8,935	\$9.95
Houston, TX	17,465	.	31,301	.	7,406	.
San Antonio, TX	4,224	.	10,263	.	3,176	.
Salt Lake City, UT	4,378	.	9,243	.	4,332	.
Richmond, VA	3,451	.	7,511	.	1,872	.
Virginia Beach, VA	2,946	.	7,327	.	2,066	.
Seattle-Tacoma, WA	14,174	\$46.30	31,956	\$37.98	7,132	\$15.12
Milwaukee, WI	5,312	.	10,502	.	2,978	.

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 Dec-14	Average Hourly Wage ^{2*}	Total Ads Dec-14	Average Hourly Wage ^{2*}	Total Ads Dec-14	Average Hourly Wage ^{2*}
United States	1,043,089	\$17.41	307,553	\$21.24	443,932	\$16.53
Birmingham, AL	4,123	\$9.45	1,100	\$19.69	1,719	\$15.91
Phoenix, AZ	15,721	\$17.43	3,297	\$20.45	3,852	\$16.87
Tucson, AZ	3,350	\$15.34	867	\$19.67	923	\$15.23
Los Angeles, CA	37,527	\$19.00	5,931	\$24.52	8,904	\$7.94
Riverside, CA	8,025	\$16.53	1,901	\$23.03	3,147	\$15.95
Sacramento, CA	6,194	\$18.57	1,281	\$23.38	1,611	\$16.89
San Diego, CA	9,793	\$18.55	2,050	\$24.07	2,140	\$16.33
San Francisco, CA	21,358	\$22.32	3,629	\$28.32	5,483	\$19.59
San Jose, CA	6,716	\$23.36	1,130	\$26.48	1,336	\$18.08
Denver, CO	14,217	\$19.62	4,912	\$21.92	4,850	\$17.78
Hartford, CT	5,280	\$19.95	1,382	\$24.19	2,096	\$18.34
Washington, DC	22,968	\$19.87	4,994	\$23.31	4,683	\$18.08
Jacksonville, FL	4,279	\$16.31	1,493	\$18.56	1,446	\$16.22
Miami, FL	19,517	\$16.91	4,052	\$19.08	3,605	\$15.39
Orlando, FL	7,409	\$15.39	2,096	\$18.10	1,723	\$14.98
Tampa, FL	9,661	\$16.77	2,715	\$17.56	2,302	\$15.13
Atlanta, GA	17,894	\$17.90	4,438	\$20.30	6,492	\$16.98
Honolulu, HI	3,860	\$16.85	976	\$27.59	812	\$18.64
Chicago, IL	30,093	\$18.85	6,100	\$26.23	12,233	\$16.97
Indianapolis, IN	7,140	\$17.67	2,025	\$22.22	3,708	\$16.07
Louisville, KY	5,387	\$16.87	1,491	\$20.76	2,912	\$17.63
New Orleans, LA	4,722	\$16.02	1,653	\$20.19	1,420	\$19.09
Baltimore, MD	9,904	\$18.30	2,750	\$21.57	3,033	\$17.47
Boston, MA	21,906	\$21.11	4,502	\$26.41	6,068	\$18.04
Detroit, MI	13,099	\$17.80	4,432	\$23.07	7,117	\$18.21
Minneapolis-St. Paul, MN	17,121	\$19.25	4,490	\$24.56	7,990	\$17.91
Kansas City, MO	8,396	\$17.74	2,257	\$22.37	3,730	\$16.85
St. Louis, MO	8,054	\$17.23	1,863	\$23.76	3,578	\$16.93
Las Vegas, NV	7,219	\$9.62	1,627	\$24.05	1,484	\$16.75
Buffalo, NY	5,305	\$16.45	1,303	\$21.67	2,111	\$16.90
New York, NY	52,959	\$21.57	8,989	\$27.45	11,410	\$18.09
Rochester, NY	3,811	\$16.88	1,120	\$21.01	1,746	\$15.95
Charlotte, NC	6,618	\$18.18	1,940	\$19.51	2,467	\$16.55
Cincinnati, OH	7,801	.	1,788	\$13.66	3,690	.
Cleveland, OH	6,958	.	1,875	\$13.33	3,448	.
Columbus, OH	7,674	.	2,198	\$14.65	3,932	.
Oklahoma City, OK	5,033	.	2,030	\$17.03	2,130	.
Portland, OR	8,791	.	2,283	.	3,414	.
Philadelphia, PA	19,810	\$19.29	4,643	\$23.86	6,323	\$17.33
Pittsburgh, PA	9,800	.	2,459	\$13.61	3,965	.
Providence, RI	6,221	\$16.94	1,661	\$22.14	2,385	\$15.64
Memphis, TN	3,997	.	1,184	\$12.48	2,691	.
Nashville, TN	7,014	.	1,802	\$13.30	2,927	.
Austin, TX	7,828	.	2,178	\$11.96	2,023	.
Dallas, TX	24,591	\$18.25	6,316	\$19.09	9,163	\$15.62
Houston, TX	19,907	.	6,566	.	7,851	.
San Antonio, TX	6,420	.	2,289	\$11.43	2,402	.
Salt Lake City, UT	9,556	.	2,399	\$13.94	3,043	.
Richmond, VA	4,237	.	1,291	\$14.76	1,541	.
Virginia Beach, VA	4,940	.	1,738	\$12.21	1,838	.
Seattle-Tacoma, WA	14,205	\$20.06	3,650	\$26.12	4,092	\$20.28
Milwaukee, WI	6,542	.	1,936	\$17.27	3,660	.

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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