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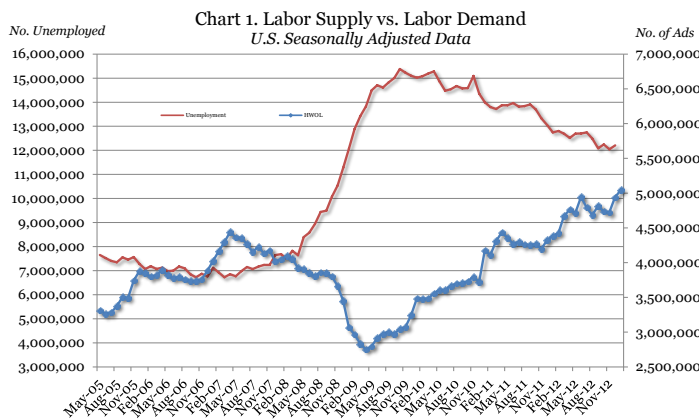
For Immediate Release 10:00 AM ET, Wednesday, January 30, 2013

Online Labor Demand up 106,900 in January

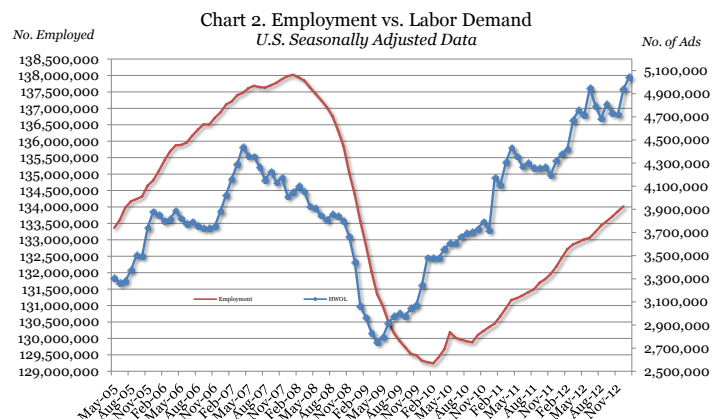
- **January gain follows a rise of 217,900 in December**
- **National figure includes a mixture of gains and losses across the States**
- **NOTE: This year’s annual revision will be released with the February 2013 data on March 6, 2013. The revision will include the introduction of the 2010 SOC occupational codes, several methodology improvements along with update to the seasonal adjustment factors.**

NEW YORK, January 30, 2013...Online advertised vacancies rose 106,900 in January to 5,044,700 according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series* released today. The Supply/Demand rate stands at 2.5 unemployed for every vacancy. In December, there were 7.3 million more unemployed than the number of advertised vacancies, down from 11.8 million at the end of the recession in June 2009.

“January was a mixed bag for labor demand,” said June Shelp, Vice President at The Conference Board, “with gains in some States offsetting losses in others.” About two thirds of the States posted gains while one third of the States were down, and about half of the 22 major occupational groups were up in January. Winning occupations included Food Preparation and Serving along with Transportation and Material Moving while traditional office occupations — Business and Finance, Computer and Math, and Office and Administrative Support — declined. (See Occupational detail on page 6.)



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 States and the 52 largest MSA is available from **Haver Analytics**. The underlying data for The Conference Board HWOL are scraped by **Wanted Technologies Corporation**.

REGIONAL AND STATE HIGHLIGHTS

- All regions but the West increased in January with the largest gain (22,700) in the South
- Twelve of the 20 largest States posted modest January increases while others declined or remained unchanged

Location	Total Ads ¹ (Thousands) Jan-13	M-O-M Change (Thousands) Jan 13 - Dec 12	Supply/ Demand Rate ² Dec-12	Recent Trend ³
United States	5,044.7	106.9	2.47	↑ 11/11
NORTHEAST	942.1	4.1	2.46	
Massachusetts	146.9	0.4	1.60	↑ 11/11
New Jersey	162.9	0.9	2.74	↑ 1/12
New York	291.8	1.4	2.71	↑ 11/11
Pennsylvania	195.8	3.8	2.69	↑ 1/12
SOUTH	1,721.5	22.7	2.41	
Florida	255.7	-4.5	2.88	↑ 1/12
Georgia	147.6	4.3	2.89	↑ 9/11
Maryland	115.5	-5.4	1.71	→ 3/12
North Carolina	145.1	3.6	3.10	↑ 1/12
Texas	376.4	-0.4	2.05	↑ 8/11
Virginia	161.4	5.1	1.52	↑ 12/11
MIDWEST	1,103.8	9.8	2.23	
Illinois	203.3	9.6	2.98	↑ 9/11
Michigan	140.3	-10.3	2.74	↑ 1/12
Minnesota	115.7	-2.8	1.39	→ 6/12
Missouri	83.0	0.2	2.42	↑ 11/11
Ohio	191.4	5.4	2.09	↑ 11/11
Wisconsin	108.7	0.0	1.86	↑ 11/11
WEST	1,159.2	-4.7	2.67	
Arizona	99.2	1.8	2.45	↑ 8/11
California	565.1	10.0	3.25	→ 3/12
Colorado	112.4	-1.3	1.83	↑ 8/11
Washington	126.5	-1.2	2.06	↑ 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) .

January Changes for States

In January, online labor demand rose in 32 of the 50 States in the U.S. (Table 3). All States except Vermont were above last January's levels.

In the **South**, online labor demand rose 22,700 in January (Table A) with Virginia posting the largest increase, 5,100. Georgia was next with a January gain of 4,300 while North Carolina rose 3,600. States with declines in January included: Maryland, down 5,400; Florida, down 4,500; and Texas, down 400. Among the smaller States, South Carolina increased by 3,100 and Arkansas increased by 1,900 while Louisiana lost 1,200 and Tennessee dropped 700.

Online labor demand in the **Midwest** rose 9,800 in January. Illinois experienced the largest increase, 9,600. Ohio rose 5,400, and Missouri gained 200. Wisconsin remained constant at a series high of 108,700. Michigan dropped 10,300. Minnesota decreased by 2,800. Among the smaller Midwest States in January, Kansas gained 3,000, Indiana rose 1,800, and North Dakota gained 400.

Online labor demand in the **Northeast** rose 4,100 in January with Pennsylvania up 3,800 and New York up 1,400. Other States posting modest increases included New Jersey, up 900, and Massachusetts, up 400. Among the smaller States in the Northeast, January labor demand increased by 2,500 in Connecticut, 500 in New Hampshire, 200 in Rhode Island, and 100 in Maine (Table 3).

Online labor demand in the **West** decreased by 4,700 in January. Western States that increased included California, the region's largest State, up 10,000, and Arizona, up 1,800. Large States posting declines included Colorado, down 1,300, and Washington, down 1,200. Among the smaller States in January, Utah fell 1,700, Oregon lost 300, and Nevada fell 200 (Table 3).

The Supply/Demand rates for the States are for December 2012, the latest month available for state unemployment data. The number of advertised vacancies exceeded the number of unemployed only in North Dakota and Nebraska, where the Supply/Demand rates were 0.63 and 0.96 respectively. The State with the highest Supply/Demand rate is Mississippi (4.58), where there were close to 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.

