



THE CONFERENCE BOARD

News Release

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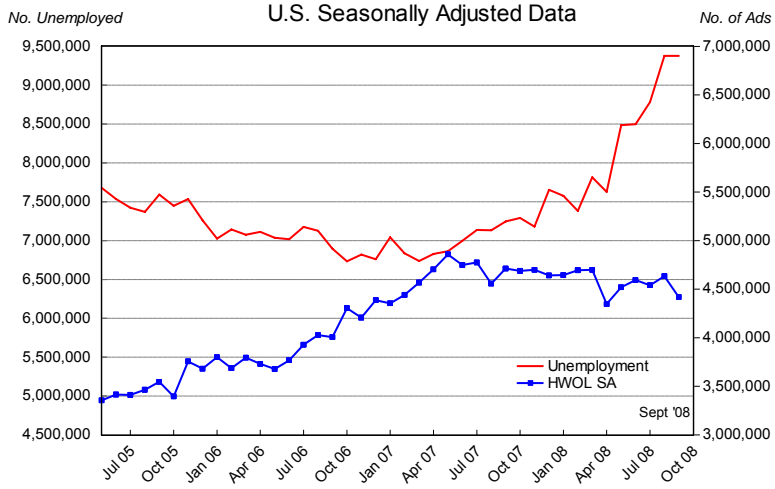
Online Job Demand Drops 216,000 in September, Reports The Conference Board

- **The gap widens between the number of unemployed and the available jobs listings**
- **Demand remains strong for higher-paying jobs but outlook worsens for many of the unemployed**
- **Outlook: Labor market conditions show no sign of improvement in the near term and are expected to deteriorate further**
- **HWOL introduces seasonally adjusted over-the-month change for the nation, regions and States**

October 1, 2008...Online advertised vacancies fell by a seasonally adjusted 216,000 in September to 4,418,000 with widespread losses across the regions and the States, according to **The Conference Board's Help-Wanted Online Data Series (HWOL)TM** released today. The September losses continued a downward trend which started in May 2007, the effects of which can be seen in the unemployment and employment trends in the charts below.

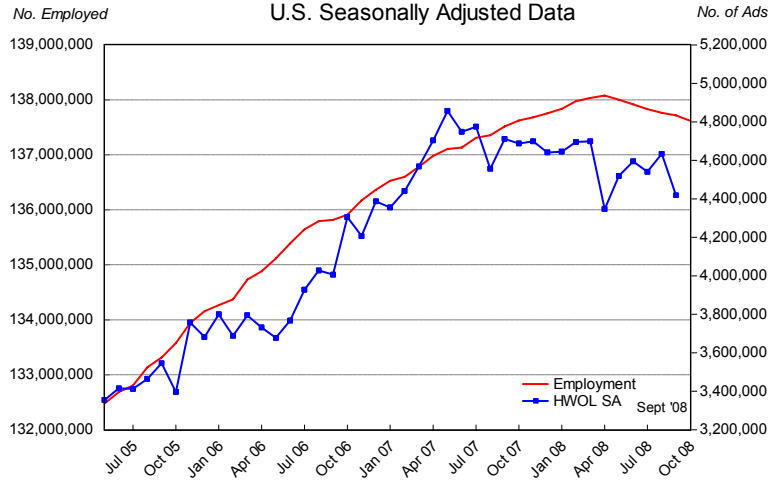
“All in all, indications are that employment will deteriorate even more rapidly in the near term,” noted Gad Levanon, Senior Economist at The Conference Board. “The current HWOL data indicates that labor demand was down in September even before the tumultuous events in the financial sector during the end of the month.”

Chart 1: Labor Supply vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

Chart 2: Employment vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

The release schedule, national historic table and technical notes to this series are available at The Conference Board website, www.conference-board.org/economics/helpwantedOnline.cfm. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**.

There is a close correlation between employers' labor demand and unemployment. "As demand drops, unemployment will rise as it becomes more difficult for the unemployed to find jobs," Levanon noted. Since May 2007, the gap between the unemployed and advertised jobs (Chart 1) has significantly widened and now stands at almost 5 million or over 2 unemployed workers for each advertised opening.

The direct effect of lower employer demand can also be seen in the payroll employment trends (Chart 2) which turned lower in November 2007. Historically, labor demand has provided a leading indication of future employment trends.

REGIONAL/STATE HIGHLIGHTS

- **Losses are widespread across the regions and States**
- **The gap between labor supply and demand continues to widen in most States**

Declines in labor demand across the four broad Census regions (Table A) were about proportionately spread with greatest losses in absolute numbers occurring in the larger states, Texas (-30,300), California (-21,300), New York (-15,800) and Pennsylvania (-14,100). "However, all states do not exhibit the same longer term trend," said Levanon. "Table A includes an indication of the trend for the larger states in each region. This provides a more complete picture of labor demand in these geographic areas than one can determine from looking at just the most recent month's data."

In the Northeast region, Massachusetts, New York and New Jersey all had losses in September but overall continued on a flat trend. "Looking at the movements over the last few months, job demand in these states is basically flat," Levanon noted. Pennsylvania experienced a more recent downward trend. Unlike the other States in the Northeast, Pennsylvania showed a positive upward trend until early 2008, but since then has begun to show losses.

In the South, Florida (-5,000) and Georgia (-3,800) continue on a downward trend while job demand in Maryland continues to be basically positive and unaffected by the slowdown. Texas experienced a loss in September but still the overall trend remains flat. North Carolina and Virginia are also flat in terms of labor demand.

In the Midwest region, Wisconsin, after a long positive growth trend, has recently turned negative. Both Michigan and Missouri continued with long term growth trends while Illinois, Minnesota and Ohio were down slightly in September but still basically flat.

In the West region, both Arizona and California continued their long term declines that began in mid-2007.

The overall drop in employer labor demand has led to higher unemployment and a widening gap between the number of unemployed and advertised jobs in most States. Looking at the Supply/Demand rates for the larger States in the regions, Maryland has the lowest rate at 1.06 indicating that the number of unemployed basically equals the number of ads. Massachusetts, Virginia and Colorado also have relatively low rates with only small gaps between labor supply and labor demand.

Table A: State Labor Demand, Selected States, Seasonally Adjusted

Location	Total Ads ¹ (Thousands) Sep-08	M-O-M Change Sep-Aug 08	Supply/ Demand Rate ² Aug-08	Recent Trend ³
United States	4,417.9	-215.6	2.02	↓ 5/07
NORTHEAST	894.6	-57.8	1.73	
Massachusetts	141.3	-8.8	1.20	→ 12/07
New Jersey	155.1	-8.1	1.63	→ 6/07
New York	273.9	-15.8	1.91	→ 8/07
Pennsylvania	181.7	-14.1	1.90	↓ 2/08
SOUTH	1,511.4	-72.1	2.01	
Florida	217.9	-5.0	2.72	↓ 5/07
Georgia	119.6	-3.8	2.52	↓ 10/07
Maryland	122.1	-6.4	1.06	↑ 5/05
North Carolina	104.9	-6.3	2.83	→ 2/08
Texas	337.6	-30.3	1.59	→ 5/07
Virginia	151.1	6.6	1.32	→ 8/07
MIDWEST	889.7	-30.9	2.52	
Illinois	166.0	-6.8	2.85	→ 12/07
Michigan	87.4	-5.2	4.75	↑ 4/06
Minnesota	95.7	2.1	1.94	→ 6/07
Missouri	89.5	-2.6	2.16	↑ 5/06
Ohio	135.8	-6.6	3.12	→ 9/07
Wisconsin	98.2	-10.0	1.44	↓ 3/08
WEST	1,124.7	-72.1	1.99	
Arizona	102.6	-8.4	1.56	↓ 5/07
California	513.6	-21.3	2.65	↓ 6/07
Colorado	108.0	-8.2	1.27	→ 2/08
Washington	127.7	-9.0	1.53	→ 4/08

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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) .

