



News Release

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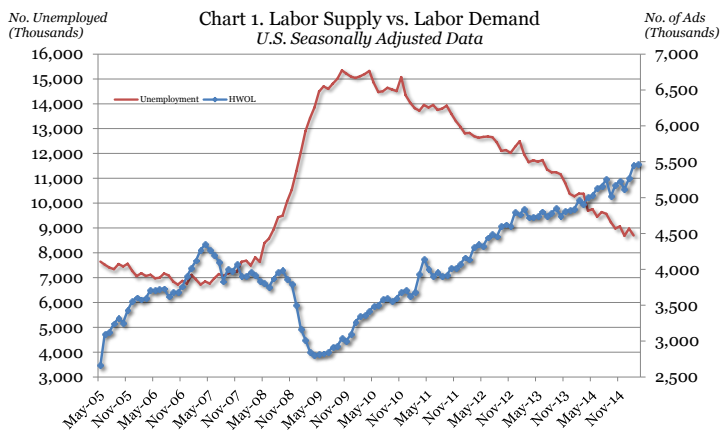
Online Labor Demand Edged Up 15,200 in March

- First quarter 2015 showed strong growth resulting from large gains in both January and February
- Demand for Oil and Gas Extraction workers plummets as oil prices fall (see Chart page 7)
- Note: Table 6 and MSA unemployment data in Table B are omitted until BLS issues revised seasonally adjusted MSA unemployment data

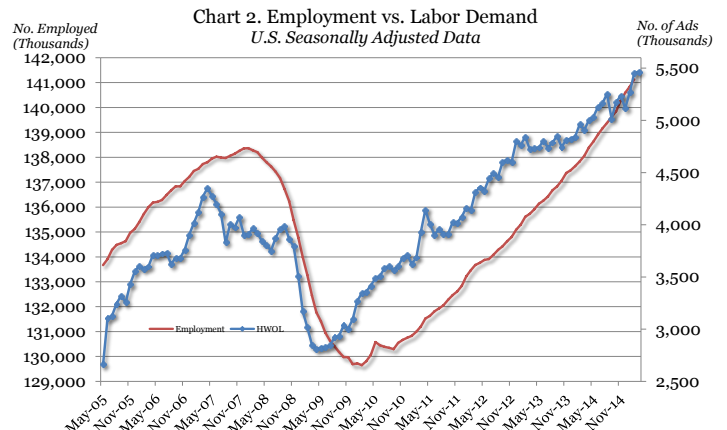
NEW YORK, April 1, 2015...Online advertised vacancies increased 15,200 to 5,466,400 in March, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The February Supply/Demand rate stands at 1.60 unemployed for each advertised vacancy, with a total of 3.3 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 8.7 million in February.

“Online demand growth over the first quarter of 2015 at +349,000 has been the strongest quarterly growth in eight years,” said Gad Levanon, Managing Director, Macroeconomic and Labor Market Research. “The growth has been well-balanced across the regions of the country and the major occupational groups, reflecting an overall healthy employer demand so far in 2015.”

In March, the Professional category saw the most gains with Management (6,500), Business and Finance (4,200), Computer and Math (8,800) and Healthcare (5,200). The Services/Production category saw losses in Transportation (-30,000), Building and Grounds (-11,800) and Installation and Repair (-8,500).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- 10 of the 20 largest States posted gains in March
- Among the 50 States, 30 States declined, 19 rose, 1 remained constant (Montana)

	Total Ads¹ (Thousands)	M-O-M Change (Thousands)	Supply/ Demand Rate²	Recent Trend³
Location	Mar-15	Mar-Feb 2015	Feb-15	
United States	5,466.4	15.2	1.60	↑ 9/14
NORTHEAST	1,041.9	24.8	1.56	
Massachusetts	172.5	8.2	1.08	↑ 10/13
New Jersey	150.9	3.4	1.97	→ 11/13
New York	325.4	9.6	1.75	↑ 4/14
Pennsylvania	221.7	3.2	1.50	→ 5/14
SOUTH	1,757.4	-74.1	1.68	
Florida	290.0	-2.3	1.87	↑ 10/13
Georgia	160.7	-3.5	1.83	↑ 10/13
Maryland	105.0	-4.8	1.55	↓ 6/14
North Carolina	140.2	-3.0	1.73	↑ 3/14
Texas	402.4	-20.1	1.34	↑ 10/13
Virginia	151.0	-1.3	1.31	→ 2/13
MIDWEST	1,250.6	-19.4	1.39	
Illinois	215.5	0.5	1.82	→ 8/14
Michigan	179.7	-1.5	1.55	↑ 9/14
Minnesota	138.5	0.1	0.80	↑ 10/13
Missouri	92.9	-3.1	1.79	↑ 9/14
Ohio	201.2	-1.0	1.44	↑ 9/14
Wisconsin	122.2	1.7	1.24	↑ 3/13
WEST	1,351.5	9.2	1.68	
Arizona	107.3	0.7	1.94	↑ 5/14
California	635.0	10.0	2.04	↑ 5/14
Colorado	131.4	-4.2	0.88	→ 8/14
Washington	145.2	1.7	1.55	↑ 9/13

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1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

March Changes for States

In March, online labor demand was down in 30 States (see Table 3), up in 19, and constant in one (Montana). Two regions experienced decreases, and two experienced increases.

The **South** experienced by far the largest decrease, -74,100 in March. Among larger States in the region, **Texas** led the decline with a drop of 20,100 to 402,400. **Maryland** fell 4,800 to 105,000. **Georgia** decreased 3,500 to 160,700. **North Carolina** declined 3,000 to 140,200. **Florida** experienced a decrease of 2,300 to 290,000. **Virginia** dropped 1,300 to 151,000. Among the smaller States, **Kentucky** fell 4,500 to 51,300; **South Carolina** decreased 3,600 to 66,800; **Alabama** decreased 3,100 to 53,800; **Louisiana** dropped 2,800 to 58,800; Mississippi declined 1,300 to 26,800; and **West Virginia** fell 400 to 21,000.

The **Midwest** experienced a March decrease of 19,400. **Wisconsin** rose 1,700 to 122,200. **Illinois** followed with an increase of 500 to 215,500. **Minnesota** inched up 100 to 138,500. **Michigan** fell 1,500 to 179,700. **Missouri** decreased 3,100 to 92,900. Among the smaller States in the region, **Indiana** decreased by 2,800 to 88,400; **Kansas** was down 1,400 to 48,000; **Nebraska** fell 800 to 45,500; **North Dakota** dropped 700 to 22,200; **Iowa** declined 600 to 73,400; and **South Dakota** rose 200 to 20,900.

The **West** gained 9,200 in March. **California** experienced the largest gain, 10,000, to 635,000. **Washington** increased 1,700 to 145,200. **Arizona** rose 700 to 107,300. **Colorado** declined 4,200 to 131,400. (Table A). Among the smaller States in the **West**, **Idaho** dropped 2,000 to 28,600; **New Mexico** fell 1,400 to 31,400; **Alaska** was down 300 to 18,700; and **Utah** slipped 100 to 63,400. **Nevada** rose 1,400 to 50,200, and **Hawaii** rose 400 to 18,300 (Table 3).

