



# News Release

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Release #5594

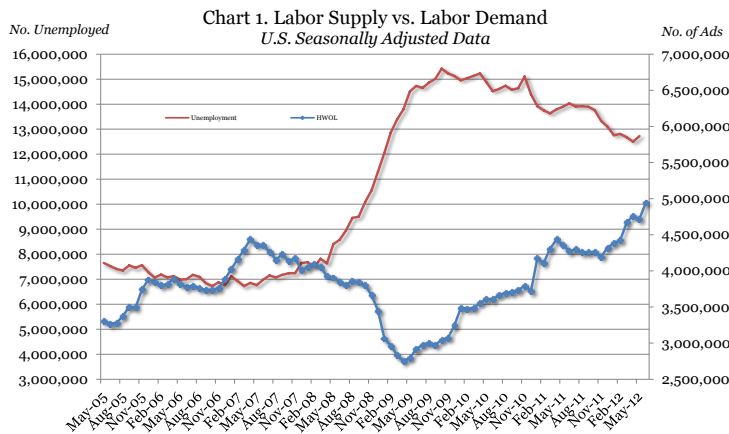
**For Immediate Release 10:00 AM ET, Monday, July 2, 2012**

## Online Labor Demand up 232,000 in June

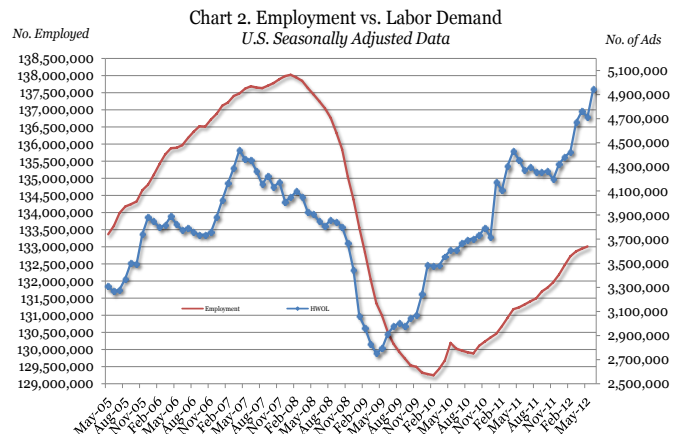
- Following a very slow start to the second quarter, June closed with a strong gain
- Average monthly increase across the first six months of 2012 was 104,000 per month (See six-month analysis, page 6)

**NEW YORK, July 2, 2012...** Online advertised vacancies rose 232,000 in June to 4,947,100, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. Following little growth in the first two months of the second quarter, June closed out the quarter with a strong gain. The Supply/Demand rate stands at 2.7 unemployed for every vacancy.

“Online labor demand in the first half of 2012 increased by an average of 104,000 per month, but about one-third of both the States and the 100 largest metro areas are still below their pre-recession highs for labor demand,” said June Shelp, Vice President at The Conference Board. “As of June, almost half of the occupational groups have Supply/Demand rates at or below 2.0. However, most of these are in the professional categories, such as business and finance, healthcare professionals, and management. Although we’ve seen improvement, other categories like construction, building and grounds maintenance, and personal care are still struggling with high Supply/Demand rates.” (See Table 7.)



Source: The Conference Board, BLS



Source: The Conference Board, BLS

1 The release schedule, national historic table and technical notes to this series are available on The Conference Board website, <http://www.conference-board.org/data/helpwantedonline.cfm>. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**.

## REGIONAL AND STATE HIGHLIGHTS

### Labor demand rises in the 20 largest States in June

<b>Table A: State Labor Demand, Selected States, Seasonally Adjusted</b>				
Location	<b>Total Ads<sup>1</sup></b> (Thousands) Jun-12	<b>M-O-M</b> <b>Change</b> (Thousands) Jun-May 12	<b>Supply/ Demand Rate<sup>2</sup></b> May-12	<b>Recent Trend<sup>3</sup></b>
<b>United States</b>	<b>4,947.1</b>	<b>232.3</b>	<b>2.70</b>	↑ 11/11
<b>NORTHEAST</b>	<b>942.5</b>	<b>56.2</b>	<b>2.54</b>	
Massachusetts	146.4	10.1	1.53	↑ 11/11
New Jersey	158.5	8.1	2.81	↑ 1/12
New York	289.6	17.4	3.04	↑ 11/11
Pennsylvania	195.6	5.6	2.50	↑ 1/12
<b>SOUTH</b>	<b>1,661.3</b>	<b>93.0</b>	<b>2.76</b>	
Florida	258.8	15.4	3.26	↑ 1/12
Georgia	131.6	6.8	3.41	↑ 9/11
Maryland	118.5	8.4	1.89	↑ 1/12
North Carolina	131.1	7.5	3.53	↑ 1/12
Texas	358.0	23.5	2.60	↑ 8/11
Virginia	157.9	8.0	1.61	↑ 12/11
<b>MIDWEST</b>	<b>1,103.1</b>	<b>56.6</b>	<b>2.37</b>	
Illinois	188.9	9.6	3.15	↑ 9/11
Michigan	140.0	11.3	3.07	↑ 1/12
Minnesota	123.0	6.6	1.42	↑ 1/12
Missouri	92.9	4.3	2.48	↑ 11/11
Ohio	196.5	7.9	2.26	↑ 11/11
Wisconsin	107.1	4.9	2.04	↑ 11/11
<b>WEST</b>	<b>1,109.8</b>	<b>75.5</b>	<b>3.29</b>	
Arizona	90.7	9.3	3.04	↑ 8/11
California	537.3	35.3	3.97	↑ 11/11
Colorado	101.7	4.7	2.29	↑ 8/11
Washington	120.2	6.3	2.57	↑ 11/11

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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) .

## Changes for the Month of June

June was a positive month for online labor demand in 44 of the 50 States in the U.S. (Table 3). Among the nine Census regions, the largest gain (relative to the size of the region) was in the Mountain region (Nevada, Arizona, Colorado), where online advertised vacancies rose 28,300, or 8.6 percent. The smallest gain was in the East South Central region (Mississippi, Kentucky), up 6,800, or 3.4% (Table 1).

Among the 20 largest States, online labor demand in the **South** rose 93,000 in June (Table A). Texas was up 23,500 in June, posting its tenth consecutive monthly gain and an increase of 16.2 percent in the first half of 2012. The June increase included increased online ads for a diverse list of jobs that included nurses, truck drivers, web developers, and elementary school teachers. Florida was next with a gain of 15,400 that, in addition to nurses, included web developers and paralegals. Maryland increased by 8,400; Virginia, by 8,000; North Carolina, by 7,500; and Georgia, by 6,800, its fourth consecutive monthly gain. Among the smaller States in the South, South Carolina gained 4,000; Louisiana gained 3,100; and Tennessee gained 1,300. Arkansas lost 200.

In the **West** online labor demand rose 75,500 in June. California, the largest State rose 35,300 (or 7 percent) in June and was up 74,000, or 16 percent, in the first half of 2012. Arizona was next with a gain of 9,300 that included gains for computer software engineers and electricians. Labor demand in Washington rose 6,300. Colorado gained 4,700. Among the smaller States in the region, Nevada increased by 4,900; Oregon, by 3,300; and Utah, by 2,700 (Table 3).

Online labor demand in the **Midwest** rose by 56,600 in June. Michigan gained 11,300 in June and was up 13.1 percent in the first half of 2012. The monthly gain for June included more ads for diverse occupations including industrial engineers, truck drivers, and lawyers. Illinois was next with a gain of 9,600 for a four-month gain of 23,000. Ohio rose by 7,900; Minnesota, by 6,600; Wisconsin, by 4,900; and Missouri, by 4,300. Among the smaller Midwest States, Indiana gained 6,200 and Kansas rose 3,900 while North Dakota fell by 2,100 and South Dakota lost 200.

Online labor demand in the **Northeast** rose by 56,200 in June. New York rose 17,400 in June for its fifth consecutive monthly gain. Massachusetts rose 10,100, its seventh consecutive monthly gain, and included increases for a variety of computer occupations and accountants. New Jersey gained 8,100. Pennsylvania gained 5,600. Among the smaller States in the Northeast, labor demand increased by 4,000 in Connecticut; 1,300 in Maine; 1,200 in New Hampshire; and 900 in Rhode Island (Table 3).