On the high end, Michigan has the highest S/D rate at 4.75, indicating that there are about 5 unemployed individuals for every available ad and correspondingly, the gap between supply and demand is quite large. Ohio, Illinois and North Carolina also have high rates with approximately 3 unemployed individuals for each available online job posting. It should be noted that the S/D rates only provide a measure of relative tightness of the individual State labor markets and do not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies (see Occupational Highlights section).

OCCUPATIONAL HIGHLIGHTS

- Shortages of advertised vacancies for many of the unemployed
- Shortages of qualified individuals for higher paying jobs

The widening gap between advertised vacancies and people looking for work highlights the very different challenges in various occupations. Even with the slowdown in online advertised vacancies, there is still strong job demand for many of the higher paying occupations which make up 60% of the overall online demand. While these occupations make up the larger portion of online demand, they only account for 20% of the unemployed.

The medium/lower paying occupations make up the remaining 40% of online demand but represent 80% of the unemployed - this means that there are far fewer available online ads for most of the unemployed.

Occupation	Total Ads (Thousands)	Y-O-Y Change	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Sep-08	Sep 08-07	Aug-08	Aug-08	
Computer and mathematical	617.9	2.6	84.0	0.13	\$34.71
Healthcare practitioners and technical	589.9	-65.5	143.0	0.23	\$31.26
Management	564.7	-61.2	376.0	0.64	\$46.22
Office and administrative support	522.2	-17.5	1,129.0	2.06	\$15.00
Sales and related	439.0	-34.0	1,089.0	2.37	\$16.94
Business and financial operations	288.9	-27.7	269.0	0.92	\$30.01
Architecture and engineering	207.7	-17.9	119.0	0.56	\$33.11
Transportation and material moving	134.6	-15.1	695.0	4.84	\$14.75
Production	126.6	5.7	771.0	5.80	\$15.05
Food preparation and serving related	117.6	-8.1	741.0	6.45	\$9.35

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

2. BLS Occupational Employment Statistics - May 2007 estimates.

The overall national S/D rate is 2.02 indicating, on average, 2 unemployed workers for each advertised vacancy; however, looking at the S/D rates for the more detailed occupations, a different picture emerges in terms of the ability to place the unemployed into the advertised jobs.

Table B shows that the high-demand, high-paying occupations have low S/D rates. For Computer and Math occupations (S/D=0.13) there are over 7 advertised vacancies for every unemployed individual and for Healthcare Practitioners/Technical (S/D=0.23) there are over 4 ads for every unemployed individual. On the other hand, the S/D rates for the medium/lower paying occupations generally have high S/D rates. In the Production category (S/D= 5.80) and Food Preparation (S/D= 6.45) there are 6 unemployed individuals for every ad; correspondingly, in the Transportation category (S/D= 4.84) there are about 5 unemployed workers for every advertised vacancy.

“In the U.S. job market, there are challenges both to supply an adequate number of trained individuals to fill the higher paying jobs and also to create sufficient employer demand or skills training programs for unemployed individuals in the medium/lower paying occupations,” Levanon noted.

METRO AREA HIGHLIGHTS

- 35 of top 52 Metro areas post over-the-year declines in job demand
- Washington, DC makes all three top ten lists (total ads, ads rate and supply/demand rate)

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	Sep-08		Sep-08	Aug-08	
New York, NY	273.0	Milwaukee, WI	5.58	Salt Lake City, UT	0.70
Los Angeles, CA	184.0	San Jose, CA	5.57	Washington, DC	0.73
Washington, DC	165.2	Washington, DC	5.41	Austin, TX	0.79
Chicago, IL	126.3	Austin, TX	5.31	Milwaukee, WI	0.89
San Francisco, CA	120.0	San Francisco, CA	5.27	Oklahoma City, OK	0.95
Boston, MA	114.6	Salt Lake City, UT	5.05	Seattle-Tacoma, WA	0.98
Dallas, TX	112.4	Denver, CO	4.86	Boston, MA	0.98
Philadelphia, PA	105.4	Seattle-Tacoma, WA	4.76	Baltimore, MD	1.01
Houston, TX	95.2	Hartford, CT	4.68	Denver, CO	1.05
Seattle-Tacoma, WA	88.4	Baltimore, MD	4.62	San Jose, CA	1.12

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

In September, 35 of the 52 metropolitan areas for which data is reported separately posted a decline in the number of online advertised vacancies from last September. The New York metro area continued to post the largest number of advertised vacancies (273,000).

Among the top 10 metro areas with the largest number of online advertised vacancies, only Washington, DC (165,200 online ads) also made the top 10 list for highest number of ads per 100 persons in the local labor force (an ads rate of 5.41) and the top 10 list for most favorable S/D rate. Advertised vacancies exceeded the number of unemployed persons looking for work in Washington, DC, as well as Salt Lake City, Austin, Milwaukee, Oklahoma City, Seattle-Tacoma and Boston.

PROGRAM NOTES

The Conference Board **Help-Wanted Online Data Series**TM measures the number of new, first-time online jobs and jobs reposted from the previous month on more than 1,200 major Internet job boards and smaller job boards that serve niche markets and smaller geographic areas.

Like The Conference Board's long running Help-Wanted Advertising Index of print ads (which has been published since 1951), the new online series is not a direct measure of job vacancies. The level of ads in both print and online may change for reasons not related to overall job demand.

With the October 1, 2008 release, HWOL provides seasonally adjusted data for the U.S., the 9 Census regions and 50 States. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas and occupations. It is The Conference Board's intent to provide seasonally adjusted data for both large metro areas and occupations in the future.

Persons using this data are urged to review the information on the database and methodology available on The Conference Board website and contact the economists listed at the top of this release with questions and comments. Background information and technical notes on this new series are available at: <http://www.conference-board.org/economics/helpwantedOnline.cfm>.

The underlying data for this series is provided by **Wanted Technologies Corporation**. Additional information on the **Bureau of Labor Statistics** data used in this release can be found on the BLS website, www.bls.gov.

The Conference Board

Non-partisan and not-for-profit, The Conference Board is the world's leading business membership and research organization. The Conference Board produces The Consumer Confidence Index and the Leading Economic Indicators for the U.S. and other major nations. These barometers can have a major impact on the financial markets. The Conference Board also produces a wide range of authoritative reports on corporate governance and ethics, human resources and diversity, executive compensation and corporate citizenship. Our conference and council programs bring together more than 10,000 senior executives each year to share insights and learn from each other. Visit The Conference Board's award-winning website at www.conference-board.org.

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Publication Schedule, Help Wanted Online Data Series

<u>Data for the Month</u>	<u>Release Date</u>
October, 2008	November 3, 2008
November, 2008	December 3, 2008*
December, 2008	January 7, 2009*

*Wednesday release due to holidays or data availability.