The **Northeast** rose 24,800. **Massachusetts** experienced the largest increase, 8,200, to 172,500. **New York** grew 9,600 to 325,400. **New Jersey** rose 3,400 to 150,900. **Pennsylvania** increased 3,200 to 221,700. In the smaller States, **Connecticut** increased 1,100 to 76,600, **New Hampshire** rose 800 to 26,900, **Maine** gained 600 to 29,600, **Vermont** increased 300 to 14,600, and **Rhode Island** inched up 200 to 22,900.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for February 2015, the latest month for which State unemployment figures are available. There were nine States in which the number of advertised vacancies exceeded the number of unemployed: North Dakota (0.54), Nebraska (0.60), South Dakota (0.74), Utah (0.78), Minnesota (0.80), Colorado (0.88), Montana (0.92), Iowa (0.95), and Vermont (0.96). The States with the highest Supply/Demand rates were Mississippi (3.07), where there were more than three unemployed workers for every job opening, and Louisiana (2.41) and West Virginia (2.21), which had more than two unemployed workers for every job opening.

Please note that the Supply/Demand rate only provides a measure of relative tightness of the individual State labor markets and does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies.

METRO AREA HIGHLIGHTS

- In March 44 metro areas declined, 7 increased, and one remained constant (Las Vegas, NV) (Table 5)

Table B: MSA Labor Demand, Selected MSA's, Seasonally Adjusted			
Location	Total Ads¹ (Thousands) Mar-15	M-O-M Change (Thousands) Mar-Feb 15	Supply/ Demand Rate² Feb-15 for U.S. and Regions; Jan-15 for MSA's
United States	5,466.4	15.2	1.60
NORTHEAST	1,041.9	24.8	1.56
Boston, MA	128.8	3.1	na ³
New York, NY	292.0	1.9	na
Philadelphia, PA	103.5	-1.7	na
SOUTH	1,757.4	-74.1	1.68
Atlanta, GA	104.4	-3.4	na
Baltimore, MD	54.1	-3.9	na
Dallas, TX	122.0	-5.9	na
Houston, TX	94.9	-6.4	na
Miami, FL	77.6	-4.5	na
Washington, DC	155.5	-5.5	na
MIDWEST	1,250.6	-19.4	1.39
Chicago, IL	163.3	-0.9	na
Cleveland, OH	37.5	-0.5	na
Detroit, MI	80.6	-1.8	na
Minneapolis-St. Paul, MN	93.1	0.5	na
WEST	1,351.5	9.2	1.68
Denver, CO	73.8	-3.0	na
Los Angeles, CA	188.2	-0.2	na
Phoenix, AZ	71.2	-3.4	na
San Diego, CA	50.4	-1.2	na
San Francisco, CA	124.1	-2.2	na
San Jose, CA	54.2	0.3	na
Seattle-Tacoma, WA	89.9	-0.1	na

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

Metro Area Changes

In March, labor demand was down in 44 of the 52 largest metro areas, up in 7, and unchanged in one (Las Vegas). The MSAs with the largest changes in each of the regions were: **Houston** (-6,400), **Dallas** (-5,900), and **Washington, DC** (-5,500) in the **South**; **Boston** (+3,100) in the **Northeast**; **Phoenix** (-3,400) in the **West**; and **St. Louis** (-3,500) in the **Midwest** (See Table B and Table 5).

The **South** experienced by far the largest March decrease, -74,100, led by **Houston**, which declined 6,400 to 94,900. **Dallas** dropped 5,900 to 122,000. **Washington, DC** fell 5,500 to 155,500. **Baltimore** dropped 3,900 to 54,100. **Atlanta** decreased 3,400 to 104,400. **Miami** fell 4,500 to 77,600. **San Antonio** dropped 3,000 to 32,100; **Nashville** fell 2,900 to 32,800; **Tampa** declined 1,500 to 47,700; and **Orlando** inched up 400 to 36,300.

The **Midwest** dropped 19,400 in March. The largest decline was in **St. Louis**, which fell 3,500 to 41,100, followed by **Kansas City's** drop of 3,300 to 41,100. **Chicago** fell 900 to 163,300. **Milwaukee** grew 600 to 33,600. **Minneapolis-St. Paul** increased 500 to 93,100. **Detroit** fell 1,800 to 80,600. **Indianapolis** fell 1,000 to 30,900. **Columbus** and **Cincinnati** fell 900 each to 40,200 and 36,600 respectively. **Cleveland** dropped 500 to 37,500.

The **West** grew 9,200 in March. **Phoenix** dropped 3,400 to 71,200. **Denver** declined 3,000 to 73,800. **San Francisco** fell 2,200 to 124,100. **San Diego** declined 1,200 to 50,400. **Los Angeles** dropped 200 to 188,200. **Seattle-Tacoma** inched down 100 to 89,900 while **San Jose** inched up 300 to 54,200. **Portland** dropped 700 to 51,600; **Sacramento** decreased 900 to 31,400; and **Salt Lake City** fell 500 to 36,100.

The **Northeast** increased 24,800, reflecting a rise of 3,100 in **Boston** to 128,800. **New York** rose 1,900 to 292,000. **Philadelphia** dropped 1,700 to 103,500. **Providence** decreased 2,000 to 28,300; **Rochester** fell 500 to 18,000; **Hartford** declined 200 to 29,300; **Pittsburgh** dropped 100 to 44,500; and **Buffalo** grew 300 to 22,500.

OCCUPATIONAL HIGHLIGHTS

- In March, 6 of the largest online job categories posted increases while 4 posted decreases. (Table C)

SOC ¹	Occupation	Total Ads (Thousands) Mar-15	M-O-M Change (Thousands) Mar-Feb 15	Unemployed (Thousands) Feb-15	Supply/ Demand Rate ² Feb-15	Average Hourly Wage ³
43	Office and administrative support	611.3	9.8	930.0	1.55	\$16.78
15	Computer and mathematical science	608.6	8.8	104.1	0.17	\$39.43
41	Sales and related	595.4	-1.3	841.5	1.41	\$18.37
29	Healthcare practitioners and technical	586.9	5.2	164.8	0.28	\$35.93
11	Management	500.6	6.5	418.7	0.85	\$53.15
53	Transportation and material moving	387.3	-30.0	648.7	1.55	\$16.28
13	Business and financial operations	350.3	4.2	239.3	0.69	\$34.14
49	Installation, maintenance, and repair	234.8	-8.5	325.5	1.34	\$21.35
35	Food preparation and serving related	234.2	-7.3	602.8	2.50	\$10.38
17	Architecture and engineering	181.0	4.5	140.9	0.80	\$38.51

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1. Standard Occupational Classification code (SOC)