The Supply/Demand rate for the U.S. in May (the latest month for which the national unemployment number is available) stands at 2.70, indicating that there are 2.7 unemployed workers for every online advertised vacancy. Nationally, there are 8 million more unemployed workers than advertised vacancies.

The Supply/Demand rates for the States are also for May 2012, the latest month available for unemployment data. The number of advertised vacancies exceeded the number of unemployed only in North Dakota, where the Supply/Demand rate was 0.57. The State with the highest Supply/Demand rate is Mississippi (4.99), where there were nearly five unemployed workers for every online advertised vacancy. 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 (see Occupational Highlights section).

## METRO AREA HIGHLIGHTS

- All 20 of the largest metro areas posted gains in labor demand in June
- 8 of the 20 largest metro areas have supply/demand rates below 2, indicating that there are fewer than two unemployed workers for every online advertised vacancy

Location	Total Ads <sup>1</sup>	M-O-M	Supply/
	(Thousands) Jun-12	Change (Thousands) Jun-May 12	Demand Rate <sup>2</sup> May-12
<b>United States</b>	<b>4,947.1</b>	<b>232.3</b>	<b>2.70</b>
<b>NORTHEAST</b>	<b>942.5</b>	<b>56.2</b>	<b>2.54</b>
Boston, MA	116.2	9.6	1.31
New York, NY	288.9	17.6	3.11
Philadelphia, PA	96.8	4.7	2.66
<b>SOUTH</b>	<b>1,661.3</b>	<b>93.0</b>	<b>2.76</b>
Atlanta, GA	86.2	4.5	2.94
Baltimore, MD	59.6	5.6	1.96
Dallas, TX	111.7	8.2	2.21
Houston, TX	89.6	3.5	2.45
Miami, FL	66.0	3.0	3.97
Washington, DC	170.2	11.9	1.11
<b>MIDWEST</b>	<b>1,103.1</b>	<b>56.6</b>	<b>2.37</b>
Chicago, IL	144.6	6.9	3.04
Cleveland, OH	48.3	1.0	1.58
Detroit, MI	68.2	5.3	3.02
Minneapolis-St. Paul, MN	87.7	6.1	1.24
<b>WEST</b>	<b>1,109.8</b>	<b>75.5</b>	<b>3.29</b>
Denver, CO	55.9	1.4	2.08
Los Angeles, CA	183.1	11.5	4.03
Phoenix, AZ	62.1	6.2	2.67
San Diego, CA	46.8	2.5	3.28
San Francisco, CA	110.4	7.3	1.88
San Jose, CA	52.9	3.9	1.67
Seattle-Tacoma, WA	81.4	4.4	1.86

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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.

In June, all of the 20 large MSAs and in fact all of the 52 metropolitan areas for which data are reported separately showed increases in the number of advertised vacancies (Table 5).

A number of the largest metro areas have shown strength in online advertised vacancies since the official end of the recession in June 2009. Eleven have posted increases of over 100 percent: Cleveland (up 153%), Detroit (up 146%), Minneapolis-St. Paul (up 144%), Columbus (up 125%), Milwaukee (up 125%), San Jose (up 120%), Indianapolis (up 119%), Louisville (up 112%), Nashville (up 110%), Charlotte (up 107%), and Denver (up 101%).

Sixteen MSAs had Supply/Demand rates in May 2012 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table B). Washington, DC continues to have the most favorable Supply/Demand rate (1.11) with just over one advertised vacancy for every unemployed worker. Oklahoma City (1.23), Minneapolis-St. Paul (1.24), Boston (1.31), Cleveland (1.58), and Salt Lake City (1.59) had the next lowest Supply/Demand rates.

Metro areas in which the number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA with nearly eight unemployed workers for every advertised vacancy (7.96); Sacramento (4.60); Las Vegas (4.13); Los Angeles (4.03); and Miami (3.97). Supply/Demand rate data are for May 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

## OCCUPATIONAL HIGHLIGHTS

- In June all of the 22 major occupational groups in the Standard Occupational Classifications (SOC) posted gains (Table C and Table 7)

<b>Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted</b>					
<b>Occupation</b>	<b>Total Ads (Thousands)</b>	<b>M-O-M Change (Thousands)</b>	<b>Unemployed (Thousands)</b>	<b>Supply/ Demand Rate<sup>1</sup></b>	<b>Average Hourly Wage<sup>2</sup></b>
	<b>Jun-12</b>	<b>Jun-May 12</b>	<b>May-12</b>	<b>May-12</b>	
Computer and mathematical science	651.2	42.4	135.9	0.22	\$37.85
Sales and related	634.6	15.4	1,291.0	2.09	\$18.04
Healthcare practitioners and technical	615.8	28.8	258.3	0.44	\$34.97
Office and administrative support	516.4	12.8	1,547.8	3.07	\$16.40
Management	471.6	13.2	687.2	1.50	\$51.64
Business and financial operations	283.0	15.3	301.6	1.13	\$33.05
Transportation and material moving	245.3	9.3	1,013.5	4.30	\$15.96
Food preparation and serving related	218.6	9.4	865.7	4.14	\$10.30
Architecture and engineering	182.9	7.7	146.8	0.84	\$37.08
Installation, maintenance, and repair	167.2	7.3	312.2	1.95	\$20.86

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1. 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.
2. BLS Occupational Employment Statistics - May 2011 estimates.

## Occupational Changes for the Month of June

Among the top ten occupational groups with the largest numbers of online advertised vacancies, labor demand for **Computer and Mathematical Science** workers rose 42,400 to 651,200. The rise was due to increases in demand for Web Developers, Computer Applications Software Engineers, Computer Support Specialists, and Network and Computer Systems Administrators. The number of advertised vacancies in this occupational category continues to outnumber job-seekers by 4.5 to 1 (0.22 S/D based on May data, the latest unemployment data available).

Labor demand for **Healthcare Practitioners and Technical** occupations rose 28,800 in June to 615,800. Largely responsible for the gain were increased advertised vacancies for Registered Nurses and Physical therapists. The number of advertised vacancies in this occupational category continues to be quite favorable with demand outnumbering job-seekers by over 2 to 1 (0.44 S/D).

Labor demand for **Sales and Related** workers rose 15,400 to 634,600 (Table C) and was led by an increase in demand for Financial Services Sales Agents, Wholesale and Manufacturing Sales Representatives, and First-Line Supervisors/Managers of Non-Retail Sales Workers. The number of unemployed in this occupational category continues to outnumber the number of advertised vacancies by over 2 to 1 (S/D of 2.09), but is substantially below the four unemployed for every available advertised vacancy in June 2009.

**Business and Financial Operations** positions increased by 15,300 to 283,000 advertised vacancies in June. Personal Financial Advisors, Accountants, Loan Officers, and Personnel Recruiters were among the advertised vacancies that showed increases. In this field there are 1.13 unemployed workers for every advertised vacancy.

Demand for **Management** occupations rose 13,200 to 471,600. Responsible for the rise was higher demand for Medical and Health Services Managers, Sales Managers, and Marketing Managers. The number of unemployed in these occupations was 1.50 unemployed for every advertised vacancy in June and was significantly below the almost three (2.9) unemployed for every advertised vacancy at the HWOL series high in October 2009.

**Office and Administrative Support** occupations rose 12,800 to 516,400 with a gain of 89,500 since January. Largely responsible for the June increase was higher demand for Executive Secretaries and Administrative Assistants, Bookkeeping, Accounting, and Auditing Clerks, Medical Secretaries, and General Office Clerks. The number of unemployed in these occupations remains above the number of advertised vacancies with 3.07 unemployed for every advertised vacancy.

## Highlights of the first half of 2012

### States and Metropolitan Statistical Areas

The largest contributors to the 625,000 national increases in online vacancies in the first six months of 2012 are the most populous States — California (74,000), Texas (49,800), New York (36,600), Florida (17,900), Illinois (30,700), and Pennsylvania (18,600). Together these six states made up over one-third of the increase. However, all of the States — with the exception of Vermont, which dipped slightly — posted online gains in the first six

months of 2012. Size is important, and, while States with smaller populations contributed less to the national total, several posted substantial percentage increases. Nebraska rose 9,700, or almost one-third, to 40,100. Other states with increases in excess of 20 percent included Kansas (up 8,000 to 41,300) and Oklahoma (up 11,100 to 58,100).