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			M-O-M Change	New Ads ² (Thousands)			M-O-M Change
	Sep-07	Aug-08	Sep-08	Sep-Aug 08	Sep-07	Aug-08	Sep-08	Sep-Aug 08
United States	4,711.7	4,633.5	4,417.9	-215.6	3,087.9	2,873.1	2,687.3	-185.8
New England	294.7	304.9	285.4	-19.4	181.2	172.9	161.7	-11.2
Middle Atlantic	650.6	647.5	609.1	-38.4	422.1	408.8	384.5	-24.3
South Atlantic	935.3	899.8	882.6	-17.1	601.7	545.1	534.1	-10.9
East North Central	580.6	575.3	544.2	-31.2	364.5	339.1	322.2	-16.9
East South Central	161.2	181.3	176.6	-4.7	106.3	109.9	106.3	-3.6
West North Central	303.2	345.3	345.6	0.3	196.5	197.7	195.3	-2.4
West South Central	467.2	502.5	452.1	-50.3	304.0	324.4	285.5	-38.8
Mountain	435.4	422.8	389.3	-33.5	308.5	277.6	251.1	-26.5
Pacific	885.0	774.1	735.4	-38.6	610.3	491.3	454.1	-37.2

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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)		
	Sep-07	Aug-08	Sep-08	Sep-07	Aug-08	Sep-08
United States	3.07	2.99	2.85	2.01	1.86	1.74
New England	3.85	3.97	3.72	2.37	2.25	2.11
Middle Atlantic	3.21	3.15	2.97	2.08	1.99	1.87
South Atlantic	3.19	3.03	2.97	2.05	1.83	1.80
East North Central	2.42	2.40	2.27	1.52	1.41	1.34
East South Central	1.87	2.11	2.06	1.24	1.28	1.24
West North Central	2.78	3.16	3.16	1.80	1.81	1.79
West South Central	2.81	2.97	2.67	1.83	1.92	1.69
Mountain	3.97	3.79	3.49	2.81	2.49	2.25
Pacific	3.59	3.11	2.96	2.48	1.98	1.83

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	New Ads ² (Thousands)			M-O-M Change
	Sep-07	Aug-08	Sep-08	Sep-Aug 08	Sep-07	Aug-08	Sep-08	Sep-Aug 08
United States	4,711.6	4,633.5	4,417.9	-215.6	3,087.9	2,873.1	2,687.3	-185.8
Alabama	47.8	59.9	56.6	-3.4	32.1	34.6	33.2	-1.5
Alaska	16.5	21.9	21.4	-0.5	11.1	13.1	12.4	-0.7
Arkansas	23.0	30.9	29.5	-1.5	14.5	19.5	18.5	-1.0
Arizona	128.1	111.0	102.6	-8.4	89.7	75.9	68.4	-7.5
California	649.6	534.9	513.6	-21.3	447.3	342.6	319.3	-23.3
Colorado	121.3	116.2	108.0	-8.2	90.1	80.9	73.6	-7.3
Connecticut	76.4	72.3	70.1	-2.3	45.6	40.7	38.6	-2.1
Delaware	19.1	20.6	18.5	-2.1	11.1	11.2	10.3	-0.9
Florida	254.9	222.9	217.9	-5.0	178.1	155.6	149.7	-5.9
Georgia	136.6	123.4	119.6	-3.8	89.9	79.2	75.1	-4.0
Hawaii	17.1	22.5	20.5	-2.0	12.4	15.9	14.4	-1.5
Iowa	39.3	52.7	52.5	-0.2	24.8	27.7	26.8	-0.9
Idaho	22.0	25.7	23.4	-2.3	16.6	15.5	14.7	-0.8
Illinois	196.9	172.8	166.0	-6.8	129.2	94.4	90.1	-4.4
Indiana	53.8	60.5	61.1	0.6	33.7	36.9	36.5	-0.4
Kansas	39.4	40.3	39.9	-0.5	24.8	21.5	21.9	0.5
Kentucky	35.4	34.9	34.7	-0.2	22.8	21.0	21.6	0.7
Louisiana	46.2	48.6	42.8	-5.9	29.7	31.6	27.3	-4.3
Massachusetts	141.5	150.1	141.3	-8.8	89.6	84.6	80.4	-4.2
Maryland	119.1	128.4	122.1	-6.4	70.5	69.5	65.6	-3.9
Maine	21.6	23.1	21.4	-1.7	12.5	12.0	10.9	-1.1
Michigan	85.4	92.5	87.4	-5.2	57.9	61.1	58.4	-2.7
Minnesota	93.2	93.6	95.7	2.1	60.6	53.1	56.4	3.3
Missouri	74.3	92.1	89.5	-2.6	49.8	58.1	54.3	-3.8
Mississippi	17.4	20.7	22.1	1.4	10.5	12.0	11.5	-0.5
Montana	20.6	18.6	19.4	0.8	11.7	9.4	9.0	-0.4
North Carolina	106.6	111.2	104.9	-6.3	70.7	71.6	67.4	-4.2
North Dakota	12.8	16.4	15.0	-1.5	8.0	8.2	7.1	-1.1
Nebraska	34.1	38.9	39.4	0.5	23.4	23.2	24.8	1.6
New Hampshire	24.5	24.7	23.8	-1.0	14.2	15.0	14.1	-0.9
New Jersey	167.5	163.2	155.1	-8.1	109.8	101.0	97.3	-3.7
New Mexico	32.3	33.5	31.1	-2.4	22.0	21.5	19.9	-1.6
Nevada	61.3	48.3	46.1	-2.2	43.0	32.6	31.7	-0.9
New York	290.6	289.7	273.9	-15.8	189.6	182.3	171.7	-10.5
Ohio	137.8	142.5	135.8	-6.6	87.9	88.1	84.8	-3.3
Oklahoma	40.3	54.4	50.6	-3.8	26.1	31.1	30.1	-1.0
Oregon	78.3	59.7	55.3	-4.4	59.7	37.2	33.8	-3.4
Pennsylvania	194.2	195.8	181.7	-14.1	123.8	126.4	116.3	-10.2
Rhode Island	20.6	19.8	17.4	-2.4	13.4	11.6	10.7	-0.9
South Carolina	50.0	57.5	53.7	-3.8	30.7	30.6	28.3	-2.2
South Dakota	12.2	17.3	16.5	-0.8	7.5	7.2	6.7	-0.5
Tennessee	62.6	69.0	65.3	-3.7	41.6	44.5	40.8	-3.6
Texas	366.7	367.9	337.6	-30.3	239.7	241.9	215.4	-26.5
Utah	44.8	55.8	52.1	-3.8	33.8	35.0	32.1	-2.9
Virginia	157.8	144.5	151.1	6.6	94.2	75.8	82.6	6.8
Vermont	10.8	14.1	12.3	-1.8	6.4	8.5	7.5	-1.0
Washington	126.3	136.8	127.7	-9.0	80.9	82.4	75.1	-7.3
Wisconsin	110.8	108.2	98.2	-10.0	57.6	58.8	54.1	-4.7
West Virginia	15.6	15.4	21.0	5.6	8.8	10.3	12.5	2.2
Wyoming	10.5	13.7	11.5	-2.2	5.7	7.0	5.2	-1.9