METRO AREA HIGHLIGHTS

- **In January, 30 percent of the 52 largest metro areas posted increases in labor demand with 70 percent unchanged or declining**
- **Half of the largest metro areas have supply/demand rates below 2, indicating that there are fewer than two unemployed workers for every online advertised vacancy**

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate² Dec-12 for U.S. and Regions; Nov-12 for MSA's
	Jan-13	Jan 13 - Dec 12	
United States	5,044.7	106.9	2.47
NORTHEAST	942.1	4.1	2.46
Boston, MA	118.4	1.1	1.38
New York, NY	302.4	7.5	3.23
Philadelphia, PA	96.9	-1.3	2.89
SOUTH	1,721.5	22.7	2.41
Atlanta, GA	98.1	2.5	2.62
Baltimore, MD	61.6	-4.1	1.76
Dallas, TX	120.2	-1.0	1.78
Houston, TX	96.0	0.5	2.10
Miami, FL	75.2	-0.1	3.25
Washington, DC	168.2	-5.9	1.04
MIDWEST	1,103.8	9.8	2.23
Chicago, IL	159.1	7.3	3.01
Cleveland, OH	44.7	-0.7	1.61
Detroit, MI	62.7	-4.4	3.20
Minneapolis-St. Paul, MN	81.8	-0.8	1.23
WEST	1,159.2	-4.7	2.67
Denver, CO	65.4	-0.6	1.78
Los Angeles, CA	187.9	-2.0	3.36
Phoenix, AZ	66.3	0.4	2.18
San Diego, CA	49.0	-1.1	2.96
San Francisco, CA	126.6	-1.9	1.49
San Jose, CA	56.7	-1.0	1.40
Seattle-Tacoma, WA	86.8	-1.5	1.65

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1. Total ads are all unduplicated ads appearing during the reference period. This includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Metro Area Changes

In January, 14 of the 20 largest MSAs and 36 of the 52 metropolitan areas for which data are reported separately posted decreases in the number of advertised vacancies (Table B and Table 5). In the largest metro areas in

January, New York in the Northeast posted a gain of 7,500 advertised vacancies. Other large metro areas posting January gains included: Boston, up 1,100, in the **Northeast**; Chicago in the **Midwest**, up 7,300; Atlanta, up 2,500, and Houston, up modestly by 500, in the **South**. In the **West**, Phoenix was up slightly by 400 while the other large metro areas posted modest declines (Table B).

Twenty-one of the reported MSAs had Supply/Demand rates in November 2012 (the latest available data for unemployment) lower than 2, indicating there are fewer than two unemployed for every advertised vacancy (See Table 6). Washington, DC continues to have the most favorable Supply/Demand rate (1.04) with about one advertised vacancy for every unemployed worker. Salt Lake City (1.20), Oklahoma City (1.21), Minneapolis-St. Paul (1.23), Boston (1.38), Columbus (1.38), Honolulu (1.39), and San Jose (1.40) 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 seven unemployed workers for every advertised vacancy (6.86), Sacramento (3.79), Las Vegas (3.56), and Los Angeles (3.36). Supply/Demand rate data are for November 2012, the latest month for which unemployment data for local areas are available (Table B & Table 6).

In the 3.5 years since the end of the recession, a number of the large metro areas have posted gains in labor demand above 100 percent. Metro areas with these gains include: San Jose (up 136 percent), Denver (up 135 percent), Cleveland (up 135 percent), Milwaukee (up 131 percent), Nashville (up 130 percent), Minneapolis-St. Paul (up 128 percent), Detroit (up 126 percent), Columbus (up 121 percent), Charlotte (up 121 percent), Birmingham (up 120 percent), San Francisco (up 114 percent), Atlanta (up 111 percent), Louisville (up 110 percent), Indianapolis (up 110 percent), Portland (up 107 percent), Oklahoma City (up 106 percent), and Dallas (up 104 percent).

OCCUPATIONAL HIGHLIGHTS

In January:

- **10 of the 22 major occupational groups in the Standard Occupational Classifications (SOC) rose in January (Table C and Table 7)**
- **Food Preparation and Serving-Related occupations were up 55,600 while Healthcare Practitioners and Technical occupations and Business and Financial Operations occupations posted declines of 25,900 and 15,200 respectively**

Table C: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted						
SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Jan-13	Jan 13-Dec 12	Dec-12	Dec-12	
41	Sales and related	646.5	-3.9	1,233.2	1.90	\$18.04
15	Computer and mathematical science	618.4	-7.0	175.1	0.28	\$37.85
29	Healthcare practitioners and technical	616.3	-25.9	242.0	0.38	\$34.97
43	Office and administrative support	505.0	-10.8	1,438.4	2.79	\$16.40
11	Management	479.1	0.5	630.6	1.32	\$51.64
13	Business and financial operations	283.8	-15.2	312.7	1.05	\$33.05
53	Transportation and material moving	278.3	11.4	968.2	3.63	\$15.96
35	Food preparation and serving related	270.7	55.6	991.9	4.61	\$10.30
17	Architecture and engineering	174.9	0.1	105.7	0.60	\$37.08
49	Installation, maintenance, and repair	171.9	-7.7	371.1	2.07	\$20.86

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1. Standard Occupational Classification code (SOC)

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

3. BLS Occupational Employment Statistics - May 2011 estimates.

Occupational Changes for the Month of January

In January, among the largest occupational groups, **Food Preparation and Serving-Related** occupations posted an increase of 55,600 to 270,700 largely due to higher demand for First-Line Supervisors / Managers of Food Preparation and Serving Workers and Combined Food Preparation and Serving Workers including Fast Food. Labor demand for **Transportation and Material Moving** was up 11,400 to 278,300 due to increased demand for Driver / Sales Workers.

Healthcare Practitioners and Technical occupations fell 25,900 to 616,300 and were led by a decrease in demand for Registered Nurses, Physical Therapists, Pharmacy Technicians, Occupational Therapists, Speech Pathologists, and Family and General Practitioners. **Business and Financial Operations** occupations fell 15,200 to 283,800. In the Business and Financial category, the January decrease included lower demand for Accountants, Management Analysts, Auditors, and Loan Officers. Demand for **Office and Administrative Support** occupations dropped 10,800 to 505,000 due to decreased demand for Customer Service Representatives, General Office Clerks, Executive Secretaries and Administrative Assistants, First-Line Supervisors / Managers of Office and Administrative Support Workers, and Bookkeeping, Accounting, and Auditing Clerks (Table C).

PROGRAM NOTES

HWOL is now 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 June.Shelp@conference-board.org or Jeanne.Shu@conference-board.org.

