



News Release

Follow The Conference Board



For further information:

Carol Courter 212-339-0232 / courter@conference-board.org

Release #5812

For Immediate Release 10:00 AM ET, Wednesday, June 3, 2015

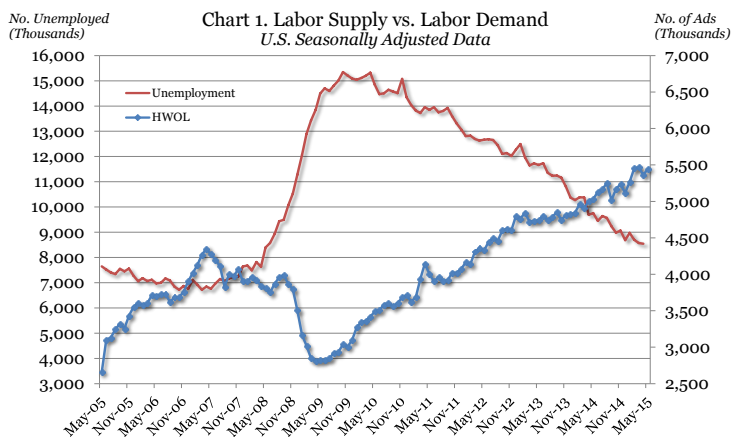
Online Labor Demand Rose 83,100 in May

- Job demand gains in May offset most of the April loss
- Gains are widespread across areas and occupations
- Note: Table 6 and MSA unemployment data in Table B are omitted until BLS issues revised seasonally adjusted MSA unemployment data

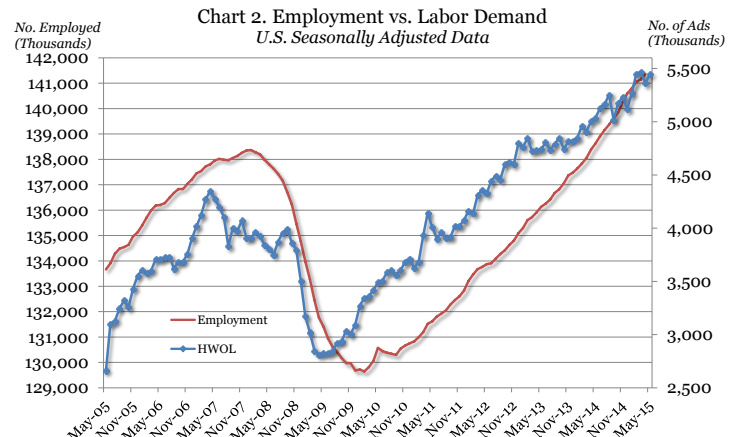
NEW YORK, June 3, 2015...Online advertised vacancies rose 83,100 to 5,445,000 in May, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The April Supply/Demand rate stands at 1.59 unemployed for each advertised vacancy with a total of 3.2 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 8.5 million in April.

“Following a very strong January and February, the growth in online vacancies has been basically flat over the past three months,” said Gad Levanon, Managing Director, Macroeconomic and Labor Market Research. “Still, even with the recent three-month pause, the 2015 growth rate has significantly outpaced the 2014 growth rate during the same time period.”

In May, the Professional category saw the most gains with the STEM categories of Computers (16,400) and Healthcare (19,700) showing the strongest improvements. The Services/Production category saw gains in Transportation (13,400) and Construction (6,700) but losses in Food (-6,700) and Sales and Related (-8,300). The significant drop in the US S/D rate has been helped by very strong employer demand, ranging from 4 to 5 million ads each month over the past 4 years, making it easier for the recession’s 15 million unemployed to find employment opportunities. With the recession’s unemployment numbers finally down significantly, the continued high employer demand at 5 million ads per month will make the job search for new entrants into the labor market much easier.



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- 18 of the 20 largest States posted gains in May
- Among the 50 States, 41 States rose and 9 declined

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent
Location	May-15	May-Apr 2015	Apr-15	Trend ³
United States	5,445.0	83.1	1.59	↑ 9/14
NORTHEAST	1,046.9	23.2	1.56	
Massachusetts	173.6	5.6	1.01	↑ 10/13
New Jersey	147.5	-0.5	2.01	→ 11/13
New York	329.3	8.2	1.72	↑ 4/14
Pennsylvania	221.3	2.2	1.55	→ 5/14
SOUTH	1,773.5	30.7	1.77	
Florida	283.9	-0.5	1.90	↑ 10/13
Georgia	161.3	2.0	1.87	↑ 10/13
Maryland	106.1	3.1	1.62	↓ 6/14
North Carolina	144.3	2.6	1.84	↑ 3/14
Texas	401.8	3.8	1.40	↑ 10/13
Virginia	150.6	3.9	1.40	→ 2/13
MIDWEST	1,219.2	1.1	1.43	
Illinois	210.0	0.3	1.86	→ 8/14
Michigan	180.4	2.4	1.45	↑ 9/14
Minnesota	132.7	0.8	0.86	↑ 10/13
Missouri	92.8	0.8	1.94	↑ 9/14
Ohio	198.9	2.8	1.52	↑ 9/14
Wisconsin	119.6	2.2	1.16	↑ 3/13
WEST	1,347.1	16.2	1.61	
Arizona	105.4	1.3	1.84	↑ 5/14
California	631.7	6.5	1.92	↑ 5/14
Colorado	136.6	1.6	0.89	→ 8/14
Washington	145.4	3.5	1.39	↑ 9/13

The Conference Board - All rights reserved.

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) .

May Changes for States

In May, online labor demand was up in 41 States (see Table 3) and down in 9. All four regions experienced increases.

The **South** experienced the largest May increase, 30,700 (Table A). Among larger States in the region, **Virginia** led the rise with an increase of 3,900 to 150,600. **Texas** rose 3,800 to 401,800. **Maryland** gained 3,100 to 106,100. **North Carolina** rose 2,600 to 144,300. **Georgia** increased 2,000 to 161,300. **Florida** slipped 500 to 283,900. Among the smaller States, **South Carolina** increased 2,600 to 67,900; **Kentucky** gained 2,500 to 55,500; and **Alabama** rose 2,300 to 55,800. **Louisiana** increased 1,700 to 59,000; **Mississippi** rose 700 to 27,800; and **West Virginia** inched up 300 to 21,400 (Table 3).

The **Northeast** gained 23,200. **New York** experienced the largest increase, 8,200, to 329,300. **Massachusetts** gained 5,600 to 173,600. **Pennsylvania** increased 2,200 to 221,300. **New Jersey** dropped 500 to 147,500. In the smaller States, **Connecticut** increased 3,100 to 79,700; **Maine** rose 2,300 to 31,800; **New Hampshire** gained 1,300 to 26,800, **Rhode Island** rose 1,200 to 22,700; and **Vermont** inched up 300 to 14,100.