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

3. BLS Occupational Employment Statistics - May 2013 estimates.

Occupational Changes for the Month of March

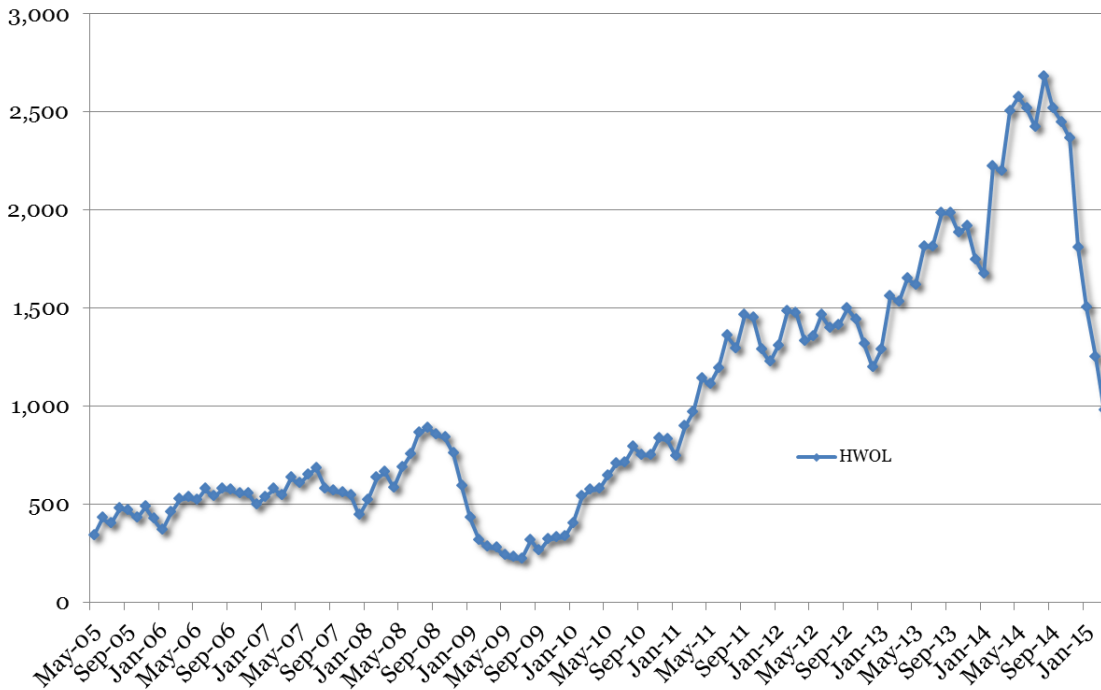
In March, 6 of the largest online job categories posted increases while 4 posted decreases. **Transportation** ads dropped 30,000 in March to 387,300 largely due to a decline in demand for heavy and tractor-trailer truck drivers. The supply/demand rate for these occupations lies at 1.55, i.e. about two unemployed job-seekers for every advertised available opening. (See Table 7 for Supply/Demand rates for all of the SOC categories.) **Building and grounds cleaning and maintenance** declined 11,800 to 110,700. The supply/demand rate for these occupations lies at 4.26, i.e. about four unemployed job-seekers for every advertised available opening.

Office and Administrative ads grew 9,800 to 611,300. The supply/demand rate for these occupations lies at 1.55, i.e. about two unemployed job-seekers for every advertised available opening. **Computer and Math** increased 8,800 in March to 608,600. Their supply/demand rate is 0.17, i.e. there are over 5 advertised available openings for every unemployed job-seeker. **Management** ads grew 6,500 to 500,600. Their supply/demand rate is 0.85, i.e. about one unemployed per opening.

Demand for Oil and Gas Extraction Workers

A dramatic 7-month collapse in demand for Oil and Gas Extraction workers began as crude oil prices started to fall. The Commodity Futures Price for Crude Oil reached a peak in late June 2014 and then began a steep decline. The effect was quickly felt in online labor demand for these workers which peaked in August 2014 and over the next 7 months fell 63% (see Chart 3).

Chart 3. HWOL Oil and Gas Extraction Occupations*



Source: The Conference Board

*Derrick Operators (SOC 475011), Rotary Drill Operators (SOC 475012), and Service Unit Operators (SOC 475013)

A similar effect was felt in the major States which employed these workers. The largest State was Texas which represented 31% of the online ads; over the 7 month period, Texas demand fell -76%. The effect on other States included: Oklahoma (-81%), Pennsylvania (-70%), Louisiana (-79%), Colorado (-79%) and North Dakota (-64%).

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month	Release Date	
	April, 2015	May 6, 2015	
	May, 2015	June 3, 2015	
	June, 2015	July 1, 2015	
	July, 2015	August 5, 2015	
	August, 2015	September 2, 2015	
	September, 2015	September 30, 2015	
	October, 2015	November 4, 2015	
	November, 2015	December 2, 2015	

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Mar-14	Feb-15	Mar-15	Mar-Feb 15	Mar-14	Feb-15	Mar-15	Mar-Feb 15
United States	4,906.0	5,451.3	5,466.4	15.2	2,473.5	2,691.3	2,675.2	-16.1
New England	299.1	335.2	343.1	7.8	152.4	160.9	170.8	9.9
Middle Atlantic	632.0	681.9	698.8	17.0	309.6	338.3	335.2	-3.1
South Atlantic	904.6	1,023.5	999.9	-23.6	460.7	504.6	489.9	-14.7
East North Central	724.1	817.2	808.8	-8.4	359.8	373.4	379.9	6.4
East South Central	203.3	236.8	220.2	-16.7	105.3	118.5	106.9	-11.5
West North Central	386.1	452.8	441.8	-11.1	185.2	202.2	204.2	1.9
West South Central	524.6	571.2	537.3	-33.9	262.2	263.7	252.4	-11.3
Mountain	395.7	452.9	447.7	-5.1	208.5	232.7	234.1	1.4
Pacific	751.6	889.4	903.8	14.4	392.5	484.5	471.9	-12.6

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)		
	Mar-14	Feb-15	Mar-15	Mar-14	Feb-15	Mar-15
United States	3.14	3.47	3.48	1.58	1.71	1.70
New England	3.85	4.27	4.37	1.96	2.05	2.18
Middle Atlantic	3.08	3.33	3.41	1.51	1.65	1.64
South Atlantic	2.99	3.37	3.30	1.52	1.66	1.62
East North Central	3.11	3.50	3.46	1.54	1.60	1.63
East South Central	2.40	2.84	2.64	1.24	1.42	1.28
West North Central	3.48	4.04	3.94	1.67	1.80	1.82
West South Central	2.87	3.08	2.90	1.44	1.42	1.36
Mountain	3.53	3.98	3.94	1.86	2.05	2.06
Pacific	2.98	3.49	3.55	1.56	1.90	1.85