Source: The Conference Board

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

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
	Sep-07	Aug-08	Sep-08	Aug-08	Aug-08	Aug-08	Aug-08
United States	3.07	2.99	2.85	6.10	9,376.00	4,633.50	2.02
Alabama	2.18	2.75	2.60	4.90	107.67	59.93	1.80
Alaska	4.68	6.06	5.92	6.90	25.11	21.88	1.15
Arkansas	1.67	2.25	2.15	4.80	65.60	30.93	2.12
Arizona	4.21	3.58	3.31	5.60	173.54	110.96	1.56
California	3.56	2.91	2.79	7.70	1,417.18	534.93	2.65
Colorado	4.45	4.23	3.93	5.40	147.30	116.17	1.27
Connecticut	4.08	3.83	3.71	6.50	122.06	72.34	1.69
Delaware	4.32	4.62	4.15	4.90	21.84	20.64	1.06
Florida	2.78	2.39	2.34	6.50	606.07	222.88	2.72
Georgia	2.83	2.51	2.43	6.30	310.68	123.39	2.52
Hawaii	2.64	3.39	3.09	4.20	28.11	22.49	1.25
Iowa	2.37	3.14	3.12	4.60	76.80	52.75	1.46
Idaho	2.91	3.40	3.10	4.60	34.40	25.65	1.34
Illinois	2.93	2.57	2.47	7.30	491.55	172.77	2.85
Indiana	1.68	1.86	1.88	6.40	207.20	60.53	3.42
Kansas	2.66	2.70	2.67	4.70	70.14	40.33	1.74
Kentucky	1.73	1.71	1.70	6.80	138.60	34.90	3.97
Louisiana	2.31	2.37	2.09	4.70	96.17	48.63	1.98
Massachusetts	4.16	4.40	4.14	5.30	179.40	150.09	1.20
Maryland	3.99	4.26	4.05	4.50	136.42	128.44	1.06
Maine	3.07	3.25	3.01	5.50	39.42	23.11	1.71
Michigan	1.70	1.87	1.77	8.90	439.17	92.54	4.75
Minnesota	3.18	3.19	3.26	6.20	181.65	93.60	1.94
Missouri	2.44	3.06	2.98	6.60	199.42	92.14	2.16
Mississippi	1.32	1.56	1.67	7.70	102.13	20.73	4.93
Montana	4.11	3.68	3.84	4.40	22.14	18.55	1.19
North Carolina	2.35	2.44	2.30	6.90	314.73	111.23	2.83
North Dakota	3.50	4.41	4.02	3.60	13.31	16.44	0.81
Nebraska	3.45	3.91	3.95	3.50	34.51	38.91	0.89
New Hampshire	3.32	3.33	3.20	4.20	31.02	24.74	1.25
New Jersey	3.75	3.61	3.43	5.90	266.60	163.23	1.63
New Mexico	3.42	3.50	3.25	4.60	44.36	33.50	1.32
Nevada	4.56	3.44	3.28	7.10	99.16	48.29	2.05
New York	3.05	3.02	2.86	5.80	552.81	289.72	1.91
Ohio	2.30	2.38	2.27	7.40	444.57	142.45	3.12
Oklahoma	2.33	3.12	2.90	4.00	69.60	54.39	1.28
Oregon	4.05	3.05	2.83	6.50	127.50	59.70	2.14
Pennsylvania	3.09	3.06	2.84	5.80	371.80	195.80	1.90
Rhode Island	3.57	3.47	3.05	8.50	48.77	19.83	2.46
South Carolina	2.33	2.65	2.48	7.60	165.45	57.50	2.88
South Dakota	2.75	3.88	3.70	3.30	14.65	17.28	0.85
Tennessee	2.05	2.27	2.15	6.60	200.57	68.97	2.91
Texas	3.18	3.13	2.87	5.00	585.03	367.88	1.59
Utah	3.26	4.03	3.76	3.70	50.57	55.82	0.91
Virginia	3.88	3.49	3.65	4.60	190.30	144.54	1.32
Vermont	3.05	4.01	3.50	4.90	17.33	14.07	1.23
Washington	3.68	3.94	3.68	6.00	209.63	136.78	1.53
Wisconsin	3.58	3.52	3.19	5.10	156.35	108.24	1.44
West Virginia	1.93	1.92	2.61	4.10	33.30	15.40	2.16
Wyoming	3.63	4.68	3.92	3.90	11.53	13.68	0.84

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.
2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Table 5: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change Y-O-Y	New Ads ² (Thousands)			Percent Change Y-O-Y
	Sep-07	Aug-08	Sep-08	Sep 07-08	Sep-07	Aug-08	Sep-08	Sep 07-08
Birmingham, AL	17.5	19.2	17.5	0.4%	11.4	10.1	10.2	-9.9%
Phoenix, AZ	95.7	77.3	71.9	-24.9%	69.3	52.6	49.0	-29.3%
Tucson, AZ	16.9	16.9	15.8	-6.4%	12.0	11.6	10.5	-11.8%
Los Angeles, CA	246.6	192.9	184.0	-25.4%	173.5	124.9	117.3	-32.4%
Riverside, CA	31.2	25.3	24.1	-22.9%	20.4	15.9	15.4	-24.6%
Sacramento, CA	49.6	29.9	28.2	-43.2%	38.1	18.3	16.8	-56.0%
San Diego, CA	68.4	56.3	52.8	-22.8%	44.3	34.9	31.9	-28.0%
San Francisco, CA	136.1	124.4	120.0	-11.8%	94.0	76.1	72.7	-22.6%
San Jose, CA	56.6	52.8	50.4	-11.0%	33.6	27.1	25.5	-24.2%
Denver, CO	75.6	71.9	68.2	-9.8%	57.9	49.8	46.4	-19.9%
Hartford, CT	26.5	29.3	28.1	6.1%	17.1	16.9	16.4	-4.4%
Washington, DC	166.7	168.7	165.2	-0.9%	99.0	88.7	87.1	-12.0%
Jacksonville, FL	22.8	20.6	19.3	-15.4%	15.1	13.6	12.6	-16.5%
Miami, FL	96.1	73.4	73.0	-24.1%	68.8	51.0	51.7	-24.9%
Orlando, FL	32.5	30.5	30.0	-7.8%	22.5	20.6	20.1	-10.4%
Tampa, FL	36.5	33.8	32.1	-11.9%	23.1	19.8	18.7	-19.2%
Atlanta, GA	101.5	89.6	82.9	-18.3%	68.4	57.1	52.2	-23.7%
Honolulu, HI	8.7	14.4	15.8	81.0%	6.3	10.5	12.3	96.2%
Chicago, IL	163.7	131.9	126.3	-22.9%	110.4	70.0	66.3	-40.0%
Indianapolis, IN	25.0	29.2	27.5	10.0%	16.7	18.3	17.3	3.6%
Louisville, KY	17.0	16.2	15.1	-11.7%	11.1	9.9	9.8	-11.3%
New Orleans, LA	23.1	20.0	17.0	-26.3%	14.1	12.9	10.3	-26.6%
Baltimore, MD	62.9	68.1	65.5	4.2%	40.1	39.7	38.1	-5.1%
Boston, MA	117.8	121.8	114.6	-2.7%	77.2	70.8	67.4	-12.8%
Detroit, MI	36.9	40.8	38.4	4.1%	26.4	27.3	25.5	-3.1%
Minneapolis-St. Paul, MN	76.6	73.5	74.6	-2.6%	50.6	44.3	45.1	-11.0%
Kansas City, MO	31.6	38.1	35.9	13.6%	21.0	23.4	21.7	3.1%
St. Louis, MO	41.0	46.7	43.2	5.4%	27.4	29.2	26.3	-4.0%
Las Vegas, NV	45.9	35.8	33.8	-26.5%	32.1	24.8	23.5	-26.8%
Buffalo, NY	16.4	17.0	17.3	5.4%	11.1	11.5	11.4	2.8%
New York, NY	305.4	283.6	273.0	-10.6%	200.2	183.5	175.9	-12.1%
Rochester, NY	12.1	15.3	14.4	18.9%	8.3	10.2	9.5	15.1%
Charlotte, NC	30.9	33.5	31.3	1.2%	20.7	20.5	19.1	-7.8%
Cincinnati, OH	29.1	34.0	31.2	7.2%	18.4	19.9	18.5	0.7%
Cleveland, OH	40.9	42.2	40.0	-2.2%	25.2	24.4	22.3	-11.4%
Columbus, OH	37.8	32.0	29.5	-22.0%	24.9	19.4	18.0	-27.9%
Oklahoma City, OK	16.8	22.6	20.8	23.4%	10.8	14.3	13.2	22.2%
Portland, OR	62.1	38.9	36.8	-40.7%	49.4	23.8	22.1	-55.2%
Philadelphia, PA	117.9	108.9	105.4	-10.6%	76.4	69.2	66.6	-12.8%
Pittsburgh, PA	40.8	45.4	44.2	8.1%	26.2	31.2	30.0	14.6%
Providence, RI	22.6	20.4	22.0	-2.5%	14.4	13.0	14.7	1.7%
Memphis, TN	17.5	18.2	16.6	-4.7%	11.0	12.7	11.3	2.3%
Nashville, TN	21.8	23.0	22.2	1.8%	15.2	14.2	13.7	-9.6%
Austin, TX	58.5	49.6	46.2	-21.0%	44.3	36.4	33.5	-24.3%
Dallas, TX	127.4	116.4	112.4	-11.8%	83.1	75.2	71.9	-13.5%
Houston, TX	97.7	97.3	95.2	-2.5%	64.5	61.2	58.8	-8.8%
San Antonio, TX	30.1	31.9	29.7	-1.5%	19.6	20.4	18.5	-5.5%
Salt Lake City, UT	29.1	33.0	31.1	6.7%	22.1	20.9	19.5	-11.7%
Richmond, VA	24.0	21.0	20.6	-14.1%	15.8	12.5	12.6	-20.5%
Virginia Beach, VA	19.7	19.9	20.6	4.7%	11.3	12.2	12.7	12.8%
Seattle-Tacoma, WA	90.3	94.2	88.4	-2.2%	58.6	56.6	52.8	-10.0%
Milwaukee, WI	45.4	47.1	44.3	-2.5%	22.1	24.6	22.9	3.6%