States that were in low gear over the last six months included several states such as Rhode Island, up 644 to 18,900; Mississippi, up 1,300 to 23,000; and West Virginia, up 1,100 to 20,100.

“Labor demand is only half the story,” said Shelp. “The number of unemployed for every advertised vacancy (i.e. Supply/Demand rate) is also important, and this varied widely among States.”

The States that posted the largest gains relative to their sizes — Nebraska, Kansas and Oklahoma — were also ones with lower Supply/Demand rates. Nebraska’s Supply/Demand rate was 1.06, Oklahoma’s was 1.60, and Kansas’s was 2.44. On the other hand, in the States with low increases in labor demand in the first six months of 2012, the number of unemployed workers for every ad ranged from 2.83 in West Virginia, 3.40 in Rhode Island, and 2.99 in Mississippi.

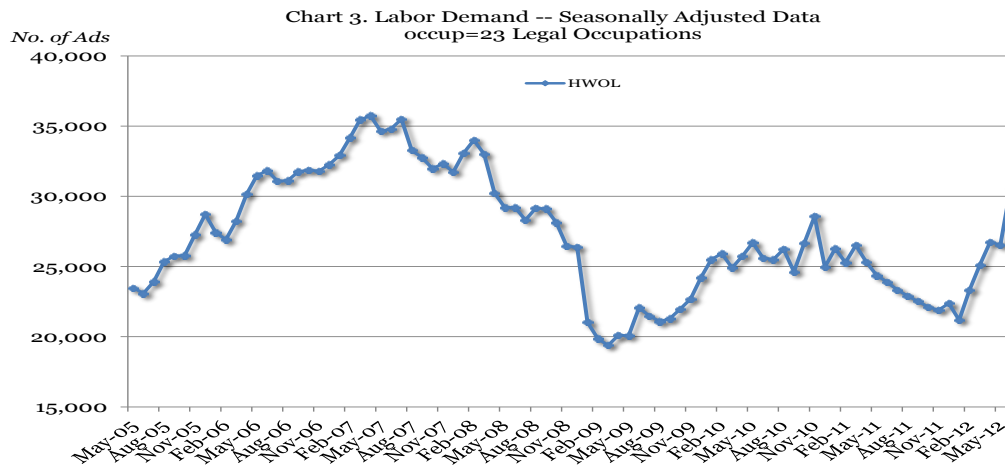
## **Occupations**

In the first six months of 2012, advertised vacancies rose in all of the 22 major occupational categories but not all categories reached their pre-recession highs. Advertised vacancies in 2012 in management, architecture and engineering, and community and social service were roughly in line with their pre-recession levels. Food preparation and serving, building and grounds maintenance, and sales positions reached new highs, making the search for jobs in these occupations easier. On the other hand, Office and Administration, Construction, and Legal, while posting gains, remained below their pre-recession highs.

“Again, labor demand is only half of the story,” said Shelp. “You also have to look at the number of unemployed seeking jobs in these occupations. For example, the increased number of online advertised vacancies in all categories made the search for jobs easier, but looking for work was still a struggle for many job-seekers.”

In Food preparation and serving, for example, the number of unemployed for every advertised vacancy fell from 14.3 unemployed for every online ad in May 2009 to about 4.1 in May 2012 (the last month where unemployment data are available).

Elsewhere, while the number of legal jobs (lawyers, paralegals, tax examiners, and court reporters) was still below pre-recession highs, the number of advertised vacancies was up 8,400 in 2012. The Supply/Demand rate stood at 1.4, indicating there was just over one unemployed worker for every advertised vacancy, a significant improvement from the approximately 2.75 in early 2011. “One cautiously optimistic story for the first half of 2012 is the increase in jobs for the legal profession,” said Shelp. “However, many of the advertised jobs may be for not full-time legal work but rather part-time or contract positions.”



On the other hand, increased demand can be a sign of not having a sufficient number of qualified candidates. In Computer and Math occupations, for example, the number of ads increased 87,800 in the first six months of 2012. In June 2012 there are 4.5 ads for every unemployed person compared to 1.6 ads per unemployed in April 2009, signaling a continuing inability of employers to find qualified candidates even with over 12 million unemployed workers in the United States.



## PROGRAM NOTES

*The Conference Board Help Wanted OnLine*<sup>®</sup> Data Series (HWOL) measures the number of new, first-time online jobs and jobs reposted from the previous month about 1,000 major Internet job sites 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 May 2008) the online series is not a direct measure of job vacancies. The level of ads in print and online can change for reasons not related to overall job demand.

The HWOL data series began in June 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 June 2009 release and seasonally adjusted data for the 52 largest metropolitan areas began with the June 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>.

The underlying online job listings data for this series is provided by **Wanted Technologies Corporation**. 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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**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](http://www.wantedanalytics.com).

## Publication Schedule, Help Wanted OnLine Data Series

	Data for the Month		Release Date	
	July, 2012		August 1, 2012*	
	August, 2012		September 5, 2012*	
	September, 2012		October 3, 2012*	
	October, 2012		October 31, 2012*	
	November, 2012		December 3, 2012	
	December, 2012		January 2, 2013*	

\*Wednesday release due to holidays or data availability.

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)
	Jun-11	May-12	Jun-12	Jun-May 12	Jun-11	May-12	Jun-12	Jun-May 12
<b>United States</b>	<b>4,269.8</b>	<b>4,714.8</b>	<b>4,947.1</b>	<b>232.3</b>	<b>2,623.8</b>	<b>2,903.8</b>	<b>3,162.0</b>	<b>258.2</b>
New England	265.3	274.5	294.1	19.6	159.3	166.8	186.8	20.0
Middle Atlantic	568.4	611.8	648.4	36.6	356.1	384.8	423.9	39.0
South Atlantic	848.3	900.4	955.2	54.8	521.7	555.4	619.4	64.0
East North Central	609.0	678.0	717.1	39.1	366.3	413.8	454.8	41.0
East South Central	179.6	201.2	208.0	6.8	110.3	121.7	128.1	6.4
West North Central	329.4	368.5	386.0	17.6	193.4	213.6	238.5	24.9
West South Central	408.5	466.7	498.1	31.4	244.9	288.7	317.4	28.7
Mountain	299.8	328.2	356.5	28.3	188.7	207.5	236.3	28.8
Pacific	671.2	706.1	753.3	47.2	423.5	446.4	503.2	56.8

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)		
	Jun-11	May-12	Jun-12	Jun-11	May-12	Jun-12
<b>United States</b>	<b>2.78</b>	<b>3.04</b>	<b>3.19</b>	<b>1.71</b>	<b>1.87</b>	<b>2.04</b>
New England	3.43	3.55	3.80	2.06	2.15	2.41
Middle Atlantic	2.79	2.97	3.15	1.75	1.87	2.06
South Atlantic	2.86	3.02	3.20	1.76	1.86	2.08
East North Central	2.62	2.91	3.07	1.57	1.77	1.95
East South Central	2.06	2.33	2.40	1.26	1.41	1.48
West North Central	2.99	3.35	3.51	1.76	1.94	2.17
West South Central	2.32	2.61	2.79	1.39	1.62	1.78
Mountain	2.73	2.98	3.24	1.72	1.89	2.15
Pacific	2.70	2.82	3.01	1.70	1.78	2.01

