



# News Release

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**For further information:**

Jonathan Liu 212-339-0257 / jonathan.liu@conference-board.org  
 Carol Courter 212-339-0232 / courter@conference-board.org

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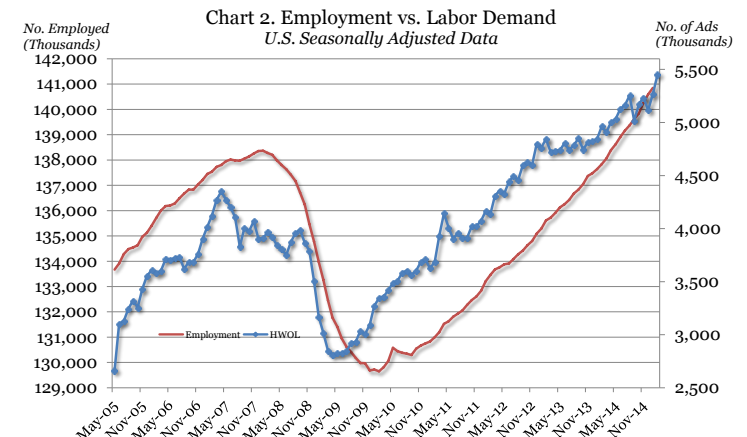
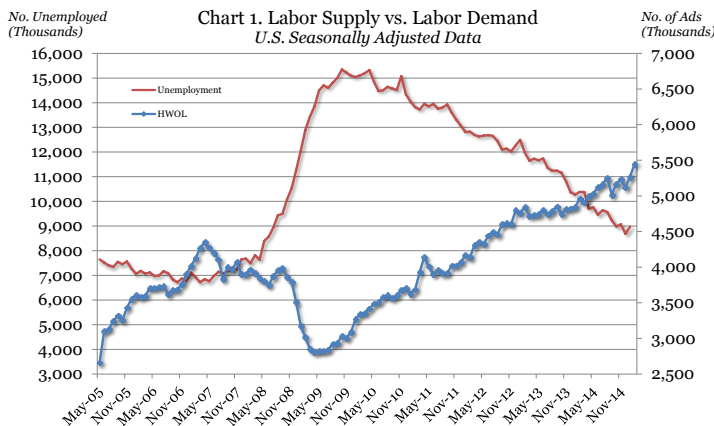
## Online Labor Demand Increased 184,100 in February

- February continues the strong demand growth seen in January
- February gains were widespread across States and MSAs with large gains in California, Texas, and Michigan

NEW YORK, March 4, 2015...Online advertised vacancies rose 184,100 to 5,451,300 in February, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The January Supply/Demand rate stands at 1.70 unemployed for each advertised vacancy with a total of 3.7 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.0 million in January.

“Online labor demand has shown a very strong start in 2015, with demand increasing 334,500 across the first two months of the year,” said Gad Levanon, Managing Director, Macroeconomic and Labor Market Research. “These increases are a positive sign for continued growth in the labor markets.”

In February, the Services/Production category saw most of the gains with Transportation (53,200), Food (16,500), and Sales (16,200). The Professional category showed strength in Management (11,700), Business and Finance (8,800), and Healthcare (16,000).



Source: The Conference Board, BLS

Source: The Conference Board, BLS

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

## REGIONAL AND STATE HIGHLIGHTS

- All of the 20 largest States posted gains in February
- Among the 50 States, 45 experienced gains, 4 declined, and 1 (Wyoming) remained constant

Location	Total Ads <sup>1</sup> (Thousands) Feb-15	M-O-M Change (Thousands) Feb-Jan 2015	Supply/ Demand Rate <sup>2</sup> Jan-15 for U.S.; Dec-14 for Regions and States	Recent Trend <sup>3</sup>
<b>United States</b>	<b>5,451.3</b>	<b>184.1</b>	<b>1.70</b>	↑ 9/14
<b>NORTHEAST</b>	<b>1,017.1</b>	<b>30.6</b>	<b>1.65</b>	
Massachusetts	164.3	5.4	1.26	↑ 10/13
New Jersey	147.5	2.7	1.98	→ 11/13
New York	315.8	7.1	1.86	↑ 4/14
Pennsylvania	218.6	6.5	1.49	→ 5/14
<b>SOUTH</b>	<b>1,831.5</b>	<b>98.2</b>	<b>1.88</b>	
Florida	292.2	13.0	2.02	↑ 10/13
Georgia	164.3	11.6	2.25	↑ 10/13
Maryland	109.8	6.4	1.69	↓ 6/14
North Carolina	143.2	7.2	1.94	↑ 3/14
Texas	422.6	12.9	1.52	↑ 10/13
Virginia	152.3	7.9	1.43	→ 2/13
<b>MIDWEST</b>	<b>1,270.0</b>	<b>63.7</b>	<b>1.55</b>	
Illinois	215.0	0.9	1.97	→ 8/14
Michigan	181.3	9.2	1.77	↑ 9/14
Minnesota	138.4	6.6	0.85	↑ 10/13
Missouri	96.0	5.3	1.91	↑ 9/14
Ohio	202.2	1.6	1.49	↑ 9/14
Wisconsin	120.5	8.5	1.45	↑ 3/13
<b>WEST</b>	<b>1,342.3</b>	<b>58.5</b>	<b>1.87</b>	
Arizona	106.6	0.1	2.06	↑ 5/14
California	625.0	28.9	2.32	↑ 5/14
Colorado	135.6	4.9	0.87	→ 8/14
Washington	143.6	10.2	1.73	↑ 9/13

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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) .

## February Changes for States

In February, online labor demand was up in 45 States (see Table 3), down in four, and constant in one (Wyoming). All four regions experienced increases.

The **South** experienced by far the largest increase, 98,200 in February. Among larger States in the region, **Florida** experienced an increase of 13,000 to 292,200. **Texas** rose 12,900 to 422,600. **Georgia** increased 11,600 to 164,300. **Virginia** gained 7,900 to 152,300. **North Carolina** increased 7,200 to 143,200. **Maryland** rose 6,400 to 109,800. Among the smaller States, **South Carolina** increased 6,100 to 70,300; **Kentucky** gained 4,800 to 55,800; **Louisiana** rose 3,100 to 61,600; and **Alabama** increased 3,000 to 56,900. **Mississippi** was up 1,500 to 28,100 and **West Virginia** inched up 400 to 21,400.

The **Midwest** experienced a February increase of 63,700. The largest increase occurred in **Michigan**—up 9,200 to 181,300. **Wisconsin** followed with a gain of 8,500 to 120,500. **Minnesota** rose 6,600 to 138,400. **Missouri** gained 5,300 to 96,000. **Ohio** rose 1,600 to 202,200. **Illinois** gained 900 to 215,000. Among the smaller States in the region, **Indiana** increased by 5,900 to 91,200; **Kansas** was up 2,400 to 49,400; **Iowa** increased by 2,100 to 74,000; **Nebraska** gained 1,500 to 46,300; and **South Dakota** rose 800 to 20,800. **North Dakota** dropped 300 to 22,900.

The **West** rose 58,500 in February. **California** experienced by far the largest increase of 28,900, to 625,000. **Washington** rose 10,200 to 143,600. **Colorado** rose 4,900 to 135,600. **Arizona** inched up 100 to 106,600 (Table A). Among the smaller States in the **West**, **Idaho** and **Hawaii** each gained 1,600 to 30,600 and 17,900, respectively. **New Mexico** rose 1,200 to 32,900; **Utah** was up 1,000 to 63,500; and **Alaska** gained 800 to 19,000. **Nevada** dropped 700 to 48,800 (Table 3).