The **West** gained 16,200. **California** experienced the largest gain, 6,500, to 631,700. **Washington** increased 3,500 to 145,400. **Colorado** increased 1,600 to 136,600. **Arizona** rose 1,300 to 105,400. Among the smaller States in the **West**, **Oregon** rose 1,600 to 83,800; **Nevada** and **Hawaii** both increased 1,200 to 48,800 and 18,800 respectively; and **Utah** increased 1,100 to 64,400. **Idaho** and **Alaska** were both up 600 to 29,300 and 19,000 respectively. **New Mexico** inched up 300 to 31,200.

The **Midwest** rose 1,100 in May. **Ohio** gained 2,800 to 198,900. **Michigan** rose 2,400 to 180,400. **Wisconsin** increased 2,200 to 119,600. **Minnesota** and **Missouri** both rose 800 to 132,700 and 92,800 respectively. **Illinois** inched up 300 to 210,000. Among the smaller States in the region, **Iowa** increased 400 to 70,900. **Nebraska** and **North Dakota** both fell 800 to 42,500 and 20,500 respectively; **South Dakota** declined 500 to 19,800; **Kansas** dropped 300 to 46,500; and **Indiana** slipped 200 to 87,900.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for April 2015, the latest month for which State unemployment figures are available. There were nine States in which the number of advertised vacancies exceeded the number of unemployed: Nebraska (0.59), North Dakota (0.61), Utah (0.79), South Dakota (0.81), Minnesota (0.86), Montana (0.89), Colorado (0.89), Vermont (0.91), and Iowa (0.93). The States with the highest Supply/Demand rates were Mississippi (3.07), where there were more than three unemployed workers for every job opening, and West Virginia (2.58) and Louisiana (2.54), 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 May, 42 metro areas increased, 8 declined, and two remained constant (Cleveland and Orlando) (Table 5)

Location	Total Ads ¹ (Thousands) May-15	M-O-M Change (Thousands) May-Apr 15	Supply/ Demand Rate ² Apr-15 for U.S. and Regions; Mar-15 for MSA's
United States	5,445.0	83.1	1.59
NORTHEAST	1,046.9	23.2	1.56
Boston, MA	131.3	5.1	na ³
New York, NY	296.3	6.3	na
Philadelphia, PA	102.7	-0.2	na
SOUTH	1,773.5	30.7	1.77
Atlanta, GA	105.4	1.2	na
Baltimore, MD	56.7	1.7	na
Dallas, TX	126.4	3.9	na
Houston, TX	90.5	-0.4	na
Miami, FL	78.1	0.5	na
Washington, DC	159.0	5.4	na
MIDWEST	1,219.2	1.1	1.43
Chicago, IL	159.5	-0.1	na
Cleveland, OH	36.3	0.0	na
Detroit, MI	81.6	0.3	na
Minneapolis-St. Paul, MN	90.0	1.1	na
WEST	1,347.1	16.2	1.61
Denver, CO	78.4	2.6	na
Los Angeles, CA	185.7	1.8	na
Phoenix, AZ	73.0	1.2	na
San Diego, CA	50.9	-0.2	na
San Francisco, CA	131.0	8.0	na
San Jose, CA	55.8	1.1	na
Seattle-Tacoma, WA	93.2	1.7	na

The Conference Board - All rights reserved.

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.
3. MSA S/D rates will not be available until BLS issues the revised seasonally adjusted MSA unemployment data.

Metro Area Changes

In May, labor demand was up in 42 of the 52 largest metro areas, down in 8, and unchanged in two (Cleveland and Orlando). The MSAs with the largest increases in each of the regions were: **San Francisco** (+8,000) in the **West**; **New York** (+6,300) in the **Northeast**; **Washington, DC** (+5,400) in the **South**; and **Minneapolis** (+1,100) in the **Midwest** (See Table B and Table 5).

The **South** experienced the largest May increase, 30,700. **Washington, DC** led the rise with an increase of 5,400 to 159,000. **Dallas** rose 3,900 to 126,400. **Baltimore** gained 1,700 to 56,700. **Atlanta** increased 1,200 to 105,400. **Miami** gained 500 to 78,100. **Houston** dropped 400 to 90,500. **Nashville** increased 1,600 to 35,700, **Tampa** gained 700 to 49,200, and **San Antonio** dropped 300 to 32,800. **Orlando** remained constant at 36,100.

The **Northeast** rose 23,200, reflecting an increase of 6,300 in **New York** to 296,300. **Boston** gained 5,100 to 131,300. **Philadelphia** slipped 200 to 102,700. **Providence** increased 1,700 to 30,700, **Hartford** rose 1,200 to 31,800, **Rochester** gained 900 to 19,100, and **Buffalo** grew 300 to 23,400. **Pittsburgh** slipped 100 to 43,200.

The **West** gained 16,200. **San Francisco** led the increase with a gain of 8,000 to 131,000. **Denver** rose 2,600 to 78,400. **Los Angeles** increased 1,800 to 185,700. **Seattle-Tacoma** gained 1,700 to 93,200. **Phoenix** grew 1,200 to 73,000. **San Jose** increased 1,100 to 55,800. **San Diego** dropped 200 to 50,900. **Portland** rose 1,500 to 51,400, **Salt Lake City** increased 900 to 36,800, and **Sacramento** gained 400 to 32,000.

The **Midwest** gained 1,100. **Minneapolis-St. Paul** rose 1,100 to 90,000. **Detroit** inched up 300 to 81,600. **Chicago** slipped 100 to 159,500. **Cleveland** remained constant at 36,300. **St. Louis** increased 2,300 to 44,000, **Cincinnati** rose 1,500 to 39,200, and **Kansas City** and **Columbus** gained 1,100 each to 41,700 and 40,900 respectively. **Indianapolis** rose 700 to 31,900, and **Milwaukee** inched up 200 to 33,200.

OCCUPATIONAL HIGHLIGHTS

- In May, 8 of the largest online job categories posted increases while 2 posted decreases (Table C).

SOC ¹	Occupation	Total Ads (Thousands) May-15	M-O-M Change (Thousands) May-Apr 15	Unemployed (Thousands) Apr-15	Supply/ Demand Rate ² Apr-15	Average Hourly Wage ³
43	Office and administrative support	612.3	0.5	972.9	1.59	\$17.08
29	Healthcare practitioners and technical	601.5	19.7	205.6	0.35	\$36.54
15	Computer and mathematical science	595.5	16.4	85.8	0.15	\$40.37
41	Sales and related	579.3	-8.3	981.0	1.67	\$18.59
11	Management	485.9	7.6	455.6	0.95	\$54.08
53	Transportation and material moving	387.5	13.4	600.6	1.61	\$16.57
13	Business and financial operations	338.0	4.8	194.1	0.58	\$34.81
35	Food preparation and serving related	240.6	-6.7	765.1	3.09	\$10.57
49	Installation, maintenance, and repair	232.8	4.8	301.8	1.32	\$21.74
17	Architecture and engineering	167.5	0.7	86.0	0.52	\$39.19

The Conference Board - All rights reserved.

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 2014 estimates.

