



THE CONFERENCE BOARD

News Release

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Online Advertised Job Vacancies Dip in June, The Conference Board Reports Today

- **The number of online advertised ads declined in 39 states in June**
- **Over 396,600 ads posted for management positions in June**

July 2, 2007...Total online job ads were 4,280,400 in June, a slight drop of 94,000 or 2 percent from May, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. Online advertised vacancies continue to be up substantially (24%) over the year (June'06-June'07). There were 2.8 advertised vacancies online for every 100 persons in the labor force in June.

“Online job demand has been virtually unchanged over the last few months but continues to show a better than 20% gain over last year,” said Gad Levanon, Economist at The Conference Board. “Tight labor markets in many areas of the country and in specific occupations and industries like IT and healthcare are forcing companies to advertise more aggressively than last year in order to find the employees they need. We do not expect economic growth to accelerate until the end of the year, but finding the right employee is already a challenge in many areas of the country.”

The Conference Board introduced its newly redesigned **Help Wanted Online Data Series™** (HWOL) with the release of the October 2006 data. The HWOL program is now one of the earliest released economic indicators for the previous month. Geographic coverage has been expanded and now provides detailed monthly data on labor demand (vacancies) for the U.S., the 9 Census regions, the 50 States, and 52 of the largest metro areas. Information for Total Ads has been introduced along with the already existing New Ads data. Economic analysis in the release has been broadened to include both labor supply (unemployment) and labor demand (vacancies); in addition, the program has been expanded to include geographic occupational detail on labor demand along with occupational pay levels. Detailed information on this series is available in the technical notes to this series on The Conference Board website www.conference-board.org/economics/helpwantedOnline.cfm. The upcoming schedule of monthly releases is listed in this release as well as the technical notes on the web site. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**. Financial support for this series is provided by **CareerBuilder.com**.

THE NATIONAL PICTURE

The 4,280,400 unduplicated online advertised vacancies in June include 2,744,900 new ads that did not appear in May, as well as reposted ads from the previous months. During June, both total and new ads declined by 2 percent from the previous month. Over the year (June'06 – June'07) total ads and new ads rose 24 percent and 19 percent, respectively.

The June figures reported in the Help-Wanted OnLine Data Series™ reflect the sum of the number of unduplicated online job ads for each day from mid-May to mid-June. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

In June the largest monthly decline was in New England (down 7 %). Only two regions posted over the month increases, Pacific (1.4%) and West North Central (0.4%). Except for the New England region which dipped 2%, over the year June'06-June'07 the other 8 Census regions posted double-digit gains with the largest increases in the Mountain (35%) West North Central (40%) and West South Central (44%) regions.

STATE HIGHLIGHTS

- **Nevada posts the highest ads rate for the first time.**
- **Montana leads the nation with the lowest supply/demand rate this month.**

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 711,900 in June. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (363,700), New York (302,600), Florida (262,100) and Illinois (197,000).

Nevada posted 4.91 vacancies for every 100 persons in the state labor force, the highest rate in the nation moving up from third place and sixth place in the last two months. Alaska (4.75) and Colorado (4.56) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force.

Top 10 States by Most Ads	
Total Ads ¹ (Thousands)	Jun-07
California	711.9
Texas	363.7
New York	302.6
Florida	262.1
Illinois	197.0
Pennsylvania	193.4
New Jersey	167.4
Virginia	163.5
Massachusetts	150.0
Washington	135.7

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1. Total ads are all unduplicated ads appearing during the reference period.

“Looking at the number of unemployed in relation to the number of advertised vacancies provides an indication of available job opportunities for the unemployed,” said Levanon. Using the latest unemployment data available from the Federal Bureau of Labor Statistics (BLS) and computing the supply/demand ratio (unemployed/advertised vacancies),

Top 10 States by Highest Ads Rates	
Total Ads Rate ¹ (Percent)	Jun-07
Nevada	4.91
Alaska	4.75
Colorado	4.56
Delaware	4.51
Oregon	4.42
Massachusetts	4.41
Connecticut	4.17
Wyoming	4.17
Arizona	4.07
Montana	4.05

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1. Ads rates represent the number of ads per 100 persons in the civilian labor force.

the top states with the lowest supply/demand rates included Montana (0.42), Idaho (0.57), and Delaware (0.61). There were 16 states, or about one-third of the nation, where the number of unemployed workers was less than the number of online job ads.

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (4.1) and Michigan (3.9).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate ¹	May-07
Montana	0.42
Idaho	0.57
Delaware	0.61
Utah	0.65
Virginia	0.68
Colorado	0.70
Wyoming	0.75
Arizona	0.76
North Dakota	0.76
Hawaii	0.84

Source: The Conference Board - All rights reserved.

1. Supply/Demand rate is Unemployed divided by total ads and reflects the latest unemployment data available.

OCCUPATIONAL FOCUS

- **Over 396,600 ads posted for management occupations in June.**
- **Management and Business/Financial occupations account for more than 1/3 of online ads in some regions.**

In June, occupations with substantial advertised online vacancies nationally were management positions (396,600) and healthcare practitioner and technical workers (387,300). “These are also, on average, among the highest paying occupations,” said Levanon. According to the latest federal hourly wage data, wages average above \$44 an hour for management positions.

Also in high demand are business and financial occupations (323,400); office and administrative support (323,200) and computer and mathematical (313,100) occupations.

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage ¹
Occupation	Jun-07	
Management	396.6	\$44.20
Healthcare practitioners and technical	387.3	\$29.82
Business and financial operations	323.4	\$28.85
Office and administrative support	323.2	\$14.60
Computer and mathematical	313.1	\$33.29
Sales and related	202.5	\$16.52
Architecture and engineering	199.4	\$31.82
Production	80.2	\$14.65
Installation, maintenance, and repair	70.7	\$18.78
Transportation and material moving	68.8	\$14.16

Source: The Conference Board - All rights reserved.