The **Northeast** rose 30,600. **New York** experienced the largest rise of 7,100, to 315,800. **Pennsylvania** gained 6,500 to 218,600. **Massachusetts** rose 5,400 to 164,300. **New Jersey** gained 2,700 to 147,500. In the smaller States, **Connecticut** increased 2,600 to 75,500, **Rhode Island** and **Vermont** gained 600 to 22,700 and 14,300 respectively, **Maine** rose 500 to 29,000, and **New Hampshire** inched up 100 to 26,100.

**Supply/ Demand Rates:** Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for December 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 (0.51), Nebraska (0.69), South Dakota (0.77), Utah (0.83), Minnesota (0.85), and Colorado (0.87). The States with the highest Supply/Demand rates were Mississippi (3.46), where there were more than three unemployed workers for every job opening, and Louisiana (2.53) and Alabama (2.37), which had more than two 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 February, 43 metro areas posted gains, 6 declined, and 3 (Memphis, Nashville, and Salt Lake City) remained constant (Table 5)

<b>Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted</b>			
Location	<b>Total Ads<sup>1</sup></b> (Thousands)  Feb-15	<b>M-O-M</b> <b>Change</b> (Thousands)  Feb-Jan 15	<b>Supply/ Demand Rate<sup>2</sup></b>  Jan-15 for U.S.; Dec-14 for Regions and MSA's
<b>United States</b>	<b>5,451.3</b>	<b>184.1</b>	<b>1.70</b>
<b>NORTHEAST</b>	<b>1,017.1</b>	<b>30.6</b>	<b>1.65</b>
Boston, MA	125.8	2.7	1.07
New York, NY	290.1	2.0	2.04
Philadelphia, PA	105.1	4.4	1.65
<b>SOUTH</b>	<b>1,831.5</b>	<b>98.2</b>	<b>1.88</b>
Atlanta, GA	107.8	7.5	1.91
Baltimore, MD	58.0	2.2	1.59
Dallas, TX	127.9	2.0	1.33
Houston, TX	101.3	-0.9	1.50
Miami, FL	82.1	2.9	2.38
Washington, DC	161.0	10.7	1.07
<b>MIDWEST</b>	<b>1,270.0</b>	<b>63.7</b>	<b>1.55</b>
Chicago, IL	164.2	1.9	1.91
Cleveland, OH	38.1	0.6	1.73
Detroit, MI	82.4	3.0	1.96
Minneapolis-St. Paul, MN	92.6	2.9	0.74
<b>WEST</b>	<b>1,342.3</b>	<b>58.5</b>	<b>1.87</b>
Denver, CO	76.8	2.9	0.81
Los Angeles, CA	188.4	9.1	2.82
Phoenix, AZ	74.6	3.6	1.84
San Diego, CA	51.5	3.2	1.99
San Francisco, CA	126.3	4.2	1.01
San Jose, CA	53.9	-0.3	0.97
Seattle-Tacoma, WA	90.0	4.3	1.19

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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 February, labor demand was up in 43 of the 52 largest metro areas, 6 declined, and 3 remained constant. The MSAs with the largest gains in each of the regions were: **Washington, DC** (+10,700) in the **South**; **Los Angeles** (+9,100) in the **West**; **Philadelphia** (+4,400) in the **Northeast**; and **Detroit** (+3,000) in the **Midwest** (See Table B and Table 5).

The **South** experienced by far the largest February increase, 98,200, led by **Washington, DC**, which rose 10,700 to 161,000. **Atlanta** increased 7,500 to 107,800. **Miami** gained 2,900 to 82,100. **Baltimore** rose 2,200 to 58,000. **Dallas** increased 2,000 to 127,900. **Houston** dropped 900 to 101,300. **Tampa** gained 1,500 to 49,200; **Orlando** increased 900 to 35,900; **San Antonio** rose 800 to 35,100; and **Nashville** remained constant.

The **Midwest** rose 63,700 in February. The largest increase was in **Detroit**, which gained 3,000 to 82,400, followed by **Minneapolis-St. Paul**'s gain of 2,900 to 92,600. **Chicago** rose 1,900 to 164,200 and **Cleveland** gained 600 to 38,100. **Kansas City** increased by 2,400 to 44,400. **St. Louis** and **Cincinnati** each gained 1,400 to 44,700 and 37,600, respectively. **Columbus** increased by 1,200 to 41,100 and **Indianapolis** rose 800 to 31,900.

The **West** gained 58,500, led by **Los Angeles**, which rose 9,100 to 188,400. **Seattle-Tacoma** followed with an increase of 4,300 to 90,000. **San Francisco** rose 4,200 to 126,300. **Phoenix** gained 3,600 to 74,600. **San Diego** rose 3,200 to 51,500. **Denver** gained 2,900 to 76,800. **San Jose** dropped 300 to 53,900. **Portland** gained 3,100 to 52,200; **Sacramento** increased 2,500 to 32,400; and **Salt Lake City** remained constant.

The **Northeast** gained 30,600, reflecting an increase of 4,400 in **Philadelphia** to 105,100. **Boston** rose 2,700 to 125,800 and **New York** increased 2,000 to 290,100. **Providence** increased 2,200 to 30,300; **Rochester** rose 1,200 to 18,500; **Hartford** gained 600 to 29,500; and **Buffalo** inched up 300 to 22,200. **Pittsburgh** dropped 300 to 44,600.

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 December data (the latest available unemployment data for metro areas), five major metro areas saw more job openings than unemployed workers: Salt Lake City (S/D rate of 0.61), Minneapolis–St. Paul (0.74), Denver (0.81), San Jose (0.97), and Austin (0.98) (Table 6). Other favorable markets for job-seekers included San Francisco (1.01), Oklahoma City (1.02), and Columbus (1.03).

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 February 8 of the 10 largest online job categories posted increases and 2 (Computers and Math and Architecture and Engineering) remained constant (Table C)

SOC <sup>1</sup>	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate <sup>2</sup>	Average Hourly Wage <sup>3</sup>
		Feb-15	Feb-Jan 15	Jan-15	Jan-15	
43	Office and administrative support	601.5	10.0	929.2	1.57	\$16.78
15	Computer and mathematical science	599.8	0.0	107.2	0.18	\$39.43
41	Sales and related	596.7	16.2	888.4	1.53	\$18.37
29	Healthcare practitioners and technical	581.7	16.0	212.5	0.38	\$35.93
11	Management	494.1	11.7	409.1	0.85	\$53.15
53	Transportation and material moving	417.3	53.2	646.1	1.77	\$16.28
13	Business and financial operations	346.1	8.8	284.2	0.84	\$34.14
49	Installation, maintenance, and repair	243.3	10.9	304.5	1.31	\$21.35
35	Food preparation and serving related	241.5	16.5	705.8	3.14	\$10.38
17	Architecture and engineering	176.5	0.0	120.3	0.68	\$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 February

All occupations posted increases except for **Computer and Math** and **Architecture and Engineering** occupations, which remained constant. **Transportation** ads spiked 53,200 in February to 417,300. The supply/demand rate for these occupations lies at 1.77, i.e. about two unemployed job-seekers for every advertised available opening. (See Table 7 for Supply/Demand rates for all of the SOC categories.) **Food Preparation and Service-Related** occupations rose 16,500 to 241,500. Their supply/demand rate is 3.14, i.e. about three unemployed per opening.