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)
	Jun-11	May-12	Jun-12	Jun-May 12	Jun-11	May-12	Jun-12	Jun-May 12
<b>United States</b>	<b>4,269.8</b>	<b>4,714.8</b>	<b>4,947.1</b>	<b>232.3</b>	<b>2,623.8</b>	<b>2,903.8</b>	<b>3,162.0</b>	<b>258.2</b>
Alabama	44.1	46.1	48.7	2.7	27.2	27.7	30.5	2.7
Alaska	17.8	17.8	18.9	1.1	10.2	9.6	11.6	2.1
Arizona	76.7	81.4	90.7	9.3	45.7	51.4	60.7	9.3
Arkansas	27.3	30.7	30.5	-0.2	16.3	18.2	17.7	-0.5
California	475.8	502.0	537.3	35.3	297.0	314.0	355.4	41.4
Colorado	76.4	96.9	101.7	4.7	48.3	61.2	67.1	5.9
Connecticut	60.5	61.8	65.7	4.0	34.9	36.4	39.9	3.5
Delaware	16.1	15.7	16.9	1.2	10.1	9.1	10.8	1.7
Florida	234.3	243.4	258.8	15.4	153.7	156.4	175.5	19.2
Georgia	115.4	124.9	131.6	6.8	64.7	74.4	81.4	7.0
Hawaii	15.6	16.1	17.8	1.7	11.5	11.9	13.3	1.4
Idaho	20.6	21.7	23.7	2.0	14.2	14.5	16.1	1.6
Illinois	164.0	179.3	188.9	9.6	91.9	103.9	116.7	12.8
Indiana	69.0	77.8	84.0	6.2	40.6	45.7	51.4	5.6
Iowa	44.2	48.6	51.9	3.4	23.9	27.2	30.2	3.0
Kansas	35.3	37.5	41.3	3.9	19.2	20.3	25.0	4.6
Kentucky	40.7	46.3	49.2	2.8	24.2	27.5	30.5	3.0
Louisiana	44.1	48.3	51.4	3.1	27.2	30.2	32.2	2.0
Maine	21.2	20.9	22.2	1.3	11.0	11.0	12.6	1.6
Maryland	105.6	110.1	118.5	8.4	61.7	65.2	75.3	10.0
Massachusetts	129.2	136.3	146.4	10.1	77.8	81.8	94.5	12.7
Michigan	117.4	128.8	140.0	11.3	75.2	84.0	92.8	8.8
Minnesota	106.8	116.4	123.0	6.6	64.0	68.4	77.9	9.5
Mississippi	18.4	23.3	23.0	-0.3	11.2	13.2	13.2	-0.1
Missouri	84.0	88.6	92.9	4.3	52.9	54.9	60.2	5.3
Montana	15.6	17.2	16.9	-0.2	8.0	9.0	9.1	0.2
Nebraska	29.6	37.3	40.1	2.8	19.2	24.3	25.4	1.1
Nevada	44.1	42.0	46.9	4.9	30.4	29.0	34.0	4.9
New Hampshire	23.8	25.3	26.5	1.2	15.1	15.7	17.4	1.6
New Jersey	142.7	150.4	158.5	8.1	92.0	97.3	104.6	7.3
New Mexico	22.8	25.2	26.3	1.2	14.8	15.7	16.7	1.0
New York	260.7	272.2	289.6	17.4	162.6	174.1	192.8	18.7
North Carolina	114.1	123.7	131.1	7.5	73.9	79.4	86.3	7.0
North Dakota	14.4	20.4	18.2	-2.1	7.3	9.1	10.6	1.5
Ohio	166.2	188.6	196.5	7.9	107.4	123.5	132.2	8.8
Oklahoma	45.8	53.3	58.1	4.8	29.0	33.8	38.5	4.7
Oregon	51.8	56.2	59.5	3.3	33.7	37.3	40.6	3.4
Pennsylvania	161.2	190.1	195.6	5.6	98.1	113.3	122.0	8.7
Rhode Island	17.4	18.1	18.9	0.9	11.9	11.8	13.1	1.3
South Carolina	49.8	53.5	57.5	4.0	31.3	33.6	36.6	2.9
South Dakota	15.0	18.5	18.4	-0.1	7.3	9.0	9.5	0.5
Tennessee	76.1	85.5	86.8	1.3	47.8	53.6	54.0	0.4
Texas	291.3	334.6	358.0	23.5	172.4	204.0	229.1	25.0
Utah	33.7	35.7	38.4	2.7	21.8	22.6	25.8	3.2
Vermont	12.0	13.6	13.1	-0.5	7.6	8.2	8.0	-0.2
Virginia	142.5	149.9	157.9	8.0	82.4	89.1	98.8	9.6
Washington	110.6	114.0	120.2	6.3	70.7	73.6	81.7	8.1
West Virginia	16.6	19.7	20.1	0.5	9.0	10.6	11.2	0.6
Wisconsin	92.0	102.1	107.1	4.9	51.3	56.4	62.0	5.5
Wyoming	8.1	9.1	9.2	0.1	4.3	4.8	5.4	0.6

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.

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>
	Jun-11	May-12	Jun-12	May-12	May-12	May-12	May-12
<b>United States</b>	<b>2.78</b>	<b>3.04</b>	<b>3.19</b>	<b>8.2</b>	<b>12,720.00</b>	<b>4,714.8</b>	<b>2.70</b>
Alabama	2.01	2.15	2.27	7.4	159.22	46.1	3.46
Alaska	4.86	4.85	5.14	7.0	25.78	17.8	1.45
Arizona	2.53	2.70	3.01	8.2	247.08	81.4	3.04
Arkansas	2.00	2.21	2.20	7.3	101.02	30.7	3.29
California	2.59	2.71	2.91	10.8	1,993.95	502.0	3.97
Colorado	2.81	3.54	3.71	8.1	222.13	96.9	2.29
Connecticut	3.16	3.22	3.43	7.8	150.27	61.8	2.43
Delaware	3.68	3.56	3.83	6.8	30.14	15.7	1.92
Florida	2.54	2.63	2.79	8.6	794.43	243.4	3.26
Georgia	2.44	2.62	2.77	8.9	425.18	124.9	3.41
Hawaii	2.36	2.46	2.72	6.3	41.42	16.1	2.57
Idaho	2.67	2.78	3.03	7.8	60.61	21.7	2.79
Illinois	2.50	2.72	2.87	8.6	564.42	179.3	3.15
Indiana	2.17	2.43	2.63	7.9	252.29	77.8	3.24
Iowa	2.66	2.92	3.12	5.1	85.16	48.6	1.75
Kansas	2.35	2.50	2.76	6.1	91.55	37.5	2.44
Kentucky	1.97	2.24	2.38	8.2	169.95	46.3	3.67
Louisiana	2.15	2.33	2.48	7.2	149.69	48.3	3.10
Maine	3.02	2.95	3.13	7.4	52.36	20.9	2.50
Maryland	3.44	3.57	3.84	6.8	208.55	110.1	1.89
Massachusetts	3.74	3.94	4.23	6.0	209.17	136.3	1.53
Michigan	2.52	2.76	3.00	8.5	395.31	128.8	3.07
Minnesota	3.59	3.92	4.14	5.6	165.38	116.4	1.42
Mississippi	1.37	1.74	1.72	8.7	116.13	23.3	4.99
Missouri	2.76	2.93	3.08	7.3	220.00	88.6	2.48
Montana	3.09	3.37	3.32	6.3	31.98	17.2	1.86
Nebraska	2.95	3.68	3.95	3.9	39.64	37.3	1.06
Nevada	3.18	3.08	3.44	11.6	158.26	42.0	3.77
New Hampshire	3.24	3.41	3.57	5.0	36.74	25.3	1.45
New Jersey	3.14	3.27	3.45	9.2	422.94	150.4	2.81
New Mexico	2.46	2.70	2.83	6.7	62.56	25.2	2.49
New York	2.75	2.85	3.03	8.6	826.35	272.2	3.04
North Carolina	2.45	2.65	2.81	9.4	435.91	123.7	3.53
North Dakota	3.77	5.23	4.68	3.0	11.70	20.4	0.57
Ohio	2.86	3.25	3.38	7.3	425.78	188.6	2.26
Oklahoma	2.60	2.97	3.24	4.8	85.12	53.3	1.60
Oregon	2.60	2.82	2.99	8.4	168.21	56.2	2.99
Pennsylvania	2.53	2.95	3.03	7.4	474.63	190.1	2.50
Rhode Island	3.09	3.24	3.40	11.0	61.40	18.1	3.40
South Carolina	2.31	2.49	2.67	9.1	195.91	53.5	3.66
South Dakota	3.37	4.13	4.11	4.3	19.07	18.5	1.03
Tennessee	2.43	2.75	2.79	7.9	245.25	85.5	2.87
Texas	2.34	2.65	2.84	6.9	869.77	334.6	2.60
Utah	2.52	2.65	2.85	6.0	81.06	35.7	2.27
Vermont	3.37	3.79	3.66	4.6	16.39	13.6	1.21
Virginia	3.32	3.45	3.64	5.6	241.86	149.9	1.61
Washington	3.18	3.24	3.41	8.3	292.58	114.0	2.57
West Virginia	2.08	2.44	2.50	6.9	55.61	19.7	2.83
Wisconsin	3.01	3.32	3.48	6.8	208.58	102.1	2.04
Wyoming	2.66	2.96	3.00	5.2	16.14	9.1	1.77