1. BLS Occupational Employment Statistics - May 2006 estimates.

SAN JOSE STILL IN THE LEAD

- San Jose ranks first with 7.1 ads per 100 persons in the labor force.
- Salt Lake City, Austin and Washington, D.C. have the lowest supply/demand ratio in the nation.

The number of unemployed persons looking for work was less than the number of advertised vacancies in 23 of the 52 metro areas for which data is reported separately. The top ranking areas were Salt Lake City, Austin, Washington D.C., Denver and Phoenix.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	Jun-07		Jun-07		May-07
New York, NY	305.1	San Jose, CA	7.06	Salt Lake City, UT	0.47
Los Angeles, CA	254.0	San Francisco, CA	6.86	Austin, TX	0.51
Washington, DC	160.6	Austin, TX	6.43	Washington, DC	0.51
Chicago, IL	159.7	Denver, CO	5.38	Denver, CO	0.59
San Francisco, CA	151.2	Washington, DC	5.38	Phoenix, AZ	0.60
Boston, MA	120.7	Milwaukee, WI	5.27	San Francisco, CA	0.62
Dallas, TX	120.6	Portland, OR	5.23	San Jose, CA	0.64
Philadelphia, PA	110.2	Seattle-Tacoma, WA	5.12	Richmond, VA	0.67
Atlanta, GA	97.3	Salt Lake City, UT	5.12	Tucson, AZ	0.82
Miami, FL	95.2	Boston, MA	4.88	Seattle-Tacoma, WA	0.82

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1. Supply/Demand rate is Unemployed divided by total ads and reflects the latest unemployment data available.

Two of the nation's largest metropolitan areas, New York and Los Angeles, were first and second in the absolute volume of advertised job vacancies in June, with 305,100 and 254,000, respectively. The top two metro areas in terms of advertised vacancies per 100 persons in the local labor force were San Jose (7.06) and San Francisco (6.86), followed by Austin (6.43), and Denver (5.38).

Note: The **Help Wanted Online Data Series™** is a new developmental program with research and evaluation studies ongoing in a number of areas. The comparisons in the attached tables between total ads and total unemployed at the various geographic levels are overall counts and it cannot be inferred that the detailed occupation or geographic location of the unemployed matches the occupation or geographic location of the vacancy. Additionally, there may be differences in the way the unemployed person describes his occupation versus the way an employer may describe the same job. The Conference Board welcomes interested user feedback on this important new data set but also urges users to exercise caution in the analysis and interpretation of the data.

Publication Schedule, Help Wanted Online Data Series			
Data for the Month	Release Date	Data for the Month	Release Date
Jul-07	July 30, 2007	Oct-07	October 31, 2007**
Aug-07	September 5, 2007**	Nov-07	December 3, 2007
Sep-07	October 1, 2007	Dec-07	January 2, 2008**

**Wednesday release due to holidays or data availability.

PROGRAM NOTES

The Conference Board Help-Wanted Online Data Series™ 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.

The Conference Board, as a standard practice with new data series, considers the estimates in The Conference Board Help-Wanted OnLine Data Series™ to be developmental. As a not-for-profit business research organization, The Conference Board is publishing the early years of this series for use by the media, analysts, researchers and the business community. Persons using this data are urged to review the information on the database and methodology available on our 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**. **CareerBuilder.com** provides financial support for the series.

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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CareerBuilder.com is the nation's largest online job site with more than 20 million unique visitors and over 1 million jobs. The company offers a vast online and print network to help job seekers connect with employers. CareerBuilder.com powers the career centers for more than 550 partners that include 165 newspapers and leading portals such as MSN and America Online. For more information about CareerBuilder.com products and services, visit <http://www.careerbuilder.com>.

WANTED Technologies Corporation.

WANTED is a leading supplier of real-time sales and business intelligence solutions for the media classified and recruitment industries. Using its proprietary On-Demand data mining, lead generation and CRM (Customer Relationship Management) integrated technologies, WANTED aggregates real-time data from thousands of online job boards, real estate and newspaper sites, as well as corporate Web sites on a daily basis.

WANTED's data is used to optimize sales and to implement marketing strategies within the classified ad departments of major media organizations, as well as by staffing firms, advertising agencies and human resources specialists. For more information, please visit: www.wantedtech.com.

Table 1: National/Regional Total Ads and New Ads (Levels), Not Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Jun-06	May-07	Jun-07	Jun 06-07	Jun-06	May-07	Jun-07	Jun 06-07
United States	3,463.3	4,374.4	4,280.4	23.6%	2,304.0	2,812.9	2,744.9	19.1%
New England	290.8	306.5	285.2	-1.9%	180.4	177.4	172.4	-4.4%
Middle Atlantic	507.4	653.2	637.6	25.7%	322.3	396.3	388.5	20.5%
South Atlantic	726.6	906.1	860.2	18.4%	463.9	569.3	537.9	16.0%
East North Central	426.4	554.9	534.9	25.4%	268.1	335.5	321.3	19.8%
East South Central	128.4	156.4	148.7	15.8%	82.4	97.3	92.4	12.2%
West North Central	212.2	295.1	296.4	39.7%	135.7	184.9	180.7	33.2%
West South Central	318.0	463.7	459.1	44.4%	211.7	294.3	286.6	35.4%
Mountain	308.4	425.1	414.9	34.5%	216.1	294.3	291.2	34.7%
Pacific	754.9	927.8	940.5	24.6%	530.5	611.7	614.4	15.8%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads. Total ads appear only once per defined geographic area.
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 and only once per defined geographic area.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Not Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jun-06	May-07	Jun-07	Jun-06	May-07	Jun-07
United States	2.27	2.87	2.81	1.51	1.85	1.80
New England	3.77	4.00	3.72	2.34	2.32	2.25
Middle Atlantic	2.48	3.25	3.18	1.57	1.97	1.94
South Atlantic	2.50	3.09	2.94	1.60	1.94	1.84
East North Central	1.76	2.31	2.23	1.11	1.40	1.34
East South Central	1.49	1.82	1.73	0.95	1.13	1.07
West North Central	1.93	2.71	2.72	1.23	1.70	1.66
West South Central	1.90	2.79	2.76	1.27	1.77	1.72
Mountain	2.87	3.92	3.83	2.01	2.71	2.68
Pacific	3.13	3.81	3.86	2.20	2.51	2.52