**Sales and related** ads rose 16,200 to 596,700, partly due to gains for first-line supervisors of retail sales workers and wholesale and manufacturing sales representatives except technical and scientific products. Their supply/demand rate is 1.53, i.e. about two unemployed per opening. **Healthcare Practitioners and Technical** ads gained 16,000 in February to 581,700 and were led by increases in registered nurses, licensed practical and licensed vocational nurses, and speech language pathologists. The supply/demand rate for these occupations lies at 0.38, i.e. about 2.6 advertised available openings for every job-seeker. **Management** ads increased 11,700 to 494,100. Their supply/demand rate is .85, i.e. about one unemployed per opening.

## 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](mailto: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](mailto:Jeanne.Shu@conference-board.org).

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*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](http://www.bls.gov).

### The Conference Board

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## HAVER ANALYTICS®

Haver Analytics is the premier provider of time series data for the Global Strategy and Research community. Haver Analytics was founded in 1978 as a consulting firm and today provides the highest quality data and software for industry professionals. Haver provides products and services to clients in financial services, government, academia and various industry groups from consulting to manufacturing. For more information please see: <http://www.haver.com/contact.html>.

<b>Publication Schedule, Help Wanted OnLine Data Series</b>			
	<b>Data for the Month</b>	<b>Release Date</b>	
	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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-14	Jan-15	Feb-15	Feb-Jan 15	Feb-14	Jan-15	Feb-15	Feb-Jan 15
<b>United States</b>	<b>4,961.6</b>	<b>5,267.1</b>	<b>5,451.3</b>	<b>184.1</b>	<b>2,488.5</b>	<b>2,579.1</b>	<b>2,691.3</b>	<b>112.2</b>
New England	305.4	320.7	335.2	14.5	154.1	156.4	160.9	4.6
Middle Atlantic	627.5	665.8	681.9	16.0	313.6	317.1	338.3	21.1
South Atlantic	922.0	962.8	1,023.5	60.6	455.7	481.6	504.6	23.0
East North Central	738.4	779.8	817.2	37.4	355.5	363.3	373.4	10.1
East South Central	208.7	220.4	236.8	16.4	102.4	111.2	118.5	7.2
West North Central	397.3	426.5	452.8	26.4	182.5	195.4	202.2	6.8
West South Central	546.7	550.1	571.2	21.1	263.3	262.1	263.7	1.6
Mountain	401.2	442.6	452.9	10.3	208.9	224.9	232.7	7.8
Pacific	802.8	841.2	889.4	48.2	441.5	445.2	484.5	39.3

Source: The Conference Board

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

**Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted**

Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Feb-14	Jan-15	Feb-15	Feb-14	Jan-15	Feb-15
<b>United States</b>	<b>3.19</b>	<b>3.35</b>	<b>3.47</b>	<b>1.60</b>	<b>1.64</b>	<b>1.71</b>
New England	3.96	4.10	4.28	2.00	2.00	2.06
Middle Atlantic	3.06	3.26	3.34	1.53	1.55	1.65
South Atlantic	3.06	3.19	3.39	1.51	1.60	1.67
East North Central	3.17	3.33	3.49	1.52	1.55	1.59
East South Central	2.46	2.65	2.84	1.21	1.34	1.42
West North Central	3.59	3.82	4.05	1.65	1.75	1.81
West South Central	3.01	2.99	3.11	1.45	1.43	1.44
Mountain	3.60	3.94	4.03	1.87	2.00	2.07
Pacific	3.21	3.32	3.51	1.76	1.76	1.91

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 <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-14	Jan-15	Feb-15	Feb-Jan 15	Feb-14	Jan-15	Feb-15	Feb-Jan 15
<b>United States</b>	<b>4,961.6</b>	<b>5,267.1</b>	<b>5,451.3</b>	<b>184.1</b>	<b>2,488.5</b>	<b>2,579.1</b>	<b>2,691.3</b>	<b>112.2</b>
Alabama	50.1	53.9	56.9	3.0	25.1	28.1	29.4	1.2
Alaska	17.0	18.3	19.0	0.8	8.8	9.1	9.6	0.5
Arizona	94.6	106.5	106.6	0.1	50.0	53.8	55.7	1.9
Arkansas	28.7	34.6	33.5	-1.1	15.3	15.5	17.7	2.2
California	561.3	596.1	625.0	28.9	308.7	311.5	340.8	29.3
Colorado	116.3	130.7	135.6	4.9	62.1	68.1	72.3	4.2
Connecticut	68.3	72.9	75.5	2.6	33.1	34.5	35.8	1.3
Delaware	18.3	19.4	19.7	0.3	8.8	9.0	9.5	0.6
Florida	269.6	279.2	292.2	13.0	143.4	151.6	156.3	4.7
Georgia	142.5	152.7	164.3	11.6	64.2	74.2	77.5	3.3
Hawaii	20.1	16.3	17.9	1.6	12.9	8.4	10.2	1.8
Idaho	24.9	29.0	30.6	1.6	14.2	17.0	17.8	0.8
Illinois	199.6	214.0	215.0	0.9	91.1	95.7	96.6	0.9
Indiana	85.5	85.3	91.2	5.9	40.2	37.2	39.8	2.6
Iowa	59.3	71.9	74.0	2.1	27.5	31.0	32.9	1.9
Kansas	43.4	47.0	49.4	2.4	20.0	22.0	23.1	1.1
Kentucky	47.8	51.1	55.8	4.8	23.8	25.3	28.1	2.8
Louisiana	56.3	58.5	61.6	3.1	30.0	30.3	32.7	2.5
Maine	24.3	28.5	29.0	0.5	11.7	12.9	14.3	1.4
Maryland	99.3	103.4	109.8	6.4	45.6	44.6	49.4	4.8
Massachusetts	150.1	158.9	164.3	5.4	76.4	78.6	79.9	1.3
Michigan	153.6	172.1	181.3	9.2	79.0	82.5	87.8	5.2
Minnesota	123.0	131.8	138.4	6.6	59.4	57.1	64.5	7.4
Mississippi	26.0	26.6	28.1	1.5	12.2	12.6	13.5	0.9
Missouri	82.3	90.7	96.0	5.3	39.4	43.8	45.3	1.5
Montana	21.1	24.2	24.2	0.1	10.4	12.5	12.0	-0.5
Nebraska	42.7	44.8	46.3	1.5	21.1	21.8	22.1	0.4
Nevada	43.6	49.5	48.8	-0.7	22.7	24.3	26.0	1.7
New Hampshire	27.7	26.0	26.1	0.1	15.4	11.1	11.6	0.6
New Jersey	142.3	144.8	147.5	2.7	67.7	66.0	69.1	3.1
New Mexico	27.7	31.7	32.9	1.2	14.6	15.4	16.6	1.2
New York	287.5	308.8	315.8	7.1	144.8	157.6	160.9	3.3
North Carolina	124.4	136.0	143.2	7.2	63.5	70.4	74.4	4.0
North Dakota	22.5	23.2	22.9	-0.3	10.4	10.7	10.1	-0.6
Ohio	186.5	200.6	202.2	1.6	95.8	96.2	97.4	1.2
Oklahoma	59.7	48.3	46.4	-1.9	33.2	20.8	20.8	0.1
Oregon	67.5	80.4	85.1	4.7	38.0	47.5	48.8	1.3
Pennsylvania	197.8	212.1	218.6	6.5	96.5	94.9	103.1	8.2
Rhode Island	20.2	22.1	22.7	0.6	12.4	12.8	13.3	0.6
South Carolina	59.3	64.3	70.3	6.1	32.3	35.6	39.8	4.2
South Dakota	19.6	19.9	20.8	0.8	8.3	8.1	8.4	0.3
Tennessee	82.7	90.9	93.4	2.5	41.7	45.1	48.0	2.9
Texas	395.4	409.6	422.6	12.9	187.0	195.1	194.1	-1.1
Utah	63.5	62.5	63.5	1.0	33.4	28.6	30.7	2.1
Vermont	11.8	13.7	14.3	0.6	6.5	7.1	7.6	0.5
Virginia	144.3	144.4	152.3	7.9	68.0	64.5	64.6	0.0
Washington	137.9	133.4	143.6	10.2	73.9	72.7	76.0	3.3
West Virginia	20.7	21.1	21.4	0.4	9.7	9.8	10.1	0.3
Wisconsin	107.5	111.9	120.5	8.5	54.7	53.0	57.5	4.5
Wyoming	10.3	11.4	11.4	0.0	4.6	4.9	4.9	0.0

