



News Release

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Release #5806

For Immediate Release 10:00 AM ET, Wednesday, May 6, 2015

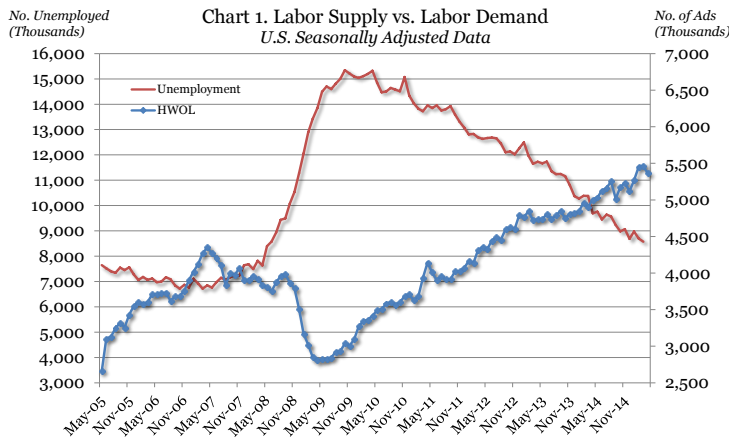
Online Labor Demand Dropped 104,500 in April

- Following a very strong first quarter, demand slowed in April
- After 8 years, US Supply/Demand rate reaches a significant recovery milestone (see below)
- Note: Table 6 and MSA unemployment data in Table B are omitted until BLS issues revised seasonally adjusted MSA unemployment data

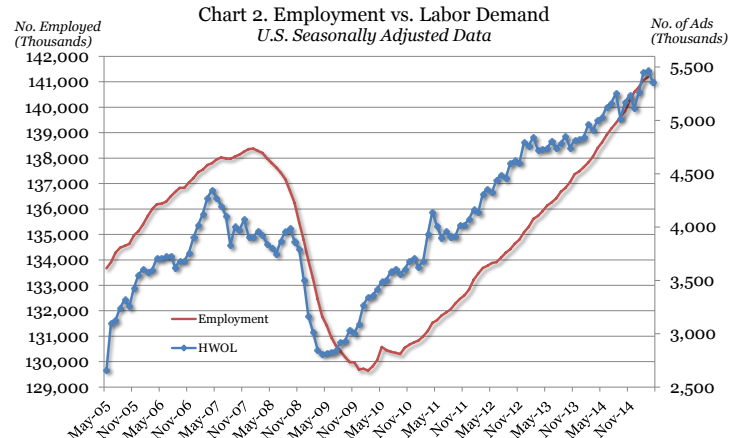
NEW YORK, May 6, 2015...Online advertised vacancies decreased 104,500 to 5,361,900 in April, according to *The Conference Board Help Wanted OnLine® (HWOL) Data Series*, released today. The March Supply/Demand rate stands at 1.57 unemployed for each advertised vacancy, with a total of 3.1 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 8.6 million in March.

“After 8 years, the US Supply/Demand (S/D) rate is now back to its pre-recession best in March 2007,” said Gad Levanon, Managing Director, Macroeconomic and Labor Market Research. “The Great Recession had taken the US S/D rate to a high of about 5.0 in April 2009 (nearly 5 unemployed competing for each ad). This month’s S/D rate shows a little over 1.5 unemployed competing for each ad.” The S/D recession/recovery impacts by occupational groups are profiled in Table D. (See p. 7.)

The significant drop in the US S/D rate has been helped by very strong employer demand, ranging from 4 to 5 million ads each month over the past 4 years, making it easier for the recession’s 15 million unemployed to find employment opportunities. With the recession’s unemployment numbers finally down significantly, the continued high employer demand at 5 million ads per month will make the job search for new entrants into the labor market much easier.



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

- 18 of the 20 largest States posted losses in April
- Among the 50 States, 41 States declined, 8 rose, and 1 remained constant (Connecticut)

Location	Total Ads ¹ (Thousands) Apr-15	M-O-M Change (Thousands) Apr-Mar 2015	Supply/ Demand Rate ² Mar-15	Recent Trend ³
United States	5,361.9	-104.5	1.57	↑ 9/14
NORTHEAST	1,023.7	-18.2	1.52	
Massachusetts	167.9	-4.6	1.02	↑ 10/13
New Jersey	148.0	-3.0	1.95	→ 11/13
New York	321.2	-4.3	1.68	↑ 4/14
Pennsylvania	219.0	-2.7	1.51	→ 5/14
SOUTH	1,742.8	-14.6	1.74	
Florida	284.4	-5.5	1.89	↑ 10/13
Georgia	159.3	-1.4	1.87	↑ 10/13
Maryland	103.1	-1.9	1.61	↓ 6/14
North Carolina	141.7	1.4	1.81	↑ 3/14
Texas	398.0	-4.4	1.39	↑ 10/13
Virginia	146.7	-4.3	1.34	→ 2/13
MIDWEST	1,218.1	-32.5	1.39	
Illinois	209.7	-5.8	1.82	→ 8/14
Michigan	178.1	-1.7	1.49	↑ 9/14
Minnesota	131.9	-6.6	0.82	↑ 10/13
Missouri	92.0	-0.9	1.88	↑ 9/14
Ohio	196.1	-5.1	1.46	↑ 9/14
Wisconsin	117.4	-4.8	1.18	↑ 3/13
WEST	1,330.9	-20.6	1.61	
Arizona	104.1	-3.2	1.83	↑ 5/14
California	625.2	-9.8	1.93	↑ 5/14
Colorado	135.0	3.5	0.90	→ 8/14
Washington	141.9	-3.3	1.44	↑ 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) .

April Changes for States

In April, online labor demand was down in 41 States (see Table 3), up in 8, and constant in one (Connecticut). All four regions experienced decreases.

The **Midwest** experienced the largest April decrease, -32,500, led by **Minnesota**, which declined 6,600 to 131,900 (Table A). **Illinois** followed with a decrease of 5,800 to 209,700. **Ohio** fell 5,100 to 196,100. **Wisconsin** decreased 4,800 to 117,400. **Michigan** lost 1,700 to 178,100. **Missouri** slipped 900 to 92,000. Among the smaller States in the region, **Iowa** declined 3,000 to 70,500; **Nebraska** fell 2,200 to 43,300; **Kansas** was down 1,200 to 46,700; **North Dakota** dropped 900 to 21,300; **South Dakota** fell 700 to 20,200; and **Indiana** slipped 300 to 88,100 (Table 3).

The **West** lost 20,600 in April. **California** experienced the largest loss, -9,800, to 625,200. **Washington** decreased 3,300 to 141,900. **Arizona** dropped 3,200 to 104,100. **Colorado** increased 3,500 to 135,000. Among the smaller States in the **West**, **Nevada** declined 2,600 to 47,600; **Oregon** decreased 2,200 to 82,200; **Hawaii** dropped 700 to 17,600; **New Mexico** dipped 500 to 31,000; **Alaska** was down 300 to 18,400; and **Utah** slipped 100 to 63,300. **Idaho** inched up 100 to 28,700.