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

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

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

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

The Conference Board

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HAYER ANALYTICS®

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	February, 2013		March 6, 2013
	March, 2013		April 3, 2013
	April, 2013		May 1, 2013
	May, 2013		June 5, 2013
	June, 2013		July 3, 2013
	July, 2013		July 31, 2013
	August, 2013		September 4, 2013
	September, 2013		October 2, 2013
	October, 2013		October 30, 2013
	November, 2013		December 4, 2013

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)
	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12
United States	4,383.4	4,937.8	5,044.7	106.9	2,730.8	3,115.2	2,915.3	-199.9
New England	263.5	293.6	297.4	3.8	166.0	182.9	173.2	-9.7
Middle Atlantic	560.6	644.4	644.7	0.3	367.3	419.5	392.2	-27.3
South Atlantic	835.1	976.6	980.6	4.0	529.1	612.0	577.0	-35.1
East North Central	618.5	724.3	722.8	-1.5	387.2	447.8	415.2	-32.6
East South Central	178.9	211.2	213.2	2.0	109.0	132.9	122.0	-10.9
West North Central	338.6	369.7	381.0	11.3	203.7	216.8	205.8	-11.1
West South Central	441.4	511.0	527.7	16.7	271.9	322.0	307.4	-14.6
Mountain	302.4	365.7	366.7	1.0	201.0	228.5	224.1	-4.4
Pacific	678.4	798.2	792.5	-5.6	439.8	532.6	484.7	-47.9

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)		
	Jan-12	Dec-12	Jan-13	Jan-12	Dec-12	Jan-13
United States	2.84	3.18	3.24	1.77	2.00	1.87
New England	3.40	3.80	3.85	2.14	2.37	2.24
Middle Atlantic	2.74	3.10	3.10	1.79	2.02	1.89
South Atlantic	2.79	3.24	3.25	1.77	2.03	1.91
East North Central	2.66	3.11	3.10	1.66	1.92	1.78
East South Central	2.05	2.43	2.45	1.25	1.53	1.40
West North Central	3.06	3.37	3.47	1.84	1.97	1.87
West South Central	2.49	2.86	2.95	1.53	1.80	1.72
Mountain	2.76	3.33	3.34	1.83	2.08	2.04
Pacific	2.72	3.21	3.18	1.76	2.14	1.95

Source: The Conference Board

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.
2. Regions are as defined by the U.S. Census Bureau.

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12
United States	4,383.4	4,937.8	5,044.7	106.9	2,730.8	3,115.2	2,915.3	-199.9
Alabama	40.7	51.1	50.4	-0.6	23.7	31.0	27.4	-3.7
Alaska	15.7	19.3	19.7	0.4	9.3	11.5	10.5	-1.0
Arizona	79.6	97.4	99.2	1.8	53.0	60.3	61.9	1.6
Arkansas	29.5	29.2	31.1	1.9	18.2	17.5	17.0	-0.4
California	490.1	555.1	565.1	10.0	312.3	373.6	336.9	-36.7
Colorado	87.7	113.7	112.4	-1.3	57.4	72.5	67.9	-4.6
Connecticut	63.1	66.8	69.4	2.5	38.1	41.2	37.9	-3.3
Delaware	14.8	17.4	17.7	0.2	9.2	10.5	10.1	-0.4
Florida	227.8	260.3	255.7	-4.5	152.1	167.8	156.1	-11.6
Georgia	117.8	143.2	147.6	4.3	70.7	86.0	84.4	-1.6
Hawaii	15.1	21.1	20.5	-0.6	11.5	15.6	14.7	-0.9
Idaho	19.8	25.9	25.5	-0.5	14.0	17.4	17.5	0.1
Illinois	169.0	193.7	203.3	9.6	109.6	119.4	119.0	-0.4
Indiana	68.7	80.3	82.0	1.8	41.3	50.4	45.9	-4.5
Iowa	45.2	50.6	52.1	1.5	25.7	29.3	27.7	-1.5
Kansas	35.0	41.0	44.0	3.0	20.3	24.4	24.1	-0.3
Kentucky	41.8	48.4	49.4	1.0	26.8	30.2	29.9	-0.3
Louisiana	45.9	57.5	56.3	-1.2	29.0	36.7	34.4	-2.3
Maine	19.5	22.7	22.8	0.1	10.2	12.7	11.3	-1.4
Maryland	98.6	120.9	115.5	-5.4	59.8	70.4	64.7	-5.7
Massachusetts	127.6	146.5	146.9	0.4	83.2	94.7	88.8	-5.9
Michigan	117.8	150.6	140.3	-10.3	78.4	89.4	83.5	-6.0
Minnesota	106.4	118.6	115.7	-2.8	67.1	67.1	63.9	-3.2
Mississippi	20.9	25.2	25.8	0.6	12.1	13.9	13.6	-0.2
Missouri	82.2	82.9	83.0	0.2	53.6	50.9	48.2	-2.7
Montana	15.7	16.8	17.7	0.9	8.6	9.2	9.0	-0.2
Nebraska	30.2	40.3	39.7	-0.6	20.6	25.5	24.3	-1.2
Nevada	38.4	39.1	38.9	-0.2	27.4	25.1	24.2	-1.0
New Hampshire	22.8	24.8	25.3	0.5	15.1	16.1	16.1	0.0
New Jersey	136.8	162.0	162.9	0.9	89.1	109.6	100.7	-8.9
New Mexico	23.6	25.7	27.2	1.5	15.1	15.9	15.6	-0.3
New York	251.8	290.4	291.8	1.4	167.3	195.1	179.5	-15.6
North Carolina	114.7	141.5	145.1	3.6	77.5	95.5	91.0	-4.5
North Dakota	15.5	20.1	20.5	0.4	8.6	10.3	10.9	0.6
Ohio	168.3	185.9	191.4	5.4	112.0	121.6	118.2	-3.4
Oklahoma	48.9	54.7	58.9	4.2	31.5	37.3	35.8	-1.5
Oregon	52.8	62.3	62.0	-0.3	35.5	42.2	41.3	-0.9
Pennsylvania	177.1	192.0	195.8	3.8	110.0	122.8	111.0	-11.8
Rhode Island	17.3	20.1	20.3	0.2	11.9	13.7	12.7	-1.0
South Carolina	50.0	58.2	61.3	3.1	30.8	38.1	35.4	-2.8
South Dakota	15.6	16.7	16.9	0.1	8.3	7.9	7.4	-0.5
Tennessee	75.1	87.9	87.2	-0.7	47.2	56.7	52.1	-4.6
Texas	313.0	376.8	376.4	-0.4	195.0	232.4	222.2	-10.2
Utah	30.9	40.1	38.4	-1.7	20.7	25.6	23.4	-2.2
Vermont	13.3	12.7	12.8	0.1	8.5	8.0	7.4	-0.6
Virginia	140.7	156.3	161.4	5.1	86.6	94.5	91.8	-2.8
Washington	106.1	127.7	126.5	-1.2	71.8	84.6	82.2	-2.4
West Virginia	18.2	20.5	20.4	-0.2	10.6	11.9	11.4	-0.4
Wisconsin	97.1	108.6	108.7	0.0	54.8	61.6	58.3	-3.3
Wyoming	7.9	9.1	9.2	0.1	4.4	4.9	4.9	0.0