**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.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Feb-14	Jan-15	Feb-15	Jan-15 for U.S.; Dec-14 for States	Jan-15 for U.S.; Dec-14 for States	Jan-15 for U.S.; Dec-14 for States	Jan-15 for U.S.; Dec-14 for States
<b>United States</b>	<b>3.19</b>	<b>3.35</b>	<b>3.47</b>	<b>5.7</b>	<b>8,979.00</b>	<b>5,267.1</b>	<b>1.70</b>
Alabama	2.35	2.57	2.71	5.7	119.78	50.6	2.37
Alaska	4.65	5.00	5.21	6.3	23.06	17.7	1.31
Arizona	3.15	3.44	3.44	6.7	207.99	100.8	2.06
Arkansas	2.15	2.61	2.53	5.7	75.76	36.0	2.10
California	3.02	3.16	3.32	7.0	1,327.33	571.5	2.32
Colorado	4.19	4.65	4.83	4.0	111.42	128.3	0.87
Connecticut	3.67	3.83	3.96	6.4	121.41	70.0	1.73
Delaware	4.11	4.30	4.36	5.4	24.65	19.1	1.29
Florida	2.83	2.90	3.03	5.6	542.85	269.4	2.02
Georgia	3.00	3.22	3.46	6.9	328.37	145.8	2.25
Hawaii	3.06	2.42	2.67	4.0	26.86	18.3	1.47
Idaho	3.21	3.75	3.96	3.7	28.52	28.2	1.01
Illinois	3.04	3.27	3.28	6.2	405.73	205.6	1.97
Indiana	2.67	2.61	2.79	5.8	189.51	83.8	2.26
Iowa	3.52	4.19	4.32	4.1	71.09	68.1	1.04
Kansas	2.92	3.13	3.30	4.2	62.37	44.6	1.40
Kentucky	2.33	2.57	2.81	5.7	112.43	49.7	2.26
Louisiana	2.69	2.67	2.81	6.7	145.97	57.8	2.53
Maine	3.42	4.06	4.13	5.5	38.37	28.7	1.34
Maryland	3.19	3.34	3.55	5.5	168.88	99.9	1.69
Massachusetts	4.30	4.46	4.61	5.5	194.92	154.3	1.26
Michigan	3.26	3.64	3.83	6.3	297.61	168.1	1.77
Minnesota	4.11	4.40	4.62	3.6	109.01	127.5	0.85
Mississippi	2.05	2.14	2.26	7.2	89.05	25.7	3.46
Missouri	2.71	2.95	3.12	5.4	165.45	86.8	1.91
Montana	4.08	4.65	4.66	4.2	21.85	21.2	1.03
Nebraska	4.16	4.39	4.53	2.9	29.84	43.2	0.69
Nevada	3.17	3.61	3.56	6.8	93.02	48.8	1.91
New Hampshire	3.72	3.49	3.51	4.0	29.82	27.3	1.09
New Jersey	3.18	3.18	3.24	6.2	284.57	143.7	1.98
New Mexico	2.97	3.42	3.55	6.1	56.11	30.9	1.81
New York	2.99	3.24	3.32	5.8	552.17	297.4	1.86
North Carolina	2.67	2.94	3.10	5.5	255.51	131.4	1.94
North Dakota	5.56	5.52	5.45	2.8	11.56	22.8	0.51
Ohio	3.24	3.50	3.52	4.8	278.12	187.2	1.49
Oklahoma	3.27	2.68	2.58	4.2	74.68	51.9	1.44
Oregon	3.50	4.10	4.34	6.7	132.24	74.1	1.78
Pennsylvania	3.08	3.33	3.43	4.8	308.75	207.2	1.49
Rhode Island	3.66	3.99	4.10	6.8	37.31	20.5	1.82
South Carolina	2.74	2.92	3.19	6.5	143.36	61.7	2.32
South Dakota	4.35	4.38	4.57	3.3	14.98	19.6	0.77
Tennessee	2.72	3.03	3.12	6.6	197.84	85.3	2.32
Texas	3.06	3.14	3.24	4.6	606.88	398.7	1.52
Utah	4.38	4.36	4.43	3.5	49.93	60.0	0.83
Vermont	3.38	3.90	4.07	4.2	14.97	13.5	1.11
Virginia	3.38	3.40	3.58	4.8	203.85	142.9	1.43
Washington	3.99	3.80	4.09	6.3	220.47	127.6	1.73
West Virginia	2.60	2.68	2.72	6.0	47.14	20.3	2.32
Wisconsin	3.49	3.59	3.86	5.2	161.96	111.7	1.45
Wyoming	3.31	3.66	3.67	4.2	12.99	11.4	1.14