The **Northeast** dropped 18,200. **Massachusetts** experienced the largest decrease, -4,600, to 167,900. **New York** fell 4,300 to 321,200. **New Jersey** dropped 3,000 to 148,000. **Pennsylvania** decreased 2,700 to 219,000. In the smaller States, **New Hampshire** and **Rhode Island** dropped 1,300 each to 25,600 and 21,500 respectively, **Vermont** decreased 700 to 13,800, and **Maine** slipped 100 to 29,500. **Connecticut** remained constant.

The **South** decreased 14,600 in April. Among larger States in the region, **Florida** led the decline with a drop of 5,500 to 284,400. **Texas** fell 4,400 to 398,000. **Virginia** dropped 4,300 to 146,700. **Maryland** fell 1,900 to 103,100. **Georgia** decreased 1,400 to 159,300. **North Carolina** rose 1,400 to 141,700. Among the smaller States, **Louisiana** dropped 1,500 to 57,300; **South Carolina** decreased 1,400 to 65,400; and **Alabama** slipped 300 to 53,500. **Kentucky** increased 1,700 to 53,000, **Mississippi** rose 300 to 27,100, and **West Virginia** inched up 100 to 21,100.

Supply/Demand Rates: Help Wanted OnLine calculates Supply/Demand rates for the 50 States (Table 4). The data are for March 2015, the latest month for which State unemployment figures are available. There were nine States in which the number of advertised vacancies exceeded the number of unemployed: Nebraska (0.58), North Dakota (0.59), South Dakota (0.77), Utah (0.78), Minnesota (0.82), Montana (0.90), Colorado (0.90), Vermont (0.91), and Iowa (0.92). The States with the highest Supply/Demand rates were Mississippi (3.15), where there were more than three unemployed workers for every job opening, and Louisiana (2.47) and West Virginia (2.42), 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 April 27 metro areas increased, 23 declined, and two remained constant (Honolulu and Miami) (Table 5)

Location	Total Ads ¹ (Thousands) Apr-15	M-O-M Change (Thousands) Apr-Mar 15	Supply/ Demand Rate ² Mar-15
United States	5,361.9	-104.5	1.57
NORTHEAST	1,023.7	-18.2	1.52
Boston, MA	126.2	-2.7	na ³
New York, NY	290.0	-2.0	na
Philadelphia, PA	102.9	-0.6	na
SOUTH	1,742.8	-14.6	1.74
Atlanta, GA	104.1	-0.3	na
Baltimore, MD	55.0	0.8	na
Dallas, TX	122.5	0.5	na
Houston, TX	90.9	-4.0	na
Miami, FL	77.6	0.0	na
Washington, DC	153.6	-1.9	na
MIDWEST	1,218.1	-32.5	1.39
Chicago, IL	159.6	-3.8	na
Cleveland, OH	36.3	-1.3	na
Detroit, MI	81.4	0.7	na
Minneapolis-St. Paul, MN	89.0	-4.2	na
WEST	1,330.9	-20.6	1.61
Denver, CO	75.8	2.0	na
Los Angeles, CA	184.0	-4.3	na
Phoenix, AZ	71.9	0.7	na
San Diego, CA	51.2	0.8	na
San Francisco, CA	123.0	-1.1	na
San Jose, CA	54.7	0.5	na
Seattle-Tacoma, WA	91.5	1.5	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 April, labor demand was up in 27 of the 52 largest metro areas, down in 23, and unchanged in two (Honolulu and Miami). The MSAs with the largest changes in each of the regions were: **Los Angeles** (-4,300) in the **West**; **Minneapolis** (-4,200) in the **Midwest**; **Houston** (-4,000) in the **South**; and **Boston** (-2,700) in the **Northeast** (See Table B and Table 5).

The **Midwest** experienced the largest April decrease, -32,500, led by **Minneapolis-St. Paul**, which declined 4,200 to 89,000. **Chicago** fell 3,800 to 159,600. **Cleveland** slipped 1,300 to 36,300. **Detroit** inched up 700 to 81,400. **Milwaukee** fell 700 to 33,000, **Kansas City** dropped 500 to 40,600, and **Columbus** slipped 400 to 39,800. **Cincinnati** rose 1,100 to 37,700, **St. Louis** increased 600 to 41,700, and **Indianapolis** inched up 300 to 31,200.

The **West** declined 20,600 in April. **Los Angeles** dropped 4,300 to 184,000. **San Francisco** fell 1,100 to 123,000. **Denver** rose 2,000 to 75,800. **Seattle-Tacoma** gained 1,500 to 91,500. **San Diego** increased 800 to 51,200. **Phoenix** grew 700 to 71,900. **San Jose** inched up 500 to 54,700. **Portland** dropped 1,700 to 49,900, **Salt Lake City** slipped 200 to 35,900, and **Sacramento** inched up 200 to 31,600.

The **Northeast** decreased 18,200, reflecting a drop of 2,700 in **Boston** to 126,200. **New York** fell 2,000 to 290,000. **Philadelphia** slipped 600 to 102,900. **Hartford** rose 1,300 to 30,600, **Providence** increased 700 to 29,000, **Buffalo** grew 600 to 23,100, and **Rochester** gained 200 to 18,200. **Pittsburgh** dropped 1,100 to 43,400.

The **South** decreased 14,600. **Houston** declined 4,000 to 90,900. **Washington, DC** fell 1,900 to 153,600. **Atlanta** slipped 300 to 104,100. **Baltimore** rose 800 to 55,000. **Dallas** gained 500 to 122,500. **Miami** remained constant. **Nashville** increased 1,300 to 34,100, **San Antonio** rose 900 to 33,100, and **Tampa** gained 800 to 48,500. **Orlando** slipped 300 to 36,100.

OCCUPATIONAL HIGHLIGHTS

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

SOC ¹	Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ²	Average Hourly Wage ³
		Apr-15	Apr-Mar 15	Mar-15	Mar-15	
43	Office and administrative support	611.8	0.5	1,003.8	1.64	\$17.08
41	Sales and related	587.6	-7.8	970.1	1.63	\$18.59
29	Healthcare practitioners and technical	581.8	-5.1	103.9	0.18	\$36.54
15	Computer and mathematical science	579.2	-29.4	87.7	0.14	\$40.37
11	Management	478.3	-22.3	425.5	0.85	\$54.08
53	Transportation and material moving	374.1	-13.2	715.5	1.85	\$16.57
13	Business and financial operations	333.3	-17.0	181.6	0.52	\$34.81
35	Food preparation and serving related	247.3	13.0	722.0	3.08	\$10.57
49	Installation, maintenance, and repair	228.1	-6.7	250.7	1.07	\$21.74
17	Architecture and engineering	166.8	-14.2	103.4	0.57	\$39.19

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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 April

In April, 8 of the largest online job categories posted decreases while 2 posted increases. **Computer and Math** demand decreased 29,400 in April to 579,200 due to drops in demand for web developers and applications software developers. **Management** ads dropped 22,300 to 478,300 largely due to declines in demand for sales managers and medical and health services managers. **Business and Financial** ads dropped 17,000 to 333,300 due to drops in demand for accountants. **Architecture and Engineering** ads dropped 14,200 to 166,800, largely due to a decline in demand for industrial engineers. **Transportation** ads dropped 13,200 in April to 374,100, largely due to a decline in demand for truck drivers. (See Table 7 for Supply/Demand rates for all of the SOC categories.)