Occupational Changes for the Month of May

In May, 8 of the largest online job categories posted increases while 2 posted decreases. **Healthcare Practitioners and Technical** ads gained 19,700 in May to 601,500 and were led by increases in speech language pathologists and physical and occupational therapists. The supply/demand rate for these occupations lies at 0.35, i.e. about 2.9 advertised available openings for every job-seeker. **Computer and Math** demand increased 16,400 in May to 595,500 due to a rise in demand for computer systems analysts. **Transportation** ads rose 13,400 to 387,500 largely due to an increase in demand for laborers and freight, stock, and material movers, hand. **Management** ads increased 7,600 to 485,900 due to a rise in demand for medical and health services managers.

Sales and related ads dropped 8,300 to 579,300 due to a loss for sales representatives, wholesale and manufacturing, except technical and scientific products. Their supply/demand rate is 1.67, i.e. about two unemployed per opening. **Food Preparation and Serving-Related** ads declined 6,700 to 240,600 largely due to decreased demand for first-line supervisors of food preparation and serving workers and combined food preparation and serving workers including fast food. The supply/demand rate for **Food Preparation and Serving-Related** lies at 3.09, i.e. about three unemployed job-seekers for every advertised available 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 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

The Conference Board is a global, independent business membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge they need to improve their performance and better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

WANTED Technologies Corporation

WANTED is a leading supplier of real-time business intelligence solutions for the talent marketplace. Using technology to gather data from corporate career sites and online job boards, WANTED builds products to help our users make better human capital decisions faster. Users of our products include corporate human resources departments, market analysts and employment services firms as well as the federal, state and local labor market analysts that use HWOL. For more information, please visit: www.wantedanalytics.com.

HAYER 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>.

Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month	Release Date	
	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)
	May-14	Apr-15	May-15	May-Apr 15	May-14	Apr-15	May-15	May-Apr 15
United States	5,032.0	5,361.9	5,445.0	83.1	2,562.5	2,659.1	2,835.0	176.0
New England	309.4	334.9	348.5	13.6	163.3	165.4	182.1	16.8
Middle Atlantic	643.9	688.8	698.4	9.6	321.6	338.6	361.3	22.8
South Atlantic	929.3	987.4	1,003.0	15.7	477.4	490.6	522.2	31.7
East North Central	745.8	791.4	794.0	2.6	368.4	372.3	397.8	25.5
East South Central	208.5	224.3	234.2	9.9	108.6	112.6	123.9	11.4
West North Central	398.5	426.7	425.2	-1.5	189.1	195.6	206.4	10.9
West South Central	534.5	531.1	536.3	5.2	273.1	259.2	271.3	12.1
Mountain	397.4	444.0	448.8	4.8	209.6	230.8	239.0	8.2
Pacific	766.2	886.9	898.3	11.4	420.8	483.6	505.0	21.4

Source: The Conference Board

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	May-14	Apr-15	May-15	May-14	Apr-15	May-15
United States	3.23	3.41	3.47	1.65	1.69	1.80
New England	3.98	4.25	4.42	2.10	2.10	2.31
Middle Atlantic	3.14	3.35	3.39	1.57	1.65	1.76
South Atlantic	3.07	3.25	3.30	1.58	1.61	1.72
East North Central	3.20	3.40	3.41	1.58	1.60	1.71
East South Central	2.47	2.66	2.77	1.29	1.33	1.47
West North Central	3.59	3.80	3.78	1.70	1.74	1.84
West South Central	2.92	2.87	2.89	1.49	1.40	1.46
Mountain	3.54	3.89	3.93	1.87	2.02	2.09
Pacific	3.04	3.48	3.52	1.67	1.90	1.98

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.

© 2015 The Conference Board. All rights reserved.

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)
	May-14	Apr-15	May-15	May-Apr 15	May-14	Apr-15	May-15	May-Apr 15
United States	5,032.0	5,361.9	5,445.0	83.1	2,562.5	2,659.1	2,835.0	176.0
Alabama	52.2	53.5	55.8	2.3	26.8	27.2	30.3	3.2
Alaska	16.5	18.4	19.0	0.6	9.2	9.5	10.2	0.7
Arizona	92.5	104.1	105.4	1.3	48.4	54.5	57.1	2.6
Arkansas	29.8	32.8	33.8	1.1	15.7	16.0	17.0	1.0
California	536.9	625.2	631.7	6.5	291.6	340.1	352.4	12.3
Colorado	118.6	135.0	136.6	1.6	66.8	73.1	75.5	2.4
Connecticut	69.7	76.7	79.7	3.1	35.1	36.9	40.2	3.4
Delaware	17.7	19.0	19.8	0.8	8.7	9.3	10.0	0.8
Florida	263.4	284.4	283.9	-0.5	145.1	156.0	161.1	5.1
Georgia	148.8	159.3	161.3	2.0	71.3	73.1	79.4	6.3
Hawaii	20.4	17.6	18.8	1.2	13.2	9.5	10.8	1.3
Idaho	25.7	28.7	29.3	0.6	14.9	16.4	17.6	1.2
Illinois	199.1	209.7	210.0	0.3	93.1	93.4	101.1	7.7
Indiana	84.4	88.1	87.9	-0.2	42.1	38.1	40.4	2.4
Iowa	60.1	70.5	70.9	0.4	29.0	30.8	33.3	2.5
Kansas	45.4	46.7	46.5	-0.3	21.7	21.2	22.8	1.7
Kentucky	48.0	53.0	55.5	2.5	25.4	26.7	29.9	3.2
Louisiana	56.6	57.3	59.0	1.7	31.1	29.0	32.0	3.0
Maine	26.6	29.5	31.8	2.3	13.2	13.3	15.9	2.6
Maryland	104.0	103.1	106.1	3.1	47.4	46.0	49.4	3.4
Massachusetts	151.4	167.9	173.6	5.6	78.7	83.6	90.5	7.0
Michigan	178.0	178.1	180.4	2.4	85.1	86.4	91.8	5.4
Minnesota	123.4	131.9	132.7	0.8	56.1	61.6	64.2	2.6
Mississippi	27.0	27.1	27.8	0.7	12.9	12.5	13.2	0.7
Missouri	82.7	92.0	92.8	0.8	41.7	45.0	46.5	1.5
Montana	21.5	23.3	22.6	-0.7	10.9	11.7	12.1	0.5
Nebraska	43.4	43.3	42.5	-0.8	20.6	20.2	20.4	0.2
Nevada	45.1	47.6	48.8	1.2	23.4	23.7	26.0	2.2
New Hampshire	29.0	25.6	26.8	1.3	16.5	11.3	12.7	1.4
New Jersey	143.0	148.0	147.5	-0.5	69.1	69.7	72.3	2.6
New Mexico	26.5	31.0	31.2	0.3	13.3	15.5	16.0	0.5
New York	292.2	321.2	329.3	8.2	153.7	167.3	180.0	12.6
North Carolina	126.2	141.7	144.3	2.6	66.8	73.7	77.1	3.5
North Dakota	23.0	21.3	20.5	-0.8	10.8	9.7	10.0	0.3
Ohio	180.0	196.1	198.9	2.8	89.6	93.9	100.5	6.6
Oklahoma	61.4	42.9	42.5	-0.4	34.5	18.7	19.2	0.5
Oregon	66.8	82.2	83.8	1.6	39.5	47.3	50.0	2.6
Pennsylvania	208.3	219.0	221.3	2.2	99.3	101.6	109.7	8.0
Rhode Island	20.5	21.5	22.7	1.2	12.2	12.7	14.4	1.7
South Carolina	60.3	65.4	67.9	2.6	34.3	36.3	39.8	3.5
South Dakota	20.6	20.2	19.8	-0.5	8.5	7.7	8.4	0.7
Tennessee	81.1	91.5	95.0	3.5	43.3	48.2	50.3	2.1
Texas	387.3	398.0	401.8	3.8	191.7	195.1	203.3	8.2
Utah	57.8	63.3	64.4	1.1	28.4	29.7	30.9	1.2
Vermont	12.4	13.8	14.1	0.3	6.9	7.1	7.8	0.7
Virginia	144.6	146.7	150.6	3.9	72.1	63.7	69.3	5.6
Washington	126.1	141.9	145.4	3.5	66.9	76.3	80.9	4.6
West Virginia	22.0	21.1	21.4	0.3	10.4	9.8	10.8	0.9
Wisconsin	106.9	117.4	119.6	2.2	57.0	58.2	62.1	3.9
Wyoming	10.3	10.6	11.1	0.5	4.7	4.1	5.3	1.2