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), Not Seasonally Adjusted								
Location	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Jun-06	May-07	Jun-07	Jun 06-07	Jun-06	May-07	Jun-07	Jun 06-07
United States	3,463.3	4,374.4	4,280.4	23.6%	2,304.0	2,812.9	2,744.9	19.1%
Alabama	41.9	47.1	44.4	6.0%	25.3	27.0	26.1	3.3%
Alaska	16.8	17.8	16.4	-2.5%	9.0	11.3	10.7	19.3%
Arizona	94.5	131.2	122.9	30.0%	64.5	85.6	81.8	26.8%
Arkansas	15.6	25.4	23.2	49.3%	9.8	16.3	14.9	51.6%
California	559.4	705.2	711.9	27.3%	394.4	457.7	456.7	15.8%
Colorado	80.8	127.4	121.2	50.0%	57.0	86.4	83.7	46.8%
Connecticut	71.6	79.9	78.2	9.2%	42.7	43.4	44.1	3.2%
Delaware	15.0	21.1	19.9	32.1%	8.9	12.3	11.7	31.0%
Florida	235.1	288.1	262.1	11.5%	152.8	187.4	172.8	13.0%
Georgia	101.6	136.6	132.9	30.8%	65.7	86.4	81.4	23.9%
Hawaii	12.9	18.2	18.4	42.8%	9.3	12.9	12.9	38.9%
Idaho	18.1	23.8	23.5	29.9%	13.0	16.8	16.8	29.2%
Illinois	157.1	207.9	197.0	25.4%	99.4	127.7	120.3	21.1%
Indiana	43.4	57.4	53.4	23.2%	28.4	35.1	32.2	13.3%
Iowa	28.8	42.2	45.5	57.8%	18.6	26.0	24.0	28.8%
Kansas	29.1	38.7	36.5	25.2%	18.0	22.5	20.9	16.2%
Kentucky	28.6	37.4	34.7	21.1%	18.7	22.7	20.8	11.4%
Louisiana	38.2	49.6	48.2	26.1%	22.9	29.0	27.9	22.1%
Maine	15.4	20.8	21.1	36.9%	9.5	12.3	12.1	27.3%
Maryland	88.5	114.7	109.8	24.0%	51.8	65.3	62.6	20.8%
Massachusetts	166.0	169.7	150.0	-9.6%	101.8	96.3	90.3	-11.4%
Michigan	69.7	85.6	84.5	21.2%	44.2	53.1	52.9	19.6%
Minnesota	72.3	98.7	99.3	37.3%	45.6	60.4	60.0	31.8%
Mississippi	15.2	18.9	18.3	20.6%	9.4	11.2	10.6	12.8%
Missouri	54.7	79.2	78.6	43.7%	32.4	47.3	47.3	45.8%
Montana	14.0	21.7	20.3	44.6%	10.1	13.9	13.1	29.8%
Nebraska	24.3	34.9	35.8	47.2%	16.2	23.1	23.6	45.6%
Nevada	53.7	58.8	65.7	22.4%	34.0	40.2	45.3	33.0%
New Hampshire	18.2	26.0	26.0	42.8%	10.0	14.5	14.8	48.3%
New Jersey	139.5	172.8	167.4	19.9%	87.8	103.4	100.2	14.2%
New Mexico	23.2	38.4	35.1	51.3%	16.3	25.0	22.6	38.5%
New York	238.5	313.7	302.6	26.9%	152.6	189.4	183.3	20.1%
North Carolina	86.9	113.7	112.5	29.4%	50.7	68.1	68.3	34.6%
North Dakota	8.3	14.5	13.1	59.0%	5.4	9.0	8.0	49.8%
Ohio	104.4	134.8	131.0	25.4%	63.9	81.3	78.9	23.5%
Oklahoma	30.0	38.3	40.8	35.9%	18.7	23.4	22.9	22.9%
Oregon	67.3	84.6	84.6	25.6%	47.4	61.8	62.1	31.2%
Pennsylvania	146.7	194.2	193.4	31.8%	90.9	117.1	117.3	29.1%
Rhode Island	27.0	24.2	23.0	-15.0%	19.0	15.4	14.3	-24.6%
South Carolina	44.0	56.7	52.7	19.8%	28.2	34.0	30.9	9.4%
South Dakota	10.8	14.4	13.2	22.7%	7.2	8.3	7.7	7.2%
Tennessee	50.9	66.5	63.8	25.4%	32.8	42.5	40.4	22.9%
Texas	245.0	368.4	363.7	48.4%	165.5	233.8	228.4	38.0%
Utah	35.4	46.9	46.8	32.0%	25.7	34.6	34.9	35.9%
Vermont	9.6	11.5	11.2	16.4%	5.1	5.9	6.2	21.1%
Virginia	136.9	169.2	163.5	19.5%	82.9	100.4	92.8	12.0%
Washington	115.4	129.3	135.7	17.6%	79.6	81.5	84.8	6.6%
West Virginia	11.6	15.3	14.9	28.7%	7.1	8.6	8.8	23.7%
Wisconsin	77.8	107.0	105.4	35.6%	45.0	55.9	53.6	19.3%
Wyoming	9.7	12.3	12.0	23.1%	5.2	6.3	6.3	21.3%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads. Total ads appear only once per defined geographic area.
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 and only once per defined geographic area.