Food Preparation and Serving-Related ads grew 13,000 to 247,300, largely due to increased demand for first-line supervisors of food preparation and serving workers. The supply/demand rate for **Food Preparation and Serving-Related** lies at 3.08, i.e. about three unemployed job-seekers for every advertised available opening.

Occupational Supply/Demand Rate

During the depths of the recession, the national Supply/Demand nearly reached 5.0 in April 2009. The current supply/demand rate is at 1.57, indicating that there are a little over 1.5 unemployed competing for each ad. In the professional category, the **Computer and Math** supply/demand rate is 0.14, i.e. there are about 7 advertised vacancies for every unemployed job-seeker. During the recession, in the Computer and Math field there was more than one ad available for each unemployed person (see Table D). In other professional categories, the **Business**

and Financial supply/demand rate is .52, about 2 openings per job-seeker. In April 2009, the supply/demand rate was 1.95. In **Management** the supply/demand rate is 0.85, i.e. about one unemployed per opening. In April 2009, the supply/demand rate was 2.6, i.e., more than 2 unemployed job-seekers per opening (See Table D).

While the Professional categories were not heavily impacted by the recession, this was not the case for the Services/Production categories. In the Services/Production categories, in April 2009, **Transportation** had over 16 unemployed competing for every ad; by March 2015, it has recovered to almost 2 unemployed for every ad. In April 2009, **Production** had 22 unemployed competing for every ad; by March 2015, it has recovered to only 3.6 unemployed for every ad. In April 2009, **Construction** had 40 unemployed competing for every ad; by March 2015, it has recovered to only 5.5 unemployed for every ad.

Table D: Recession / Recovery Supply / Demand Rates by Occupation, Seasonally Adjusted				
SOC ¹	Occupation ²	Supply/Demand Rate ³		
		Apr-07	Apr-09	Mar-15
	Total	1.57	4.93	1.57
11	Management	0.62	2.57	0.85
13	Business and financial operations	0.42	1.95	0.52
15	Computer and mathematical science	0.10	0.67	0.14
17	Architecture and engineering	0.24	1.70	0.57
19	Life, physical, and social science	0.44	1.35	0.72
21	Community and social services	1.33	2.09	0.46
23	Legal	0.97	2.94	1.34
25	Education, training, and library	2.15	5.85	1.40
27	Arts, design, entertainment, sports, and media	1.17	3.54	1.14
29	Healthcare practitioners and technical	0.20	0.35	0.18
31	Healthcare support	1.35	2.37	1.81
33	Protective service	3.25	6.18	2.29
35	Food preparation and serving related	4.78	12.84	3.08
37	Building and grounds cleaning and maintenance	6.76	20.52	4.08
39	Personal care and service	4.02	10.02	4.17
41	Sales and related	1.67	4.15	1.63
43	Office and administrative support	1.19	4.61	1.64
45	Farming, fishing, and forestry	17.02	40.84	16.34
47	Construction and extraction	8.53	39.77	5.53
49	Installation, maintenance, and repair	1.15	5.40	1.07
51	Production	4.86	22.03	3.59
53	Transportation and material moving	3.00	16.53	1.85

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1. Standard Occupational Classification code (SOC)
2. Occupational categories use the 2010 OMB Standard Occupational Classification system (SOC definitions).
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.

PROGRAM NOTES

HWOL available on Haver Analytics

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

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

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

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

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

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

The Conference Board

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Publication Schedule, Help Wanted OnLine Data Series			
	Data for the Month		Release Date
	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)
	Apr-14	Mar-15	Apr-15	Apr-Mar 15	Apr-14	Mar-15	Apr-15	Apr-Mar 15
United States	5,002.9	5,466.4	5,361.9	-104.5	2,545.9	2,675.2	2,659.1	-16.1
New England	303.9	343.1	334.9	-8.2	156.1	170.8	165.4	-5.4
Middle Atlantic	633.9	698.8	688.8	-10.0	314.8	335.2	338.6	3.3
South Atlantic	919.2	999.9	987.4	-12.5	463.3	489.9	490.6	0.7
East North Central	733.0	808.8	791.4	-17.4	358.0	379.9	372.3	-7.5
East South Central	206.9	220.2	224.3	4.1	108.0	106.9	112.6	5.6
West North Central	387.4	441.8	426.7	-15.1	185.2	204.2	195.6	-8.6
West South Central	530.4	537.3	531.1	-6.2	264.8	252.4	259.2	6.8
Mountain	385.9	447.7	444.0	-3.8	204.4	234.1	230.8	-3.3
Pacific	759.1	903.8	886.9	-16.9	405.8	471.9	483.6	11.7

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. 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)		
	Apr-14	Mar-15	Apr-15	Apr-14	Mar-15	Apr-15
United States	3.22	3.48	3.42	1.64	1.70	1.69
New England	3.91	4.36	4.25	2.01	2.17	2.10
Middle Atlantic	3.09	3.41	3.36	1.54	1.64	1.65
South Atlantic	3.04	3.30	3.25	1.53	1.61	1.62
East North Central	3.15	3.47	3.39	1.54	1.63	1.60
East South Central	2.45	2.63	2.68	1.28	1.28	1.34
West North Central	3.49	3.94	3.80	1.67	1.82	1.74
West South Central	2.90	2.90	2.87	1.45	1.36	1.40
Mountain	3.44	3.93	3.90	1.82	2.05	2.03
Pacific	3.01	3.55	3.48	1.61	1.85	1.90