Source: The Conference Board

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

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

© 2015 The Conference Board. All rights reserved.

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
	May-14	Apr-15	May-15	Apr-15	Apr-15	Apr-15	Apr-15
United States	3.23	3.41	3.47	5.4	8,549.00	5,361.9	1.59
Alabama	2.44	2.48	2.59	5.8	125.22	53.5	2.34
Alaska	4.48	5.01	5.18	6.7	24.56	18.4	1.33
Arizona	3.01	3.29	3.33	6.0	191.12	104.1	1.84
Arkansas	2.30	2.45	2.53	5.7	76.06	32.8	2.32
California	2.86	3.30	3.33	6.3	1,199.08	625.2	1.92
Colorado	4.21	4.77	4.83	4.2	120.02	135.0	0.89
Connecticut	3.70	3.99	4.15	6.3	120.09	76.7	1.57
Delaware	3.93	4.14	4.31	4.5	20.69	19.0	1.09
Florida	2.76	2.95	2.95	5.6	541.69	284.4	1.90
Georgia	3.15	3.34	3.38	6.3	298.64	159.3	1.87
Hawaii	3.05	2.60	2.78	4.1	27.45	17.6	1.56
Idaho	3.31	3.62	3.70	3.8	30.31	28.7	1.06
Illinois	3.05	3.23	3.23	6.0	390.74	209.7	1.86
Indiana	2.62	2.71	2.71	5.4	176.33	88.1	2.00
Iowa	3.54	4.11	4.14	3.8	65.49	70.5	0.93
Kansas	3.02	3.11	3.09	4.3	64.13	46.7	1.37
Kentucky	2.40	2.65	2.78	5.0	100.79	53.0	1.90
Louisiana	2.65	2.59	2.67	6.6	145.85	57.3	2.54
Maine	3.79	4.28	4.61	4.7	32.13	29.5	1.09
Maryland	3.35	3.29	3.39	5.3	166.47	103.1	1.62
Massachusetts	4.26	4.62	4.78	4.7	169.36	167.9	1.01
Michigan	3.75	3.76	3.81	5.4	257.45	178.1	1.45
Minnesota	4.15	4.35	4.38	3.7	113.23	131.9	0.86
Mississippi	2.20	2.16	2.22	6.6	83.22	27.1	3.07
Missouri	2.71	2.95	2.97	5.7	178.37	92.0	1.94
Montana	4.17	4.46	4.32	4.0	20.81	23.3	0.89
Nebraska	4.24	4.26	4.19	2.5	25.49	43.3	0.59
Nevada	3.24	3.37	3.45	7.1	100.29	47.6	2.11
New Hampshire	3.92	3.43	3.59	3.8	28.66	25.6	1.12
New Jersey	3.17	3.25	3.24	6.5	296.91	148.0	2.01
New Mexico	2.89	3.32	3.35	6.2	57.35	31.0	1.85
New York	3.05	3.33	3.41	5.7	552.44	321.2	1.72
North Carolina	2.73	2.99	3.04	5.5	260.76	141.7	1.84
North Dakota	5.54	5.06	4.87	3.1	13.02	21.3	0.61
Ohio	3.15	3.41	3.46	5.2	297.13	196.1	1.52
Oklahoma	3.45	2.32	2.30	4.1	75.42	42.9	1.76
Oregon	3.46	4.23	4.31	5.2	100.86	82.2	1.23
Pennsylvania	3.27	3.43	3.46	5.3	339.64	219.0	1.55
Rhode Island	3.68	3.88	4.10	6.1	33.65	21.5	1.56
South Carolina	2.77	2.90	3.01	6.7	151.53	65.4	2.32
South Dakota	4.61	4.46	4.36	3.6	16.42	20.2	0.81
Tennessee	2.71	2.97	3.08	6.0	184.24	91.5	2.01
Texas	2.96	3.03	3.05	4.2	558.17	398.0	1.40
Utah	4.05	4.32	4.40	3.4	49.73	63.3	0.79
Vermont	3.57	3.97	4.06	3.6	12.64	13.8	0.91
Virginia	3.41	3.45	3.54	4.8	205.23	146.7	1.40
Washington	3.63	4.00	4.10	5.5	196.58	141.9	1.39
West Virginia	2.78	2.71	2.75	7.0	54.44	21.1	2.58
Wisconsin	3.46	3.79	3.86	4.4	136.77	117.4	1.16
Wyoming	3.34	3.44	3.61	4.1	12.64	10.6	1.20