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 <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)
	Jun-11	May-12	Jun-12	Jun-May 12	Jun-11	May-12	Jun-12	Jun-May 12
Birmingham, AL	13.6	14.4	15.6	1.2	9.1	9.1	10.5	1.4
Phoenix, AZ	48.3	55.9	62.1	6.2	28.6	35.7	41.9	6.2
Tucson, AZ	12.5	12.2	13.9	1.8	8.6	8.1	9.6	1.5
Los Angeles, CA	160.7	171.7	183.1	11.5	103.8	112.8	126.1	13.3
Riverside, CA	26.4	28.2	30.2	2.0	17.4	19.2	21.1	1.9
Sacramento, CA	22.9	24.6	27.6	3.0	14.0	15.6	18.7	3.2
San Diego, CA	39.3	44.4	46.8	2.5	25.5	29.3	31.9	2.6
San Francisco, CA	93.4	103.1	110.4	7.3	60.1	66.9	75.3	8.4
San Jose, CA	46.5	49.0	52.9	3.9	26.6	29.7	33.1	3.4
Denver, CO	40.2	54.5	55.9	1.4	24.6	34.6	37.1	2.5
Hartford, CT	23.0	24.5	25.6	1.1	13.7	14.4	15.9	1.5
Washington, DC	148.8	158.4	170.2	11.9	84.3	94.2	109.4	15.2
Jacksonville, FL	20.4	21.1	22.6	1.5	14.1	14.1	16.2	2.1
Miami, FL	57.1	63.0	66.0	3.0	33.7	38.8	43.5	4.7
Orlando, FL	32.5	35.6	38.5	2.9	22.8	24.5	28.2	3.7
Tampa, FL	39.4	42.8	45.7	2.9	26.0	27.5	31.0	3.5
Atlanta, GA	73.2	81.7	86.2	4.5	41.2	50.5	54.5	4.0
Honolulu, HI	13.4	12.9	14.8	1.9	10.7	10.3	11.9	1.6
Chicago, IL	123.3	137.7	144.6	6.9	68.4	80.6	90.7	10.1
Indianapolis, IN	27.7	31.5	33.9	2.5	17.4	20.0	22.7	2.7
Louisville, KY	17.2	19.6	21.4	1.8	10.7	12.3	14.2	1.9
New Orleans, LA	14.4	14.8	16.3	1.6	9.9	10.3	11.6	1.4
Baltimore, MD	53.7	54.0	59.6	5.6	34.9	34.9	41.1	6.2
Boston, MA	99.4	106.6	116.2	9.6	60.3	66.2	77.1	10.9
Detroit, MI	55.5	63.0	68.2	5.3	36.3	42.6	46.4	3.8
Minneapolis-St. Paul, MN	74.2	81.6	87.7	6.1	46.8	51.5	59.2	7.7
Kansas City, MO	33.9	36.5	38.5	2.0	21.6	22.3	25.5	3.2
St. Louis, MO	38.4	42.0	44.9	2.8	24.8	27.9	30.2	2.4
Las Vegas, NV	31.2	29.0	32.2	3.2	22.4	20.9	24.0	3.1
Buffalo, NY	14.8	17.2	18.4	1.2	9.6	11.1	12.5	1.4
New York, NY	257.6	271.3	288.9	17.6	164.2	177.2	194.4	17.2
Rochester, NY	13.6	14.1	15.4	1.3	9.1	9.4	10.8	1.4
Charlotte, NC	34.2	35.9	37.7	1.8	22.3	23.7	25.6	1.9
Cincinnati, OH	30.8	32.6	34.6	2.0	19.4	21.2	22.8	1.6
Cleveland, OH	41.7	47.2	48.3	1.0	28.1	32.1	34.2	2.2
Columbus, OH	34.6	38.6	41.5	2.9	22.7	26.0	28.5	2.5
Oklahoma City, OK	19.3	21.5	23.2	1.7	13.0	14.4	16.2	1.9
Portland, OR	32.4	36.6	39.1	2.5	20.8	24.7	27.0	2.3
Philadelphia, PA	80.8	92.1	96.8	4.7	47.7	55.3	61.3	6.0
Pittsburgh, PA	36.4	41.1	42.7	1.6	24.8	27.1	29.4	2.4
Providence, RI	23.0	23.1	25.3	2.2	15.9	15.3	17.6	2.3
Memphis, TN	15.3	17.2	17.9	0.6	9.5	10.8	11.0	0.3
Nashville, TN	26.4	29.5	30.4	0.9	17.1	19.4	20.1	0.7
Austin, TX	27.0	31.7	34.5	2.8	16.9	21.4	24.2	2.7
Dallas, TX	90.6	103.6	111.7	8.2	52.2	64.0	72.2	8.3
Houston, TX	66.1	86.1	89.6	3.5	36.6	52.3	55.4	3.1
San Antonio, TX	28.9	30.9	34.1	3.3	20.1	21.2	24.9	3.7
Salt Lake City, UT	21.3	21.9	24.1	2.2	14.1	14.1	16.5	2.4
Richmond, VA	19.7	22.1	22.9	0.8	13.0	14.6	15.4	0.8
Virginia Beach, VA	22.6	23.9	25.3	1.4	14.8	15.8	17.6	1.8
Seattle-Tacoma, WA	64.9	77.0	81.4	4.4	41.2	50.7	55.9	5.2
Milwaukee, WI	32.0	33.6	37.9	4.2	19.1	19.5	23.7	4.2

**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.

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

**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>
	Jun-11	May-12	Jun-12	May-12	May-12	May-12	May-12
Birmingham, AL	2.57	2.77	3.00	6.7	34.8	14.4	2.42
Phoenix, AZ	2.38	2.76	3.07	7.4	149.3	55.9	2.67
Tucson, AZ	2.69	2.64	3.02	7.5	34.4	12.2	2.83
Los Angeles, CA	2.46	2.64	2.81	10.6	692.1	171.7	4.03
Riverside, CA	1.47	1.56	1.67	12.4	224.4	28.2	7.96
Sacramento, CA	2.21	2.37	2.65	10.9	113.1	24.6	4.60
San Diego, CA	2.48	2.79	2.94	9.2	145.6	44.4	3.28
San Francisco, CA	4.13	4.49	4.81	8.4	193.5	103.1	1.88
San Jose, CA	5.04	5.20	5.61	8.7	81.8	49.0	1.67
Denver, CO	2.88	3.88	3.98	8.1	113.5	54.5	2.08
Hartford, CT	3.80	4.04	4.21	7.8	47.7	24.5	1.94
Washington, DC	4.70	4.94	5.31	5.5	175.5	158.4	1.11
Jacksonville, FL	2.95	3.06	3.27	8.3	57.5	21.1	2.72
Miami, FL	1.98	2.16	2.27	8.6	250.1	63.0	3.97
Orlando, FL	2.90	3.18	3.43	8.6	96.4	35.6	2.71
Tampa, FL	3.01	3.27	3.49	8.9	117.0	42.8	2.73
Atlanta, GA	2.72	3.02	3.18	8.9	240.0	81.7	2.94
Honolulu, HI	2.91	2.82	3.24	5.8	26.5	12.9	2.05
Chicago, IL	2.55	2.84	2.98	8.6	419.3	137.7	3.04
Indianapolis, IN	3.06	3.48	3.75	7.4	67.4	31.5	2.14
Louisville, KY	2.71	3.07	3.35	8.2	52.7	19.6	2.69
New Orleans, LA	2.66	2.73	3.02	7.3	39.7	14.8	2.69
Baltimore, MD	3.73	3.74	4.13	7.3	105.7	54.0	1.96
Boston, MA	3.94	4.21	4.59	5.5	139.9	106.6	1.31
Detroit, MI	2.75	3.16	3.43	9.6	190.4	63.0	3.02
Minneapolis-St. Paul, MN	4.01	4.39	4.72	5.4	101.1	81.6	1.24
Kansas City, MO	3.21	3.49	3.68	7.2	75.0	36.5	2.05
St. Louis, MO	2.65	2.93	3.13	8.0	114.6	42.0	2.73
Las Vegas, NV	3.14	2.96	3.28	12.2	119.6	29.0	4.13
Buffalo, NY	2.59	3.01	3.22	8.5	48.6	17.2	2.82
New York, NY	2.73	2.86	3.05	8.9	843.3	271.3	3.11
Rochester, NY	2.62	2.67	2.92	8.0	42.4	14.1	2.99
Charlotte, NC	3.81	4.01	4.21	9.5	84.7	35.9	2.36
Cincinnati, OH	2.80	2.96	3.14	7.4	81.4	32.6	2.50
Cleveland, OH	3.86	4.34	4.43	6.8	74.6	47.2	1.58
Columbus, OH	3.62	4.02	4.33	6.5	62.0	38.6	1.61
Oklahoma City, OK	3.33	3.67	3.96	4.5	26.4	21.5	1.23
Portland, OR	2.70	3.04	3.25	7.9	95.6	36.6	2.62
Philadelphia, PA	2.72	3.08	3.24	8.2	244.8	92.1	2.66
Pittsburgh, PA	2.95	3.31	3.43	6.7	83.2	41.1	2.03
Providence, RI	3.28	3.35	3.67	10.6	73.1	23.1	3.17
Memphis, TN	2.45	2.77	2.87	8.8	54.8	17.2	3.18
Nashville, TN	3.13	3.53	3.63	6.6	55.3	29.5	1.87
Austin, TX	2.87	3.32	3.61	5.9	56.5	31.7	1.78
Dallas, TX	2.76	3.13	3.37	6.9	228.5	103.6	2.21
Houston, TX	2.21	2.84	2.96	7.0	210.9	86.1	2.45
San Antonio, TX	2.85	3.02	3.34	6.7	68.7	30.9	2.22
Salt Lake City, UT	3.60	3.65	4.02	5.8	34.9	21.9	1.59
Richmond, VA	2.91	3.26	3.38	6.2	42.2	22.1	1.91
Virginia Beach, VA	2.67	2.83	2.99	6.4	54.1	23.9	2.26
Seattle-Tacoma, WA	3.46	4.07	4.30	7.6	143.3	77.0	1.86
Milwaukee, WI	4.01	4.21	4.74	7.4	58.8	33.6	1.75