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)
	Mar-14	Feb-15	Mar-15	Mar-Feb 15	Mar-14	Feb-15	Mar-15	Mar-Feb 15
United States	4,906.0	5,451.3	5,466.4	15.2	2,473.5	2,691.3	2,675.2	-16.1
Alabama	49.2	56.9	53.8	-3.1	26.0	29.4	26.8	-2.5
Alaska	16.4	19.0	18.7	-0.3	8.5	9.6	9.3	-0.3
Arizona	91.7	106.6	107.3	0.7	48.4	55.7	57.6	1.9
Arkansas	29.5	33.5	32.3	-1.3	15.2	17.7	15.0	-2.7
California	524.0	625.0	635.0	10.0	268.4	340.8	326.8	-14.0
Colorado	114.6	135.6	131.4	-4.2	62.5	72.3	70.3	-2.1
Connecticut	67.4	75.5	76.6	1.1	32.5	35.8	36.6	0.8
Delaware	18.2	19.7	19.3	-0.4	8.7	9.5	9.2	-0.4
Florida	262.7	292.2	290.0	-2.3	142.9	156.3	158.2	1.9
Georgia	143.4	164.3	160.7	-3.5	69.0	77.5	73.7	-3.8
Hawaii	20.0	17.9	18.3	0.4	13.0	10.2	9.8	-0.4
Idaho	25.4	30.6	28.6	-2.0	14.8	17.8	16.5	-1.3
Illinois	198.4	215.0	215.5	0.5	89.8	96.6	96.8	0.1
Indiana	82.9	91.2	88.4	-2.8	39.7	39.8	38.3	-1.5
Iowa	59.0	74.0	73.4	-0.6	27.4	32.9	32.8	-0.1
Kansas	43.6	49.4	48.0	-1.4	21.1	23.1	22.7	-0.4
Kentucky	47.1	55.8	51.3	-4.5	24.1	28.1	24.4	-3.6
Louisiana	55.6	61.6	58.8	-2.8	29.2	32.7	30.1	-2.7
Maine	23.3	29.0	29.6	0.6	11.1	14.3	14.4	0.1
Maryland	97.4	109.8	105.0	-4.8	43.7	49.4	44.5	-4.9
Massachusetts	148.3	164.3	172.5	8.2	74.8	79.9	86.1	6.1
Michigan	158.8	181.3	179.7	-1.5	84.5	87.8	87.2	-0.5
Minnesota	116.9	138.4	138.5	0.1	53.7	64.5	62.6	-2.0
Mississippi	25.9	28.1	26.8	-1.3	12.7	13.5	12.3	-1.1
Missouri	81.5	96.0	92.9	-3.1	41.8	45.3	44.8	-0.5
Montana	20.4	24.2	24.2	0.0	9.1	12.0	11.3	-0.6
Nebraska	42.3	46.3	45.5	-0.8	20.9	22.1	21.9	-0.2
Nevada	44.5	48.8	50.2	1.4	22.3	26.0	25.8	-0.2
New Hampshire	28.1	26.1	26.9	0.8	15.7	11.6	11.9	0.3
New Jersey	141.5	147.5	150.9	3.4	66.6	69.1	67.7	-1.5
New Mexico	26.8	32.9	31.4	-1.4	13.8	16.6	15.6	-1.0
New York	288.0	315.8	325.4	9.6	148.0	160.9	169.1	8.2
North Carolina	121.9	143.2	140.2	-3.0	63.1	74.4	71.3	-3.1
North Dakota	22.3	22.9	22.2	-0.7	10.4	10.1	10.1	0.0
Ohio	178.1	202.2	201.2	-1.0	88.4	97.4	95.0	-2.4
Oklahoma	59.5	46.4	45.3	-1.0	33.4	20.8	19.8	-1.0
Oregon	65.5	85.1	84.4	-0.7	37.8	48.8	48.5	-0.3
Pennsylvania	201.7	218.6	221.7	3.2	96.2	103.1	99.6	-3.5
Rhode Island	20.1	22.7	22.9	0.2	11.6	13.3	13.3	0.0
South Carolina	58.6	70.3	66.8	-3.6	33.0	39.8	36.6	-3.2
South Dakota	20.2	20.8	20.9	0.2	8.7	8.4	8.4	0.0
Tennessee	80.9	93.4	88.1	-5.3	41.7	48.0	42.6	-5.4
Texas	381.3	422.6	402.4	-20.1	183.8	194.1	186.8	-7.2
Utah	62.4	63.5	63.4	-0.1	30.6	30.7	29.3	-1.5
Vermont	11.9	14.3	14.6	0.3	6.4	7.6	7.8	0.2
Virginia	140.7	152.3	151.0	-1.3	68.4	64.6	63.2	-1.4
Washington	124.2	143.6	145.2	1.7	64.3	76.0	76.8	0.8
West Virginia	21.1	21.4	21.0	-0.4	9.9	10.1	9.2	-0.9
Wisconsin	104.1	120.5	122.2	1.7	54.2	57.5	59.3	1.8
Wyoming	10.4	11.4	11.7	0.3	4.6	4.9	5.2	0.2

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.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Mar-14	Feb-15	Mar-15	Feb-15	Feb-15	Feb-15	Feb-15
United States	3.14	3.47	3.48	5.5	8,705.00	5,451.3	1.60
Alabama	2.29	2.66	2.52	5.8	123.29	56.9	2.17
Alaska	4.46	5.19	5.09	6.3	23.23	19.0	1.22
Arizona	2.99	3.37	3.39	6.5	206.64	106.6	1.94
Arkansas	2.28	2.53	2.43	5.5	73.52	33.5	2.19
California	2.80	3.30	3.35	6.7	1,275.10	625.0	2.04
Colorado	4.08	4.79	4.64	4.2	118.87	135.6	0.88
Connecticut	3.58	3.95	4.01	6.4	121.98	75.5	1.62
Delaware	4.06	4.32	4.22	4.8	21.84	19.7	1.11
Florida	2.76	3.01	2.99	5.6	547.67	292.2	1.87
Georgia	3.03	3.45	3.37	6.3	300.91	164.3	1.83
Hawaii	3.00	2.65	2.71	4.1	27.92	17.9	1.56
Idaho	3.28	3.91	3.65	3.9	30.74	30.6	1.01
Illinois	3.03	3.30	3.31	6.0	391.09	215.0	1.82
Indiana	2.58	2.79	2.71	5.9	193.66	91.2	2.12
Iowa	3.48	4.31	4.28	4.1	70.08	74.0	0.95
Kansas	2.91	3.29	3.19	4.2	62.98	49.4	1.27
Kentucky	2.34	2.81	2.58	5.2	104.12	55.8	1.86
Louisiana	2.62	2.80	2.67	6.7	148.33	61.6	2.41
Maine	3.32	4.19	4.28	5.0	34.39	29.0	1.19
Maryland	3.14	3.52	3.37	5.5	170.21	109.8	1.55
Massachusetts	4.19	4.55	4.78	4.9	177.26	164.3	1.08
Michigan	3.34	3.81	3.78	5.9	281.50	181.3	1.55
Minnesota	3.93	4.61	4.61	3.7	111.07	138.4	0.80
Mississippi	2.10	2.28	2.17	7.0	86.17	28.1	3.07
Missouri	2.68	3.09	2.99	5.5	172.12	96.0	1.79
Montana	3.95	4.65	4.64	4.3	22.34	24.2	0.92
Nebraska	4.14	4.54	4.46	2.7	27.80	46.3	0.60
Nevada	3.20	3.48	3.58	7.1	99.52	48.8	2.04
New Hampshire	3.78	3.51	3.61	3.9	29.27	26.1	1.12
New Jersey	3.15	3.24	3.32	6.4	291.05	147.5	1.97
New Mexico	2.92	3.56	3.40	6.0	55.61	32.9	1.69
New York	3.00	3.30	3.40	5.8	554.24	315.8	1.75
North Carolina	2.63	3.06	3.00	5.3	248.01	143.2	1.73
North Dakota	5.40	5.42	5.26	2.9	12.41	22.9	0.54
Ohio	3.11	3.52	3.50	5.1	290.51	202.2	1.44
Oklahoma	3.33	2.56	2.50	3.9	70.01	46.4	1.51
Oregon	3.40	4.34	4.30	5.8	113.96	85.1	1.34
Pennsylvania	3.16	3.43	3.48	5.2	328.83	218.6	1.50
Rhode Island	3.62	4.12	4.16	6.3	34.79	22.7	1.54
South Carolina	2.70	3.14	2.98	6.6	148.42	70.3	2.11
South Dakota	4.52	4.61	4.64	3.4	15.34	20.8	0.74
Tennessee	2.69	3.07	2.90	6.6	199.71	93.4	2.14
Texas	2.92	3.20	3.05	4.3	565.77	422.6	1.34
Utah	4.38	4.37	4.36	3.4	49.37	63.5	0.78
Vermont	3.41	4.11	4.19	3.9	13.72	14.3	0.96
Virginia	3.31	3.58	3.55	4.7	199.79	152.3	1.31
Washington	3.58	4.05	4.10	6.3	222.27	143.6	1.55
West Virginia	2.66	2.77	2.71	6.1	47.24	21.4	2.21
Wisconsin	3.38	3.86	3.92	4.8	149.20	120.5	1.24
Wyoming	3.38	3.73	3.82	4.0	12.11	11.4	1.06