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-14	Apr-15	May-15	May-Apr 15	May-14	Apr-15	May-15	May-Apr 15
Birmingham, AL	16.3	15.9	17.1	1.2	8.3	8.0	9.3	1.3
Phoenix, AZ	62.3	71.9	73.0	1.2	31.7	35.6	38.1	2.5
Tucson, AZ	13.9	15.1	15.1	-0.1	8.3	8.9	9.2	0.2
Los Angeles, CA	160.2	184.0	185.7	1.8	85.3	100.2	104.3	4.1
Riverside, CA	30.3	36.9	37.3	0.4	15.7	19.1	20.0	0.9
Sacramento, CA	26.1	31.6	32.0	0.4	14.0	17.0	17.8	0.8
San Diego, CA	42.1	51.2	50.9	-0.2	23.7	28.6	28.9	0.3
San Francisco, CA	106.4	123.0	131.0	8.0	57.0	62.7	69.4	6.7
San Jose, CA	48.6	54.7	55.8	1.1	21.8	25.3	25.8	0.5
Denver, CO	65.8	75.8	78.4	2.6	35.0	40.5	41.2	0.7
Hartford, CT	27.4	30.6	31.8	1.2	13.9	15.0	16.1	1.1
Washington, DC	144.8	153.6	159.0	5.4	66.1	67.6	73.9	6.3
Jacksonville, FL	18.5	20.0	20.6	0.6	9.8	10.0	11.5	1.4
Miami, FL	72.9	77.6	78.1	0.5	38.6	40.7	43.7	3.0
Orlando, FL	33.8	36.1	36.1	0.0	16.7	17.9	18.7	0.8
Tampa, FL	41.1	48.5	49.2	0.7	21.2	25.1	26.0	0.9
Atlanta, GA	97.1	104.1	105.4	1.2	44.0	45.2	48.8	3.6
Honolulu, HI	15.3	12.5	13.5	1.0	10.3	7.0	8.1	1.1
Chicago, IL	153.2	159.6	159.5	-0.1	69.6	69.4	74.8	5.4
Indianapolis, IN	33.9	31.2	31.9	0.7	18.2	13.2	14.1	0.9
Louisville, KY	21.2	23.7	24.8	1.1	11.5	12.4	13.7	1.4
New Orleans, LA	19.1	20.8	21.8	1.0	11.3	11.1	12.3	1.3
Baltimore, MD	54.9	55.0	56.7	1.7	25.8	24.1	27.0	2.9
Boston, MA	117.3	126.2	131.3	5.1	59.2	60.1	65.8	5.7
Detroit, MI	77.9	81.4	81.6	0.3	33.1	35.5	36.7	1.2
Minneapolis-St. Paul, MN	83.0	89.0	90.0	1.1	37.5	40.9	43.3	2.4
Kansas City, MO	36.4	40.6	41.7	1.1	17.1	17.5	19.5	2.0
St. Louis, MO	37.7	41.7	44.0	2.3	17.4	18.2	20.5	2.3
Las Vegas, NV	29.3	31.1	31.6	0.5	14.7	15.0	16.3	1.3
Buffalo, NY	21.4	23.1	23.4	0.3	12.3	13.1	14.1	1.0
New York, NY	271.8	290.0	296.3	6.3	131.8	140.1	149.7	9.6
Rochester, NY	16.2	18.2	19.1	0.9	10.0	10.4	11.7	1.3
Charlotte, NC	34.0	36.6	38.4	1.9	16.5	17.7	18.9	1.2
Cincinnati, OH	30.5	37.7	39.2	1.5	13.4	16.7	18.2	1.5
Cleveland, OH	34.4	36.3	36.3	0.0	15.4	16.2	16.7	0.5
Columbus, OH	35.5	39.8	40.9	1.1	16.6	18.1	19.7	1.6
Oklahoma City, OK	25.9	18.4	18.1	-0.3	15.3	7.8	8.0	0.1
Portland, OR	41.5	49.9	51.4	1.5	23.4	27.2	29.7	2.6
Philadelphia, PA	96.6	102.9	102.7	-0.2	45.4	46.3	48.9	2.7
Pittsburgh, PA	41.9	43.4	43.2	-0.1	18.2	18.8	18.9	0.2
Providence, RI	27.0	29.0	30.7	1.7	16.3	17.1	19.4	2.3
Memphis, TN	16.7	18.0	18.8	0.8	8.9	9.1	10.0	0.9
Nashville, TN	28.9	34.1	35.7	1.6	13.7	16.1	17.2	1.1
Austin, TX	38.6	44.4	45.1	0.8	20.8	23.8	24.8	1.0
Dallas, TX	113.1	122.5	126.4	3.9	54.4	56.5	62.2	5.7
Houston, TX	97.5	90.9	90.5	-0.4	44.7	40.7	42.2	1.5
San Antonio, TX	30.2	33.1	32.8	-0.3	14.9	16.6	16.5	-0.1
Salt Lake City, UT	32.5	35.9	36.8	0.9	16.3	16.3	17.4	1.1
Richmond, VA	22.9	19.8	20.2	0.5	12.8	8.8	9.8	1.0
Virginia Beach, VA	24.1	21.2	22.2	0.9	14.5	9.7	10.7	1.1
Seattle-Tacoma, WA	82.6	91.5	93.2	1.7	41.4	47.9	49.7	1.8
Milwaukee, WI	32.4	33.0	33.2	0.2	17.5	13.5	15.2	1.7

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 7: National Labor Supply/Labor Demand by Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		May-14	Apr-15	May-15	May-Apr 15	Apr-15	Apr-15	
	Total	5,032.0	5,361.9	5,445.0	83.1	8,549.0	1.59	\$22.71
11	Management	461.0	478.3	485.9	7.6	455.6	0.95	\$54.08
13	Business and financial operations	296.1	333.3	338.0	4.8	194.1	0.58	\$34.81
15	Computer and mathematical science	536.6	579.2	595.5	16.4	85.8	0.15	\$40.37
17	Architecture and engineering	171.8	166.8	167.5	0.7	86.0	0.52	\$39.19
19	Life, physical, and social science	56.5	52.5	54.6	2.2	60.6	1.15	\$33.69
21	Community and social services	89.2	99.7	100.5	0.8	58.8	0.59	\$21.79
23	Legal	27.7	26.4	26.7	0.3	28.0	1.06	\$48.61
25	Education, training, and library	137.3	154.0	163.4	9.4	274.1	1.78	\$25.10
27	Arts, design, entertainment, sports, and media	116.2	130.0	133.8	3.8	145.0	1.12	\$26.82
29	Healthcare practitioners and technical	523.4	581.8	601.5	19.7	205.6	0.35	\$36.54
31	Healthcare support	116.4	125.1	128.6	3.5	180.2	1.44	\$13.86
33	Protective service	46.2	53.1	55.2	2.1	123.8	2.33	\$21.14
35	Food preparation and serving related	204.2	247.3	240.6	-6.7	765.1	3.09	\$10.57
37	Building and grounds cleaning and maintenance	100.0	112.6	119.4	6.9	428.6	3.81	\$12.68
39	Personal care and service	75.1	78.2	80.4	2.2	377.9	4.83	\$12.01
41	Sales and related	623.8	587.6	579.3	-8.3	981.0	1.67	\$18.59
43	Office and administrative support	571.3	611.8	612.3	0.5	972.9	1.59	\$17.08
45	Farming, fishing, and forestry	8.7	9.3	9.9	0.5	121.9	13.08	\$12.09
47	Construction and extraction	127.6	142.5	149.2	6.7	740.0	5.19	\$22.40
49	Installation, maintenance, and repair	226.1	228.1	232.8	4.8	301.8	1.32	\$21.74
51	Production	160.8	158.7	160.5	1.7	508.7	3.20	\$17.06
53	Transportation and material moving	340.0	374.1	387.5	13.4	600.6	1.61	\$16.57

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 2014 estimates.

© 2015 The Conference Board. All rights reserved.