**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.

Table 7: National Labor Supply/Labor Demand by Occupation <sup>1</sup> , Seasonally Adjusted							
Occupation <sup>2</sup>	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed <sup>3</sup> (Thousands)	Supply/ Demand Rate <sup>4</sup>	Average Hourly Wage <sup>5</sup>
	Jun-11	May-12	Jun-12	Jun-May 12	May-12	May-12	
Total	4,269.8	4,714.8	4,947.1	232.3	12,720.0	2.7	\$21.74
Management	426.7	458.3	471.6	13.2	687.2	1.5	\$51.64
Business and financial operations	251.3	267.7	283.0	15.3	301.6	1.1	\$33.05
Computer and mathematical science	577.3	608.8	651.2	42.4	135.9	0.2	\$37.85
Architecture and engineering	170.5	175.2	182.9	7.7	146.8	0.8	\$37.08
Life, physical, and social science	64.1	73.2	73.4	0.3	25.6	0.4	\$32.44
Community and social services	52.1	59.8	63.0	3.3	130.6	2.2	\$21.07
Legal	23.9	26.6	30.7	4.2	38.5	1.4	\$47.30
Education, training, and library	95.9	112.4	119.2	6.7	411.7	3.7	\$24.46
Arts, design, entertainment, sports, and media	101.9	117.3	125.9	8.5	221.6	1.9	\$25.89
Healthcare practitioners and technical	540.8	587.1	615.8	28.8	258.3	0.4	\$34.97
Healthcare support	126.6	139.1	150.4	11.3	269.5	1.9	\$13.16
Protective service	35.9	37.6	39.2	1.7	227.1	6.0	\$20.54
Food preparation and serving related	133.4	209.2	218.6	9.4	865.7	4.1	\$10.30
Building and grounds cleaning and maintenance	58.2	66.4	70.1	3.8	730.7	11.0	\$12.29
Personal care and service	68.4	81.9	84.8	3.0	474.1	5.8	\$11.84
Sales and related	575.9	619.2	634.6	15.4	1,291.0	2.1	\$18.04
Office and administrative support	451.6	503.6	516.4	12.8	1,547.8	3.1	\$16.40
Farming, fishing, and forestry	4.9	6.0	6.2	0.1	191.3	31.6	\$11.68
Construction and extraction	71.2	79.6	83.4	3.9	1,205.7	15.1	\$21.46
Installation, maintenance, and repair	150.0	159.9	167.2	7.3	312.2	2.0	\$20.86
Production	126.3	144.3	148.3	3.9	800.3	5.5	\$16.45
Transportation and material moving	200.1	236.0	245.3	9.3	1,013.5	4.3	\$15.96

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
4. 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.
5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2011 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
	Jun-12	Wage <sup>2</sup>	Jun-12	Wage <sup>2</sup>	Jun-12	Wage <sup>2</sup>
<b>United States</b>	<b>787,156</b>	<b>\$42.35</b>	<b>1,923,944</b>	<b>\$31.09</b>	<b>602,111</b>	<b>\$12.52</b>
Alabama	5,917	\$39.94	16,681	\$27.72	6,064	\$10.98
Alaska	2,284	\$40.79	8,067	\$33.86	2,545	\$14.93
Arizona	13,197	\$38.41	37,136	\$29.84	11,290	\$12.90
Arkansas	3,428	\$34.80	10,619	\$25.24	4,569	\$10.38
California	99,781	\$47.65	230,729	\$36.77	55,459	\$13.93
Colorado	15,269	\$41.41	40,503	\$32.12	13,309	\$12.75
Connecticut	12,809	\$48.46	25,917	\$33.14	6,618	\$14.33
Delaware	2,900	\$44.91	7,205	\$33.10	1,955	\$12.53
Florida	36,119	\$37.59	89,079	\$29.34	37,421	\$12.00
Georgia	21,971	\$42.61	56,494	\$28.39	13,414	\$11.35
Hawaii	2,221	\$37.74	5,601	\$29.93	3,547	\$13.83
Idaho	2,376	\$32.99	8,045	\$25.38	4,412	\$11.32
Illinois	37,563	\$40.83	74,775	\$30.97	19,725	\$12.93
Indiana	10,905	\$37.40	27,635	\$26.92	9,950	\$11.35
Iowa	6,304	\$34.92	18,504	\$25.76	6,736	\$11.34
Kansas	6,169	\$37.56	16,033	\$26.55	4,926	\$11.22
Kentucky	6,414	\$35.36	16,460	\$26.64	6,202	\$10.87
Louisiana	6,894	\$36.49	15,694	\$26.64	7,235	\$11.05
Maine	2,446	\$34.23	8,273	\$27.34	4,375	\$11.97
Maryland	17,673	\$44.76	53,321	\$35.21	14,300	\$13.48
Massachusetts	28,401	\$48.42	65,640	\$35.05	15,196	\$14.78
Michigan	19,031	\$39.95	51,355	\$29.54	18,498	\$12.10
Minnesota	20,077	\$40.82	48,307	\$30.64	14,467	\$12.23
Mississippi	2,992	\$33.43	7,088	\$23.87	3,137	\$10.32
Missouri	12,315	\$36.55	31,674	\$27.19	13,200	\$11.12
Montana	1,728	\$31.18	6,002	\$23.95	3,129	\$11.21
Nebraska	5,007	\$36.48	13,551	\$26.07	5,602	\$9.89
Nevada	5,882	\$39.54	14,990	\$31.81	8,508	\$13.27
New Hampshire	3,438	\$42.24	9,861	\$29.86	3,775	\$12.79
New Jersey	28,222	\$49.09	63,627	\$34.11	19,919	\$14.46
New Mexico	3,109	\$36.07	12,476	\$28.95	3,427	\$11.55
New York	59,803	\$51.35	107,533	\$31.63	34,504	\$14.46
North Carolina	18,527	\$15.53	52,540	\$23.90	18,219	\$11.30
North Dakota	2,063	\$35.31	5,661	\$24.81	2,178	\$11.50
Ohio	26,802	\$38.64	67,548	\$29.06	24,589	\$11.71
Oklahoma	6,542	\$34.10	18,327	\$25.70	8,137	\$10.85
Oregon	8,282	\$38.10	23,980	\$26.29	9,195	\$12.97
Pennsylvania	29,467	\$41.05	70,349	\$29.09	26,408	\$12.52
Rhode Island	2,890	\$45.08	7,159	\$32.85	3,072	\$13.30
South Carolina	6,292	\$37.37	21,781	\$27.19	8,835	\$10.97
South Dakota	1,767	\$32.93	6,242	\$23.84	2,640	\$10.86
Tennessee	11,366	\$36.93	28,572	\$25.48	11,574	\$11.04
Texas	59,215	\$41.89	138,943	\$30.34	39,881	\$11.39
Utah	5,009	\$36.47	12,360	\$26.86	4,846	\$7.26
Vermont	1,787	\$37.37	5,611	\$26.87	2,143	\$13.05
Virginia	27,647	\$45.17	72,617	\$33.70	17,577	\$12.53
Washington	20,308	\$25.74	55,184	\$33.17	14,572	\$14.44
West Virginia	2,112	\$32.21	7,077	\$24.64	2,865	\$10.43
Wisconsin	14,349	\$36.84	36,727	\$28.68	13,613	\$11.69
Wyoming	905	\$35.34	3,528	\$26.75	1,211	\$12.47