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)
	Apr-14	Mar-15	Apr-15	Apr-Mar 15	Apr-14	Mar-15	Apr-15	Apr-Mar 15
United States	5,002.9	5,466.4	5,361.9	-104.5	2,545.9	2,675.2	2,659.1	-16.1
Alabama	52.9	53.8	53.5	-0.3	29.6	26.8	27.2	0.3
Alaska	15.1	18.7	18.4	-0.3	8.7	9.3	9.5	0.2
Arizona	92.6	107.3	104.1	-3.2	47.1	57.6	54.5	-3.1
Arkansas	29.8	32.3	32.8	0.5	15.6	15.0	16.0	1.0
California	531.9	635.0	625.2	-9.8	278.8	326.8	340.1	13.3
Colorado	112.0	131.4	135.0	3.5	62.1	70.3	73.1	2.9
Connecticut	67.9	76.6	76.7	0.0	33.6	36.6	36.9	0.3
Delaware	18.1	19.3	19.0	-0.3	8.7	9.2	9.3	0.1
Florida	263.8	290.0	284.4	-5.5	141.5	158.2	156.0	-2.2
Georgia	143.9	160.7	159.3	-1.4	67.4	73.7	73.1	-0.6
Hawaii	20.1	18.3	17.6	-0.7	13.2	9.8	9.5	-0.3
Idaho	24.6	28.6	28.7	0.1	14.4	16.5	16.4	-0.1
Illinois	200.7	215.5	209.7	-5.8	89.7	96.8	93.4	-3.3
Indiana	84.2	88.4	88.1	-0.3	40.6	38.3	38.1	-0.2
Iowa	58.9	73.4	70.5	-3.0	28.3	32.8	30.8	-2.0
Kansas	44.8	48.0	46.7	-1.2	21.4	22.7	21.2	-1.5
Kentucky	48.4	51.3	53.0	1.7	25.0	24.4	26.7	2.3
Louisiana	57.1	58.8	57.3	-1.5	30.8	30.1	29.0	-1.0
Maine	24.9	29.6	29.5	-0.1	12.7	14.4	13.3	-1.1
Maryland	101.4	105.0	103.1	-1.9	46.9	44.5	46.0	1.5
Massachusetts	150.0	172.5	167.9	-4.6	75.1	86.1	83.6	-2.5
Michigan	164.0	179.7	178.1	-1.7	81.7	87.2	86.4	-0.9
Minnesota	115.0	138.5	131.9	-6.6	53.5	62.6	61.6	-0.9
Mississippi	26.0	26.8	27.1	0.3	13.0	12.3	12.5	0.2
Missouri	82.3	92.9	92.0	-0.9	41.2	44.8	45.0	0.2
Montana	20.8	24.2	23.3	-0.8	12.0	11.3	11.7	0.3
Nebraska	42.7	45.5	43.3	-2.2	21.1	21.9	20.2	-1.7
Nevada	41.8	50.2	47.6	-2.6	20.8	25.8	23.7	-2.1
New Hampshire	28.6	26.9	25.6	-1.3	15.8	11.9	11.3	-0.7
New Jersey	141.2	150.9	148.0	-3.0	68.2	67.7	69.7	2.0
New Mexico	27.1	31.4	31.0	-0.5	13.9	15.6	15.5	-0.1
New York	287.0	325.4	321.2	-4.3	149.7	169.1	167.3	-1.8
North Carolina	125.2	140.2	141.7	1.4	64.6	71.3	73.7	2.4
North Dakota	23.1	22.2	21.3	-0.9	11.2	10.1	9.7	-0.4
Ohio	180.2	201.2	196.1	-5.1	88.2	95.0	93.9	-1.1
Oklahoma	59.9	45.3	42.9	-2.4	33.1	19.8	18.7	-1.1
Oregon	65.3	84.4	82.2	-2.2	38.1	48.5	47.3	-1.2
Pennsylvania	205.1	221.7	219.0	-2.7	96.9	99.6	101.6	2.0
Rhode Island	20.1	22.9	21.5	-1.3	11.7	13.3	12.7	-0.6
South Carolina	59.5	66.8	65.4	-1.4	33.1	36.6	36.3	-0.3
South Dakota	19.7	20.9	20.2	-0.7	8.7	8.4	7.7	-0.7
Tennessee	80.4	88.1	91.5	3.5	42.3	42.6	48.2	5.6
Texas	383.1	402.4	398.0	-4.4	184.6	186.8	195.1	8.3
Utah	56.0	63.4	63.3	-0.1	27.4	29.3	29.7	0.4
Vermont	12.3	14.6	13.8	-0.7	6.7	7.8	7.1	-0.7
Virginia	143.1	151.0	146.7	-4.3	70.2	63.2	63.7	0.5
Washington	125.3	145.2	141.9	-3.3	65.9	76.8	76.3	-0.5
West Virginia	21.4	21.0	21.1	0.1	10.4	9.2	9.8	0.6
Wisconsin	102.1	122.2	117.4	-4.8	55.3	59.3	58.2	-1.0
Wyoming	10.4	11.7	10.6	-1.1	4.8	5.2	4.1	-1.0

Source: The Conference Board

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

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

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Apr-14	Mar-15	Apr-15	Mar-15	Mar-15	Mar-15	Mar-15
United States	3.22	3.48	3.42	5.5	8,575.00	5,466.4	1.57
Alabama	2.47	2.51	2.49	5.7	123.10	53.8	2.29
Alaska	4.10	5.09	5.01	6.5	23.92	18.7	1.28
Arizona	3.02	3.39	3.29	6.2	196.13	107.3	1.83
Arkansas	2.31	2.43	2.46	5.6	74.46	32.3	2.31
California	2.84	3.35	3.30	6.5	1,223.13	635.0	1.93
Colorado	3.99	4.64	4.76	4.2	118.23	131.4	0.90
Connecticut	3.61	4.00	4.00	6.4	121.90	76.6	1.59
Delaware	4.04	4.21	4.15	4.6	20.96	19.3	1.09
Florida	2.76	3.00	2.94	5.7	547.79	290.0	1.89
Georgia	3.04	3.37	3.34	6.3	300.39	160.7	1.87
Hawaii	3.02	2.70	2.60	4.1	27.70	18.3	1.52
Idaho	3.17	3.63	3.64	3.8	30.13	28.6	1.05
Illinois	3.07	3.31	3.22	6.0	391.16	215.5	1.82
Indiana	2.61	2.72	2.71	5.8	188.95	88.4	2.14
Iowa	3.47	4.28	4.11	4.0	67.84	73.4	0.92
Kansas	2.99	3.19	3.11	4.2	62.53	48.0	1.30
Kentucky	2.41	2.57	2.66	5.1	102.08	51.3	1.99
Louisiana	2.68	2.67	2.60	6.6	145.38	58.8	2.47
Maine	3.55	4.29	4.28	4.8	33.12	29.6	1.12
Maryland	3.27	3.36	3.30	5.4	169.31	105.0	1.61
Massachusetts	4.23	4.76	4.63	4.8	175.16	172.5	1.02
Michigan	3.45	3.79	3.75	5.6	266.93	179.7	1.49
Minnesota	3.87	4.59	4.37	3.7	113.04	138.5	0.82
Mississippi	2.11	2.16	2.18	6.8	84.50	26.8	3.15
Missouri	2.70	2.98	2.95	5.6	174.46	92.9	1.88
Montana	4.02	4.62	4.46	4.1	21.66	24.2	0.90
Nebraska	4.17	4.47	4.26	2.6	26.23	45.5	0.58
Nevada	3.00	3.57	3.38	7.1	100.07	50.2	1.99
New Hampshire	3.86	3.60	3.43	3.9	28.94	26.9	1.08
New Jersey	3.14	3.32	3.26	6.5	294.99	150.9	1.95
New Mexico	2.95	3.38	3.33	6.1	56.47	31.4	1.80
New York	3.00	3.39	3.35	5.7	548.27	325.4	1.68
North Carolina	2.70	2.98	3.01	5.4	253.51	140.2	1.81
North Dakota	5.59	5.27	5.05	3.1	13.01	22.2	0.59
Ohio	3.15	3.50	3.41	5.1	294.51	201.2	1.46
Oklahoma	3.36	2.47	2.34	3.9	71.02	45.3	1.57
Oregon	3.39	4.32	4.20	5.4	105.91	84.4	1.26
Pennsylvania	3.22	3.48	3.44	5.3	335.76	221.7	1.51
Rhode Island	3.62	4.14	3.90	6.3	34.58	22.9	1.51
South Carolina	2.73	2.97	2.91	6.7	149.88	66.8	2.25
South Dakota	4.39	4.63	4.48	3.5	16.00	20.9	0.77
Tennessee	2.68	2.88	2.99	6.3	192.85	88.1	2.19
Texas	2.94	3.05	3.02	4.2	558.94	402.4	1.39
Utah	3.93	4.34	4.34	3.4	49.16	63.4	0.78
Vermont	3.53	4.19	3.97	3.8	13.20	14.6	0.91
Virginia	3.37	3.55	3.45	4.8	203.05	151.0	1.34
Washington	3.61	4.09	4.00	5.9	209.48	145.2	1.44
West Virginia	2.71	2.71	2.73	6.6	50.82	21.0	2.42
Wisconsin	3.31	3.93	3.78	4.6	144.29	122.2	1.18
Wyoming	3.38	3.81	3.45	4.1	12.54	11.7	1.07