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
	May-15	Wage ²	May-15	Wage ²	May-15	Wage ²
United States	843,283	\$44.38	1,877,482	\$32.61	690,341	\$12.82
Alabama	5,816	\$42.10	15,462	\$29.00	6,207	\$11.13
Alaska	1,895	\$44.39	6,587	\$34.97	3,541	\$15.58
Arizona	14,963	\$39.74	37,643	\$30.51	14,486	\$13.03
Arkansas	4,274	\$36.48	9,872	\$26.83	4,091	\$10.47
California	107,468	\$49.42	235,565	\$33.99	77,490	\$14.21
Colorado	20,037	\$43.89	46,284	\$33.71	21,736	\$13.16
Connecticut	14,170	\$51.17	28,783	\$34.91	9,226	\$14.62
Delaware	3,697	\$47.27	7,572	\$34.25	2,207	\$12.99
Florida	38,652	\$40.22	87,363	\$29.97	43,492	\$12.44
Georgia	28,514	\$43.24	58,241	\$30.59	15,702	\$11.35
Hawaii	2,242	\$37.94	5,056	\$30.99	3,526	\$14.80
Idaho	2,875	\$35.00	8,723	\$26.85	5,065	\$11.46
Illinois	40,840	\$43.90	74,656	\$31.77	21,899	\$13.44
Indiana	11,274	\$38.08	26,938	\$27.44	9,524	\$9.66
Iowa	7,737	\$36.38	22,754	\$27.26	9,047	\$11.66
Kansas	6,015	\$39.06	15,347	\$27.54	5,433	\$11.49
Kentucky	6,499	\$36.52	15,424	\$27.45	6,717	\$11.06
Louisiana	6,492	\$37.57	15,981	\$27.52	8,083	\$11.09
Maine	3,129	\$36.91	10,817	\$28.90	6,622	\$12.22
Maryland	16,656	\$47.46	44,260	\$36.73	11,546	\$13.62
Massachusetts	32,562	\$50.22	66,718	\$36.95	21,480	\$15.01
Michigan	22,485	\$41.15	59,984	\$31.61	23,398	\$12.16
Minnesota	20,830	\$42.78	46,128	\$32.06	16,477	\$12.46
Mississippi	2,732	\$35.13	7,618	\$25.28	3,437	\$10.61
Missouri	13,455	\$39.67	32,332	\$28.70	10,863	\$11.53
Montana	1,900	\$32.71	6,544	\$26.15	4,281	\$11.80
Nebraska	5,497	\$38.50	13,749	\$27.26	5,819	\$11.62
Nevada	6,472	\$39.51	14,169	\$31.92	9,351	\$13.51
New Hampshire	3,329	\$43.93	9,890	\$31.27	3,573	\$13.04
New Jersey	28,385	\$51.60	56,178	\$35.93	16,884	\$15.07
New Mexico	3,521	\$37.59	12,980	\$29.95	3,878	\$11.80
New York	69,675	\$22.11	110,770	\$36.29	43,507	\$14.98
North Carolina	21,842	\$44.60	51,281	\$29.92	18,197	\$11.35
North Dakota	2,200	\$37.69	5,933	\$27.23	2,161	\$12.70
Ohio	28,473	\$39.87	61,221	\$30.71	23,664	\$12.03
Oklahoma	4,979	\$37.22	15,069	\$27.31	4,758	\$11.17
Oregon	10,520	\$39.74	30,283	\$32.58	13,463	\$13.33
Pennsylvania	32,093	\$43.42	68,904	\$31.27	29,433	\$12.49
Rhode Island	3,278	\$46.93	6,303	\$34.32	4,102	\$13.54
South Carolina	6,923	\$37.63	21,053	\$27.92	10,641	\$11.15
South Dakota	1,990	\$35.54	5,890	\$25.08	2,923	\$10.97
Tennessee	12,983	\$38.36	28,738	\$28.05	11,822	\$11.28
Texas	63,614	\$44.79	141,729	\$32.21	45,106	\$11.77
Utah	8,021	\$37.69	18,027	\$29.36	8,973	\$11.86
Vermont	1,657	\$38.28	5,400	\$27.61	2,470	\$13.82
Virginia	25,942	\$47.38	63,713	\$34.84	15,758	\$12.88
Washington	22,374	\$44.24	56,193	\$35.48	19,868	\$14.71
West Virginia	2,053	\$33.96	6,370	\$26.34	2,647	\$10.69
Wisconsin	16,084	\$38.46	34,896	\$29.37	15,355	\$11.88
Wyoming	1,338	\$38.96	3,627	\$27.64	1,202	\$12.60

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 2014 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
	May-15	Wage ¹	May-15	Wage ¹	May-15	Wage ¹
United States	1,204,875	\$17.68	422,068	\$21.67	579,141	\$16.81
Alabama	13,611	\$15.45	5,622	\$19.57	10,521	\$15.85
Alaska	4,485	\$18.93	1,967	\$29.13	1,508	\$23.22
Arizona	26,949	\$16.90	8,047	\$20.00	7,940	\$16.85
Arkansas	7,326	\$14.65	3,221	\$17.71	6,267	\$14.96
California	143,599	\$19.30	33,293	\$22.48	42,992	\$16.87
Colorado	30,658	\$18.75	12,698	\$21.67	12,248	\$18.03
Connecticut	16,640	\$20.36	5,330	\$24.65	6,633	\$18.56
Delaware	4,052	\$17.92	1,406	\$22.60	1,994	\$16.42
Florida	72,556	\$16.36	26,571	\$17.99	22,456	\$15.44
Georgia	32,605	\$16.89	11,745	\$19.45	19,401	\$16.05
Hawaii	5,500	\$16.96	1,563	\$26.61	1,213	\$19.32
Idaho	7,165	\$15.35	3,657	\$18.77	4,120	\$15.64
Illinois	45,267	\$18.42	11,105	\$25.90	23,389	\$17.04
Indiana	18,798	\$16.30	7,240	\$22.07	16,592	\$16.38
Iowa	15,493	\$16.06	6,993	\$20.27	11,939	\$16.24
Kansas	11,020	\$16.52	3,975	\$20.55	6,276	\$17.05
Kentucky	12,795	\$15.56	4,898	\$20.28	10,290	\$16.55
Louisiana	14,661	\$14.99	6,507	\$19.87	7,668	\$18.98
Maine	7,206	\$15.65	2,898	\$19.82	3,343	\$16.93
Maryland	21,997	\$18.34	6,988	\$22.57	7,895	\$17.47
Massachusetts	34,062	\$20.61	11,434	\$26.31	12,915	\$18.14
Michigan	36,089	\$16.82	15,951	\$21.71	26,956	\$16.82
Minnesota	27,855	\$18.26	10,171	\$23.61	16,244	\$17.56
Mississippi	6,380	\$14.33	2,904	\$18.15	5,351	\$15.33
Missouri	20,894	\$16.32	7,908	\$21.71	12,633	\$16.28
Montana	5,552	\$15.42	3,057	\$21.09	2,947	\$17.57
Nebraska	10,245	\$15.79	4,531	\$19.57	5,341	\$16.30
Nevada	12,166	\$16.36	3,895	\$23.88	4,125	\$16.87
New Hampshire	5,934	\$17.98	2,386	\$12.56	3,258	\$17.10
New Jersey	31,528	\$19.38	8,947	\$25.80	11,973	\$16.89
New Mexico	6,445	\$15.08	2,394	\$19.54	2,959	\$16.95
New York	73,949	\$20.96	19,987	\$26.28	24,241	\$18.27
North Carolina	29,126	\$16.90	12,884	\$19.19	16,250	\$8.52
North Dakota	4,569	\$16.77	3,838	\$24.10	3,386	\$20.27
Ohio	44,157	\$16.77	17,251	\$21.35	31,725	\$16.38
Oklahoma	9,762	\$15.63	4,264	\$19.32	5,442	\$16.73
Oregon	18,468	\$17.42	6,812	\$22.16	9,027	\$16.87
Pennsylvania	49,583	\$17.56	17,215	\$22.00	28,170	\$17.15
Rhode Island	5,610	\$18.72	1,992	\$22.68	2,511	\$16.63
South Carolina	15,745	\$15.22	7,417	\$11.22	9,529	\$16.10
South Dakota	4,961	\$15.00	2,490	\$18.44	3,111	\$14.97
Tennessee	22,119	\$16.03	8,585	\$19.37	14,199	\$15.59
Texas	90,986	\$17.53	32,870	\$19.83	39,844	\$16.73
Utah	18,419	\$16.68	5,945	\$20.43	7,413	\$16.90
Vermont	2,828	\$17.20	1,156	\$20.56	1,623	\$17.57
Virginia	28,336	\$17.73	9,549	\$10.98	11,111	\$16.95
Washington	29,000	\$18.86	10,606	\$24.67	11,580	\$19.23
West Virginia	5,029	\$13.76	1,937	\$8.01	3,944	\$16.65
Wisconsin	26,410	\$17.00	11,211	\$22.28	20,373	\$16.54
Wyoming	2,070	\$16.31	1,656	\$23.92	1,411	\$21.68