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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			M-O-M Change (Thousands)	New Ads <sup>2</sup> (Thousands)			M-O-M Change (Thousands)
	Feb-14	Jan-15	Feb-15	Feb-Jan 15	Feb-14	Jan-15	Feb-15	Feb-Jan 15
Birmingham, AL	16.2	16.9	17.1	0.2	8.2	8.5	9.0	0.5
Phoenix, AZ	62.7	70.9	74.6	3.6	31.4	35.2	37.8	2.6
Tucson, AZ	14.2	14.9	15.4	0.6	8.6	8.5	9.3	0.8
Los Angeles, CA	169.1	179.3	188.4	9.1	91.3	95.8	103.3	7.5
Riverside, CA	30.9	34.3	36.9	2.6	15.7	17.5	19.4	1.8
Sacramento, CA	25.9	29.9	32.4	2.5	13.6	15.7	17.6	1.9
San Diego, CA	41.4	48.3	51.5	3.2	22.6	26.6	29.1	2.5
San Francisco, CA	123.1	122.1	126.3	4.2	70.8	58.5	65.6	7.1
San Jose, CA	49.9	54.2	53.9	-0.3	21.4	23.0	23.4	0.4
Denver, CO	63.4	73.9	76.8	2.9	32.7	36.2	40.7	4.4
Hartford, CT	26.6	28.9	29.5	0.6	13.1	13.8	14.1	0.3
Washington, DC	140.6	150.3	161.0	10.7	64.3	68.2	72.5	4.3
Jacksonville, FL	18.8	20.7	21.4	0.7	9.5	10.4	10.9	0.5
Miami, FL	72.2	79.2	82.1	2.9	36.1	42.1	43.1	0.9
Orlando, FL	35.1	35.0	35.9	0.9	17.0	16.8	17.8	0.9
Tampa, FL	42.0	47.7	49.2	1.5	21.1	23.9	25.2	1.3
Atlanta, GA	93.7	100.3	107.8	7.5	41.2	47.2	50.9	3.7
Honolulu, HI	14.9	11.6	12.7	1.1	10.2	6.2	7.7	1.5
Chicago, IL	154.6	162.4	164.2	1.9	69.3	71.6	73.4	1.9
Indianapolis, IN	33.4	31.1	31.9	0.8	17.2	13.5	14.1	0.6
Louisville, KY	20.8	22.8	24.3	1.5	10.6	11.1	12.6	1.5
New Orleans, LA	19.4	20.9	22.2	1.3	10.9	11.5	12.5	1.0
Baltimore, MD	51.6	55.8	58.0	2.2	24.0	23.9	26.3	2.4
Boston, MA	116.2	123.1	125.8	2.7	58.0	58.2	59.3	1.1
Detroit, MI	69.0	79.5	82.4	3.0	32.9	33.4	36.2	2.9
Minneapolis-St. Paul, MN	83.8	89.8	92.6	2.9	41.5	37.9	43.9	6.0
Kansas City, MO	35.9	41.9	44.4	2.4	16.0	19.0	20.2	1.2
St. Louis, MO	38.4	43.3	44.7	1.4	17.4	18.7	20.0	1.2
Las Vegas, NV	28.1	32.6	32.1	-0.4	13.8	15.3	17.1	1.8
Buffalo, NY	20.4	22.0	22.2	0.3	11.7	12.4	12.3	-0.1
New York, NY	270.1	288.1	290.1	2.0	129.9	134.1	141.2	7.1
Rochester, NY	16.4	17.3	18.5	1.2	9.6	10.1	11.1	0.9
Charlotte, NC	32.7	39.2	37.6	-1.5	15.4	18.5	17.6	-0.9
Cincinnati, OH	30.7	36.2	37.6	1.4	13.9	16.2	16.7	0.5
Cleveland, OH	35.0	37.5	38.1	0.6	16.3	16.5	17.3	0.8
Columbus, OH	36.4	39.9	41.1	1.2	16.3	18.5	18.8	0.3
Oklahoma City, OK	25.0	20.9	20.1	-0.8	14.1	9.0	9.1	0.1
Portland, OR	41.2	49.1	52.2	3.1	22.0	26.3	29.6	3.2
Philadelphia, PA	94.0	100.7	105.1	4.4	44.3	44.2	49.0	4.8
Pittsburgh, PA	38.6	44.9	44.6	-0.3	17.2	17.7	19.2	1.4
Providence, RI	27.6	28.1	30.3	2.2	15.7	16.4	16.9	0.5
Memphis, TN	17.7	18.3	18.3	0.0	8.8	8.6	9.2	0.5
Nashville, TN	29.1	35.7	35.7	0.0	13.4	16.3	16.7	0.5
Austin, TX	37.4	43.0	44.2	1.2	20.1	22.1	23.5	1.4
Dallas, TX	121.8	125.9	127.9	2.0	60.2	57.3	59.3	2.0
Houston, TX	95.8	102.2	101.3	-0.9	43.8	44.8	44.9	0.1
San Antonio, TX	30.0	34.3	35.1	0.8	14.3	17.4	17.7	0.3
Salt Lake City, UT	34.9	36.6	36.7	0.0	17.3	16.6	17.1	0.5
Richmond, VA	22.6	21.1	21.6	0.5	12.3	9.1	9.9	0.8
Virginia Beach, VA	26.6	22.0	22.6	0.6	16.1	10.0	10.4	0.4
Seattle-Tacoma, WA	91.4	85.7	90.0	4.3	48.4	44.2	46.8	2.5
Milwaukee, WI	33.0	30.8	33.1	2.3	17.3	12.8	14.8	2.0

**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. 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 <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Feb-14	Jan-15	Feb-15	Dec-14	Dec-14	Dec-14	Dec-14
Birmingham, AL	3.06	3.25	3.28	5.2	27.2	16.2	1.68
Phoenix, AZ	3.08	3.34	3.52	5.9	125.0	68.1	1.84
Tucson, AZ	3.19	3.23	3.35	6.2	28.4	14.4	1.97
Los Angeles, CA	2.58	2.69	2.83	7.2	476.4	168.9	2.82
Riverside, CA	1.70	1.87	2.02	7.9	145.4	33.5	4.33
Sacramento, CA	2.49	2.84	3.08	6.7	70.0	28.8	2.43
San Diego, CA	2.61	2.99	3.19	5.7	92.2	46.3	1.99
San Francisco, CA	5.22	5.07	5.24	5.0	120.2	119.3	1.01
San Jose, CA	5.21	5.54	5.51	5.2	50.4	52.0	0.97
Denver, CO	4.41	5.06	5.27	4.0	58.1	71.6	0.81
Hartford, CT	4.54	4.81	4.90	6.5	39.0	27.7	1.41
Washington, DC	4.36	4.67	5.00	4.8	154.0	143.9	1.07
Jacksonville, FL	2.63	2.83	2.93	5.6	41.2	19.9	2.07
Miami, FL	2.42	2.60	2.69	5.9	178.8	75.2	2.38
Orlando, FL	2.99	2.88	2.96	5.4	65.7	32.6	2.02
Tampa, FL	3.12	3.53	3.64	5.9	80.2	44.6	1.80
Atlanta, GA	3.43	3.68	3.96	6.8	184.0	96.3	1.91
Honolulu, HI	3.21	2.45	2.70	3.8	17.8	13.0	1.37
Chicago, IL	3.16	3.31	3.34	6.1	302.0	157.7	1.91
Indianapolis, IN	3.61	3.27	3.34	5.4	51.1	31.5	1.62
Louisville, KY	3.24	3.63	3.87	5.5	34.3	22.3	1.54
New Orleans, LA	3.48	3.60	3.81	6.5	37.8	20.5	1.84
Baltimore, MD	3.52	3.80	3.95	5.8	84.9	53.3	1.59
Boston, MA	4.53	4.70	4.80	4.9	128.2	119.9	1.07
Detroit, MI	3.38	3.97	4.12	7.5	150.4	76.9	1.96
Minneapolis-St. Paul, MN	4.46	4.77	4.92	3.4	64.1	87.1	0.74
Kansas City, MO	3.47	3.99	4.23	5.3	55.5	39.0	1.42
St. Louis, MO	2.72	3.03	3.13	5.9	84.8	40.9	2.08
Las Vegas, NV	2.84	3.29	3.25	7.0	69.4	31.8	2.18
Buffalo, NY	3.59	3.98	4.03	6.0	33.1	20.8	1.59
New York, NY	2.83	3.00	3.02	6.0	572.8	280.1	2.04
Rochester, NY	3.17	3.44	3.68	5.7	28.8	16.8	1.72
Charlotte, NC	3.55	4.25	4.08	5.7	52.3	37.1	1.41
Cincinnati, OH	2.79	3.30	3.42	4.5	49.1	33.9	1.45
Cleveland, OH	3.33	3.58	3.64	5.9	61.6	35.7	1.73
Columbus, OH	3.69	4.07	4.19	4.0	39.0	37.8	1.03
Oklahoma City, OK	4.09	3.45	3.31	3.8	23.1	22.6	1.02
Portland, OR	3.52	4.10	4.36	6.4	76.5	46.6	1.64
Philadelphia, PA	3.16	3.39	3.53	5.5	163.4	99.2	1.65
Pittsburgh, PA	3.11	3.62	3.59	4.6	57.5	43.6	1.32
Providence, RI	4.00	4.07	4.39	6.9	48.0	26.9	1.78
Memphis, TN	2.98	3.15	3.16	7.8	45.4	17.6	2.58
Nashville, TN	3.45	4.21	4.22	5.3	44.9	32.3	1.39
Austin, TX	3.68	4.17	4.29	3.9	40.4	41.2	0.98
Dallas, TX	3.56	3.61	3.67	4.6	161.4	121.3	1.33
Houston, TX	3.05	3.19	3.16	4.6	147.5	98.4	1.50
San Antonio, TX	2.85	3.22	3.30	4.4	46.8	32.4	1.44
Salt Lake City, UT	5.43	5.77	5.78	3.4	21.7	35.5	0.61
Richmond, VA	3.31	3.07	3.15	5.1	34.9	21.7	1.61
Virginia Beach, VA	3.19	2.63	2.70	5.3	44.2	23.5	1.88
Seattle-Tacoma, WA	4.76	4.42	4.64	5.1	98.2	82.3	1.19
Milwaukee, WI	4.14	3.79	4.08	5.7	46.2	33.1	1.40