Table 4: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change	New Ads ² (Thousands)			Percent Change
	Jun-06	May-07	Jun-07	Jun 06-07	Jun-06	May-07	Jun-07	Jun 06-07
Birmingham, AL	15.3	16.6	16.1	5.4%	9.2	9.4	9.3	0.6%
Phoenix, AZ	70.0	92.9	87.3	24.7%	48.3	61.4	58.8	21.7%
Tucson, AZ	14.5	16.8	15.4	6.2%	9.9	11.0	10.3	4.1%
Los Angeles, CA	206.3	256.0	254.0	23.1%	140.8	169.3	164.9	17.2%
Riverside, CA	25.1	34.5	36.3	44.4%	16.7	23.4	23.4	39.9%
Sacramento, CA	37.8	48.8	49.0	29.8%	28.9	35.0	34.9	20.9%
San Diego, CA	74.1	70.0	71.2	-3.8%	54.8	43.2	43.3	-20.9%
San Francisco, CA	102.6	145.1	151.2	47.4%	72.7	88.6	92.4	27.1%
San Jose, CA	39.4	60.3	61.4	56.1%	25.3	31.4	31.5	24.9%
Denver, CO	52.0	78.8	73.4	41.0%	37.2	53.4	51.0	37.2%
Hartford, CT	24.9	29.3	28.3	13.8%	14.9	15.5	15.6	4.4%
Washington, DC	145.4	168.3	160.6	10.5%	89.9	92.8	88.2	-1.9%
Jacksonville, FL	18.4	24.6	24.4	32.6%	11.6	14.9	15.3	31.5%
Miami, FL	79.0	102.8	95.2	20.6%	54.2	67.4	63.6	17.3%
Orlando, FL	28.8	34.3	32.1	11.2%	18.0	21.9	20.1	11.5%
Tampa, FL	47.7	49.0	44.2	-7.4%	29.4	28.4	25.0	-14.9%
Atlanta, GA	76.0	101.1	97.3	28.1%	48.2	62.8	59.7	23.7%
Honolulu, HI	9.4	9.0	8.8	-6.5%	7.0	5.9	5.7	-19.0%
Chicago, IL	125.3	169.2	159.7	27.5%	79.2	103.3	97.1	22.5%
Indianapolis, IN	18.8	26.1	24.5	30.3%	11.9	15.1	14.2	19.5%
Louisville, KY	14.1	17.9	16.2	14.7%	9.2	10.5	9.3	1.6%
New Orleans, LA	19.5	21.2	20.6	6.1%	10.4	11.5	11.3	8.2%
Baltimore, MD	44.8	56.8	55.4	23.7%	26.3	33.9	33.2	26.5%
Boston, MA	135.4	136.9	120.7	-10.8%	84.3	75.5	71.6	-15.0%
Detroit, MI	29.4	37.6	36.4	23.7%	18.3	23.6	23.1	26.5%
Minneapolis-St. Paul, MN	54.7	73.6	74.8	36.8%	34.1	44.5	44.8	31.4%
Kansas City, MO	23.9	32.7	30.6	27.9%	15.1	19.1	18.3	21.1%
St. Louis, MO	32.6	44.2	44.5	36.6%	17.9	25.4	25.5	42.6%
Las Vegas, NV	39.2	39.3	45.7	16.7%	24.1	27.2	31.8	31.7%
Buffalo, NY	11.7	17.0	16.7	43.6%	8.3	10.5	10.2	22.3%
New York, NY	241.9	312.7	305.0	26.1%	151.4	180.4	177.0	16.9%
Rochester, NY	8.7	11.3	11.4	30.6%	5.7	6.6	7.1	26.4%
Charlotte, NC	25.4	32.0	31.1	22.6%	15.3	18.8	18.6	21.3%
Cincinnati, OH	23.8	29.3	29.4	23.3%	14.7	17.0	17.0	15.9%
Cleveland, OH	28.0	39.6	37.0	32.1%	16.7	22.2	20.7	23.8%
Columbus, OH	23.7	34.7	35.3	48.9%	13.2	21.8	22.2	68.6%
Oklahoma City, OK	14.4	18.0	18.7	30.0%	9.3	11.2	10.8	16.4%
Portland, OR	49.4	58.7	59.4	20.3%	36.4	43.8	43.9	20.6%
Philadelphia, PA	87.2	110.4	110.2	26.3%	52.3	65.6	66.2	26.6%
Pittsburgh, PA	27.2	42.4	44.0	61.9%	17.7	24.9	26.2	48.0%
Providence, RI	22.7	24.0	22.9	0.9%	15.2	14.7	13.8	-9.3%
Memphis, TN	12.3	17.2	17.1	39.1%	7.2	10.5	10.3	43.2%
Nashville, TN	16.9	22.7	22.4	32.4%	10.9	14.1	13.7	25.4%
Austin, TX	32.5	52.4	54.1	66.3%	24.0	37.3	37.8	57.3%
Dallas, TX	85.4	120.3	120.6	41.1%	55.1	72.9	72.1	30.8%
Houston, TX	59.5	94.5	93.7	57.5%	39.8	58.2	56.7	42.5%
San Antonio, TX	20.0	31.5	32.5	63.0%	13.6	21.1	21.7	59.1%
Salt Lake City, UT	21.3	29.1	30.3	42.1%	16.1	21.7	22.9	42.0%
Richmond, VA	20.4	27.3	29.1	42.6%	13.1	17.3	18.3	40.1%
Virginia Beach, VA	17.3	27.1	20.8	20.1%	11.0	19.5	12.1	9.3%
Seattle-Tacoma, WA	90.9	88.6	92.5	1.8%	62.8	52.6	54.1	-13.9%
Milwaukee, WI	30.3	41.5	41.7	37.7%	15.3	20.1	19.8	29.0%