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.

Table 6: MSA Labor Supply /Labor Demand Indicators, Not Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Sep-07	Aug-08	Sep-08	Aug-08	Aug-08	Aug-08	Aug-08
Birmingham, AL	3.3	3.6	3.3	4.7	25.4	19.2	1.3
Phoenix, AZ	4.6	3.7	3.4	5.1	106.0	77.3	1.4
Tucson, AZ	3.7	3.6	3.4	5.4	24.9	16.9	1.5
Los Angeles, CA	3.8	2.9	2.8	7.6	499.8	192.9	2.6
Riverside, CA	1.7	1.4	1.3	9.2	166.5	25.3	6.6
Sacramento, CA	4.7	2.8	2.6	7.4	79.8	29.9	2.7
San Diego, CA	4.4	3.6	3.3	6.4	101.5	56.3	1.8
San Francisco, CA	6.1	5.5	5.3	6.2	142.0	124.4	1.1
San Jose, CA	6.4	5.8	5.6	6.6	59.4	52.8	1.1
Denver, CO	5.4	5.1	4.9	5.4	75.5	71.9	1.1
Hartford, CT	4.5	4.9	4.7	6.6	39.5	29.3	1.4
Washington, DC	5.6	5.5	5.4	4.1	123.7	168.7	0.7
Jacksonville, FL	3.4	3.0	2.8	6.5	45.1	20.6	2.2
Miami, FL	3.4	2.5	2.5	6.4	183.7	73.4	2.5
Orlando, FL	2.9	2.7	2.6	6.3	71.8	30.5	2.4
Tampa, FL	2.7	2.5	2.4	6.9	95.0	33.8	2.8
Atlanta, GA	3.7	3.2	3.0	6.3	176.2	89.6	2.0
Honolulu, HI	1.9	3.1	3.5	3.9	17.6	14.4	1.2
Chicago, IL	3.3	2.7	2.6	7.1	349.9	131.9	2.7
Indianapolis, IN	2.8	3.2	3.0	5.5	50.7	29.2	1.7
Louisville, KY	2.7	2.6	2.4	6.6	41.8	16.2	2.6
New Orleans, LA	4.6	3.8	3.2	4.7	24.9	20.0	1.3
Baltimore, MD	4.5	4.8	4.6	4.8	68.6	68.1	1.0
Boston, MA	4.8	4.8	4.6	4.8	119.8	121.8	1.0
Detroit, MI	1.7	1.9	1.8	8.8	190.3	40.8	4.7
Minneapolis-St. Paul, MN	4.1	3.9	4.0	5.7	105.7	73.5	1.4
Kansas City, MO	3.0	3.6	3.4	6.2	65.3	38.1	1.7
St. Louis, MO	2.8	3.2	3.0	7.2	103.7	46.7	2.2
Las Vegas, NV	4.8	3.6	3.4	7.1	71.0	35.8	2.0
Buffalo, NY	2.9	2.9	2.9	6.0	35.3	17.0	2.1
New York, NY	3.3	3.0	2.9	5.6	535.5	283.6	1.9
Rochester, NY	2.3	2.9	2.7	5.7	30.2	15.3	2.0
Charlotte, NC	3.7	3.9	3.7	7.1	60.8	33.5	1.8
Cincinnati, OH	2.6	3.0	2.8	6.3	72.1	34.0	2.1
Cleveland, OH	3.7	3.8	3.6	7.4	81.2	42.2	1.9
Columbus, OH	3.9	3.3	3.0	6.2	60.5	32.0	1.9
Oklahoma City, OK	3.0	4.0	3.7	3.8	21.4	22.6	1.0
Portland, OR	5.4	3.3	3.1	6.1	71.8	38.9	1.8
Philadelphia, PA	4.0	3.6	3.5	5.9	178.0	108.9	1.6
Pittsburgh, PA	3.4	3.7	3.6	5.6	69.5	45.4	1.5
Providence, RI	3.2	2.9	3.1	8.5	60.2	20.4	3.0
Memphis, TN	2.8	2.9	2.7	7.1	43.8	18.2	2.4
Nashville, TN	2.7	2.9	2.8	5.7	45.6	23.0	2.0
Austin, TX	6.9	5.7	5.3	4.5	39.2	49.6	0.8
Dallas, TX	4.1	3.7	3.5	5.1	163.4	116.4	1.4
Houston, TX	3.6	3.5	3.4	5.0	140.8	97.3	1.5
San Antonio, TX	3.2	3.4	3.1	5.0	47.3	31.9	1.5
Salt Lake City, UT	4.8	5.4	5.1	3.8	23.1	33.0	0.7
Richmond, VA	3.7	3.2	3.1	5.0	32.8	21.0	1.6
Virginia Beach, VA	2.4	2.3	2.4	4.8	41.1	19.9	2.1
Seattle-Tacoma, WA	4.9	5.1	4.8	5.0	92.1	94.2	1.0
Milwaukee, WI	5.7	5.9	5.6	5.3	41.9	47.1	0.9