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)
	Mar-14	Feb-15	Mar-15	Mar-Feb 15	Mar-14	Feb-15	Mar-15	Mar-Feb 15
Birmingham, AL	16.0	17.1	15.6	-1.4	8.4	9.0	7.7	-1.3
Phoenix, AZ	61.7	74.6	71.2	-3.4	30.9	37.8	35.0	-2.8
Tucson, AZ	13.7	15.4	14.3	-1.1	8.0	9.3	8.2	-1.1
Los Angeles, CA	158.5	188.4	188.2	-0.2	79.9	103.3	96.1	-7.2
Riverside, CA	29.9	36.9	36.6	-0.4	15.0	19.4	18.8	-0.6
Sacramento, CA	25.5	32.4	31.4	-0.9	13.2	17.6	15.6	-2.0
San Diego, CA	40.8	51.5	50.4	-1.2	22.0	29.1	26.9	-2.2
San Francisco, CA	101.4	126.3	124.1	-2.2	50.0	65.6	58.3	-7.4
San Jose, CA	48.0	53.9	54.2	0.3	20.4	23.4	22.4	-1.0
Denver, CO	63.4	76.8	73.8	-3.0	32.7	40.7	36.7	-4.0
Hartford, CT	26.4	29.5	29.3	-0.2	12.8	14.1	13.8	-0.3
Washington, DC	139.7	161.0	155.5	-5.5	62.9	72.5	65.0	-7.6
Jacksonville, FL	18.4	21.4	20.0	-1.5	9.5	10.9	10.0	-0.9
Miami, FL	71.8	82.1	77.6	-4.5	36.6	43.1	39.6	-3.4
Orlando, FL	34.5	35.9	36.3	0.4	16.6	17.8	18.0	0.2
Tampa, FL	41.2	49.2	47.7	-1.5	20.8	25.2	23.7	-1.5
Atlanta, GA	94.5	107.8	104.4	-3.4	42.5	50.9	44.1	-6.9
Honolulu, HI	14.8	12.7	12.5	-0.2	10.1	7.7	6.6	-1.0
Chicago, IL	153.4	164.2	163.3	-0.9	66.7	73.4	70.9	-2.5
Indianapolis, IN	33.6	31.9	30.9	-1.0	17.4	14.1	12.9	-1.3
Louisville, KY	20.5	24.3	21.9	-2.4	10.8	12.6	10.8	-1.7
New Orleans, LA	18.9	22.2	20.8	-1.3	10.3	12.5	11.2	-1.4
Baltimore, MD	50.0	58.0	54.1	-3.9	23.0	26.3	23.3	-3.0
Boston, MA	115.6	125.8	128.8	3.1	56.9	59.3	60.7	1.4
Detroit, MI	71.3	82.4	80.6	-1.8	34.4	36.2	34.7	-1.5
Minneapolis-St. Paul, MN	79.1	92.6	93.1	0.5	35.8	43.9	41.2	-2.7
Kansas City, MO	36.0	44.4	41.1	-3.3	16.8	20.2	17.9	-2.3
St. Louis, MO	38.1	44.7	41.1	-3.5	17.9	20.0	16.6	-3.4
Las Vegas, NV	28.9	32.1	32.2	0.0	13.7	17.1	15.7	-1.4
Buffalo, NY	20.8	22.2	22.5	0.3	11.5	12.3	12.5	0.2
New York, NY	270.3	290.1	292.0	1.9	128.3	141.2	135.2	-6.0
Rochester, NY	16.4	18.5	18.0	-0.5	9.6	11.1	10.3	-0.8
Charlotte, NC	32.6	37.6	36.5	-1.1	15.0	17.6	16.9	-0.8
Cincinnati, OH	30.1	37.6	36.6	-0.9	13.0	16.7	15.3	-1.4
Cleveland, OH	34.4	38.1	37.5	-0.5	15.4	17.3	15.9	-1.4
Columbus, OH	35.2	41.1	40.2	-0.9	16.1	18.8	17.5	-1.2
Oklahoma City, OK	24.6	20.1	18.8	-1.3	14.5	9.1	7.8	-1.3
Portland, OR	40.6	52.2	51.6	-0.7	21.9	29.6	27.3	-2.3
Philadelphia, PA	94.6	105.1	103.5	-1.7	43.7	49.0	43.8	-5.2
Pittsburgh, PA	40.3	44.6	44.5	-0.1	17.1	19.2	17.6	-1.5
Providence, RI	26.2	30.3	28.3	-2.0	15.3	16.9	16.1	-0.8
Memphis, TN	17.4	18.3	17.2	-1.2	8.9	9.2	7.7	-1.4
Nashville, TN	28.4	35.7	32.8	-2.9	13.1	16.7	14.0	-2.8
Austin, TX	37.3	44.2	43.6	-0.6	19.7	23.5	22.7	-0.8
Dallas, TX	112.9	127.9	122.0	-5.9	52.1	59.3	52.6	-6.8
Houston, TX	96.5	101.3	94.9	-6.4	43.5	44.9	39.7	-5.2
San Antonio, TX	29.7	35.1	32.1	-3.0	14.4	17.7	15.0	-2.6
Salt Lake City, UT	36.0	36.7	36.1	-0.5	17.4	17.1	15.6	-1.5
Richmond, VA	22.0	21.6	20.2	-1.4	12.3	9.9	8.5	-1.4
Virginia Beach, VA	23.2	22.6	21.5	-1.1	13.7	10.4	9.1	-1.3
Seattle-Tacoma, WA	81.3	90.0	89.9	-0.1	40.0	46.8	45.0	-1.8
Milwaukee, WI	32.6	33.1	33.6	0.6	17.1	14.8	14.1	-0.7