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. Total ads appear only once per defined geographic area.
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 and only once per defined geographic area.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 5: State Labor Supply/Labor Demand Indicators							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-06	May-07	Jun-07	May-07	May-07	May-07	May-07
United States	2.27	2.87	2.81	4.3	6,486.0	4,374.4	1.48
Alabama	1.89	2.14	2.02	3.0	66.5	47.1	1.41
Alaska	4.76	5.17	4.75	5.7	19.6	17.8	1.10
Arizona	3.17	4.34	4.07	3.3	100.3	131.2	0.76
Arkansas	1.12	1.84	1.68	5.0	69.2	25.4	2.73
California	3.13	3.90	3.93	4.9	878.7	705.2	1.25
Colorado	3.03	4.79	4.56	3.3	89.0	127.4	0.70
Connecticut	3.84	4.26	4.17	4.4	81.9	79.9	1.02
Delaware	3.40	4.79	4.51	2.9	13.0	21.1	0.61
Florida	2.61	3.14	2.86	3.2	289.5	288.1	1.00
Georgia	2.14	2.83	2.75	4.1	199.3	136.6	1.46
Hawaii	1.99	2.79	2.82	2.3	15.3	18.2	0.84
Idaho	2.39	3.15	3.12	1.8	13.5	23.8	0.57
Illinois	2.35	3.13	2.96	4.6	304.3	207.9	1.46
Indiana	1.31	1.78	1.65	4.3	138.6	57.4	2.41
Iowa	1.72	2.55	2.75	3.2	53.1	42.2	1.26
Kansas	1.96	2.63	2.48	4.3	62.6	38.7	1.62
Kentucky	1.38	1.81	1.68	5.3	110.1	37.4	2.94
Louisiana	1.89	2.47	2.40	4.5	90.4	49.6	1.82
Maine	2.14	2.93	2.97	4.3	30.7	20.8	1.48
Maryland	2.92	3.83	3.67	3.5	103.7	114.7	0.90
Massachusetts	4.82	4.99	4.41	4.9	165.9	169.7	0.98
Michigan	1.36	1.70	1.67	6.6	331.5	85.6	3.87
Minnesota	2.45	3.37	3.39	4.2	121.9	98.7	1.24
Mississippi	1.15	1.45	1.40	6.0	77.9	18.9	4.11
Missouri	1.77	2.61	2.58	4.3	130.9	79.2	1.65
Montana	2.79	4.34	4.05	1.8	9.1	21.7	0.42
Nebraska	2.47	3.54	3.63	3.1	30.3	34.9	0.87
Nevada	4.15	4.39	4.91	4.3	57.3	58.8	0.97
New Hampshire	2.45	3.51	3.51	3.8	27.8	26.0	1.07
New Jersey	3.06	3.88	3.76	4.1	183.2	172.8	1.06
New Mexico	2.46	4.07	3.73	3.6	33.9	38.4	0.88
New York	2.49	3.34	3.23	4.1	387.5	313.7	1.24
North Carolina	1.93	2.51	2.49	4.7	214.2	113.7	1.88
North Dakota	2.25	3.96	3.59	3.0	11.0	14.5	0.76
Ohio	1.75	2.25	2.19	5.3	319.5	134.8	2.37
Oklahoma	1.72	2.20	2.35	4.5	77.9	38.3	2.03
Oregon	3.52	4.43	4.42	4.7	90.7	84.6	1.07
Pennsylvania	2.31	3.11	3.10	4.1	256.6	194.2	1.32
Rhode Island	4.65	4.22	4.00	4.5	26.0	24.2	1.07
South Carolina	2.04	2.63	2.45	5.0	107.9	56.7	1.90
South Dakota	2.45	3.26	3.01	3.0	13.2	14.4	0.92
Tennessee	1.68	2.19	2.10	4.2	128.6	66.5	1.93
Texas	2.12	3.21	3.17	3.9	443.1	368.4	1.20
Utah	2.70	3.49	3.49	2.3	30.7	46.9	0.65
Vermont	2.64	3.22	3.13	3.5	12.6	11.5	1.10
Virginia	3.40	4.17	4.03	2.8	114.3	169.2	0.68
Washington	3.45	3.85	4.04	4.3	145.2	129.3	1.12
West Virginia	1.41	1.87	1.82	4.4	35.8	15.3	2.34
Wisconsin	2.50	3.48	3.43	4.7	145.7	107.0	1.36
Wyoming	3.37	4.29	4.17	3.2	9.2	12.3	0.75

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 Unemployed divided by the number of total ads for the designated month.