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

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**Table 7: National Labor Supply/Labor Demand by Occupation<sup>1</sup>, Seasonally Adjusted**

SOC <sup>2</sup>	Occupation <sup>3</sup>	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed <sup>4</sup> (Thousands)	Supply/ Demand Rate <sup>5</sup>	Average Hourly Wage <sup>6</sup>
		Feb-14	Jan-15	Feb-15	Feb-Jan 15	Jan-15	Jan-15	
	Total	4,961.6	5,267.1	5,451.3	184.2	8,979.0	1.70	\$22.33
11	Management	460.5	482.4	494.1	11.7	409.1	0.85	\$53.15
13	Business and financial operations	298.2	337.3	346.1	8.8	284.2	0.84	\$34.14
15	Computer and mathematical science	536.1	599.8	599.8	0.0	107.2	0.18	\$39.43
17	Architecture and engineering	168.2	176.5	176.5	0.0	120.3	0.68	\$38.51
19	Life, physical, and social science	54.9	54.6	56.2	1.6	36.4	0.67	\$33.37
21	Community and social services	83.8	103.3	101.9	-1.4	74.9	0.73	\$21.50
23	Legal	27.2	25.9	27.9	2.0	32.8	1.27	\$47.89
25	Education, training, and library	123.5	165.6	164.4	-1.3	308.0	1.86	\$24.76
27	Arts, design, entertainment, sports, and media	113.5	143.1	144.3	1.2	165.2	1.15	\$26.72
29	Healthcare practitioners and technical	519.0	565.7	581.7	16.0	212.5	0.38	\$35.93
31	Healthcare support	116.6	123.3	127.4	4.1	209.1	1.70	\$13.61
33	Protective service	44.4	53.8	52.7	-1.1	146.3	2.72	\$20.92
35	Food preparation and serving related	225.8	225.0	241.5	16.5	705.8	3.14	\$10.38
37	Building and grounds cleaning and maintenance	101.3	111.4	122.5	11.1	514.9	4.62	\$12.51
39	Personal care and service	78.4	76.2	81.9	5.7	373.6	4.90	\$11.88
41	Sales and related	642.0	580.5	596.7	16.2	888.4	1.53	\$18.37
43	Office and administrative support	562.5	591.5	601.5	10.0	929.2	1.57	\$16.78
45	Farming, fishing, and forestry	7.9	9.6	9.6	0.0	165.3	17.21	\$11.70
47	Construction and extraction	118.6	142.5	148.7	6.2	728.1	5.11	\$21.94
49	Installation, maintenance, and repair	225.2	232.4	243.3	10.9	304.5	1.31	\$21.35
51	Production	154.5	166.0	169.9	3.9	624.9	3.76	\$16.79
53	Transportation and material moving	341.6	364.1	417.3	53.2	646.1	1.77	\$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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<b>Table 8: State Occupational Demand and Pay<sup>1</sup>, Not Seasonally Adjusted</b>						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-15	Wage <sup>2</sup>	Feb-15	Wage <sup>2</sup>	Feb-15	Wage <sup>2</sup>
<b>United States</b>	<b>827,223</b>	<b>\$43.56</b>	<b>1,825,576</b>	<b>\$32.05</b>	<b>575,817</b>	<b>\$12.65</b>
Alabama	6,100	\$41.56	15,210	\$28.34	5,497	\$11.05
Alaska	1,956	\$43.44	6,881	\$28.85	2,599	\$15.12
Arizona	14,622	\$39.48	37,192	\$30.42	14,338	\$12.98
Arkansas	4,079	\$35.98	8,974	\$26.26	3,561	\$10.32
California	107,294	\$48.52	228,020	\$33.40	67,392	\$14.03
Colorado	18,348	\$42.84	43,639	\$33.11	17,055	\$13.00
Connecticut	13,881	\$50.60	27,728	\$34.38	6,613	\$14.42
Delaware	3,657	\$47.67	7,064	\$34.25	1,634	\$12.79
Florida	38,964	\$39.12	89,372	\$29.56	42,983	\$12.23
Georgia	27,578	\$42.72	56,180	\$29.86	13,553	\$11.26
Hawaii	2,168	\$37.52	4,600	\$30.79	3,178	\$14.35
Idaho	3,061	\$34.04	8,267	\$25.86	4,000	\$11.38
Illinois	40,562	\$42.97	74,281	\$31.20	17,818	\$13.23
Indiana	11,620	\$37.81	26,148	\$27.92	7,862	\$11.37
Iowa	7,606	\$35.69	22,198	\$26.77	7,595	\$11.51
Kansas	6,024	\$38.72	15,174	\$27.11	4,735	\$11.43
Kentucky	6,231	\$36.12	14,825	\$27.27	5,714	\$10.95
Louisiana	6,710	\$37.06	16,376	\$27.23	8,106	\$11.08
Maine	3,071	\$36.30	9,346	\$28.17	3,877	\$12.10
Maryland	16,666	\$46.66	43,718	\$36.03	9,777	\$13.47
Massachusetts	31,014	\$49.37	60,506	\$36.06	14,672	\$14.89
Michigan	21,624	\$40.82	58,234	\$30.48	18,578	\$12.09
Minnesota	20,456	\$41.93	44,553	\$31.40	13,859	\$8.25
Mississippi	2,748	\$35.09	7,053	\$24.87	3,111	\$10.46
Missouri	13,201	\$38.30	29,868	\$28.31	9,335	\$11.35
Montana	1,897	\$32.45	6,476	\$25.50	3,308	\$11.63
Nebraska	5,628	\$37.41	13,396	\$26.81	5,174	\$11.47
Nevada	6,171	\$39.76	14,104	\$32.04	8,206	\$13.40
New Hampshire	3,131	\$42.80	9,055	\$31.06	2,471	\$12.90
New Jersey	27,406	\$50.42	54,495	\$35.26	12,606	\$14.70
New Mexico	3,354	\$37.10	12,751	\$29.24	3,242	\$11.75
New York	65,632	\$52.63	105,643	\$35.68	30,113	\$14.71
North Carolina	21,841	\$43.61	47,759	\$29.21	14,905	\$11.30
North Dakota	2,222	\$37.35	5,362	\$26.66	1,981	\$12.25
Ohio	27,480	\$39.20	58,369	\$30.27	19,813	\$11.84
Oklahoma	5,360	\$36.20	15,127	\$26.88	4,444	\$10.97
Oregon	10,110	\$38.91	28,514	\$31.52	10,680	\$13.07
Pennsylvania	32,547	\$42.76	66,779	\$23.43	23,803	\$12.43
Rhode Island	3,551	\$46.53	6,478	\$32.45	2,580	\$13.42
South Carolina	7,223	\$37.52	20,350	\$27.57	8,585	\$10.95
South Dakota	1,966	\$34.38	5,070	\$24.66	2,453	\$10.86
Tennessee	12,344	\$37.75	27,018	\$27.65	9,687	\$11.13
Texas	62,681	\$43.64	139,462	\$31.70	41,735	\$11.54
Utah	7,222	\$37.32	16,884	\$28.45	7,477	\$11.79
Vermont	1,636	\$37.40	4,861	\$27.92	1,874	\$13.56
Virginia	25,423	\$46.77	63,701	\$33.17	13,142	\$12.75
Washington	21,190	\$43.94	54,084	\$34.98	16,000	\$14.56
West Virginia	2,051	\$33.56	5,890	\$19.62	2,443	\$10.58
Wisconsin	15,228	\$37.80	34,735	\$29.27	12,286	\$11.88
Wyoming	1,274	\$37.14	3,447	\$24.15	1,094	\$12.44