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)
	Apr-14	Mar-15	Apr-15	Apr-Mar 15	Apr-14	Mar-15	Apr-15	Apr-Mar 15
Birmingham, AL	16.5	15.6	15.9	0.3	8.5	7.7	8.0	0.3
Phoenix, AZ	62.2	71.2	71.9	0.7	29.9	35.0	35.6	0.6
Tucson, AZ	14.1	14.3	15.1	0.8	8.3	8.2	8.9	0.7
Los Angeles, CA	158.9	188.2	184.0	-4.3	81.0	96.1	100.2	4.1
Riverside, CA	30.2	36.6	36.9	0.3	15.0	18.8	19.1	0.3
Sacramento, CA	26.4	31.4	31.6	0.2	14.0	15.6	17.0	1.3
San Diego, CA	41.3	50.4	51.2	0.8	22.4	26.9	28.6	1.7
San Francisco, CA	102.9	124.1	123.0	-1.1	51.9	58.3	62.7	4.5
San Jose, CA	48.7	54.2	54.7	0.5	21.0	22.4	25.3	3.0
Denver, CO	61.6	73.8	75.8	2.0	33.4	36.7	40.5	3.8
Hartford, CT	27.2	29.3	30.6	1.3	13.6	13.8	15.0	1.2
Washington, DC	142.8	155.5	153.6	-1.9	64.9	65.0	67.6	2.7
Jacksonville, FL	18.5	20.0	20.0	0.1	9.4	10.0	10.0	0.0
Miami, FL	71.8	77.6	77.6	0.0	35.2	39.6	40.7	1.0
Orlando, FL	32.9	36.3	36.1	-0.3	15.2	18.0	17.9	-0.1
Tampa, FL	40.6	47.7	48.5	0.8	20.3	23.7	25.1	1.5
Atlanta, GA	94.2	104.4	104.1	-0.3	41.0	44.1	45.2	1.2
Honolulu, HI	15.2	12.5	12.5	0.0	10.5	6.6	7.0	0.4
Chicago, IL	153.7	163.3	159.6	-3.8	65.9	70.9	69.4	-1.5
Indianapolis, IN	34.0	30.9	31.2	0.3	17.5	12.9	13.2	0.3
Louisville, KY	20.9	21.9	23.7	1.8	11.1	10.8	12.4	1.5
New Orleans, LA	19.0	20.8	20.8	-0.1	10.8	11.2	11.1	-0.1
Baltimore, MD	53.0	54.1	55.0	0.8	24.2	23.3	24.1	0.9
Boston, MA	117.2	128.8	126.2	-2.7	57.1	60.7	60.1	-0.6
Detroit, MI	72.9	80.6	81.4	0.7	33.1	34.7	35.5	0.8
Minneapolis-St. Paul, MN	77.5	93.1	89.0	-4.2	35.5	41.2	40.9	-0.3
Kansas City, MO	35.7	41.1	40.6	-0.5	16.0	17.9	17.5	-0.4
St. Louis, MO	38.0	41.1	41.7	0.6	17.3	16.6	18.2	1.6
Las Vegas, NV	26.9	32.2	31.1	-1.1	12.9	15.7	15.0	-0.7
Buffalo, NY	20.9	22.5	23.1	0.6	12.3	12.5	13.1	0.6
New York, NY	269.3	292.0	290.0	-2.0	129.7	135.2	140.1	4.9
Rochester, NY	15.4	18.0	18.2	0.2	9.3	10.3	10.4	0.2
Charlotte, NC	33.2	36.5	36.6	0.1	15.6	16.9	17.7	0.8
Cincinnati, OH	30.4	36.6	37.7	1.1	12.7	15.3	16.7	1.4
Cleveland, OH	34.6	37.5	36.3	-1.3	15.4	15.9	16.2	0.3
Columbus, OH	35.5	40.2	39.8	-0.4	16.2	17.5	18.1	0.6
Oklahoma City, OK	25.3	18.8	18.4	-0.4	14.8	7.8	7.8	0.0
Portland, OR	40.3	51.6	49.9	-1.7	22.2	27.3	27.2	-0.1
Philadelphia, PA	96.5	103.5	102.9	-0.6	44.0	43.8	46.3	2.5
Pittsburgh, PA	39.9	44.5	43.4	-1.1	16.8	17.6	18.8	1.1
Providence, RI	26.3	28.3	29.0	0.7	15.4	16.1	17.1	0.9
Memphis, TN	17.4	17.2	18.0	0.8	9.1	7.7	9.1	1.4
Nashville, TN	28.2	32.8	34.1	1.3	13.1	14.0	16.1	2.2
Austin, TX	38.1	43.6	44.4	0.8	20.0	22.7	23.8	1.1
Dallas, TX	112.0	122.0	122.5	0.5	50.4	52.6	56.5	4.0
Houston, TX	96.3	94.9	90.9	-4.0	42.4	39.7	40.7	1.0
San Antonio, TX	29.6	32.1	33.1	0.9	14.2	15.0	16.6	1.6
Salt Lake City, UT	32.6	36.1	35.9	-0.2	15.8	15.6	16.3	0.7
Richmond, VA	22.9	20.2	19.8	-0.5	12.8	8.5	8.8	0.3
Virginia Beach, VA	22.9	21.5	21.2	-0.2	13.2	9.1	9.7	0.6
Seattle-Tacoma, WA	82.4	89.9	91.5	1.5	40.9	45.0	47.9	2.9
Milwaukee, WI	32.1	33.6	33.0	-0.7	16.8	14.1	13.5	-0.6