Table 6: MSA Labor Supply /Labor Demand Indicators							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-06	May-07	Jun-07	May-07	May-07	May-07	May-07
Birmingham, AL	2.79	3.06	2.98	2.7	14.5	16.6	0.88
Phoenix, AZ	3.47	4.51	4.24	2.7	55.9	92.9	0.60
Tucson, AZ	3.28	3.68	3.38	3.0	13.9	16.8	0.82
Los Angeles, CA	3.20	3.93	3.90	4.2	274.4	256.0	1.07
Riverside, CA	1.42	1.89	2.00	5.1	92.6	34.5	2.69
Sacramento, CA	3.64	4.61	4.64	4.8	51.1	48.8	1.05
San Diego, CA	4.88	4.61	4.69	4.2	63.8	70.0	0.91
San Francisco, CA	4.71	6.58	6.86	4.1	90.6	145.1	0.62
San Jose, CA	4.60	6.92	7.06	4.4	38.5	60.3	0.64
Denver, CO	3.83	5.78	5.38	3.4	46.4	78.8	0.59
Hartford, CT	4.28	5.00	4.84	4.5	26.6	29.3	0.91
Washington, DC	4.87	5.64	5.38	2.9	86.4	168.3	0.51
Jacksonville, FL	2.83	3.73	3.70	3.1	20.4	24.6	0.83
Miami, FL	2.85	3.65	3.38	3.1	87.3	102.8	0.85
Orlando, FL	2.72	3.17	2.97	3.0	32.9	34.3	0.96
Tampa, FL	3.57	3.64	3.28	3.2	43.7	49.0	0.89
Atlanta, GA	2.85	3.73	3.59	4.0	109.2	101.1	1.08
Honolulu, HI	2.08	1.98	1.93	2.2	10.2	9.0	1.13
Chicago, IL	2.56	3.47	3.28	4.6	224.2	169.2	1.33
Indianapolis, IN	2.05	2.90	2.72	3.7	33.8	26.1	1.29
Louisville, KY	2.21	2.82	2.56	4.8	30.3	17.9	1.70
New Orleans, LA	3.88	4.21	4.09	4.8	24.1	21.2	1.14
Baltimore, MD	3.16	4.07	3.97	3.6	50.6	56.8	0.89
Boston, MA	5.43	5.53	4.88	4.6	113.3	136.9	0.83
Detroit, MI	1.35	1.74	1.69	6.9	148.3	37.6	3.95
Minneapolis-St. Paul, MN	2.95	4.00	4.06	4.0	73.4	73.6	1.00
Kansas City, MO	2.29	3.16	2.96	4.6	48.0	32.7	1.47
St. Louis, MO	2.19	3.01	3.03	4.5	65.7	44.2	1.49
Las Vegas, NV	4.25	4.09	4.77	4.2	40.6	39.3	1.03
Buffalo, NY	1.97	2.96	2.91	4.3	24.7	17.0	1.45
New York, NY	2.59	3.41	3.33	4.1	378.0	312.7	1.21
Rochester, NY	1.61	2.14	2.16	4.1	21.4	11.3	1.90
Charlotte, NC	3.06	3.79	3.69	4.6	39.2	32.0	1.22
Cincinnati, OH	2.13	2.61	2.62	4.8	53.6	29.3	1.83
Cleveland, OH	2.53	3.64	3.40	5.6	60.7	39.6	1.53
Columbus, OH	2.51	3.65	3.71	4.6	43.7	34.7	1.26
Oklahoma City, OK	2.48	3.08	3.19	4.4	25.8	18.0	1.43
Portland, OR	4.39	5.17	5.23	4.5	51.2	58.7	0.87
Philadelphia, PA	2.93	3.75	3.74	4.1	120.5	110.4	1.09
Pittsburgh, PA	2.23	3.58	3.71	4.1	48.3	42.4	1.14
Providence, RI	3.16	3.40	3.23	4.8	33.7	24.0	1.40
Memphis, TN	1.99	2.79	2.77	4.7	29.0	17.2	1.68
Nashville, TN	2.17	2.89	2.85	3.6	28.6	22.7	1.26
Austin, TX	3.90	6.23	6.43	3.2	26.7	52.4	0.51
Dallas, TX	2.74	3.86	3.87	3.8	118.7	120.3	0.99
Houston, TX	2.19	3.49	3.46	3.8	102.3	94.5	1.08
San Antonio, TX	2.13	3.39	3.50	3.6	33.0	31.5	1.05
Salt Lake City, UT	3.70	4.91	5.12	2.3	13.6	29.1	0.47
Richmond, VA	3.22	4.25	4.54	2.8	18.2	27.3	0.67
Virginia Beach, VA	2.12	3.32	2.54	3.0	24.1	27.1	0.89
Seattle-Tacoma, WA	5.10	4.91	5.12	4.0	73.0	88.6	0.82
Milwaukee, WI	3.77	5.24	5.27	5.0	39.9	41.5	0.96

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 Unemployed divided by the number of total ads for the designated month.
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

Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Jun-06	May-07	Jun-07	May-07	
Total	3,463.3	4,374.4	4,280.4	6,486	\$18.84
Management	276.2	396.6	396.6	259	\$44.20
Business and financial operations	262.7	362.9	323.4	182	\$28.85
Computer and mathematical	245.9	319.1	313.1	76	\$33.29
Architecture and engineering	159.8	204.7	199.4	38	\$31.82
Life, physical, and social science	28.6	38.6	37.4	26	\$28.68
Community and social services	16.3	22.2	21.3	56	\$18.75
Legal	13.5	20.3	19.3	13	\$41.04
Education, training, and library	21.3	34.2	34.3	171	\$21.79
Arts, design, entertainment, sports, and media	22.1	40.0	39.6	117	\$22.17
Healthcare practitioners and technical	291.7	412.5	387.3	81	\$29.82
Healthcare support	35.3	49.5	48.8	136	\$11.83
Protective service	16.0	22.6	22.3	118	\$17.81
Food preparation and serving related	37.5	62.1	56.6	575	\$8.86
Building and grounds cleaning and maintenance	25.7	37.8	35.7	342	\$10.86
Personal care and service	19.3	30.4	29.4	261	\$11.02
Sales and related	144.5	217.3	202.5	772	\$16.52
Office and administrative support	257.4	344.1	323.2	756	\$14.60
Farming, fishing, and forestry	1.9	2.5	2.4	73	\$10.49
Construction and extraction	44.5	51.7	51.0	700	\$18.89
Installation, maintenance, and repair	56.9	72.5	70.7	196	\$18.78
Production	70.1	79.6	80.2	534	\$14.65
Transportation and material moving	68.6	72.4	68.8	452	\$14.16