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 ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jan-12	Dec-12	Jan-13	Dec-12	Dec-12	Dec-12	Dec-12
United States	2.84	3.18	3.24	7.8	12,206.00	4,937.8	2.47
Alabama	1.89	2.37	2.34	7.1	152.64	51.1	2.99
Alaska	4.28	5.32	5.43	6.6	24.15	19.3	1.25
Arizona	2.65	3.23	3.29	7.9	238.34	97.4	2.45
Arkansas	2.13	2.16	2.30	7.1	96.17	29.2	3.29
California	2.65	3.01	3.06	9.8	1,804.92	555.1	3.25
Colorado	3.21	4.17	4.12	7.6	208.18	113.7	1.83
Connecticut	3.30	3.57	3.70	8.6	160.47	66.8	2.40
Delaware	3.36	3.94	4.00	6.9	30.50	17.4	1.75
Florida	2.45	2.78	2.74	8.0	748.87	260.3	2.88
Georgia	2.48	2.98	3.07	8.6	413.94	143.2	2.89
Hawaii	2.29	3.26	3.17	5.2	33.52	21.1	1.59
Idaho	2.55	3.35	3.29	6.6	50.85	25.9	1.96
Illinois	2.57	2.91	3.06	8.7	576.61	193.7	2.98
Indiana	2.14	2.54	2.60	8.2	259.77	80.3	3.24
Iowa	2.71	3.09	3.18	4.9	79.96	50.6	1.58
Kansas	2.32	2.75	2.95	5.4	80.40	41.0	1.96
Kentucky	2.02	2.32	2.36	8.1	169.75	48.4	3.51
Louisiana	2.23	2.76	2.70	5.5	114.84	57.5	2.00
Maine	2.75	3.21	3.22	7.3	51.40	22.7	2.26
Maryland	3.20	3.88	3.71	6.6	206.72	120.9	1.71
Massachusetts	3.69	4.22	4.23	6.7	234.30	146.5	1.60
Michigan	2.54	3.25	3.02	8.9	412.58	150.6	2.74
Minnesota	3.58	3.98	3.89	5.5	164.84	118.6	1.39
Mississippi	1.55	1.88	1.93	8.6	115.41	25.2	4.58
Missouri	2.70	2.75	2.76	6.7	200.90	82.9	2.42
Montana	3.09	3.29	3.46	5.7	29.24	16.8	1.74
Nebraska	2.97	3.91	3.86	3.7	38.54	40.3	0.96
Nevada	2.79	2.88	2.87	10.2	138.77	39.1	3.55
New Hampshire	3.08	3.35	3.42	5.7	42.03	24.8	1.69
New Jersey	2.99	3.51	3.52	9.6	443.80	162.0	2.74
New Mexico	2.55	2.75	2.91	6.4	59.56	25.7	2.32
New York	2.65	3.03	3.04	8.2	786.80	290.4	2.71
North Carolina	2.45	2.98	3.05	9.2	438.86	141.5	3.10
North Dakota	3.98	5.12	5.22	3.2	12.65	20.1	0.63
Ohio	2.91	3.22	3.32	6.7	387.67	185.9	2.09
Oklahoma	2.74	3.00	3.23	5.1	93.32	54.7	1.71
Oregon	2.65	3.18	3.17	8.4	163.97	62.3	2.63
Pennsylvania	2.77	2.93	2.98	7.9	516.66	192.0	2.69
Rhode Island	3.09	3.54	3.58	10.2	57.80	20.1	2.88
South Carolina	2.32	2.71	2.85	8.4	180.03	58.2	3.09
South Dakota	3.47	3.75	3.78	4.4	19.49	16.7	1.16
Tennessee	2.40	2.82	2.80	7.6	235.68	87.9	2.68
Texas	2.50	2.98	2.98	6.1	771.29	376.8	2.05
Utah	2.32	2.94	2.82	5.2	70.98	40.1	1.77
Vermont	3.68	3.55	3.57	5.1	18.04	12.7	1.42
Virginia	3.24	3.59	3.71	5.5	238.16	156.3	1.52
Washington	3.04	3.69	3.65	7.6	262.48	127.7	2.06
West Virginia	2.27	2.57	2.55	7.5	59.71	20.5	2.91
Wisconsin	3.18	3.55	3.55	6.6	202.17	108.6	1.86
Wyoming	2.57	3.01	3.04	4.9	14.89	9.1	1.63

Source: The Conference Board

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

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

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

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Table 5: MSA Total Ads and New Ads (Levels), Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12	Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12
Birmingham, AL	12.6	16.6	17.1	0.6	8.2	10.9	10.2	-0.7
Phoenix, AZ	52.5	66.0	66.3	0.4	35.7	42.3	42.3	-0.1
Tucson, AZ	11.3	14.7	14.6	0.0	8.3	9.7	10.1	0.3
Los Angeles, CA	166.0	189.8	187.9	-2.0	113.7	127.7	117.3	-10.3
Riverside, CA	27.2	29.9	29.3	-0.7	18.3	19.1	17.3	-1.7
Sacramento, CA	24.7	30.4	31.0	0.6	15.9	20.3	19.0	-1.3
San Diego, CA	42.7	50.1	49.0	-1.1	29.2	33.8	31.3	-2.5
San Francisco, CA	99.0	128.6	126.6	-1.9	64.8	87.0	77.3	-9.7
San Jose, CA	47.7	57.7	56.7	-1.0	28.0	36.1	31.2	-4.9
Denver, CO	49.4	66.0	65.4	-0.6	32.8	41.6	39.1	-2.6
Hartford, CT	25.0	26.9	27.4	0.4	15.8	16.4	15.5	-0.9
Washington, DC	145.5	174.1	168.2	-5.9	92.3	101.8	96.4	-5.4
Jacksonville, FL	19.2	22.9	22.7	-0.1	13.7	15.6	15.5	0.0
Miami, FL	60.8	75.3	75.2	-0.1	39.7	47.9	46.9	-1.0
Orlando, FL	32.3	32.1	31.7	-0.4	23.6	19.8	19.4	-0.4
Tampa, FL	40.3	40.7	40.4	-0.3	27.7	24.9	23.2	-1.7
Atlanta, GA	76.6	95.6	98.1	2.5	49.7	59.9	59.8	-0.1
Honolulu, HI	12.4	16.4	16.1	-0.3	10.1	12.9	12.4	-0.5
Chicago, IL	130.0	151.9	159.1	7.3	82.6	94.4	89.4	-5.0
Indianapolis, IN	27.5	33.5	32.4	-1.1	17.6	22.9	19.5	-3.3
Louisville, KY	17.1	21.5	21.3	-0.2	11.3	14.0	13.0	-1.0
New Orleans, LA	13.5	19.5	18.6	-0.9	9.6	14.1	12.5	-1.5
Baltimore, MD	49.2	65.6	61.6	-4.1	32.7	42.7	37.5	-5.2
Boston, MA	101.8	117.3	118.4	1.1	67.7	77.5	72.2	-5.3
Detroit, MI	56.5	67.1	62.7	-4.4	39.0	38.7	36.3	-2.4
Minneapolis-St. Paul, MN	74.2	82.5	81.8	-0.8	49.2	49.5	45.5	-4.0
Kansas City, MO	33.7	34.9	35.5	0.6	22.8	21.4	20.1	-1.3
St. Louis, MO	37.1	40.0	39.3	-0.7	25.6	24.4	22.6	-1.8
Las Vegas, NV	26.9	25.9	25.8	-0.1	19.7	16.7	16.1	-0.6
Buffalo, NY	14.9	19.0	18.6	-0.4	9.9	12.5	11.8	-0.6
New York, NY	257.3	294.9	302.4	7.5	172.3	202.8	186.5	-16.3
Rochester, NY	12.5	14.8	15.0	0.1	9.0	10.5	10.0	-0.5
Charlotte, NC	31.2	41.2	40.2	-1.0	21.7	28.5	26.2	-2.3
Cincinnati, OH	28.2	35.2	34.7	-0.6	19.2	22.9	21.4	-1.5
Cleveland, OH	41.1	45.4	44.7	-0.7	28.6	30.1	28.4	-1.8
Columbus, OH	33.6	41.6	40.7	-0.9	23.8	29.5	27.1	-2.3
Oklahoma City, OK	20.0	25.2	25.4	0.3	13.6	17.5	16.3	-1.2
Portland, OR	34.5	41.3	41.1	-0.2	24.7	28.0	28.5	0.5
Philadelphia, PA	84.8	98.2	96.9	-1.3	54.4	60.6	56.1	-4.5
Pittsburgh, PA	38.0	44.1	42.3	-1.7	25.6	29.4	26.7	-2.6
Providence, RI	22.4	26.5	26.8	0.3	15.2	18.2	16.8	-1.4
Memphis, TN	14.3	18.2	17.4	-0.8	9.2	12.1	10.7	-1.4
Nashville, TN	25.1	34.3	33.3	-1.0	17.0	22.7	20.7	-2.1
Austin, TX	29.4	37.0	36.9	-0.1	21.0	25.6	25.0	-0.7
Dallas, TX	97.5	121.2	120.2	-1.0	61.8	74.2	73.3	-0.9
Houston, TX	73.4	95.5	96.0	0.5	47.3	61.2	57.4	-3.8
San Antonio, TX	29.2	30.2	30.2	0.0	21.0	18.7	18.6	-0.1
Salt Lake City, UT	20.0	25.7	24.4	-1.2	13.8	16.8	15.3	-1.5
Richmond, VA	20.4	25.2	24.9	-0.2	14.3	17.0	16.4	-0.7
Virginia Beach, VA	21.1	27.7	25.8	-1.9	14.6	18.2	16.8	-1.3
Seattle-Tacoma, WA	70.5	88.3	86.8	-1.5	50.3	59.8	58.6	-1.2
Milwaukee, WI	30.9	38.6	38.9	0.3	19.8	22.6	22.8	0.3