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. 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
		Apr-14	Mar-15	Apr-15	Apr-Mar 15	Mar-15	Mar-15	
	Total	5,002.9	5,466.4	5,361.9	-104.5	8,575.0	1.57	\$22.71
11	Management	471.9	500.6	478.3	-22.3	425.5	0.85	\$54.08
13	Business and financial operations	296.6	350.3	333.3	-17.0	181.6	0.52	\$34.81
15	Computer and mathematical science	542.1	608.6	579.2	-29.4	87.7	0.14	\$40.37
17	Architecture and engineering	172.3	181.0	166.8	-14.2	103.4	0.57	\$39.19
19	Life, physical, and social science	56.9	56.7	52.5	-4.2	40.8	0.72	\$33.69
21	Community and social services	86.0	101.9	99.7	-2.2	46.7	0.46	\$21.79
23	Legal	27.2	27.4	26.4	-1.0	36.6	1.34	\$48.61
25	Education, training, and library	132.6	164.0	154.0	-9.9	230.2	1.40	\$25.10
27	Arts, design, entertainment, sports, and media	110.1	141.3	130.0	-11.4	161.6	1.14	\$26.82
29	Healthcare practitioners and technical	529.1	586.9	581.8	-5.1	103.9	0.18	\$36.54
31	Healthcare support	116.2	125.9	125.1	-0.8	227.8	1.81	\$13.86
33	Protective service	44.4	52.3	53.1	0.8	119.7	2.29	\$21.14
35	Food preparation and serving related	207.6	234.2	247.3	13.0	722.0	3.08	\$10.57
37	Building and grounds cleaning and maintenance	91.7	110.7	112.6	1.9	451.8	4.08	\$12.68
39	Personal care and service	71.5	78.6	78.2	-0.4	327.7	4.17	\$12.01
41	Sales and related	629.1	595.4	587.6	-7.8	970.1	1.63	\$18.59
43	Office and administrative support	574.7	611.3	611.8	0.5	1,003.8	1.64	\$17.08
45	Farming, fishing, and forestry	8.3	9.3	9.3	0.0	152.0	16.34	\$12.09
47	Construction and extraction	116.4	144.7	142.5	-2.2	800.5	5.53	\$22.40
49	Installation, maintenance, and repair	217.6	234.8	228.1	-6.7	250.7	1.07	\$21.74
51	Production	155.2	165.4	158.7	-6.6	593.3	3.59	\$17.06
53	Transportation and material moving	319.0	387.3	374.1	-13.2	715.5	1.85	\$16.57

Source: The Conference Board

1. All ads are coded to the 6-digit SOC level.
2. Standard Occupational Classification code (SOC)
3. Occupational categories use the 2010 OMB Standard Occupational Classification system (SOC definitions).
4. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
5. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
6. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2014 estimates.

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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
	Apr-15	Wage ²	Apr-15	Wage ²	Apr-15	Wage ²
United States	836,679	\$44.38	1,839,741	\$32.61	677,623	\$12.82
Alabama	5,865	\$42.10	15,153	\$29.00	6,005	\$11.13
Alaska	1,822	\$44.39	6,868	\$34.97	3,032	\$15.58
Arizona	14,415	\$39.74	36,406	\$30.51	15,202	\$13.03
Arkansas	4,156	\$36.48	9,194	\$26.83	3,986	\$10.47
California	107,979	\$49.42	231,116	\$33.99	77,091	\$14.21
Colorado	19,014	\$43.89	44,829	\$33.71	21,437	\$13.16
Connecticut	14,330	\$51.17	28,264	\$34.91	8,448	\$14.62
Delaware	3,704	\$47.27	7,293	\$34.25	2,029	\$12.99
Florida	38,533	\$40.22	87,257	\$29.97	46,588	\$12.44
Georgia	28,231	\$43.24	56,738	\$30.59	15,319	\$11.35
Hawaii	2,243	\$37.94	4,783	\$30.99	3,285	\$14.80
Idaho	2,695	\$35.00	7,846	\$26.85	5,035	\$11.46
Illinois	40,642	\$43.90	72,891	\$31.77	20,758	\$13.44
Indiana	11,955	\$38.08	27,208	\$27.44	9,534	\$9.66
Iowa	7,838	\$36.38	21,874	\$27.26	8,471	\$11.66
Kansas	5,923	\$39.06	15,044	\$27.54	5,335	\$11.49
Kentucky	6,260	\$36.52	14,706	\$27.45	6,464	\$11.06
Louisiana	6,408	\$37.57	15,482	\$27.52	8,362	\$11.09
Maine	3,249	\$36.91	10,377	\$28.90	5,756	\$12.22
Maryland	16,528	\$47.46	43,133	\$36.73	11,298	\$13.62
Massachusetts	32,615	\$50.22	64,831	\$36.95	20,914	\$15.01
Michigan	22,685	\$41.15	58,963	\$31.61	22,748	\$12.16
Minnesota	20,307	\$42.78	44,965	\$32.06	15,993	\$12.46
Mississippi	2,905	\$35.13	7,421	\$25.28	3,451	\$10.61
Missouri	13,283	\$39.67	30,801	\$28.70	11,077	\$11.53
Montana	1,970	\$32.71	6,488	\$26.15	3,993	\$11.80
Nebraska	5,408	\$38.50	13,680	\$27.26	5,820	\$11.62
Nevada	6,311	\$39.51	13,815	\$31.92	9,528	\$13.51
New Hampshire	3,157	\$43.93	9,575	\$31.27	3,247	\$13.04
New Jersey	28,484	\$51.60	54,824	\$35.93	16,065	\$15.07
New Mexico	3,533	\$37.59	12,966	\$29.95	3,858	\$11.80
New York	67,887	\$22.11	109,321	\$36.29	38,990	\$14.98
North Carolina	21,972	\$44.60	49,682	\$29.92	17,786	\$11.35
North Dakota	2,080	\$37.69	5,697	\$27.23	2,143	\$12.70
Ohio	27,892	\$39.87	60,071	\$30.71	23,829	\$12.03
Oklahoma	4,942	\$37.22	15,113	\$27.31	4,866	\$11.17
Oregon	10,386	\$39.74	29,397	\$32.58	12,997	\$13.33
Pennsylvania	33,061	\$43.42	67,949	\$31.27	28,822	\$12.49
Rhode Island	3,297	\$46.93	6,377	\$34.32	3,765	\$13.54
South Carolina	6,921	\$37.63	20,051	\$27.92	11,009	\$11.15
South Dakota	2,019	\$35.54	5,415	\$25.08	2,714	\$10.97
Tennessee	12,584	\$38.36	27,652	\$28.05	11,698	\$11.28
Texas	62,136	\$44.79	137,798	\$32.21	45,457	\$11.77
Utah	7,910	\$37.69	17,604	\$29.36	8,758	\$11.86
Vermont	1,694	\$38.28	5,321	\$27.61	2,376	\$13.82
Virginia	25,428	\$47.38	62,376	\$34.84	15,334	\$12.88
Washington	22,016	\$44.24	56,115	\$35.48	19,332	\$14.71
West Virginia	2,034	\$33.96	5,873	\$26.34	2,652	\$10.69
Wisconsin	15,795	\$38.46	34,996	\$29.37	14,516	\$11.88
Wyoming	1,272	\$38.96	3,525	\$27.64	1,215	\$12.60