Source: The Conference Board

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

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Table 7: National Labor Supply/Labor Demand by Occupation ¹ , Seasonally Adjusted								
SOC ²	Occupation ³	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ⁴ (Thousands)	Supply/ Demand Rate ⁵	Average Hourly Wage ⁶
		Mar-14	Feb-15	Mar-15	Mar-Feb 15	Feb-15	Feb-15	
	Total	4,906.0	5,451.3	5,466.4	15.1	8,705.0	1.60	\$22.33
11	Management	449.3	494.1	500.6	6.5	418.7	0.85	\$53.15
13	Business and financial operations	284.6	346.1	350.3	4.2	239.3	0.69	\$34.14
15	Computer and mathematical science	527.2	599.8	608.6	8.8	104.1	0.17	\$39.43
17	Architecture and engineering	168.5	176.5	181.0	4.5	140.9	0.80	\$38.51
19	Life, physical, and social science	59.3	56.2	56.7	0.5	45.8	0.81	\$33.37
21	Community and social services	84.5	101.9	101.9	0.1	69.1	0.68	\$21.50
23	Legal	26.6	27.9	27.4	-0.5	26.0	0.93	\$47.89
25	Education, training, and library	124.8	164.4	164.0	-0.4	210.8	1.28	\$24.76
27	Arts, design, entertainment, sports, and media	110.6	144.3	141.3	-3.0	197.1	1.37	\$26.72
29	Healthcare practitioners and technical	518.6	581.7	586.9	5.2	164.8	0.28	\$35.93
31	Healthcare support	114.4	127.4	125.9	-1.5	207.1	1.63	\$13.61
33	Protective service	45.0	52.7	52.3	-0.4	133.2	2.53	\$20.92
35	Food preparation and serving related	218.5	241.5	234.2	-7.3	602.8	2.50	\$10.38
37	Building and grounds cleaning and maintenance	94.5	122.5	110.7	-11.8	521.1	4.26	\$12.51
39	Personal care and service	72.8	81.9	78.6	-3.3	370.1	4.52	\$11.88
41	Sales and related	629.0	596.7	595.4	-1.3	841.5	1.41	\$18.37
43	Office and administrative support	550.9	601.5	611.3	9.8	930.0	1.55	\$16.78
45	Farming, fishing, and forestry	8.1	9.6	9.3	-0.3	135.3	14.07	\$11.70
47	Construction and extraction	115.8	148.7	144.7	-4.0	766.8	5.16	\$21.94
49	Installation, maintenance, and repair	218.0	243.3	234.8	-8.5	325.5	1.34	\$21.35
51	Production	151.2	169.9	165.4	-4.6	622.5	3.66	\$16.79
53	Transportation and material moving	332.4	417.3	387.3	-30.0	648.7	1.55	\$16.28

Source: The Conference Board

1. All ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2010 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
6. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2013 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-15	Wage ²	Mar-15	Wage ²	Mar-15	Wage ²
United States	839,134	\$43.56	1,825,061	\$32.05	599,941	\$12.65
Alabama	5,747	\$41.56	15,239	\$28.34	5,461	\$11.05
Alaska	1,869	\$43.44	6,676	\$28.85	2,677	\$15.12
Arizona	14,836	\$39.48	37,239	\$30.42	14,611	\$12.98
Arkansas	3,921	\$35.98	8,809	\$26.26	3,443	\$10.32
California	108,379	\$48.52	224,664	\$33.40	67,951	\$14.03
Colorado	18,621	\$42.84	42,919	\$33.11	17,435	\$13.00
Connecticut	14,221	\$50.60	28,132	\$34.38	7,303	\$14.42
Delaware	3,706	\$47.67	7,159	\$34.25	1,701	\$12.79
Florida	39,344	\$39.12	87,493	\$29.56	44,323	\$12.23
Georgia	28,145	\$42.72	56,655	\$29.86	13,635	\$11.26
Hawaii	2,159	\$37.52	4,735	\$30.79	3,073	\$14.35
Idaho	2,564	\$34.04	7,560	\$25.86	4,347	\$11.38
Illinois	41,846	\$42.97	74,847	\$31.20	18,859	\$13.23
Indiana	11,727	\$37.81	26,437	\$27.92	8,506	\$11.37
Iowa	7,934	\$35.69	22,216	\$26.77	7,834	\$11.51
Kansas	6,123	\$38.72	15,038	\$27.11	4,907	\$11.43
Kentucky	6,048	\$36.12	14,478	\$27.27	5,441	\$10.95
Louisiana	6,449	\$37.06	15,516	\$27.23	7,937	\$11.08
Maine	3,043	\$36.30	9,592	\$28.17	4,533	\$12.10
Maryland	16,355	\$46.66	43,007	\$36.03	9,889	\$13.47
Massachusetts	32,684	\$49.37	62,458	\$36.06	16,963	\$14.89
Michigan	22,462	\$40.82	58,841	\$30.48	19,799	\$12.09
Minnesota	20,661	\$41.93	44,659	\$31.40	14,271	\$8.25
Mississippi	2,748	\$35.09	7,181	\$24.87	3,136	\$10.46
Missouri	12,971	\$38.30	30,289	\$28.31	9,932	\$11.35
Montana	1,942	\$32.45	6,512	\$25.50	3,638	\$11.63
Nebraska	5,709	\$37.41	13,457	\$26.81	5,279	\$11.47
Nevada	6,309	\$39.76	13,837	\$32.04	8,904	\$13.40
New Hampshire	3,083	\$42.80	9,113	\$31.06	2,702	\$12.90
New Jersey	28,489	\$50.42	54,787	\$35.26	13,559	\$14.70
New Mexico	3,441	\$37.10	12,464	\$29.24	3,404	\$11.75
New York	68,622	\$52.63	107,520	\$35.68	32,497	\$14.71
North Carolina	21,916	\$43.61	48,029	\$29.21	15,392	\$11.30
North Dakota	2,171	\$37.35	5,348	\$26.66	2,076	\$12.25
Ohio	27,689	\$39.20	60,319	\$30.27	21,366	\$11.84
Oklahoma	5,268	\$36.20	15,146	\$26.88	4,449	\$10.97
Oregon	10,343	\$38.91	29,090	\$31.52	11,461	\$13.07
Pennsylvania	32,768	\$42.76	68,017	\$23.43	25,202	\$12.43
Rhode Island	3,494	\$46.53	6,643	\$32.45	2,959	\$13.42
South Carolina	7,033	\$37.52	20,399	\$27.57	9,493	\$10.95
South Dakota	2,095	\$34.38	5,274	\$24.66	2,569	\$10.86
Tennessee	12,118	\$37.75	26,336	\$27.65	9,301	\$11.13
Texas	62,125	\$43.64	136,512	\$31.70	41,712	\$11.54
Utah	7,495	\$37.32	17,050	\$28.45	7,853	\$11.79
Vermont	1,662	\$37.40	4,971	\$27.92	2,032	\$13.56
Virginia	25,538	\$46.77	63,072	\$33.17	13,729	\$12.75
Washington	21,959	\$43.94	55,161	\$34.98	17,126	\$14.56
West Virginia	2,007	\$33.56	5,705	\$19.62	2,440	\$10.58
Wisconsin	15,910	\$37.80	35,710	\$29.27	12,993	\$11.88
Wyoming	1,313	\$37.14	3,634	\$24.15	1,102	\$12.44