Source: The Conference Board

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

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Table 6: MSA Labor Supply /Labor Demand Indicators, Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jan-12	Dec-12	Jan-13	Nov-12	Nov-12	Nov-12	Nov-12
Birmingham, AL	2.41	3.18	3.28	6.7	35.2	15.9	2.22
Phoenix, AZ	2.60	3.24	3.26	6.7	136.0	62.4	2.18
Tucson, AZ	2.45	3.24	3.24	6.9	31.1	14.4	2.16
Los Angeles, CA	2.54	2.95	2.92	9.4	605.5	180.4	3.36
Riverside, CA	1.50	1.66	1.63	11.5	206.5	30.1	6.86
Sacramento, CA	2.39	2.93	2.98	10.0	103.4	27.2	3.79
San Diego, CA	2.68	3.13	3.06	8.5	135.5	45.8	2.96
San Francisco, CA	4.34	5.57	5.48	7.7	177.5	118.9	1.49
San Jose, CA	5.12	6.08	5.98	8.0	75.6	53.9	1.40
Denver, CO	3.51	4.69	4.65	7.7	107.8	60.4	1.78
Hartford, CT	4.10	4.51	4.58	8.8	52.8	25.8	2.05
Washington, DC	4.55	5.37	5.19	5.3	170.3	163.5	1.04
Jacksonville, FL	2.76	3.29	3.27	7.8	54.2	22.9	2.37
Miami, FL	2.10	2.58	2.58	8.1	235.2	72.3	3.25
Orlando, FL	2.87	2.81	2.77	7.9	90.6	36.7	2.47
Tampa, FL	3.06	3.06	3.04	8.2	109.3	44.0	2.49
Atlanta, GA	2.83	3.49	3.58	8.2	223.9	85.6	2.62
Honolulu, HI	2.69	3.64	3.58	4.8	21.6	15.5	1.39
Chicago, IL	2.68	3.09	3.24	8.7	424.8	141.1	3.01
Indianapolis, IN	3.03	3.76	3.65	7.6	67.2	32.5	2.07
Louisville, KY	2.69	3.35	3.32	7.9	50.4	21.4	2.35
New Orleans, LA	2.51	3.63	3.47	6.2	33.3	18.9	1.76
Baltimore, MD	3.41	4.51	4.23	7.1	102.9	58.4	1.76
Boston, MA	4.03	4.61	4.65	6.0	153.6	110.9	1.38
Detroit, MI	2.82	3.34	3.13	10.7	214.2	66.9	3.20
Minneapolis-St. Paul, MN	4.00	4.43	4.39	5.5	102.8	83.3	1.23
Kansas City, MO	3.18	3.36	3.41	6.3	65.9	37.0	1.78
St. Louis, MO	2.56	2.79	2.74	7.3	104.3	41.6	2.51
Las Vegas, NV	2.72	2.66	2.65	10.9	106.7	29.9	3.56
Buffalo, NY	2.63	3.31	3.24	8.8	50.4	18.4	2.73
New York, NY	2.72	3.10	3.18	8.7	829.0	256.5	3.23
Rochester, NY	2.38	2.80	2.83	8.0	42.4	13.9	3.06
Charlotte, NC	3.47	4.50	4.39	9.2	84.3	39.6	2.13
Cincinnati, OH	2.57	3.18	3.13	6.6	72.8	34.0	2.14
Cleveland, OH	3.78	4.27	4.21	6.9	73.3	45.6	1.61
Columbus, OH	3.51	4.32	4.23	5.8	55.4	40.0	1.38
Oklahoma City, OK	3.42	4.18	4.22	4.7	28.6	23.6	1.21
Portland, OR	2.87	3.49	3.47	7.8	92.8	39.2	2.37
Philadelphia, PA	2.86	3.25	3.21	8.6	259.4	89.9	2.89
Pittsburgh, PA	3.07	3.48	3.35	7.2	90.9	42.1	2.16
Providence, RI	3.23	3.78	3.83	10.4	72.8	24.2	3.01
Memphis, TN	2.27	2.93	2.80	8.4	52.2	17.3	3.01
Nashville, TN	2.98	4.12	4.00	6.3	52.3	33.1	1.58
Austin, TX	3.11	3.80	3.79	5.2	50.4	34.1	1.48
Dallas, TX	2.95	3.63	3.60	6.1	204.0	114.3	1.78
Houston, TX	2.43	3.12	3.14	6.1	186.8	89.1	2.10
San Antonio, TX	2.89	2.95	2.95	5.9	60.8	33.4	1.82
Salt Lake City, UT	3.35	4.20	4.00	5.0	30.2	25.3	1.20
Richmond, VA	3.00	3.71	3.67	6.1	41.5	24.5	1.69
Virginia Beach, VA	2.47	3.26	3.03	6.2	53.0	26.1	2.03
Seattle-Tacoma, WA	3.74	4.69	4.61	7.1	134.3	81.5	1.65
Milwaukee, WI	3.89	4.87	4.91	7.2	57.2	36.7	1.56