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 2011 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
	Jun-12	Wage <sup>1</sup>	Jun-12	Wage <sup>1</sup>	Jun-12	Wage <sup>1</sup>
<b>United States</b>	<b>1,185,612</b>	<b>\$17.04</b>	<b>290,548</b>	<b>\$20.78</b>	<b>428,005</b>	<b>\$16.20</b>
Alabama	13,338	\$14.77	3,384	\$18.55	6,411	\$15.12
Alaska	4,335	\$17.93	1,674	\$28.20	1,475	\$7.88
Arizona	22,322	\$16.73	5,981	\$19.44	5,882	\$16.13
Arkansas	7,658	\$14.23	2,381	\$17.07	4,309	\$14.48
California	131,260	\$18.77	22,010	\$21.93	32,191	\$16.34
Colorado	24,661	\$18.10	7,773	\$21.09	8,502	\$16.82
Connecticut	15,407	\$20.22	3,036	\$24.37	5,124	\$17.63
Delaware	3,575	\$17.30	895	\$21.58	1,273	\$15.67
Florida	76,356	\$16.13	17,921	\$17.93	16,726	\$15.16
Georgia	29,328	\$16.10	6,752	\$18.92	10,663	\$15.26
Hawaii	5,879	\$6.44	1,182	\$26.33	1,032	\$18.16
Idaho	6,167	\$15.12	2,399	\$18.32	2,727	\$14.97
Illinois	42,703	\$17.73	7,247	\$23.89	15,469	\$16.63
Indiana	21,515	\$15.66	5,615	\$21.10	12,051	\$15.97
Iowa	12,191	\$15.31	3,923	\$19.17	7,066	\$15.59
Kansas	10,070	\$15.68	2,644	\$19.56	4,325	\$15.93
Kentucky	13,075	\$15.00	3,507	\$18.64	6,654	\$16.17
Louisiana	14,276	\$14.55	4,617	\$18.72	6,082	\$17.70
Maine	5,487	\$15.14	1,388	\$18.88	2,019	\$15.93
Maryland	25,595	\$17.83	5,472	\$21.85	6,187	\$17.02
Massachusetts	31,517	\$19.82	5,748	\$25.38	8,661	\$17.33
Michigan	33,059	\$16.47	9,949	\$21.25	16,570	\$17.18
Minnesota	27,034	\$17.58	7,055	\$22.76	12,551	\$16.74
Mississippi	6,240	\$13.71	1,774	\$17.10	3,082	\$14.25
Missouri	24,329	\$15.64	6,711	\$21.13	10,545	\$15.65
Montana	4,140	\$14.61	1,617	\$19.61	1,710	\$16.04
Nebraska	9,459	\$15.34	3,719	\$18.69	4,784	\$15.96
Nevada	13,848	\$16.12	3,228	\$24.37	3,255	\$16.78
New Hampshire	6,940	\$17.08	1,654	\$20.89	2,502	\$16.56
New Jersey	37,935	\$18.97	7,043	\$25.16	10,695	\$16.38
New Mexico	5,791	\$14.68	1,632	\$18.61	1,841	\$16.48
New York	71,463	\$19.77	12,524	\$13.93	17,298	\$17.71
North Carolina	31,476	\$16.16	8,673	\$18.29	11,622	\$14.82
North Dakota	4,449	\$14.87	2,564	\$20.91	3,028	\$17.28
Ohio	47,634	\$16.10	13,282	\$20.38	26,090	\$15.80
Oklahoma	14,525	\$14.60	5,712	\$18.23	8,302	\$15.55
Oregon	13,997	\$16.97	3,806	\$20.23	5,392	\$16.19
Pennsylvania	47,979	\$17.20	11,518	\$20.91	21,105	\$16.52
Rhode Island	4,741	\$17.87	1,013	\$22.16	1,542	\$16.04
South Carolina	14,758	\$14.92	4,285	\$18.14	5,969	\$15.44
South Dakota	4,179	\$14.15	1,824	\$17.40	2,255	\$14.30
Tennessee	22,673	\$15.46	6,396	\$18.37	11,184	\$15.12
Texas	87,937	\$16.59	25,760	\$18.46	33,354	\$15.80
Utah	11,484	\$15.62	2,629	\$19.89	3,206	\$16.35
Vermont	2,856	\$16.18	759	\$19.26	1,120	\$16.22
Virginia	31,646	\$16.98	7,803	\$20.02	8,486	\$16.19
Washington	24,496	\$18.26	6,101	\$23.87	7,761	\$18.65
West Virginia	5,076	\$13.39	1,385	\$19.53	2,532	\$15.74
Wisconsin	23,890	\$16.24	7,051	\$21.61	15,990	\$16.23
Wyoming	1,928	\$15.30	897	\$22.54	968	\$20.44