Source: The Conference Board

1. Occupational coding of ads is being improved on a continuous basis. Approximately 2/3 of all ads for the most recent month have been assigned SOC occupational codes. Coding improvements have an impact on measures of change from one time period to another and The Conference Board cautions against using occupational change measures from the HWOL program until the improvement process is substantially completed.

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.

4. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2006 estimates.

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Table 8: State Occupational Demand and Pay¹						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Jun-07		Jun-07		Jun-07	
United States	720012	\$36.57	1051821	\$27.01	192803	\$10.97
Alabama	6684	\$33.60	12607	\$23.51	1374	\$9.11
Alaska	1714	\$32.70	4847	\$26.90	1190	\$13.35
Arizona	17830	\$33.32	32544	\$24.76	5705	\$10.81
Arkansas	3131	\$29.35	5798	\$21.43	980	\$8.72
California	128846	\$40.69	169981	\$30.80	30063	\$12.15
Colorado	17049	\$36.82	28484	\$28.03	6675	\$11.25
Connecticut	15964	\$41.36	20982	\$29.37	2584	\$12.97
Delaware	3412	\$37.67	6266	\$28.83	588	\$11.32
Florida	41215	\$34.06	60615	\$25.69	11823	\$10.75
Georgia	25819	\$36.54	33615	\$25.10	5537	\$10.03
Hawaii	2616	\$33.82	3857	\$26.18	1200	\$12.33
Idaho	2792	\$29.23	5372	\$23.67	1534	\$9.89
Illinois	41273	\$36.09	45766	\$27.41	6798	\$11.53
Indiana	9438	\$32.52	14897	\$23.45	2241	\$9.98
Iowa	6278	\$29.75	11255	\$21.79	2973	\$9.77
Kansas	5602	\$32.29	11470	\$22.77	1391	\$9.73
Kentucky	5882	\$31.47	8957	\$22.46	1287	\$9.62
Louisiana	6967	\$30.27	11238	\$22.47	2699	\$9.01
Maine	2600	\$30.84	5770	\$23.13	1204	\$10.56
Maryland	21099	\$38.84	34879	\$30.47	4087	\$11.77
Massachusetts	29357	\$41.83	42750	\$30.51	5743	\$12.98
Michigan	14346	\$36.90	22472	\$28.35	3328	\$11.12
Minnesota	19674	\$35.88	25451	\$27.23	3593	\$11.37
Mississippi	2869	\$29.44	4781	\$20.90	902	\$8.79
Missouri	12002	\$33.31	20772	\$24.25	3272	\$9.80
Montana	1846	\$26.56	4390	\$19.91	1530	\$9.31
Nebraska	4389	\$30.93	8962	\$23.23	1446	\$9.75
Nevada	9343	\$35.70	12599	\$26.34	4112	\$11.24
New Hampshire	3857	\$35.91	8595	\$25.74	910	\$11.24
New Jersey	36571	\$42.65	46760	\$30.49	6040	\$13.37
New Mexico	4299	\$30.74	9173	\$24.35	1957	\$9.39
New York	61323	\$43.62	71622	\$30.36	10026	\$12.94
North Carolina	19529	\$35.59	31964	\$24.27	3486	\$9.84
North Dakota	1365	\$30.44	3146	\$21.13	622	\$9.53
Ohio	22885	\$34.30	35572	\$26.32	3997	\$10.38
Oklahoma	6051	\$29.14	9691	\$21.42	2620	\$9.20
Oregon	11051	\$33.20	18937	\$25.83	4688	\$11.45
Pennsylvania	32476	\$33.70	49557	\$25.85	8033	\$10.62
Rhode Island	3455	\$37.47	6241	\$27.56	1211	\$11.89
South Carolina	7858	\$32.37	14346	\$23.30	2491	\$9.48
South Dakota	1683	\$28.60	3121	\$20.72	960	\$9.12
Tennessee	9967	\$32.25	16332	\$23.07	2440	\$9.63
Texas	58469	\$35.49	89179	\$25.71	17384	\$9.61
Utah	6021	\$32.01	9620	\$24.04	2351	\$10.13
Vermont	1541	\$33.24	3372	\$23.37	478	\$11.19
Virginia	32002	\$38.25	52071	\$29.54	7041	\$10.95
Washington	21291	\$37.85	36687	\$28.66	6798	\$12.54
West Virginia	1933	\$28.18	4248	\$21.88	673	\$8.83
Wisconsin	17551	\$32.71	27187	\$25.07	5867	\$10.59
Wyoming	1193	\$28.86	3780	\$21.45	528	\$9.82