Source: The Conference Board

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

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-15	Wage ¹	Mar-15	Wage ¹	Mar-15	Wage ¹
United States	1,158,380	\$17.41	356,281	\$21.24	517,792	\$16.53
Alabama	12,511	\$15.22	4,508	\$19.09	8,603	\$15.47
Alaska	3,625	\$18.55	1,416	\$28.40	1,072	\$23.64
Arizona	26,508	\$16.77	6,816	\$19.80	7,735	\$16.60
Arkansas	7,155	\$14.44	2,597	\$17.53	5,250	\$16.64
California	139,193	\$19.10	29,397	\$22.24	39,332	\$16.53
Colorado	27,812	\$18.40	10,514	\$21.41	10,552	\$17.40
Connecticut	15,255	\$20.40	3,914	\$24.65	5,947	\$18.24
Delaware	3,874	\$17.74	1,047	\$22.05	1,715	\$16.11
Florida	74,534	\$16.10	23,517	\$18.01	21,040	\$15.23
Georgia	32,297	\$16.54	10,073	\$19.23	17,252	\$15.90
Hawaii	4,943	\$16.68	1,386	\$26.55	1,035	\$18.14
Idaho	6,473	\$15.05	2,752	\$18.49	3,367	\$15.33
Illinois	43,955	\$18.14	9,951	\$24.88	21,499	\$16.85
Indiana	18,604	\$16.01	6,250	\$21.91	14,462	\$16.12
Iowa	15,295	\$15.78	6,514	\$19.73	10,542	\$15.98
Kansas	10,857	\$16.21	3,539	\$20.10	5,935	\$16.77
Kentucky	11,468	\$15.36	3,824	\$19.79	8,660	\$16.33
Louisiana	14,315	\$14.76	5,839	\$19.31	6,786	\$18.36
Maine	5,712	\$15.42	2,018	\$19.50	2,683	\$16.67
Maryland	20,414	\$18.15	5,859	\$22.02	7,083	\$17.28
Massachusetts	32,178	\$20.23	8,389	\$25.80	11,523	\$17.82
Michigan	35,139	\$16.64	13,416	\$21.39	23,679	\$17.07
Minnesota	26,285	\$17.96	8,991	\$23.06	14,605	\$17.22
Mississippi	6,126	\$14.13	2,610	\$17.63	4,699	\$14.88
Missouri	19,926	\$16.02	6,432	\$21.32	11,028	\$15.92
Montana	5,068	\$15.23	2,586	\$20.69	2,411	\$17.20
Nebraska	10,222	\$15.60	3,985	\$19.11	4,843	\$15.90
Nevada	11,588	\$16.24	3,421	\$23.82	3,514	\$17.00
New Hampshire	5,538	\$17.58	1,655	\$21.25	2,908	\$16.84
New Jersey	29,954	\$19.18	7,019	\$25.27	10,801	\$16.51
New Mexico	6,214	\$14.87	2,086	\$19.33	2,371	\$16.38
New York	70,064	\$20.57	15,287	\$25.89	20,715	\$18.17
North Carolina	28,452	\$16.50	10,669	\$18.72	13,599	\$15.30
North Dakota	4,712	\$15.99	3,630	\$22.57	3,033	\$19.01
Ohio	43,472	\$16.50	14,808	\$20.81	29,767	\$16.03
Oklahoma	10,173	\$15.41	3,834	\$18.85	5,560	\$16.48
Oregon	17,269	\$17.29	5,550	\$21.96	7,544	\$16.52
Pennsylvania	47,628	\$17.44	14,188	\$21.36	26,086	\$16.89
Rhode Island	5,130	\$18.26	1,426	\$22.56	2,074	\$16.13
South Carolina	14,991	\$15.00	6,190	\$18.69	8,283	\$15.81
South Dakota	4,590	\$14.61	2,285	\$17.94	2,689	\$14.63
Tennessee	20,249	\$15.83	6,484	\$18.89	12,174	\$15.51
Texas	89,285	\$17.10	30,080	\$19.18	37,596	\$16.27
Utah	17,060	\$9.60	4,967	\$20.38	6,485	\$16.74
Vermont	2,638	\$16.78	891	\$19.75	1,258	\$16.91
Virginia	26,516	\$17.36	7,804	\$20.59	9,917	\$16.54
Washington	26,616	\$18.70	8,703	\$24.35	10,073	\$19.04
West Virginia	4,670	\$13.52	1,620	\$20.05	3,272	\$16.28
Wisconsin	24,999	\$16.78	9,334	\$21.91	17,794	\$16.29
Wyoming	2,096	\$15.83	1,530	\$23.00	1,410	\$21.37

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2013 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-15	Wage ^{2*}	Mar-15	Wage ^{2*}	Mar-15	Wage ^{2*}
United States	839,134	\$43.56	1,825,061	\$32.05	599,941	\$12.65
Birmingham, AL	2,004	\$43.39	4,620	\$28.81	1,577	\$11.55
Phoenix, AZ	11,101	\$40.50	25,146	\$31.37	8,679	\$11.10
Tucson, AZ	1,559	\$36.72	4,716	\$29.22	2,365	\$10.88
Los Angeles, CA	35,782	\$48.13	63,588	\$37.73	18,543	\$13.72
Riverside, CA	4,055	\$42.30	10,738	\$31.45	5,247	\$13.06
Sacramento, CA	4,962	\$41.12	10,843	\$36.84	3,124	\$14.05
San Diego, CA	8,284	\$46.08	18,294	\$36.28	6,034	\$13.38
San Francisco, CA	27,374	\$54.59	45,709	\$41.92	12,214	\$15.69
San Jose, CA	11,565	\$60.68	27,816	\$46.19	3,162	\$14.37
Denver, CO	12,901	\$44.47	25,227	\$35.08	8,385	\$13.18
Hartford, CT	5,291	\$47.35	11,329	\$34.48	2,625	\$14.14
Washington, DC	32,691	\$51.34	70,650	\$41.81	12,845	\$14.80
Jacksonville, FL	3,224	\$38.49	5,763	\$30.76	2,332	\$11.77
Miami, FL	13,005	\$41.81	22,972	\$30.79	11,291	\$12.98
Orlando, FL	5,497	\$38.38	11,536	\$29.02	5,128	\$11.70
Tampa, FL	7,109	\$39.28	16,512	\$29.28	6,010	\$11.88
Atlanta, GA	22,170	\$44.98	39,903	\$31.94	7,566	\$11.56
Honolulu, HI	1,552	\$38.12	3,182	\$31.40	1,796	\$13.87
Chicago, IL	35,739	\$44.53	55,578	\$32.18	13,871	\$13.33
Indianapolis, IN	5,276	\$39.44	9,220	\$30.25	2,727	\$11.78
Louisville, KY	2,965	\$37.48	5,847	\$28.78	2,520	\$11.45
New Orleans, LA	2,472	\$38.49	5,564	\$29.66	3,625	\$11.56
Baltimore, MD	8,693	\$45.66	22,494	\$34.86	4,974	\$13.46
Boston, MA	27,392	\$50.88	48,207	\$37.19	11,167	\$15.07
Detroit, MI	12,049	\$43.55	30,750	\$33.12	7,443	\$10.00
Minneapolis-St. Paul, MN	16,741	\$54.80	30,852	\$33.26	8,420	\$12.67
Kansas City, MO	6,273	\$40.39	13,837	\$30.67	3,474	\$12.01
St. Louis, MO	7,140	\$41.55	15,363	\$29.95	3,701	\$11.88
Las Vegas, NV	4,402	\$40.34	9,111	\$32.62	6,110	\$13.68
Buffalo, NY	2,987	\$16.77	5,991	\$28.39	2,903	\$12.61
New York, NY	71,984	\$55.34	105,576	\$38.03	24,277	\$15.25
Rochester, NY	2,156	\$42.02	5,466	\$29.02	2,430	\$12.70
Charlotte, NC	7,600	\$46.08	12,931	\$31.25	3,172	\$11.68
Cincinnati, OH	6,394	.	11,097	.	3,329	.
Cleveland, OH	6,129	.	12,449	.	3,735	.
Columbus, OH	6,803	.	13,784	.	3,746	.
Oklahoma City, OK	2,416	.	6,561	.	1,943	.
Portland, OR	7,441	.	18,890	.	5,569	.
Philadelphia, PA	20,152	\$47.62	37,440	\$34.11	9,699	\$13.35
Pittsburgh, PA	6,732	.	13,057	.	5,350	.
Providence, RI	4,007	\$41.59	8,234	\$30.75	3,528	\$13.61
Memphis, TN	2,370	.	5,090	.	1,685	.
Nashville, TN	5,852	.	10,369	.	3,064	.
Austin, TX	6,790	.	17,094	.	4,974	.
Dallas, TX	23,159	\$44.50	43,586	\$32.76	10,276	\$9.95
Houston, TX	17,388	.	30,972	.	8,562	.
San Antonio, TX	4,654	.	10,829	.	3,986	.
Salt Lake City, UT	4,935	.	10,066	.	4,023	.
Richmond, VA	3,584	.	7,852	.	1,567	.
Virginia Beach, VA	2,905	.	7,548	.	2,359	.
Seattle-Tacoma, WA	16,417	\$46.30	36,060	\$37.98	9,097	\$15.12
Milwaukee, WI	5,899	.	11,507	.	2,863	.