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2013 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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**Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-15	Wage <sup>1</sup>	Feb-15	Wage <sup>1</sup>	Feb-15	Wage <sup>1</sup>
<b>United States</b>	<b>1,167,640</b>	<b>\$17.41</b>	<b>355,440</b>	<b>\$21.24</b>	<b>514,858</b>	<b>\$16.53</b>
Alabama	13,680	\$15.22	4,772	\$19.09	8,588	\$15.47
Alaska	3,763	\$18.55	1,398	\$28.40	1,008	\$23.64
Arizona	25,822	\$16.77	6,619	\$19.80	7,335	\$16.60
Arkansas	7,566	\$14.44	2,830	\$17.53	5,516	\$14.64
California	140,376	\$19.10	30,319	\$22.24	39,130	\$16.53
Colorado	28,486	\$18.40	10,970	\$21.41	10,890	\$17.40
Connecticut	14,580	\$20.40	3,793	\$24.65	5,464	\$18.24
Delaware	3,913	\$17.74	1,046	\$22.05	1,667	\$16.11
Florida	74,837	\$16.10	23,550	\$18.01	20,937	\$15.23
Georgia	32,543	\$16.54	10,163	\$19.23	17,073	\$15.90
Hawaii	4,950	\$16.68	1,298	\$26.55	1,078	\$18.14
Idaho	6,571	\$15.05	2,460	\$18.49	3,349	\$15.33
Illinois	43,492	\$18.14	9,875	\$24.88	21,392	\$16.85
Indiana	18,843	\$16.01	6,106	\$21.91	14,701	\$16.12
Iowa	14,953	\$15.78	6,008	\$19.73	10,556	\$15.98
Kansas	10,875	\$16.21	3,525	\$20.10	5,928	\$16.77
Kentucky	12,360	\$15.36	4,128	\$19.79	8,986	\$16.33
Louisiana	15,023	\$14.76	6,375	\$19.31	7,282	\$18.36
Maine	5,649	\$15.42	1,795	\$19.50	2,462	\$16.67
Maryland	20,920	\$18.15	5,830	\$22.02	6,847	\$17.28
Massachusetts	31,130	\$20.23	7,921	\$25.80	10,575	\$17.82
Michigan	35,997	\$16.64	12,753	\$21.39	23,548	\$17.07
Minnesota	26,389	\$17.96	8,664	\$23.06	14,304	\$17.22
Mississippi	6,401	\$14.13	2,642	\$17.63	4,703	\$14.88
Missouri	19,810	\$16.02	6,405	\$21.32	10,937	\$15.92
Montana	5,233	\$15.23	2,492	\$20.69	2,270	\$17.20
Nebraska	10,349	\$15.60	3,974	\$19.11	4,705	\$15.90
Nevada	11,824	\$16.24	3,322	\$23.82	3,493	\$17.00
New Hampshire	5,454	\$17.58	1,493	\$21.25	2,591	\$16.84
New Jersey	28,975	\$19.18	6,856	\$25.27	9,922	\$16.51
New Mexico	6,565	\$14.87	2,213	\$19.33	2,462	\$16.38
New York	68,609	\$20.57	14,394	\$25.89	19,724	\$18.17
North Carolina	29,127	\$16.50	10,866	\$18.72	13,837	\$15.30
North Dakota	4,924	\$15.99	3,612	\$22.57	3,192	\$19.01
Ohio	42,928	\$16.50	14,155	\$20.81	29,561	\$16.03
Oklahoma	10,236	\$15.41	4,127	\$18.85	5,639	\$16.48
Oregon	17,124	\$17.29	5,477	\$21.96	7,567	\$16.52
Pennsylvania	48,376	\$17.44	13,865	\$21.36	25,520	\$16.89
Rhode Island	5,296	\$18.26	1,294	\$22.56	1,897	\$16.13
South Carolina	15,260	\$15.00	6,464	\$18.69	8,489	\$15.81
South Dakota	4,603	\$14.61	2,099	\$17.94	2,562	\$14.63
Tennessee	21,531	\$15.83	7,062	\$18.89	12,990	\$15.51
Texas	92,712	\$17.10	32,521	\$19.18	40,509	\$16.27
Utah	16,601	\$9.60	4,614	\$20.38	6,088	\$16.74
Vermont	2,711	\$16.78	813	\$19.75	1,189	\$16.91
Virginia	27,751	\$17.36	7,759	\$20.59	9,291	\$16.54
Washington	26,713	\$18.70	8,465	\$24.35	9,676	\$19.04
West Virginia	4,883	\$13.52	1,703	\$20.05	3,256	\$16.28
Wisconsin	24,260	\$16.78	8,483	\$21.91	17,465	\$16.29
Wyoming	2,158	\$15.83	1,517	\$23.00	1,423	\$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 <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Feb-15	Wage <sup>2*</sup>	Feb-15	Wage <sup>2*</sup>	Feb-15	Wage <sup>2*</sup>
<b>United States</b>	<b>827,223</b>	<b>\$43.56</b>	<b>1,825,576</b>	<b>\$32.05</b>	<b>575,817</b>	<b>\$12.65</b>
Birmingham, AL	2,079	\$43.39	4,552	\$28.81	1,694	\$11.55
Phoenix, AZ	11,435	\$40.50	25,438	\$31.37	9,266	\$11.10
Tucson, AZ	1,669	\$36.72	5,068	\$29.22	2,653	\$10.88
Los Angeles, CA	35,993	\$48.13	65,780	\$37.73	19,376	\$13.72
Riverside, CA	4,220	\$42.30	10,907	\$31.45	5,171	\$13.06
Sacramento, CA	5,139	\$41.12	11,735	\$36.84	3,310	\$14.05
San Diego, CA	8,298	\$46.08	19,036	\$36.28	6,143	\$13.38
San Francisco, CA	27,003	\$54.59	47,283	\$41.92	12,946	\$15.69
San Jose, CA	11,279	\$60.68	28,066	\$46.19	3,229	\$14.37
Denver, CO	12,560	\$44.47	25,752	\$35.08	8,607	\$13.18
Hartford, CT	5,306	\$47.35	11,420	\$34.48	2,409	\$14.14
Washington, DC	32,629	\$51.34	71,556	\$41.81	13,071	\$14.80
Jacksonville, FL	3,229	\$38.49	6,060	\$30.76	2,443	\$11.77
Miami, FL	13,143	\$41.81	24,841	\$30.79	12,007	\$12.98
Orlando, FL	5,436	\$38.38	11,376	\$29.02	4,629	\$11.70
Tampa, FL	7,205	\$39.28	17,059	\$29.28	6,048	\$11.88
Atlanta, GA	21,637	\$44.98	40,066	\$31.94	7,785	\$11.56
Honolulu, HI	1,624	\$38.12	3,285	\$31.40	2,000	\$13.87
Chicago, IL	34,813	\$44.53	55,357	\$32.18	13,313	\$13.33
Indianapolis, IN	5,379	\$39.44	9,442	\$30.25	2,612	\$11.78
Louisville, KY	3,072	\$37.48	6,168	\$28.78	2,767	\$11.45
New Orleans, LA	2,546	\$38.49	5,979	\$29.66	4,018	\$11.56
Baltimore, MD	8,858	\$45.66	22,865	\$34.86	4,898	\$13.46
Boston, MA	26,408	\$50.88	47,242	\$37.19	10,188	\$15.07
Detroit, MI	11,661	\$43.55	30,363	\$33.12	7,063	\$10.00
Minneapolis-St. Paul, MN	16,534	\$54.80	30,862	\$33.26	8,525	\$12.67
Kansas City, MO	6,446	\$40.39	14,438	\$30.67	3,792	\$12.01
St. Louis, MO	7,411	\$41.55	15,565	\$29.95	4,083	\$11.88
Las Vegas, NV	4,268	\$40.34	9,141	\$32.62	5,787	\$13.68
Buffalo, NY	2,941	\$16.77	5,971	\$28.39	2,739	\$12.61
New York, NY	69,473	\$55.34	106,046	\$38.03	23,903	\$15.25
Rochester, NY	2,171	\$42.02	5,422	\$29.02	2,381	\$12.70
Charlotte, NC	7,456	\$46.08	12,761	\$31.25	3,087	\$11.68
Cincinnati, OH	6,422	.	11,104	.	3,377	.
Cleveland, OH	6,056	.	12,083	.	3,530	.
Columbus, OH	6,717	.	13,215	.	3,623	.
Oklahoma City, OK	2,554	.	6,720	.	2,004	.
Portland, OR	7,405	.	18,794	.	5,501	.
Philadelphia, PA	19,867	\$47.62	37,508	\$34.11	9,508	\$13.35
Pittsburgh, PA	6,918	.	13,203	.	5,141	.
Providence, RI	3,986	\$41.59	8,297	\$30.75	3,366	\$13.61
Memphis, TN	2,466	.	5,302	.	1,868	.
Nashville, TN	5,984	.	11,180	.	3,290	.
Austin, TX	6,583	.	16,415	.	5,082	.
Dallas, TX	23,273	\$44.50	44,680	\$32.76	10,848	\$9.95
Houston, TX	17,957	.	33,302	.	8,862	.
San Antonio, TX	4,740	.	11,263	.	4,268	.
Salt Lake City, UT	4,837	.	10,171	.	4,304	.
Richmond, VA	3,721	.	8,378	.	1,710	.
Virginia Beach, VA	2,954	.	7,925	.	2,199	.
Seattle-Tacoma, WA	16,036	\$46.30	35,638	\$37.98	9,082	\$15.12
Milwaukee, WI	5,679	.	10,987	.	2,878	.