Source: The Conference Board

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

Table 7: National Labor Supply/Labor Demand by Occupation¹, Not Seasonally Adjusted

Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Sep-07	Aug-08	Sep-08	Aug-08	Aug-08	
Total	4,916.7	4,833.7	4,610.2	9,479.0	1.96	\$19.56
Management	625.9	586.1	564.7	376.0	0.64	\$46.22
Business and financial operations	316.6	292.5	288.9	269.0	0.92	\$30.01
Computer and mathematical	615.3	660.3	617.9	84.0	0.13	\$34.71
Architecture and engineering	225.6	213.8	207.7	119.0	0.56	\$33.11
Life, physical, and social science	95.9	92.3	85.0	25.0	0.27	\$29.82
Community and social services	50.6	52.5	49.4	90.0	1.71	\$19.49
Legal	28.5	28.4	27.9	42.0	1.48	\$42.53
Education, training, and library	88.9	94.9	87.9	435.0	4.58	\$22.41
Arts, design, entertainment, sports, and media	100.7	107.5	104.0	196.0	1.82	\$23.27
Healthcare practitioners and technical	655.4	622.5	589.9	143.0	0.23	\$31.26
Healthcare support	106.8	107.2	109.5	165.0	1.54	\$12.31
Protective service	34.3	34.0	32.5	122.0	3.59	\$18.63
Food preparation and serving related	125.7	114.9	117.6	741.0	6.45	\$9.35
Building and grounds cleaning and maintenance	48.9	51.6	49.3	477.0	9.24	\$11.33
Personal care and service	66.8	71.7	71.0	393.0	5.48	\$11.53
Sales and related	473.0	459.2	439.0	1,089.0	2.37	\$16.94
Office and administrative support	539.7	548.0	522.2	1,129.0	2.06	\$15.00
Farming, fishing, and forestry	5.4	7.2	6.5	93.0	12.92	\$10.89
Construction and extraction	80.7	77.2	71.1	856.0	11.09	\$19.53
Installation, maintenance, and repair	131.6	126.0	115.9	237.0	1.88	\$19.20
Production	120.9	132.9	126.6	771.0	5.80	\$15.05
Transportation and material moving	149.7	143.5	134.6	695.0	4.84	\$14.75
Other/Uncoded	229.8	209.5	191.1	932.0	4.45	N/A

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
3. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics program.
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.
5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2007 estimates.

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Table 8: State Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-08	Wage ²	Sep-08	Wage ²	Sep-08	Wage ²
United States	853,605	\$38.11	1,769,632.0	\$28.12	379,928	\$11.50
Alabama	8,500	\$35.22	18,866	\$24.97	4,957	\$9.52
Alaska	2,961	\$34.11	8,192	\$28.28	2,394	\$14.00
Arizona	17,059	\$33.80	41,835	\$25.74	9,892	\$11.44
Arkansas	4,725	\$30.47	10,261	\$22.61	2,974	\$9.47
California	108,082	\$42.29	222,149	\$32.17	35,752	\$12.71
Colorado	18,042	\$38.05	41,950	\$29.23	10,562	\$11.90
Connecticut	16,294	\$43.14	27,680	\$30.53	5,340	\$13.44
Delaware	3,604	\$38.23	8,019	\$30.29	1,311	\$11.98
Florida	37,932	\$35.01	75,811	\$26.73	19,361	\$11.30
Georgia	25,164	\$37.76	50,114	\$25.94	8,494	\$10.49
Hawaii	3,095	\$34.25	6,050	\$27.21	2,285	\$13.12
Idaho	3,375	\$29.99	7,723	\$24.41	3,151	\$10.27
Illinois	38,967	\$38.17	66,256	\$28.87	11,162	\$12.16
Indiana	10,765	\$34.28	22,253	\$24.51	4,290	\$10.36
Iowa	7,861	\$31.25	18,350	\$22.81	5,370	\$10.19
Kansas	6,481	\$33.43	16,115	\$23.66	3,407	\$10.17
Kentucky	6,147	\$32.93	12,591	\$24.05	2,776	\$9.94
Louisiana	7,098	\$31.18	15,017	\$23.28	3,894	\$9.50
Maine	2,951	\$32.25	8,673	\$24.19	2,891	\$11.14
Maryland	22,968	\$40.52	60,365	\$31.66	9,110	\$12.37
Massachusetts	32,645	\$43.68	61,592	\$31.99	11,486	\$13.54
Michigan	17,074	\$37.86	34,256	\$28.95	7,774	\$11.65
Minnesota	18,828	\$37.09	37,625	\$28.30	7,676	\$11.86
Mississippi	3,321	\$31.00	6,989	\$22.60	1,854	\$9.27
Missouri	14,720	\$34.49	31,597	\$25.22	8,804	\$10.41
Montana	2,487	\$27.97	6,746	\$20.77	2,867	\$9.94
Nebraska	5,943	\$31.79	12,660	\$23.85	4,079	\$10.10
Nevada	7,260	\$36.47	15,496	\$27.74	6,034	\$11.72
New Hampshire	3,582	\$37.75	10,695	\$26.84	2,495	\$11.73
New Jersey	33,958	\$44.15	58,910	\$31.63	11,796	\$13.87
New Mexico	4,510	\$33.53	13,297	\$26.38	2,617	\$9.86
New York	64,820	\$46.13	97,766	\$31.04	21,793	\$13.55
North Carolina	18,631	\$37.09	43,163	\$25.19	8,557	\$10.34
North Dakota	1,795	\$31.73	4,183	\$22.27	1,783	\$9.96
Ohio	25,576	\$35.55	54,192	\$27.28	10,616	\$10.97
Oklahoma	7,686	\$29.88	16,326	\$22.47	5,123	\$9.62
Oregon	9,859	\$34.67	24,281	\$27.08	5,979	\$11.85
Pennsylvania	35,041	\$35.31	71,756	\$26.74	17,502	\$11.27
Rhode Island	3,384	\$39.67	6,435	\$29.25	2,499	\$12.37
South Carolina	7,227	\$34.24	21,019	\$24.51	5,334	\$9.87
South Dakota	1,953	\$29.33	4,718	\$21.61	2,456	\$9.50
Tennessee	11,476	\$33.44	23,305	\$24.32	5,364	\$10.04
Texas	63,528	\$37.28	124,434	\$27.04	28,099	\$10.02
Utah	7,112	\$33.83	17,039	\$25.35	5,678	\$10.50
Vermont	1,869	\$33.94	4,956	\$24.78	1,779	\$11.77
Virginia	30,965	\$39.40	74,799	\$30.52	9,280	\$11.38
Washington	24,821	\$39.80	60,032	\$29.95	12,079	\$13.29
West Virginia	2,521	\$28.72	7,019	\$22.26	2,883	\$9.19
Wisconsin	16,706	\$34.06	39,957	\$26.25	10,034	\$11.18
Wyoming	1,612	\$30.42	5,543	\$22.94	828	\$10.54