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2014 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

© 2015 The Conference Board. All rights reserved.

Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-15	Wage ^{2*}	May-15	Wage ^{2*}	May-15	Wage ^{2*}
United States	843,283	\$44.38	1,877,482	\$32.61	690,341	\$12.82
Birmingham, AL	2,083	\$43.36	4,938	\$29.73	1,912	\$11.66
Phoenix, AZ	11,768	\$40.81	25,690	\$31.37	8,936	\$12.90
Tucson, AZ	1,665	\$36.70	5,074	\$29.18	2,760	\$13.26
Los Angeles, CA	34,898	\$48.64	65,592	\$37.96	21,388	\$13.83
Riverside, CA	3,793	\$42.10	11,105	\$32.78	5,681	\$13.26
Sacramento, CA	4,855	\$41.70	11,671	\$36.54	3,691	\$14.08
San Diego, CA	8,021	\$47.18	18,785	\$37.27	7,206	\$13.90
San Francisco, CA	28,879	\$56.06	49,761	\$42.61	14,529	\$11.04
San Jose, CA	11,828	\$62.77	30,181	\$49.91	3,678	\$14.78
Denver, CO	14,044	\$45.74	27,322	\$35.67	10,688	\$13.26
Hartford, CT	5,833	\$48.03	11,826	\$34.67	3,307	\$14.40
Washington, DC	34,219	\$52.43	72,807	\$42.26	15,418	\$14.86
Jacksonville, FL	3,260	\$39.55	6,159	\$30.88	2,868	\$12.09
Miami, FL	13,068	\$42.88	23,288	\$31.44	11,138	\$13.26
Orlando, FL	5,360	\$39.70	11,322	\$29.59	5,606	\$11.73
Tampa, FL	7,643	\$40.72	17,510	\$30.13	6,419	\$12.09
Atlanta, GA	22,774	\$45.62	41,446	\$32.61	9,002	\$11.63
Honolulu, HI	1,704	\$38.83	3,581	\$31.48	2,255	\$14.37
Chicago, IL	35,541	\$45.62	55,423	\$32.76	16,591	\$13.58
Indianapolis, IN	5,614	\$39.66	10,168	\$31.28	3,122	\$12.03
Louisville, KY	3,287	\$38.07	6,183	\$28.74	3,267	\$11.51
New Orleans, LA	2,630	\$38.98	6,038	\$29.94	4,011	\$11.54
Baltimore, MD	9,092	\$46.52	23,800	\$35.63	5,887	\$10.34
Boston, MA	27,938	\$33.40	51,972	\$38.25	14,123	\$15.22
Detroit, MI	12,787	\$44.07	32,614	\$34.24	8,785	\$12.38
Minneapolis-St. Paul, MN	16,929	\$44.77	31,855	\$34.03	9,946	\$12.80
Kansas City, MO	6,605	\$41.33	14,417	\$31.04	4,370	\$7.54
St. Louis, MO	7,537	\$42.59	16,738	\$30.32	4,492	\$11.96
Las Vegas, NV	4,566	\$39.80	9,380	\$32.46	6,487	\$13.81
Buffalo, NY	2,923	\$40.36	6,073	\$27.37	3,822	\$13.02
New York, NY	74,251	\$56.87	111,345	\$38.59	32,833	\$15.51
Rochester, NY	2,112	\$42.70	5,668	\$29.71	3,200	\$13.10
Charlotte, NC	8,080	\$47.52	13,797	\$31.79	3,698	\$11.82
Cincinnati, OH	7,336	\$41.16	11,947	\$31.69	3,952	\$12.04
Cleveland, OH	6,345	\$40.90	12,950	\$31.99	3,939	\$12.34
Columbus, OH	7,091	\$40.81	13,790	\$32.39	4,585	\$12.62
Oklahoma City, OK	2,418	\$38.35	6,700	\$28.83	1,978	\$11.41
Portland, OR	8,064	\$42.32	18,952	\$34.25	6,745	\$13.84
Philadelphia, PA	20,373	\$48.18	37,688	\$34.23	11,476	\$13.45
Pittsburgh, PA	6,655	\$41.99	13,118	\$30.69	5,903	\$12.12
Providence, RI	3,997	\$45.95	8,444	\$33.37	5,265	\$13.59
Memphis, TN	2,545	\$39.41	5,477	\$29.38	2,144	\$11.50
Nashville, TN	6,286	\$40.25	11,194	\$29.14	4,058	\$11.73
Austin, TX	7,304	\$43.37	18,451	\$32.48	5,771	\$12.29
Dallas, TX	24,968	\$45.79	47,071	\$33.63	11,960	\$12.22
Houston, TX	17,050	\$50.43	29,980	\$36.58	9,151	\$11.89
San Antonio, TX	4,669	\$40.52	11,541	\$30.28	4,319	\$11.21
Salt Lake City, UT	5,339	\$39.73	10,606	\$31.81	4,789	\$12.31
Richmond, VA	3,685	\$43.01	7,478	\$30.91	1,912	\$12.41
Virginia Beach, VA	2,994	\$41.06	7,759	\$30.70	2,919	\$12.25
Seattle-Tacoma, WA	17,041	\$46.78	37,402	\$38.63	11,223	\$15.18
Milwaukee, WI	6,187	\$42.29	11,612	\$31.96	3,361	\$11.95