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

2. Wage data are from the BLS OES program's May 2013 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-15	Wage ^{2*}	Mar-15	Wage ^{2*}	Mar-15	Wage ^{2*}
United States	1,158,380	\$17.41	356,281	\$21.24	517,792	\$16.53
Birmingham, AL	3,931	\$9.45	1,223	\$19.69	2,024	\$15.91
Phoenix, AZ	17,490	\$17.43	4,017	\$20.45	4,769	\$16.87
Tucson, AZ	3,457	\$15.34	995	\$19.67	1,003	\$15.23
Los Angeles, CA	44,693	\$19.00	7,091	\$24.52	10,752	\$7.94
Riverside, CA	9,142	\$16.53	2,331	\$23.03	3,775	\$15.95
Sacramento, CA	7,029	\$18.57	1,769	\$23.38	1,861	\$16.89
San Diego, CA	11,489	\$18.55	2,479	\$24.07	2,685	\$16.33
San Francisco, CA	24,924	\$22.32	4,472	\$28.32	6,223	\$19.59
San Jose, CA	7,989	\$23.36	1,444	\$26.48	1,624	\$18.08
Denver, CO	15,755	\$19.62	4,975	\$21.92	5,062	\$17.78
Hartford, CT	5,732	\$19.95	1,492	\$24.19	2,453	\$18.34
Washington, DC	24,527	\$19.87	5,610	\$23.31	5,169	\$18.08
Jacksonville, FL	4,691	\$16.31	1,766	\$18.56	1,659	\$16.22
Miami, FL	21,920	\$16.91	4,705	\$19.08	4,290	\$15.39
Orlando, FL	9,191	\$15.39	2,593	\$18.10	2,285	\$14.98
Tampa, FL	11,262	\$16.77	3,566	\$17.56	3,096	\$15.13
Atlanta, GA	20,343	\$17.90	4,985	\$20.30	8,086	\$16.98
Honolulu, HI	3,526	\$16.85	988	\$27.59	728	\$18.64
Chicago, IL	33,558	\$18.85	6,797	\$26.23	13,928	\$16.97
Indianapolis, IN	7,124	\$17.67	1,976	\$22.22	3,814	\$16.07
Louisville, KY	5,158	\$16.87	1,615	\$20.76	3,110	\$17.63
New Orleans, LA	4,992	\$16.02	1,787	\$20.19	1,611	\$19.09
Baltimore, MD	10,464	\$18.30	3,013	\$21.57	3,619	\$17.47
Boston, MA	23,989	\$21.11	5,227	\$26.41	7,117	\$18.04
Detroit, MI	14,423	\$17.80	5,060	\$23.07	8,475	\$18.21
Minneapolis-St. Paul, MN	17,821	\$19.25	4,790	\$24.56	8,455	\$17.91
Kansas City, MO	8,986	\$17.74	2,605	\$22.37	4,221	\$16.85
St. Louis, MO	8,545	\$17.23	1,911	\$23.76	3,591	\$16.93
Las Vegas, NV	7,501	\$9.62	1,882	\$24.05	1,764	\$16.75
Buffalo, NY	5,875	\$16.45	1,546	\$21.67	2,667	\$16.90
New York, NY	58,166	\$21.57	9,698	\$27.45	13,655	\$18.09
Rochester, NY	4,178	\$16.88	1,415	\$21.01	2,130	\$15.95
Charlotte, NC	7,283	\$18.18	2,381	\$19.51	3,031	\$16.55
Cincinnati, OH	8,367	.	2,266	\$13.66	4,515	.
Cleveland, OH	7,959	.	2,288	\$13.33	4,191	.
Columbus, OH	8,511	.	2,557	\$14.65	4,274	.
Oklahoma City, OK	4,388	.	1,438	\$17.03	1,702	.
Portland, OR	9,931	.	2,843	.	4,126	.
Philadelphia, PA	21,756	\$19.29	5,088	\$23.86	7,416	\$17.33
Pittsburgh, PA	10,205	.	2,575	\$13.61	4,443	.
Providence, RI	6,527	\$16.94	1,842	\$22.14	2,828	\$15.64
Memphis, TN	3,925	.	1,277	\$12.48	2,722	.
Nashville, TN	7,421	.	2,088	\$13.30	3,257	.
Austin, TX	9,355	.	2,705	\$11.96	2,360	.
Dallas, TX	26,444	\$18.25	6,951	\$19.09	10,068	\$15.62
Houston, TX	21,011	.	7,055	.	8,255	.
San Antonio, TX	7,386	.	2,357	\$11.43	2,510	.
Salt Lake City, UT	9,600	.	2,341	\$13.94	3,106	.
Richmond, VA	3,892	.	1,314	\$14.76	1,589	.
Virginia Beach, VA	4,609	.	1,776	\$12.21	1,793	.
Seattle-Tacoma, WA	15,887	\$20.06	4,472	\$26.12	5,256	\$20.28
Milwaukee, WI	6,410	.	1,914	\$17.27	3,457	.

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2013 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

* indicates that a wage estimate either is not available or is greater than \$90.00 per hour or \$187,200 per year

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