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2013 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
	Apr-15	Wage ¹	Apr-15	Wage ¹	Apr-15	Wage ¹
United States	1,205,296	\$17.68	396,567	\$21.67	554,294	\$16.81
Alabama	13,704	\$15.45	5,100	\$19.57	9,477	\$15.85
Alaska	4,059	\$18.93	1,758	\$29.13	1,316	\$23.22
Arizona	27,328	\$16.90	7,823	\$20.00	7,975	\$16.85
Arkansas	7,485	\$14.65	3,044	\$17.71	5,889	\$14.96
California	145,579	\$19.30	32,009	\$22.48	42,774	\$16.87
Colorado	29,537	\$18.75	12,192	\$21.67	11,842	\$18.03
Connecticut	16,441	\$20.36	4,574	\$24.65	6,153	\$18.56
Delaware	3,979	\$17.92	1,241	\$22.60	1,896	\$16.42
Florida	75,774	\$16.36	25,505	\$17.99	22,479	\$15.44
Georgia	32,745	\$16.89	10,991	\$19.45	18,843	\$16.05
Hawaii	5,296	\$16.96	1,438	\$26.61	1,164	\$19.32
Idaho	6,953	\$15.35	3,227	\$18.77	3,833	\$15.64
Illinois	45,614	\$18.42	10,939	\$25.90	22,675	\$17.04
Indiana	19,061	\$16.30	6,748	\$22.07	15,562	\$16.38
Iowa	15,579	\$16.06	7,036	\$20.27	11,054	\$16.24
Kansas	11,195	\$16.52	3,852	\$20.55	6,276	\$17.05
Kentucky	12,565	\$15.56	4,474	\$20.28	9,507	\$16.55
Louisiana	14,742	\$14.99	6,124	\$19.87	7,286	\$18.98
Maine	6,509	\$15.65	2,415	\$19.82	2,919	\$16.93
Maryland	22,009	\$18.34	6,749	\$22.57	7,710	\$17.47
Massachusetts	33,670	\$20.61	9,769	\$26.31	12,149	\$18.14
Michigan	36,064	\$16.82	15,088	\$21.71	25,742	\$16.82
Minnesota	27,621	\$18.26	10,096	\$23.61	15,603	\$17.56
Mississippi	6,498	\$14.33	2,720	\$18.15	4,912	\$15.33
Missouri	20,794	\$16.32	7,338	\$21.71	11,996	\$16.28
Montana	5,538	\$15.42	2,849	\$21.09	2,531	\$17.57
Nebraska	10,543	\$15.79	4,524	\$19.57	5,313	\$16.30
Nevada	12,119	\$16.36	3,521	\$23.88	3,927	\$16.87
New Hampshire	5,678	\$17.98	2,026	\$12.56	3,063	\$17.10
New Jersey	31,177	\$19.38	8,189	\$25.80	11,769	\$16.89
New Mexico	6,483	\$15.08	2,322	\$19.54	2,702	\$16.95
New York	73,455	\$20.96	17,508	\$26.28	22,221	\$18.27
North Carolina	29,574	\$16.90	12,421	\$19.19	15,137	\$8.52
North Dakota	4,677	\$16.77	3,836	\$24.10	3,268	\$20.27
Ohio	43,831	\$16.77	16,079	\$21.35	30,505	\$16.38
Oklahoma	10,034	\$15.63	4,128	\$19.32	5,419	\$16.73
Oregon	18,482	\$17.42	6,109	\$22.16	8,417	\$16.87
Pennsylvania	49,111	\$17.56	15,721	\$22.00	27,120	\$17.15
Rhode Island	5,499	\$18.72	1,628	\$22.68	2,263	\$16.63
South Carolina	15,462	\$15.22	6,963	\$11.22	9,034	\$16.10
South Dakota	4,921	\$15.00	2,439	\$18.44	2,846	\$14.97
Tennessee	22,150	\$16.03	8,049	\$19.37	13,486	\$15.59
Texas	91,020	\$17.53	32,322	\$19.83	39,156	\$16.73
Utah	18,454	\$16.68	5,507	\$20.43	7,037	\$16.90
Vermont	2,864	\$17.20	1,016	\$20.56	1,387	\$17.57
Virginia	27,788	\$17.73	9,068	\$10.98	10,686	\$16.95
Washington	28,406	\$18.86	9,778	\$24.67	11,145	\$19.23
West Virginia	5,059	\$13.76	1,762	\$8.01	3,624	\$16.65
Wisconsin	26,022	\$17.00	10,194	\$22.28	18,862	\$16.54
Wyoming	2,087	\$16.31	1,524	\$23.92	1,303	\$21.68

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
	Apr-15	Wage ^{2*}	Apr-15	Wage ^{2*}	Apr-15	Wage ^{2*}
United States	836,679	\$44.38	1,839,741	\$32.61	677,623	\$12.82
Birmingham, AL	2,048	\$43.36	4,667	\$29.73	1,888	\$11.66
Phoenix, AZ	11,266	\$40.81	25,143	\$31.37	9,529	\$12.90
Tucson, AZ	1,609	\$36.70	4,851	\$29.18	2,798	\$13.26
Los Angeles, CA	34,701	\$48.64	64,119	\$37.96	21,832	\$13.83
Riverside, CA	3,901	\$42.10	11,000	\$32.78	5,760	\$13.26
Sacramento, CA	5,045	\$41.70	11,501	\$36.54	3,589	\$14.08
San Diego, CA	8,476	\$47.18	19,143	\$37.27	7,570	\$13.90
San Francisco, CA	28,358	\$56.06	48,310	\$42.61	13,966	\$11.04
San Jose, CA	11,810	\$62.77	29,530	\$49.91	3,496	\$14.78
Denver, CO	13,260	\$45.74	26,583	\$35.67	10,698	\$13.26
Hartford, CT	5,735	\$48.03	11,692	\$34.67	3,116	\$14.40
Washington, DC	33,481	\$52.43	70,598	\$42.26	14,898	\$14.86
Jacksonville, FL	3,188	\$39.55	5,646	\$30.88	2,827	\$12.09
Miami, FL	12,966	\$42.88	23,274	\$31.44	11,860	\$13.26
Orlando, FL	5,352	\$39.70	11,742	\$29.59	5,872	\$11.73
Tampa, FL	7,356	\$40.72	17,341	\$30.13	6,726	\$12.09
Atlanta, GA	22,414	\$45.62	40,469	\$32.61	8,732	\$11.63
Honolulu, HI	1,686	\$38.83	3,261	\$31.48	2,056	\$14.37
Chicago, IL	35,056	\$45.62	54,333	\$32.76	15,801	\$13.58
Indianapolis, IN	5,471	\$39.66	9,689	\$31.28	3,143	\$12.03
Louisville, KY	3,166	\$38.07	6,049	\$28.74	3,143	\$11.51
New Orleans, LA	2,524	\$38.98	5,723	\$29.94	4,208	\$11.54
Baltimore, MD	8,934	\$46.52	22,976	\$35.63	5,777	\$10.34
Boston, MA	27,733	\$33.40	50,382	\$38.25	14,029	\$15.22
Detroit, MI	12,524	\$44.07	32,123	\$34.24	8,755	\$12.38
Minneapolis-St. Paul, MN	16,438	\$44.77	30,692	\$34.03	9,708	\$12.80
Kansas City, MO	6,256	\$41.33	13,862	\$31.04	4,107	\$7.54
St. Louis, MO	7,353	\$42.59	15,843	\$30.32	4,386	\$11.96
Las Vegas, NV	4,428	\$39.80	9,188	\$32.46	6,794	\$13.81
Buffalo, NY	3,032	\$40.36	6,142	\$27.37	3,504	\$13.02
New York, NY	72,437	\$56.87	108,412	\$38.59	30,112	\$15.51
Rochester, NY	2,199	\$42.70	5,506	\$29.71	2,854	\$13.10
Charlotte, NC	7,625	\$47.52	13,333	\$31.79	3,556	\$11.82
Cincinnati, OH	6,843	\$41.16	11,299	\$31.69	3,833	\$12.04
Cleveland, OH	6,239	\$40.90	12,416	\$31.99	4,168	\$12.34
Columbus, OH	6,907	\$40.81	13,622	\$32.39	4,400	\$12.62
Oklahoma City, OK	2,325	\$38.35	6,708	\$28.83	2,186	\$11.41
Portland, OR	7,660	\$42.32	18,715	\$34.25	6,574	\$13.84
Philadelphia, PA	20,373	\$48.18	37,467	\$34.23	11,421	\$13.45
Pittsburgh, PA	7,057	\$41.99	13,240	\$30.69	5,914	\$12.12
Providence, RI	4,005	\$45.95	8,485	\$33.37	4,829	\$13.59
Memphis, TN	2,516	\$39.41	5,257	\$29.38	1,995	\$11.50
Nashville, TN	5,962	\$40.25	10,814	\$29.14	4,118	\$11.73
Austin, TX	7,058	\$43.37	17,735	\$32.48	5,803	\$12.29
Dallas, TX	23,540	\$45.79	44,957	\$33.63	12,016	\$12.22
Houston, TX	16,956	\$50.43	29,777	\$36.58	9,343	\$11.89
San Antonio, TX	4,695	\$40.52	11,637	\$30.28	4,483	\$11.21
Salt Lake City, UT	5,236	\$39.73	10,345	\$31.81	4,571	\$12.31
Richmond, VA	3,568	\$43.01	7,771	\$30.91	1,835	\$12.41
Virginia Beach, VA	2,943	\$41.06	7,668	\$30.70	2,888	\$12.25
Seattle-Tacoma, WA	16,815	\$46.78	37,700	\$38.63	11,202	\$15.18
Milwaukee, WI	6,019	\$42.29	11,540	\$31.96	3,186	\$11.95