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 2007 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
	Sep-08	Wage ¹	Sep-08	Wage ¹	Sep-08	Wage ¹
United States	961,145	\$15.74	193,461	\$19.08	261,205	\$14.90
Alabama	13,495	\$13.56	3,925	\$16.26	5,670	\$13.58
Alaska	4,829	\$16.27	1,294	\$26.06	1,088	\$20.95
Arizona	23,444	\$14.89	4,285	\$17.08	4,713	\$14.71
Arkansas	7,401	\$12.93	1,732	\$16.12	2,675	\$13.45
California	112,344	\$17.38	17,200	\$20.39	23,457	\$14.87
Colorado	23,269	\$16.78	5,935	\$19.03	5,861	\$15.67
Connecticut	14,610	\$18.47	2,285	\$22.15	3,639	\$16.08
Delaware	3,518	\$15.88	580	\$19.64	843	\$15.22
Florida	53,027	\$15.15	9,229	\$16.57	8,627	\$13.89
Georgia	22,691	\$14.97	4,640	\$17.06	5,852	\$14.08
Hawaii	5,814	\$15.26	866	\$23.52	949	\$15.86
Idaho	5,911	\$13.61	1,681	\$16.49	1,721	\$13.67
Illinois	34,607	\$16.70	5,168	\$23.67	10,634	\$15.40
Indiana	14,174	\$14.56	2,260	\$19.62	4,332	\$15.37
Iowa	10,928	\$14.04	3,600	\$17.71	5,707	\$14.42
Kansas	8,685	\$14.45	2,341	\$18.31	3,327	\$14.76
Kentucky	7,895	\$13.86	1,482	\$17.31	2,428	\$14.49
Louisiana	10,929	\$13.02	2,673	\$16.97	2,963	\$15.06
Maine	4,900	\$14.38	1,168	\$17.11	1,770	\$14.42
Maryland	20,977	\$16.43	4,559	\$19.77	4,541	\$15.68
Massachusetts	26,859	\$18.10	4,078	\$23.02	6,376	\$16.18
Michigan	19,461	\$15.85	3,356	\$21.42	5,265	\$17.07
Minnesota	20,418	\$16.58	3,868	\$21.86	8,034	\$15.77
Mississippi	5,058	\$12.73	1,413	\$15.31	2,059	\$13.03
Missouri	20,101	\$14.85	4,199	\$19.67	6,461	\$14.78
Montana	4,468	\$13.01	1,588	\$17.71	1,583	\$14.52
Nebraska	9,488	\$13.81	2,661	\$17.40	3,249	\$15.05
Nevada	12,071	\$15.14	2,111	\$21.07	2,155	\$14.47
New Hampshire	4,895	\$15.69	1,106	\$18.92	1,567	\$15.15
New Jersey	32,187	\$17.89	4,859	\$23.10	6,583	\$15.43
New Mexico	6,644	\$13.11	1,446	\$16.13	1,536	\$14.42
New York	62,948	\$17.87	8,701	\$22.69	11,894	\$16.09
North Carolina	20,493	\$14.73	4,776	\$16.76	5,581	\$13.68
North Dakota	3,560	\$13.07	1,577	\$17.75	1,770	\$14.78
Ohio	29,809	\$15.20	5,229	\$19.61	9,647	\$15.19
Oklahoma	12,392	\$13.13	4,041	\$16.64	5,438	\$13.76
Oregon	12,165	\$15.97	2,907	\$19.64	4,042	\$14.95
Pennsylvania	39,204	\$15.43	7,207	\$19.45	11,569	\$15.11
Rhode Island	4,004	\$15.90	711	\$20.54	1,265	\$14.51
South Carolina	11,009	\$13.74	3,239	\$16.34	4,315	\$13.93
South Dakota	3,906	\$13.01	1,700	\$15.57	1,926	\$12.80
Tennessee	15,058	\$14.27	2,826	\$16.61	4,585	\$13.99
Texas	77,496	\$14.80	18,879	\$16.00	22,156	\$14.01
Utah	13,678	\$14.34	3,329	\$17.55	4,102	\$14.50
Vermont	2,500	\$14.99	677	\$17.80	961	\$15.00
Virginia	23,589	\$15.87	4,795	\$18.54	4,726	\$14.94
Washington	23,418	\$17.21	5,544	\$21.74	6,269	\$17.02
West Virginia	4,990	\$12.34	2,111	\$17.52	2,033	\$14.01
Wisconsin	19,984	\$15.31	4,970	\$20.31	10,958	\$15.17
Wyoming	2,427	\$13.08	785	\$19.62	854	\$17.12

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA 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
	Sep-08	Wage ²	Sep-08	Wage ²	Sep-08	Wage ²
United States	853,605	\$38.11	1,769,632.0	\$28.12	379,928	\$11.50
Birmingham, AL	2,739	\$37.60	5,236	\$25.09	1,563	\$10.00
Phoenix, AZ	12,092	\$34.48	27,941	\$26.07	6,402	\$11.51
Tucson, AZ	2,401	\$33.36	6,247	\$27.01	1,684	\$11.27
Los Angeles, CA	37,415	\$42.38	70,306	\$31.75	12,064	\$12.44
Riverside, CA	3,623	\$37.72	7,485	\$28.64	2,618	\$12.04
Sacramento, CA	5,025	\$36.04	11,869	\$30.26	2,183	\$12.61
San Diego, CA	9,056	\$40.44	23,761	\$31.59	3,693	\$11.89
San Francisco, CA	29,550	\$47.12	53,316	\$35.71	7,083	\$14.19
San Jose, CA	11,809	\$52.55	27,776	\$40.52	1,670	\$13.24
Denver, CO	12,080	\$39.54	25,140	\$30.58	6,566	\$12.16
Hartford, CT	6,124	\$39.97	10,648	\$31.50	1,875	\$13.44
Washington, DC	40,414	\$44.15	84,042	\$36.23	8,047	\$13.20
Jacksonville, FL	3,551	\$34.84	6,519	\$26.36	1,570	\$10.95
Miami, FL	14,277	\$37.20	23,344	\$27.70	6,630	\$11.94
Orlando, FL	5,266	\$34.37	9,705	\$26.31	2,838	\$10.84
Tampa, FL	5,756	\$34.83	14,178	\$27.01	2,460	\$10.87
Atlanta, GA	18,914	\$39.61	36,023	\$28.06	5,569	\$11.12
Honolulu, HI	2,399	\$34.72	4,394	\$28.32	1,729	\$12.83
Chicago, IL	31,445	\$39.96	48,775	\$30.28	8,043	\$12.50
Indianapolis, IN	5,228	\$35.73	9,271	\$26.72	1,866	\$11.01
Louisville, KY	2,742	\$34.64	5,049	\$25.32	1,273	\$10.39
New Orleans, LA	2,513	\$33.00	5,755	\$25.78	1,756	\$10.02
Baltimore, MD	11,150	\$39.64	30,757	\$30.74	4,969	\$11.17
Boston, MA	26,684	\$44.98	49,610	\$33.21	8,435	\$13.78
Detroit, MI	7,845	\$40.84	13,983	\$31.36	3,382	\$12.11
Minneapolis-St. Paul, MN	15,077	\$39.44	28,314	\$29.95	5,555	\$12.38
Kansas City, MO	6,375	\$35.98	12,395	\$26.94	2,999	\$11.06
St. Louis, MO	8,098	\$35.83	16,596	\$27.24	3,601	\$11.00
Las Vegas, NV	5,174	\$36.75	10,582	\$27.58	4,439	\$11.89
Buffalo, NY	2,775	\$35.63	4,843	\$25.80	1,445	\$11.56
New York, NY	69,742	\$48.39	101,202	\$33.31	18,909	\$14.26
Rochester, NY	2,261	\$38.50	4,740	\$27.16	1,531	\$11.61
Charlotte, NC	6,776	\$39.78	12,381	\$26.71	2,114	\$10.97
Cincinnati, OH	6,303	\$37.17	11,689	\$27.98	2,161	\$11.20
Cleveland, OH	7,585	\$37.01	15,514	\$28.30	3,116	\$11.59
Columbus, OH	5,640	\$35.49	11,190	\$29.07	2,374	\$11.44
Oklahoma City, OK	3,030	\$30.80	5,964	\$24.44	1,817	\$10.09
Portland, OR	6,435	\$36.74	14,703	\$29.05	3,082	\$12.29
Philadelphia, PA	21,778	\$39.65	42,229	\$29.60	8,886	\$12.45
Pittsburgh, PA	7,913	\$33.53	15,292	\$26.36	4,325	\$10.72
Providence, RI	3,638	\$39.34	7,383	\$28.35	2,764	\$12.34
Memphis, TN	3,111	\$36.03	5,219	\$25.83	1,019	\$10.44
Nashville, TN	4,178	\$34.85	7,921	\$25.07	1,901	\$10.60
Austin, TX	7,204	\$37.24	17,636	\$28.60	4,507	\$10.35
Dallas, TX	23,087	\$39.49	41,598	\$29.16	7,970	\$10.92
Houston, TX	20,019	\$40.36	33,695	\$29.42	6,598	\$10.11
San Antonio, TX	4,814	\$33.39	10,980	\$25.05	2,766	\$9.72
Salt Lake City, UT	4,363	\$35.04	10,225	\$27.96	3,030	\$11.03
Richmond, VA	3,886	\$36.64	8,516	\$28.00	1,682	\$11.12
Virginia Beach, VA	2,938	\$34.08	7,958	\$26.61	2,207	\$10.56
Seattle-Tacoma, WA	17,699	\$41.81	42,338	\$32.36	6,842	\$13.85
Milwaukee, WI	7,676	\$37.28	16,526	\$27.96	3,903	\$11.71