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2011 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Jun-12	Average Hourly Wage <sup>2*</sup>	Total Ads Jun-12	Average Hourly Wage <sup>2*</sup>	Total Ads Jun-12	Average Hourly Wage <sup>2*</sup>
<b>United States</b>	<b>787,156</b>	<b>\$42.35</b>	<b>1,923,944</b>	<b>\$31.09</b>	<b>602,111</b>	<b>\$12.52</b>
Birmingham, AL	2,109	\$41.72	5,168	\$17.00	1,927	\$11.34
Phoenix, AZ	9,742	\$39.40	24,848	\$26.75	6,743	\$12.94
Tucson, AZ	1,649	\$36.57	5,088	\$29.93	2,114	\$10.46
Los Angeles, CA	35,024	\$47.57	70,560	\$36.58	19,175	\$13.67
Riverside, CA	3,536	\$41.25	9,140	\$32.59	4,676	\$13.04
Sacramento, CA	4,543	\$42.26	11,236	\$35.72	2,964	\$13.95
San Diego, CA	7,517	\$45.39	20,205	\$35.33	5,831	\$13.19
San Francisco, CA	25,533	\$52.92	51,663	\$40.31	9,766	\$15.16
San Jose, CA	11,021	\$59.31	33,284	\$45.67	2,305	\$14.87
Denver, CO	10,252	\$42.99	22,646	\$34.11	5,973	\$12.82
Hartford, CT	5,070	\$45.10	9,877	\$33.02	2,526	\$14.21
Washington, DC	35,148	\$50.22	83,220	\$40.60	17,154	\$14.71
Jacksonville, FL	3,448	\$36.55	7,920	\$29.77	2,995	\$11.53
Miami, FL	11,457	\$40.39	22,187	\$30.40	8,037	\$12.58
Orlando, FL	5,224	\$36.47	11,815	\$28.98	6,198	\$11.60
Tampa, FL	6,883	\$37.50	17,532	\$29.95	5,994	\$7.36
Atlanta, GA	16,919	\$44.72	39,347	\$30.34	7,652	\$11.75
Honolulu, HI	1,745	\$38.09	4,041	\$28.89	3,015	\$13.51
Chicago, IL	31,384	\$42.39	56,989	\$32.26	14,840	\$13.13
Indianapolis, IN	5,291	\$38.57	10,847	\$29.10	3,695	\$11.82
Louisville, KY	2,993	.	6,694	.	2,582	.
New Orleans, LA	2,294	.	4,475	.	2,794	.
Baltimore, MD	8,703	.	24,297	.	8,087	.
Boston, MA	24,047	\$49.89	52,987	\$36.34	11,335	\$15.01
Detroit, MI	9,939	\$42.63	25,553	\$32.04	8,730	\$12.46
Minneapolis-St. Paul, MN	15,606	.	34,025	.	9,289	.
Kansas City, MO	5,388	.	13,265	.	4,835	.
St. Louis, MO	6,747	.	16,327	.	5,949	.
Las Vegas, NV	4,189	.	9,911	.	6,105	.
Buffalo, NY	2,278	.	5,174	.	2,570	.
New York, NY	63,588	\$54.02	116,372	\$36.83	32,384	\$14.97
Rochester, NY	1,742	.	4,910	.	2,133	.
Charlotte, NC	6,973	.	14,411	.	4,496	.
Cincinnati, OH	5,643	\$40.66	11,191	\$29.80	3,966	\$11.73
Cleveland, OH	7,121	\$39.75	17,765	\$30.06	5,701	\$12.42
Columbus, OH	6,262	\$39.25	14,159	\$30.85	5,033	\$12.07
Oklahoma City, OK	2,891	\$35.59	6,975	\$27.69	3,178	\$10.88
Portland, OR	6,249	\$40.81	16,179	\$31.68	5,017	\$13.34
Philadelphia, PA	18,004	\$45.43	38,853	\$32.31	11,955	\$13.59
Pittsburgh, PA	6,086	\$40.17	13,349	\$29.77	6,495	\$12.01
Providence, RI	3,536	\$43.90	8,988	\$31.93	4,123	\$13.27
Memphis, TN	2,536	\$38.97	6,084	\$24.81	2,055	\$11.62
Nashville, TN	4,833	\$38.10	9,353	\$27.16	3,782	\$11.24
Austin, TX	5,451	\$41.77	15,581	\$32.40	3,994	\$11.78
Dallas, TX	21,783	\$43.22	45,969	\$32.13	10,343	\$11.87
Houston, TX	17,306	\$46.51	34,442	\$33.74	7,966	\$11.45
San Antonio, TX	4,905	\$37.84	10,415	\$29.64	5,326	\$11.15
Salt Lake City, UT	3,434	\$38.14	7,822	\$29.09	2,858	\$10.79
Richmond, VA	3,877	\$40.20	8,797	\$29.82	2,811	\$12.23
Virginia Beach, VA	3,456	\$38.70	9,500	\$29.50	3,636	\$11.73
Seattle-Tacoma, WA	15,285	\$45.79	39,846	\$35.63	7,619	\$15.01
Milwaukee, WI	5,636	\$40.26	13,175	\$30.58	4,603	\$11.88

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 2011 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
	Jun-12	Wage <sup>2*</sup>	Jun-12	Wage <sup>2*</sup>	Jun-12	Wage <sup>2*</sup>
<b>United States</b>	<b>1,185,612</b>	<b>\$17.04</b>	<b>290,548</b>	<b>\$20.78</b>	<b>428,005</b>	<b>\$16.20</b>
Birmingham, AL	4,770	\$16.29	1,065	\$19.05	1,731	\$15.15
Phoenix, AZ	15,880	\$17.45	3,927	\$20.05	3,861	\$16.34
Tucson, AZ	3,350	\$15.16	1,241	\$19.67	1,127	\$15.20
Los Angeles, CA	51,922	\$18.73	7,099	\$23.73	11,939	\$15.60
Riverside, CA	9,234	\$16.37	2,097	\$22.62	3,177	\$15.69
Sacramento, CA	7,006	\$18.33	1,610	\$23.41	1,845	\$17.01
San Diego, CA	11,727	\$18.07	2,070	\$23.22	2,551	\$16.00
San Francisco, CA	23,426	\$21.86	3,550	\$27.45	4,281	\$19.06
San Jose, CA	7,147	\$22.96	1,056	\$26.96	1,457	\$17.94
Denver, CO	13,962	\$19.41	4,090	\$21.15	4,195	\$17.21
Hartford, CT	6,238	\$19.39	1,357	\$24.14	2,023	\$10.78
Washington, DC	32,215	\$19.40	5,891	\$22.86	5,091	\$17.87
Jacksonville, FL	6,430	\$16.31	1,883	\$10.95	1,919	\$16.11
Miami, FL	21,048	\$17.06	3,254	\$18.97	3,150	\$15.42
Orlando, FL	12,599	\$15.53	2,900	\$18.02	2,548	\$15.22
Tampa, FL	13,077	\$16.39	3,012	\$17.75	2,680	\$14.79
Atlanta, GA	18,260	\$17.40	3,533	\$19.98	5,036	\$16.05
Honolulu, HI	5,017	\$16.73	987	\$27.38	909	\$18.64
Chicago, IL	33,302	\$18.52	4,834	\$24.72	10,158	\$16.81
Indianapolis, IN	9,671	\$17.30	2,385	\$21.84	4,044	\$16.04
Louisville, KY	5,712	.	1,736	\$11.42	2,861	.
New Orleans, LA	4,843	.	1,361	\$16.51	1,479	.
Baltimore, MD	14,132	.	3,388	.	3,530	.
Boston, MA	24,757	\$20.67	4,072	\$26.08	5,959	\$17.59
Detroit, MI	15,942	\$17.76	4,977	\$22.95	7,233	\$18.54
Minneapolis-St. Paul, MN	20,207	.	4,679	.	7,932	.
Kansas City, MO	10,730	.	2,605	\$13.85	4,106	.
St. Louis, MO	11,800	.	2,859	.	3,966	.
Las Vegas, NV	10,519	.	2,054	\$18.54	1,943	.
Buffalo, NY	5,554	.	1,452	\$13.75	2,288	.
New York, NY	69,144	\$20.84	9,173	\$26.84	13,316	\$17.77
Rochester, NY	3,899	.	1,356	\$11.37	1,827	.
Charlotte, NC	9,393	.	2,396	\$14.26	3,073	.
Cincinnati, OH	9,412	\$16.90	2,175	\$11.39	4,161	\$16.41
Cleveland, OH	11,453	\$17.10	2,840	\$21.47	5,388	\$16.33
Columbus, OH	10,837	\$16.88	2,794	\$20.51	4,580	\$14.97
Oklahoma City, OK	6,627	\$15.27	2,546	\$18.83	2,879	\$15.41
Portland, OR	9,111	\$18.26	2,352	\$23.01	3,396	\$16.90
Philadelphia, PA	23,216	\$19.03	4,282	\$23.63	6,009	\$17.48
Pittsburgh, PA	11,421	\$16.81	3,107	\$20.98	4,849	\$16.67
Providence, RI	6,470	\$17.52	1,428	\$22.29	2,286	\$15.96
Memphis, TN	4,736	\$16.14	1,178	\$19.36	2,260	\$15.65
Nashville, TN	8,603	\$16.41	2,307	\$18.79	3,390	\$15.73
Austin, TX	8,203	\$18.08	2,302	\$18.18	2,173	\$14.57
Dallas, TX	27,018	\$18.01	6,231	\$18.79	8,176	\$15.81
Houston, TX	21,136	\$17.73	5,800	\$19.86	7,868	\$17.65
San Antonio, TX	9,219	\$15.76	3,320	\$17.16	3,661	\$13.87
Salt Lake City, UT	7,115	\$16.79	1,645	\$20.20	2,015	\$16.75
Richmond, VA	5,369	\$17.49	1,718	\$19.93	1,780	\$16.03
Virginia Beach, VA	6,155	\$15.41	2,330	\$19.65	2,227	\$16.39
Seattle-Tacoma, WA	15,758	\$19.58	3,237	\$25.55	4,390	\$19.94
Milwaukee, WI	8,440	\$18.06	2,290	\$23.64	5,123	\$16.64

**Source: The Conference Board**

1. Wage data are from the BLS OES program's May 2011 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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