Source: The Conference Board

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

2. Wage data are from the BLS OES program's May 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
	Apr-15	Wage ^{2*}	Apr-15	Wage ^{2*}	Apr-15	Wage ^{2*}
United States	1,205,296	\$17.68	396,567	\$21.67	554,294	\$16.81
Birmingham, AL	4,369	\$17.19	1,450	\$20.47	2,313	\$16.44
Phoenix, AZ	18,594	\$17.48	5,134	\$20.69	5,218	\$17.18
Tucson, AZ	4,014	\$15.74	1,213	\$19.87	1,067	\$15.26
Los Angeles, CA	46,857	\$19.19	7,839	\$24.54	11,871	\$16.10
Riverside, CA	9,503	\$16.70	2,541	\$22.81	4,077	\$16.35
Sacramento, CA	7,396	\$18.77	2,067	\$23.56	2,258	\$17.06
San Diego, CA	12,393	\$18.60	2,885	\$24.28	2,980	\$16.74
San Francisco, CA	26,174	\$22.71	4,907	\$29.04	6,732	\$20.05
San Jose, CA	8,079	\$23.90	1,575	\$27.41	1,791	\$18.61
Denver, CO	16,894	\$19.84	6,010	\$22.40	5,769	\$18.49
Hartford, CT	6,669	\$20.11	1,780	\$24.25	2,555	\$18.66
Washington, DC	26,919	\$20.31	6,493	\$23.67	5,897	\$18.38
Jacksonville, FL	4,962	\$16.43	1,952	\$19.14	1,960	\$16.38
Miami, FL	22,695	\$17.16	5,052	\$19.36	4,727	\$15.70
Orlando, FL	9,568	\$15.74	3,093	\$18.44	2,655	\$15.29
Tampa, FL	11,568	\$17.21	4,056	\$17.96	3,480	\$14.98
Atlanta, GA	20,661	\$18.33	5,445	\$20.47	8,949	\$16.96
Honolulu, HI	3,985	\$17.14	1,072	\$11.39	859	\$20.25
Chicago, IL	34,696	\$8.55	7,396	\$27.34	15,119	\$17.14
Indianapolis, IN	7,287	\$18.06	2,262	\$22.38	4,106	\$16.18
Louisville, KY	5,898	\$17.02	2,018	\$21.15	3,612	\$17.60
New Orleans, LA	5,440	\$16.21	1,943	\$20.34	1,787	\$19.51
Baltimore, MD	11,463	\$18.38	3,699	\$22.17	4,022	\$17.63
Boston, MA	25,269	\$21.61	6,230	\$27.11	7,753	\$18.43
Detroit, MI	14,508	\$17.91	5,725	\$23.31	8,944	\$18.16
Minneapolis-St. Paul, MN	18,678	\$19.59	5,647	\$25.18	9,037	\$18.20
Kansas City, MO	9,367	\$17.86	3,104	\$22.69	4,606	\$17.28
St. Louis, MO	8,961	\$17.56	2,307	\$24.17	4,056	\$17.11
Las Vegas, NV	8,081	\$16.29	1,947	\$24.01	1,949	\$16.49
Buffalo, NY	6,738	\$16.86	1,850	\$21.91	2,750	\$17.23
New York, NY	60,665	\$21.87	11,400	\$27.80	15,129	\$18.22
Rochester, NY	4,504	\$17.35	1,754	\$22.01	2,354	\$16.30
Charlotte, NC	7,302	\$18.86	2,836	\$19.94	3,462	\$16.90
Cincinnati, OH	8,679	\$17.90	2,668	\$21.37	4,887	\$16.74
Cleveland, OH	7,911	\$17.97	2,475	\$22.53	4,135	\$16.81
Columbus, OH	8,706	\$17.20	2,951	\$21.81	4,540	\$15.81
Oklahoma City, OK	4,472	\$16.46	1,702	\$20.18	1,729	\$16.03
Portland, OR	10,802	\$18.71	3,281	\$24.17	4,771	\$17.48
Philadelphia, PA	22,279	\$19.38	5,827	\$24.68	7,933	\$17.64
Pittsburgh, PA	10,284	\$17.26	2,826	\$9.94	4,522	\$17.34
Providence, RI	7,524	\$18.08	2,378	\$22.72	3,169	\$16.63
Memphis, TN	4,298	\$17.06	1,561	\$19.62	3,023	\$15.84
Nashville, TN	8,207	\$17.26	2,691	\$20.07	3,765	\$16.14
Austin, TX	9,917	\$18.62	3,113	\$9.69	2,740	\$15.38
Dallas, TX	27,307	\$18.67	8,105	\$9.16	11,020	\$15.91
Houston, TX	21,014	\$19.17	7,470	\$21.18	8,261	\$18.62
San Antonio, TX	7,710	\$6.68	2,730	\$19.01	2,918	\$15.02
Salt Lake City, UT	10,535	\$17.93	2,633	\$21.09	3,342	\$17.22
Richmond, VA	4,109	\$18.06	1,570	\$20.87	1,711	\$9.08
Virginia Beach, VA	4,957	\$16.10	2,249	\$20.65	2,092	\$17.77
Seattle-Tacoma, WA	17,396	\$20.08	5,277	\$26.53	6,175	\$20.27
Milwaukee, WI	6,705	\$18.81	2,088	\$24.43	3,610	\$16.90

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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