Source: The Conference Board

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

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Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted

SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Jan-12	Dec-12	Jan-13	Jan 13 - Dec 12	Dec-12	Dec-12	
	Total	4,383.4	4,937.8	5,044.7	106.9	12,206.0	2.5	\$21.74
11	Management	430.7	478.6	479.1	0.5	630.6	1.3	\$51.64
13	Business and financial operations	244.3	298.9	283.8	-15.2	312.7	1.0	\$33.05
15	Computer and mathematical science	582.6	625.5	618.4	-7.0	175.1	0.3	\$37.85
17	Architecture and engineering	162.7	174.8	174.9	0.1	105.7	0.6	\$37.08
19	Life, physical, and social science	65.3	78.0	79.1	1.1	59.3	0.8	\$32.44
21	Community and social services	52.7	59.5	60.7	1.2	105.6	1.8	\$21.07
23	Legal	21.2	26.3	24.9	-1.4	42.5	1.6	\$47.30
25	Education, training, and library	107.7	114.0	120.3	6.4	518.8	4.6	\$24.46
27	Arts, design, entertainment, sports, and media	102.2	128.2	126.4	-1.8	232.7	1.8	\$25.89
29	Healthcare practitioners and technical	580.3	642.2	616.3	-25.9	242.0	0.4	\$34.97
31	Healthcare support	140.3	128.8	133.9	5.1	249.3	1.9	\$13.16
33	Protective service	31.9	49.3	48.1	-1.2	197.9	4.0	\$20.54
35	Food preparation and serving related	175.7	215.1	270.7	55.6	991.9	4.6	\$10.30
37	Building and grounds cleaning and maintenance	59.2	77.2	77.6	0.4	652.5	8.5	\$12.29
39	Personal care and service	68.9	94.6	100.0	5.4	461.3	4.9	\$11.84
41	Sales and related	544.4	650.4	646.5	-3.9	1,233.2	1.9	\$18.04
43	Office and administrative support	426.8	515.8	505.0	-10.8	1,438.4	2.8	\$16.40
45	Farming, fishing, and forestry	5.1	6.7	6.6	-0.1	147.8	22.1	\$11.68
47	Construction and extraction	74.9	98.0	95.0	-3.0	1,100.3	11.2	\$21.46
49	Installation, maintenance, and repair	148.7	179.6	171.9	-7.7	371.1	2.1	\$20.86
51	Production	137.2	157.0	151.5	-5.5	855.1	5.4	\$16.45
53	Transportation and material moving	225.1	266.9	278.3	11.4	968.2	3.6	\$15.96

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2000 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 2011 estimates.

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Table 8: State 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
	Jan-13	Wage ²	Jan-13	Wage ²	Jan-13	Wage ²
United States	656,799	\$42.35	1,564,240	\$31.09	487,569	\$12.52
Alabama	5,155	\$39.94	13,826	\$27.72	5,423	\$10.98
Alaska	1,827	\$40.79	7,461	\$33.86	2,106	\$14.93
Arizona	10,986	\$38.41	30,984	\$29.84	12,025	\$12.90
Arkansas	2,878	\$34.80	7,997	\$25.24	3,643	\$10.38
California	85,079	\$47.65	187,189	\$36.77	45,105	\$13.93
Colorado	13,607	\$41.41	34,083	\$32.12	11,750	\$12.75
Connecticut	10,715	\$48.46	22,392	\$33.14	5,207	\$14.33
Delaware	2,706	\$44.91	6,271	\$33.10	1,492	\$12.53
Florida	30,571	\$37.59	72,205	\$29.34	34,628	\$12.00
Georgia	19,974	\$42.61	48,225	\$28.39	12,846	\$11.35
Hawaii	1,932	\$37.74	4,846	\$29.93	3,644	\$13.83
Idaho	1,927	\$32.99	6,421	\$25.38	3,297	\$11.32
Illinois	32,288	\$40.83	62,778	\$30.97	15,112	\$12.93
Indiana	8,633	\$37.40	21,540	\$26.92	8,979	\$11.35
Iowa	4,924	\$34.92	14,755	\$25.76	5,195	\$11.34
Kansas	5,507	\$37.56	13,178	\$26.55	4,381	\$11.22
Kentucky	5,299	\$35.36	12,595	\$26.64	5,700	\$10.87
Louisiana	5,754	\$36.49	13,631	\$26.64	7,024	\$11.05
Maine	2,143	\$34.23	7,428	\$27.34	2,835	\$11.97
Maryland	15,333	\$44.76	44,497	\$35.21	11,309	\$13.48
Massachusetts	23,918	\$48.42	54,171	\$35.05	10,722	\$14.78
Michigan	16,922	\$39.95	43,278	\$29.54	13,291	\$12.10
Minnesota	17,372	\$40.82	38,901	\$30.64	10,396	\$12.23
Mississippi	2,600	\$33.43	5,780	\$23.87	3,181	\$10.32
Missouri	10,849	\$36.55	24,265	\$27.19	8,522	\$11.12
Montana	1,325	\$31.18	5,131	\$23.95	2,129	\$11.21
Nebraska	4,475	\$36.48	10,972	\$26.07	4,467	\$9.89
Nevada	4,364	\$39.54	10,892	\$31.81	5,565	\$13.27
New Hampshire	2,494	\$42.24	7,490	\$29.86	2,655	\$12.79
New Jersey	23,974	\$49.09	52,019	\$34.11	15,761	\$14.46