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 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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
	Sep-08	Wage ¹	Sep-08	Wage ¹	Sep-08	Wage ¹
United States	961,145	\$15.74	193,461	\$19.08	261,205	\$14.90
Birmingham, AL	4,516	\$15.02	1,048	\$17.44	1,592	\$13.93
Phoenix, AZ	16,662	\$15.37	2,737	\$17.52	3,253	\$14.97
Tucson, AZ	3,197	\$13.86	820	\$17.08	838	\$13.63
Los Angeles, CA	44,099	\$17.30	5,211	\$21.27	8,560	\$14.05
Riverside, CA	6,182	\$15.32	1,370	\$19.77	1,893	\$14.33
Sacramento, CA	5,952	\$17.23	1,169	\$21.67	1,262	\$15.41
San Diego, CA	10,871	\$16.86	1,764	\$21.48	2,143	\$14.72
San Francisco, CA	20,813	\$20.11	2,856	\$25.76	3,799	\$17.79
San Jose, CA	6,441	\$21.77	936	\$24.34	1,147	\$16.76
Denver, CO	14,672	\$17.98	3,723	\$19.56	3,557	\$16.15
Hartford, CT	5,927	\$18.26	1,035	\$22.33	1,599	\$16.70
Washington, DC	23,403	\$18.10	3,566	\$20.88	2,905	\$16.78
Jacksonville, FL	4,619	\$15.26	1,030	\$17.37	1,071	\$14.83
Miami, FL	19,876	\$15.92	2,552	\$17.22	2,387	\$14.53
Orlando, FL	7,937	\$14.83	1,292	\$16.96	1,411	\$13.51
Tampa, FL	6,749	\$15.45	1,060	\$16.12	1,118	\$13.25
Atlanta, GA	14,260	\$16.22	2,483	\$18.15	3,240	\$15.24
Honolulu, HI	4,698	\$15.28	681	\$24.14	792	\$15.96
Chicago, IL	25,192	\$17.50	3,276	\$24.89	6,948	\$15.73
Indianapolis, IN	6,968	\$16.06	944	\$20.03	1,758	\$15.48
Louisville, KY	3,671	\$15.13	632	\$18.28	1,028	\$15.73
New Orleans, LA	4,074	\$14.08	1,063	\$17.61	1,086	\$15.33
Baltimore, MD	11,595	\$16.57	2,555	\$19.66	2,514	\$16.05
Boston, MA	20,236	\$18.83	2,717	\$23.65	4,369	\$16.51
Detroit, MI	8,119	\$17.10	1,457	\$23.48	2,033	\$18.78
Minneapolis-St. Paul, MN	15,034	\$17.87	2,652	\$23.75	5,661	\$16.55
Kansas City, MO	8,446	\$16.23	1,506	\$20.79	2,397	\$15.53
St. Louis, MO	9,159	\$16.02	1,629	\$22.35	2,763	\$16.08
Las Vegas, NV	8,724	\$15.13	1,517	\$21.18	1,452	\$14.17
Buffalo, NY	5,142	\$15.05	804	\$19.94	1,456	\$15.76
New York, NY	58,674	\$18.99	6,503	\$24.36	8,712	\$16.35
Rochester, NY	3,222	\$15.56	769	\$18.69	1,333	\$14.56
Charlotte, NC	5,955	\$16.53	1,359	\$17.78	1,711	\$14.82
Cincinnati, OH	6,885	\$16.41	1,058	\$19.66	1,979	\$15.15
Cleveland, OH	7,873	\$15.98	1,299	\$21.27	3,029	\$15.84
Columbus, OH	6,294	\$15.82	1,131	\$19.45	1,744	\$14.56
Oklahoma City, OK	5,630	\$13.71	1,500	\$17.23	1,815	\$13.81
Portland, OR	7,221	\$17.21	1,690	\$20.98	2,641	\$15.65
Philadelphia, PA	20,826	\$17.09	3,103	\$21.87	4,567	\$16.00
Pittsburgh, PA	9,593	\$15.00	1,938	\$19.55	3,147	\$15.13
Providence, RI	4,737	\$15.55	897	\$20.68	1,506	\$14.34
Memphis, TN	4,396	\$15.10	647	\$17.18	1,167	\$14.30
Nashville, TN	5,110	\$15.25	899	\$17.39	1,373	\$14.97
Austin, TX	10,600	\$15.74	1,886	\$16.12	2,164	\$13.30
Dallas, TX	24,844	\$16.30	4,994	\$16.90	6,210	\$14.38
Houston, TX	19,849	\$15.94	4,832	\$16.68	6,113	\$15.02
San Antonio, TX	6,633	\$13.71	1,752	\$15.14	1,602	\$12.53
Salt Lake City, UT	8,191	\$15.40	1,639	\$18.07	2,264	\$14.97
Richmond, VA	4,226	\$16.43	815	\$18.54	926	\$14.56
Virginia Beach, VA	4,252	\$14.59	1,324	\$17.67	1,271	\$14.93
Seattle-Tacoma, WA	13,682	\$18.43	2,848	\$23.19	3,379	\$17.93
Milwaukee, WI	8,381	\$16.81	2,060	\$22.40	4,742	\$15.70

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.