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
	Feb-15	Wage <sup>2*</sup>	Feb-15	Wage <sup>2*</sup>	Feb-15	Wage <sup>2*</sup>
<b>United States</b>	<b>1,167,640</b>	<b>\$17.41</b>	<b>355,440</b>	<b>\$21.24</b>	<b>514,858</b>	<b>\$16.53</b>
Birmingham, AL	4,523	\$9.45	1,370	\$19.69	2,095	\$15.91
Phoenix, AZ	18,195	\$17.43	4,308	\$20.45	4,844	\$16.87
Tucson, AZ	3,825	\$15.34	1,044	\$19.67	1,069	\$15.23
Los Angeles, CA	46,221	\$19.00	7,739	\$24.52	10,880	\$7.94
Riverside, CA	9,184	\$16.53	2,452	\$23.03	3,708	\$15.95
Sacramento, CA	7,389	\$18.57	1,852	\$23.38	2,022	\$16.89
San Diego, CA	12,416	\$18.55	2,714	\$24.07	2,718	\$16.33
San Francisco, CA	25,819	\$22.32	5,064	\$28.32	6,667	\$19.59
San Jose, CA	7,898	\$23.36	1,467	\$26.48	1,651	\$18.08
Denver, CO	16,321	\$19.62	5,646	\$21.92	5,493	\$17.78
Hartford, CT	5,677	\$19.95	1,533	\$24.19	2,288	\$18.34
Washington, DC	26,143	\$19.87	5,870	\$23.31	5,198	\$18.08
Jacksonville, FL	4,881	\$16.31	1,938	\$18.56	2,001	\$16.22
Miami, FL	23,346	\$16.91	4,996	\$19.08	4,652	\$15.39
Orlando, FL	8,750	\$15.39	2,436	\$18.10	2,137	\$14.98
Tampa, FL	11,647	\$16.77	3,580	\$17.56	3,148	\$15.13
Atlanta, GA	20,586	\$17.90	5,280	\$20.30	8,225	\$16.98
Honolulu, HI	3,681	\$16.85	972	\$27.59	811	\$18.64
Chicago, IL	34,018	\$18.85	6,943	\$26.23	14,065	\$16.97
Indianapolis, IN	7,359	\$17.67	2,027	\$22.22	3,918	\$16.07
Louisville, KY	5,642	\$16.87	1,837	\$20.76	3,349	\$17.63
New Orleans, LA	5,367	\$16.02	1,935	\$20.19	1,762	\$19.09
Baltimore, MD	10,943	\$18.30	3,136	\$21.57	3,654	\$17.47
Boston, MA	23,972	\$21.11	5,233	\$26.41	6,836	\$18.04
Detroit, MI	14,815	\$17.80	4,955	\$23.07	8,180	\$18.21
Minneapolis-St. Paul, MN	18,258	\$19.25	4,970	\$24.56	8,421	\$17.91
Kansas City, MO	9,247	\$17.74	2,830	\$22.37	4,317	\$16.85
St. Louis, MO	9,300	\$17.23	2,342	\$23.76	3,910	\$16.93
Las Vegas, NV	7,950	\$9.62	1,872	\$24.05	1,833	\$16.75
Buffalo, NY	6,166	\$16.45	1,447	\$21.67	2,504	\$16.90
New York, NY	58,208	\$21.57	9,791	\$27.45	13,066	\$18.09
Rochester, NY	4,333	\$16.88	1,438	\$21.01	2,109	\$15.95
Charlotte, NC	7,424	\$18.18	2,449	\$19.51	3,142	\$16.55
Cincinnati, OH	8,361	.	2,280	\$13.66	4,516	.
Cleveland, OH	7,908	.	2,302	\$13.33	4,118	.
Columbus, OH	8,559	.	2,621	\$14.65	4,147	.
Oklahoma City, OK	4,584	.	1,636	\$17.03	1,962	.
Portland, OR	10,323	.	2,932	.	4,362	.
Philadelphia, PA	22,523	\$19.29	5,143	\$23.86	7,284	\$17.33
Pittsburgh, PA	10,552	.	2,571	\$13.61	4,344	.
Providence, RI	6,867	\$16.94	1,939	\$22.14	2,819	\$15.64
Memphis, TN	4,177	.	1,384	\$12.48	3,133	.
Nashville, TN	7,818	.	2,332	\$13.30	3,520	.
Austin, TX	9,503	.	3,015	\$11.96	2,542	.
Dallas, TX	28,513	\$18.25	7,705	\$19.09	10,846	\$15.62
Houston, TX	22,220	.	7,740	.	9,046	.
San Antonio, TX	7,476	.	2,771	\$11.43	2,930	.
Salt Lake City, UT	9,685	.	2,364	\$13.94	3,158	.
Richmond, VA	4,222	.	1,372	\$14.76	1,532	.
Virginia Beach, VA	4,906	.	1,913	\$12.21	1,780	.
Seattle-Tacoma, WA	16,817	\$20.06	4,793	\$26.12	5,397	\$20.28
Milwaukee, WI	6,361	.	1,809	\$17.27	3,408	.

**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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