New Mexico	2,503	\$36.07	9,274	\$28.95	2,820	\$11.55
New York	49,232	\$51.35	90,530	\$31.63	26,306	\$14.46
North Carolina	16,180	\$15.53	45,058	\$23.90	16,060	\$11.30
North Dakota	1,771	\$35.31	4,851	\$24.81	1,831	\$11.50
Ohio	22,362	\$38.64	53,407	\$29.06	18,970	\$11.71
Oklahoma	5,490	\$34.10	14,891	\$25.70	6,833	\$10.85
Oregon	6,796	\$38.10	19,852	\$26.29	6,459	\$12.97
Pennsylvania	24,718	\$41.05	55,952	\$29.09	20,960	\$12.52
Rhode Island	2,434	\$45.08	6,232	\$32.85	1,959	\$13.30
South Carolina	5,270	\$37.37	17,085	\$27.19	6,986	\$10.97
South Dakota	1,401	\$32.93	4,913	\$23.84	2,080	\$10.86
Tennessee	9,870	\$36.93	22,727	\$25.48	9,761	\$11.04
Texas	50,227	\$41.89	114,152	\$30.34	34,654	\$11.39
Utah	4,079	\$36.47	10,701	\$26.86	4,703	\$7.26
Vermont	1,313	\$37.37	4,190	\$26.87	1,351	\$13.05
Virginia	23,806	\$45.17	60,182	\$33.70	14,479	\$12.53
Washington	18,139	\$25.74	45,930	\$33.17	10,584	\$14.44
West Virginia	1,717	\$32.21	5,856	\$24.64	2,418	\$10.43
Wisconsin	11,856	\$36.84	29,834	\$28.68	10,999	\$11.69
Wyoming	765	\$35.34	3,066	\$26.75	1,095	\$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
	Jan-13	Wage ¹	Jan-13	Wage ¹	Jan-13	Wage ¹
United States	969,161	\$17.04	207,058	\$20.78	328,981	\$16.20
Alabama	11,159	\$14.77	2,498	\$18.55	5,104	\$15.12
Alaska	3,443	\$17.93	1,070	\$28.20	901	\$7.88
Arizona	19,674	\$16.73	4,071	\$19.44	4,884	\$16.13
Arkansas	5,973	\$14.23	1,726	\$17.07	3,426	\$14.48
California	108,224	\$18.77	18,166	\$21.93	24,934	\$16.34
Colorado	21,275	\$18.10	5,481	\$21.09	6,169	\$16.82
Connecticut	12,693	\$20.22	2,265	\$24.37	4,074	\$17.63
Delaware	2,851	\$17.30	680	\$21.58	941	\$15.67
Florida	60,653	\$16.13	12,438	\$17.93	13,129	\$15.16
Georgia	26,965	\$16.10	5,215	\$18.92	8,970	\$15.26
Hawaii	5,561	\$6.44	1,165	\$26.33	1,110	\$18.16
Idaho	4,864	\$15.12	1,376	\$18.32	1,936	\$14.97
Illinois	37,564	\$17.73	5,600	\$23.89	12,604	\$16.63
Indiana	17,335	\$15.66	4,014	\$21.10	9,467	\$15.97
Iowa	9,958	\$15.31	2,548	\$19.17	5,889	\$15.59
Kansas	8,191	\$15.68	1,932	\$19.56	3,595	\$15.93
Kentucky	11,172	\$15.00	2,537	\$18.64	5,434	\$16.17
Louisiana	12,657	\$14.55	4,015	\$18.72	5,227	\$17.70
Maine	4,189	\$15.14	915	\$18.88	1,511	\$15.93
Maryland	22,429	\$17.83	4,166	\$21.85	5,398	\$17.02
Massachusetts	25,340	\$19.82	3,894	\$25.38	6,780	\$17.33
Michigan	25,799	\$16.47	5,954	\$21.25	11,943	\$17.18
Minnesota	21,948	\$17.58	4,386	\$22.76	9,248	\$16.74
Mississippi	5,416	\$13.71	1,500	\$17.10	2,810	\$14.25
Missouri	16,736	\$15.64	3,484	\$21.13	6,616	\$15.65
Montana	2,930	\$14.61	1,097	\$19.61	1,251	\$16.04
Nebraska	8,059	\$15.34	2,361	\$18.69	3,328	\$15.96
Nevada	9,001	\$16.12	1,829	\$24.37	2,165	\$16.78
New Hampshire	5,038	\$17.08	1,186	\$20.89	1,860	\$16.56
New Jersey	32,395	\$18.97	6,135	\$25.16	9,259	\$16.38
New Mexico	4,574	\$14.68	1,265	\$18.61	1,438	\$16.48
New York	60,486	\$19.77	9,665	\$13.93	13,658	\$17.71
North Carolina	29,264	\$16.16	6,151	\$18.29	9,488	\$14.82
North Dakota	3,610	\$14.87	2,044	\$20.91	2,295	\$17.28
Ohio	37,253	\$16.10	8,883	\$20.38	18,330	\$15.80
Oklahoma	11,778	\$14.60	4,011	\$18.23	6,071	\$15.55
Oregon	11,386	\$16.97	2,595	\$20.23	3,980	\$16.19
Pennsylvania	39,204	\$17.20	8,523	\$20.91	16,387	\$16.52
Rhode Island	3,710	\$17.87	751	\$22.16	1,107	\$16.04
South Carolina	11,745	\$14.92	3,163	\$18.14	4,842	\$15.44
South Dakota	3,234	\$14.15	1,119	\$17.40	1,415	\$14.30
Tennessee	19,052	\$15.46	4,381	\$18.37	8,130	\$15.12
Texas	73,219	\$16.59	17,741	\$18.46	25,425	\$15.80
Utah	9,913	\$15.62	1,873	\$19.89	2,489	\$16.35
Vermont	1,977	\$16.18	491	\$19.26	1,056	\$16.22
Virginia	25,901	\$16.98	5,850	\$20.02	7,494	\$16.19
Washington	20,460	\$18.26	4,507	\$23.87	5,937	\$18.65
West Virginia	4,110	\$13.39	1,013	\$19.53	1,894	\$15.74
Wisconsin	21,112	\$16.24	5,250	\$21.61	12,503	\$16.23
Wyoming	1,341	\$15.30	757	\$22.54	784	\$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.