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 2014 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
	May-15	Wage ^{2*}	May-15	Wage ^{2*}	May-15	Wage ^{2*}
United States	1,204,875	\$17.68	422,068	\$21.67	579,141	\$16.81
Birmingham, AL	4,446	\$17.19	1,539	\$20.47	2,602	\$16.44
Phoenix, AZ	18,937	\$17.48	5,242	\$20.69	4,982	\$17.18
Tucson, AZ	3,889	\$15.74	1,230	\$19.87	1,131	\$15.26
Los Angeles, CA	46,300	\$19.19	7,850	\$24.54	11,717	\$16.10
Riverside, CA	9,592	\$16.70	2,599	\$22.81	4,067	\$16.35
Sacramento, CA	7,442	\$18.77	2,205	\$23.56	2,208	\$17.06
San Diego, CA	12,312	\$18.60	3,017	\$24.28	2,995	\$16.74
San Francisco, CA	26,240	\$22.71	5,143	\$29.04	6,671	\$20.05
San Jose, CA	8,072	\$23.90	1,572	\$27.41	1,782	\$18.61
Denver, CO	17,562	\$19.84	6,196	\$22.40	5,957	\$18.49
Hartford, CT	6,566	\$20.11	2,069	\$24.25	2,719	\$18.66
Washington, DC	27,638	\$20.31	7,015	\$23.67	6,183	\$18.38
Jacksonville, FL	4,968	\$16.43	2,095	\$19.14	2,122	\$16.38
Miami, FL	21,883	\$17.16	5,224	\$19.36	4,788	\$15.70
Orlando, FL	9,432	\$15.74	3,168	\$18.44	2,560	\$15.29
Tampa, FL	11,409	\$17.21	4,223	\$17.96	3,311	\$14.98
Atlanta, GA	21,056	\$18.33	5,763	\$20.47	8,730	\$16.96
Honolulu, HI	4,156	\$17.14	1,153	\$11.39	889	\$20.25
Chicago, IL	34,779	\$8.55	7,782	\$27.34	15,188	\$17.14
Indianapolis, IN	7,309	\$18.06	2,422	\$22.38	4,057	\$16.18
Louisville, KY	5,972	\$17.02	2,259	\$21.15	3,974	\$17.60
New Orleans, LA	5,447	\$16.21	2,154	\$20.34	1,798	\$19.51
Baltimore, MD	11,654	\$18.38	3,874	\$22.17	4,031	\$17.63
Boston, MA	25,694	\$21.61	7,277	\$27.11	8,203	\$18.43
Detroit, MI	14,610	\$17.91	6,060	\$23.31	8,896	\$18.16
Minneapolis-St. Paul, MN	19,058	\$19.59	5,635	\$25.18	9,202	\$18.20
Kansas City, MO	9,812	\$17.86	3,342	\$22.69	4,762	\$17.28
St. Louis, MO	9,473	\$17.56	2,779	\$24.17	4,584	\$17.11
Las Vegas, NV	8,053	\$16.29	2,144	\$24.01	1,978	\$16.49
Buffalo, NY	6,607	\$16.86	2,161	\$21.91	2,899	\$17.23
New York, NY	62,404	\$21.87	12,371	\$27.80	15,656	\$18.22
Rochester, NY	4,477	\$17.35	2,008	\$22.01	2,513	\$16.30
Charlotte, NC	7,687	\$18.86	2,945	\$19.94	3,659	\$16.90
Cincinnati, OH	8,967	\$17.90	2,828	\$21.37	5,088	\$16.74
Cleveland, OH	7,907	\$17.97	2,633	\$22.53	4,102	\$16.81
Columbus, OH	8,961	\$17.20	3,011	\$21.81	4,759	\$15.81
Oklahoma City, OK	4,426	\$16.46	1,699	\$20.18	1,686	\$16.03
Portland, OR	10,981	\$18.71	3,602	\$24.17	5,026	\$17.48
Philadelphia, PA	22,381	\$19.38	6,387	\$24.68	7,940	\$17.64
Pittsburgh, PA	10,546	\$17.26	3,138	\$9.94	4,650	\$17.34
Providence, RI	7,773	\$18.08	2,995	\$22.72	3,645	\$16.63
Memphis, TN	4,413	\$17.06	1,619	\$19.62	3,081	\$15.84
Nashville, TN	8,439	\$17.26	2,805	\$20.07	3,929	\$16.14
Austin, TX	10,136	\$18.62	3,180	\$9.69	2,775	\$15.38
Dallas, TX	28,375	\$18.67	8,318	\$9.16	11,005	\$15.91
Houston, TX	21,152	\$19.17	7,428	\$21.18	8,050	\$18.62
San Antonio, TX	7,465	\$6.68	2,812	\$19.01	2,957	\$15.02
Salt Lake City, UT	10,590	\$17.93	2,901	\$21.09	3,634	\$17.22
Richmond, VA	4,224	\$18.06	1,672	\$20.87	1,721	\$9.08
Virginia Beach, VA	5,032	\$16.10	2,355	\$20.65	2,071	\$17.77
Seattle-Tacoma, WA	17,950	\$20.08	5,670	\$26.53	6,134	\$20.27
Milwaukee, WI	6,765	\$18.81	2,498	\$24.43	3,862	\$16.90

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2014 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

© The Conference Board 2015. All data contained in this press release are protected by United States and international copyright laws. The data displayed are provided for informational purposes only and may only be accessed, reviewed, and/or used in accordance with, and the permission of, The Conference Board consistent with a subscriber or license agreement and the Terms of Use displayed on our website at www.conference-board.org. The data and analysis contained herein may not be used, redistributed, published, or posted by any means without express written permission from The Conference Board.

COPYRIGHT TERMS OF USE. All material in this press release and on Our Sites is protected by United States and international copyright laws. You must abide by all copyright notices and restrictions contained in Our Sites. You may not reproduce, distribute (in any form including over any local area or other network or service), display, perform, create derivative works of, sell, license, extract for use in a database, or otherwise use any materials (including computer programs and other code) in this press release or on Our Sites (collectively, "Site Material"), except that you may download Site Material in the form of one machine-readable copy that you will use only for personal, noncommercial purposes, and only if you do not alter Site Material or remove any trademark, copyright or other notice displayed on the Site Material. If you are a subscriber to any of the services offered on Our Sites, you may be permitted to use Site Material, according to the terms of your subscription agreement.

TRADEMARKS. "THE CONFERENCE BOARD", the TORCH LOGO, "THE CONFERENCE BOARD HELP WANTED ONLINE", and any other logos, indicia and trademarks featured in this press release or on Our Sites are trademarks owned by The Conference Board, Inc. in the United States and other countries ("Our Trademarks"). You may not use Our Trademarks in connection with any product or service that does not belong to us nor in any manner that is likely to cause confusion among users about whether The Conference Board is the source, sponsor, or endorser of the product or service, nor in any manner that disparages or discredits us.

Violators of these rights will be prosecuted to the full extent of the law. Nothing herein shall restrict the use of the information by news journalists using the information in a legitimate news publication or periodical.