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-13	Wage ^{2*}	Jan-13	Wage ^{2*}	Jan-13	Wage ^{2*}
United States	656,799	\$42.35	1,564,240	\$31.09	487,569	\$12.52
Birmingham, AL	1,856	\$41.72	4,378	\$17.00	1,778	\$11.34
Phoenix, AZ	8,235	\$39.40	20,625	\$26.75	7,939	\$12.94
Tucson, AZ	1,334	\$36.57	4,307	\$29.93	2,073	\$10.46
Los Angeles, CA	29,758	\$47.57	57,413	\$36.58	15,234	\$13.67
Riverside, CA	2,953	\$41.25	7,377	\$32.59	3,896	\$13.04
Sacramento, CA	4,343	\$42.26	9,253	\$35.72	2,576	\$13.95
San Diego, CA	6,448	\$45.39	16,299	\$35.33	4,464	\$13.19
San Francisco, CA	24,299	\$52.92	46,145	\$40.31	8,031	\$15.16
San Jose, CA	9,402	\$59.31	27,485	\$45.67	2,085	\$14.87
Denver, CO	9,536	\$42.99	20,346	\$34.11	5,471	\$12.82
Hartford, CT	4,543	\$45.10	9,015	\$33.02	1,835	\$14.21
Washington, DC	29,682	\$50.22	70,510	\$40.60	14,086	\$14.71
Jacksonville, FL	2,960	\$36.55	5,534	\$29.77	2,873	\$11.53
Miami, FL	10,511	\$40.39	19,658	\$30.40	9,872	\$12.58
Orlando, FL	4,210	\$36.47	8,117	\$28.98	4,719	\$11.60
Tampa, FL	5,401	\$37.50	13,298	\$29.95	4,051	\$7.36
Atlanta, GA	15,773	\$44.72	33,678	\$30.34	7,632	\$11.75
Honolulu, HI	1,537	\$38.09	3,364	\$28.89	2,902	\$13.51
Chicago, IL	27,139	\$42.39	48,412	\$32.26	11,189	\$13.13
Indianapolis, IN	4,044	\$38.57	8,336	\$29.10	3,315	\$11.82
Louisville, KY	2,411	.	5,193	.	2,627	.
New Orleans, LA	1,934	.	4,076	.	3,133	.
Baltimore, MD	7,952	.	21,192	.	6,241	.
Boston, MA	20,417	\$49.89	43,675	\$36.34	8,220	\$15.01
Detroit, MI	8,328	\$42.63	20,962	\$32.04	4,856	\$12.46
Minneapolis-St. Paul, MN	13,637	.	27,669	.	6,141	.
Kansas City, MO	4,995	.	10,826	.	3,251	.
St. Louis, MO	5,717	.	12,251	.	3,509	.
Las Vegas, NV	3,005	.	7,079	.	3,877	.
Buffalo, NY	1,927	.	4,636	.	1,910	.
New York, NY	53,496	\$54.02	96,782	\$36.83	26,009	\$14.97
Rochester, NY	1,402	.	4,087	.	1,643	.
Charlotte, NC	6,042	.	11,762	.	4,010	.
Cincinnati, OH	5,024	\$40.66	9,507	\$29.80	3,445	\$11.73
Cleveland, OH	5,642	\$39.75	13,666	\$30.06	4,347	\$12.42
Columbus, OH	5,390	\$39.25	11,472	\$30.85	3,946	\$12.07
Oklahoma City, OK	2,505	\$35.59	6,174	\$27.69	2,946	\$10.88
Portland, OR	5,132	\$40.81	13,370	\$31.68	3,637	\$13.34
Philadelphia, PA	15,333	\$45.43	31,482	\$32.31	9,284	\$13.59
Pittsburgh, PA	5,326	\$40.17	10,434	\$29.77	5,303	\$12.01
Providence, RI	2,978	\$43.90	7,661	\$31.93	2,763	\$13.27
Memphis, TN	2,084	\$38.97	4,727	\$24.81	1,858	\$11.62
Nashville, TN	4,377	\$38.10	8,660	\$27.16	3,473	\$11.24
Austin, TX	4,577	\$41.77	12,165	\$32.40	3,342	\$11.78
Dallas, TX	18,886	\$43.22	38,145	\$32.13	9,713	\$11.87
Houston, TX	15,164	\$46.51	29,685	\$33.74	7,826	\$11.45
San Antonio, TX	3,973	\$37.84	8,417	\$29.64	3,360	\$11.15
Salt Lake City, UT	2,849	\$38.14	6,775	\$29.09	2,824	\$10.79
Richmond, VA	3,644	\$40.20	7,727	\$29.82	2,469	\$12.23
Virginia Beach, VA	2,870	\$38.70	7,906	\$29.50	3,138	\$11.73
Seattle-Tacoma, WA	14,417	\$45.79	33,894	\$35.63	5,970	\$15.01
Milwaukee, WI	4,922	\$40.26	11,345	\$30.58	3,827	\$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
	Jan-13	Wage ^{2*}	Jan-13	Wage ^{2*}	Jan-13	Wage ^{2*}
United States	969,161	\$17.04	207,058	\$20.78	328,981	\$16.20
Birmingham, AL	4,107	\$16.29	906	\$19.05	1,387	\$15.15
Phoenix, AZ	14,073	\$17.45	2,651	\$20.05	3,144	\$16.34
Tucson, AZ	3,053	\$15.16	814	\$19.67	910	\$15.20
Los Angeles, CA	41,019	\$18.73	5,573	\$23.73	8,634	\$15.60
Riverside, CA	7,028	\$16.37	1,448	\$22.62	2,318	\$15.69
Sacramento, CA	6,493	\$18.33	1,264	\$23.41	1,454	\$17.01
San Diego, CA	9,757	\$18.07	1,814	\$23.22	2,076	\$16.00
San Francisco, CA	20,010	\$21.86	3,271	\$27.45	3,446	\$19.06
San Jose, CA	6,387	\$22.96	946	\$26.96	1,108	\$17.94
Denver, CO	12,286	\$19.41	2,772	\$21.15	2,915	\$17.21
Hartford, CT	5,029	\$19.39	883	\$24.14	1,565	\$10.78
Washington, DC	26,327	\$19.40	4,702	\$22.86	4,615	\$17.87
Jacksonville, FL	5,084	\$16.31	1,343	\$10.95	1,527	\$16.11
Miami, FL	19,555	\$17.06	2,970	\$18.97	2,934	\$15.42
Orlando, FL	7,569	\$15.53	1,448	\$18.02	1,550	\$15.22
Tampa, FL	8,893	\$16.39	1,527	\$17.75	1,775	\$14.79
Atlanta, GA	17,436	\$17.40	2,777	\$19.98	4,304	\$16.05
Honolulu, HI	4,705	\$16.73	969	\$27.38	975	\$18.64
Chicago, IL	29,461	\$18.52	3,809	\$24.72	8,552	\$16.81
Indianapolis, IN	7,625	\$17.30	1,649	\$21.84	3,022	\$16.04
Louisville, KY	5,023	.	1,199	\$11.42	2,158	.
New Orleans, LA	4,361	.	1,304	\$16.51	1,398	.
Baltimore, MD	12,830	.	2,511	.	3,021	.
Boston, MA	20,018	\$20.67	2,813	\$26.08	4,625	\$17.59
Detroit, MI	11,364	\$17.76	2,397	\$22.95	4,220	\$18.54
Minneapolis-St. Paul, MN	15,921	.	2,590	.	5,631	.
Kansas City, MO	7,661	.	1,426	\$13.85	2,623	.
St. Louis, MO	8,085	.	1,344	.	2,288	.
Las Vegas, NV	6,284	.	1,038	\$18.54	1,112	.
Buffalo, NY	4,799	.	861	\$13.75	1,489	.
New York, NY	59,064	\$20.84	8,742	\$26.84	12,049	\$17.77
Rochester, NY	3,225	.	751	\$11.37	1,309	.
Charlotte, NC	8,923	.	1,601	\$14.26	2,499	.
Cincinnati, OH	7,956	\$16.90	1,482	\$11.39	2,919	\$16.41
Cleveland, OH	8,364	\$17.10	1,963	\$21.47	3,718	\$16.33
Columbus, OH	8,342	\$16.88	1,922	\$20.51	3,479	\$14.97
Oklahoma City, OK	5,469	\$15.27	1,795	\$18.83	2,208	\$15.41
Portland, OR	7,314	\$18.26	1,621	\$23.01	2,494	\$16.90
Philadelphia, PA	18,700	\$19.03	3,403	\$23.63	4,910	\$17.48
Pittsburgh, PA	9,099	\$16.81	2,154	\$20.98	3,404	\$16.67
Providence, RI	5,119	\$17.52	1,067	\$22.29	1,785	\$15.96
Memphis, TN	4,111	\$16.14	903	\$19.36	1,774	\$15.65
Nashville, TN	7,598	\$16.41	1,530	\$18.79	2,653	\$15.73
Austin, TX	7,347	\$18.08	1,506	\$18.18	1,773	\$14.57
Dallas, TX	23,089	\$18.01	4,543	\$18.79	6,521	\$15.81
Houston, TX	18,456	\$17.73	4,369	\$19.86	5,967	\$17.65
San Antonio, TX	6,004	\$15.76	1,441	\$17.16	1,950	\$13.87
Salt Lake City, UT	6,147	\$16.79	1,199	\$20.20	1,562	\$16.75
Richmond, VA	4,639	\$17.49	1,203	\$19.93	1,480	\$16.03
Virginia Beach, VA	4,916	\$15.41	1,691	\$19.65	1,842	\$16.39
Seattle-Tacoma, WA	13,457	\$19.58	2,588	\$25.55	3,393	\$19.94
Milwaukee, WI	7,887	\$18.06	1,908	\$23.64	4,458	\$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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