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 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 8: State Occupational Demand and Pay, continued						
Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹
	Jun-07		Jun-07		Jun-07	
United States	525716	\$15.33	124041	\$18.54	149071	\$14.41
Alabama	5208	\$13.22	1295	\$15.62	1493	\$13.04
Alaska	2128	\$16.11	741	\$24.77	558	\$19.95
Arizona	15721	\$14.62	3114	\$16.46	3209	\$14.15
Arkansas	2884	\$12.39	967	\$15.16	1246	\$12.96
California	97140	\$16.95	16390	\$19.77	21749	\$14.21
Colorado	15231	\$16.32	5065	\$18.55	4061	\$15.06
Connecticut	8898	\$18.27	1809	\$21.69	2188	\$15.70
Delaware	2192	\$15.72	403	\$19.17	475	\$14.88
Florida	34922	\$14.75	6701	\$15.91	6479	\$13.18
Georgia	15741	\$14.56	4105	\$16.88	5601	\$13.65
Hawaii	2542	\$14.68	487	\$22.76	427	\$14.83
Idaho	3179	\$13.37	1352	\$16.06	1201	\$13.23
Illinois	26017	\$16.06	3493	\$22.93	6309	\$14.94
Indiana	7291	\$14.19	1529	\$19.23	2890	\$14.91
Iowa	5990	\$13.52	2672	\$17.43	3458	\$13.81
Kansas	4724	\$14.07	959	\$17.49	1425	\$14.20
Kentucky	5077	\$13.46	1126	\$16.81	2029	\$14.08
Louisiana	6439	\$12.54	2061	\$16.14	1910	\$14.57
Maine	2650	\$13.81	588	\$16.67	900	\$13.90
Maryland	13467	\$15.99	2971	\$19.15	2570	\$15.06
Massachusetts	16629	\$17.73	2550	\$22.61	3303	\$15.68
Michigan	10395	\$15.39	2035	\$21.07	2836	\$16.74
Minnesota	13010	\$16.22	2137	\$21.57	4702	\$15.63
Mississippi	2028	\$12.23	641	\$14.73	937	\$12.59
Missouri	9892	\$14.45	1838	\$19.11	2568	\$14.09
Montana	2503	\$12.31	1119	\$17.04	870	\$13.91
Nebraska	4322	\$13.61	1243	\$16.83	1588	\$14.29
Nevada	9826	\$14.66	1901	\$19.88	1702	\$14.06
New Hampshire	2920	\$15.31	548	\$18.32	783	\$14.89
New Jersey	20579	\$17.38	3583	\$22.59	4513	\$14.91
New Mexico	4183	\$12.83	2180	\$15.39	1109	\$13.86
New York	36601	\$17.27	4887	\$22.09	6153	\$15.49
North Carolina	12647	\$14.37	3115	\$16.30	3313	\$13.32
North Dakota	1568	\$12.72	532	\$17.03	632	\$14.19
Ohio	16171	\$14.72	3147	\$19.06	5068	\$14.89
Oklahoma	5944	\$12.74	2472	\$16.10	2961	\$13.30
Oregon	10925	\$15.53	3024	\$19.12	3953	\$14.52
Pennsylvania	21922	\$14.83	5088	\$18.93	5216	\$14.60
Rhode Island	2622	\$15.53	613	\$19.77	801	\$14.11
South Carolina	6365	\$13.44	2004	\$15.82	2802	\$13.46
South Dakota	1956	\$12.68	759	\$15.02	769	\$12.34
Tennessee	8684	\$14.04	1969	\$16.25	3152	\$13.71
Texas	46288	\$14.51	14271	\$15.48	14567	\$13.59
Utah	7506	\$13.82	2272	\$16.98	2729	\$14.09
Vermont	1207	\$14.50	306	\$17.20	322	\$14.26
Virginia	19344	\$15.58	4813	\$18.04	3974	\$14.39
Washington	16784	\$16.89	4567	\$21.23	4835	\$16.56
West Virginia	1984	\$11.95	592	\$16.80	605	\$13.40
Wisconsin	15083	\$15.00	3975	\$19.62	7818	\$14.88
Wyoming	1146	\$12.46	454	\$18.92	305	\$16.51

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay ¹						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Jun-07		Jun-07		Jun-07	
United States	720012	\$36.57	1051821	\$27.01	192803	\$10.97
Birmingham, AL	2546	\$36.19	4187	\$23.48	668	\$9.65
Phoenix, AZ	13640	\$34.06	23175	\$25.23	3877	\$10.93
Tucson, AZ	2107	\$32.74	4435	\$25.74	883	\$10.61
Los Angeles, CA	47888	\$40.70	53882	\$30.09	9518	\$11.83
Riverside, CA	5546	\$36.73	7145	\$27.09	1920	\$11.48
Sacramento, CA	7292	\$35.48	11964	\$29.07	2415	\$12.03
San Diego, CA	11613	\$39.14	17636	\$30.63	3933	\$11.34
San Francisco, CA	32582	\$44.76	40853	\$34.30	4634	\$13.66
San Jose, CA	15629	\$50.89	20178	\$39.26	1326	\$12.99
Denver, CO	11713	\$38.46	16153	\$29.39	3727	\$11.63
Hartford, CT	6118	\$38.46	7728	\$29.93	787	\$12.90
Washington, DC	38105	\$42.57	50992	\$34.98	5518	\$12.66
Jacksonville, FL	3990	\$33.48	6501	\$25.79	977	\$10.40
Miami, FL	15979	\$36.28	19834	\$26.89	4450	\$11.38
Orlando, FL	5876	\$33.69	7880	\$25.01	1251	\$10.33
Tampa, FL	7774	\$33.79	11859	\$25.90	2092	\$10.43
Atlanta, GA	20531	\$38.23	25062	\$26.95	3338	\$10.65
Honolulu, HI	1513	\$34.74	2336	\$27.33	554	\$12.00
Chicago, IL	35446	\$37.59	35849	\$28.75	5645	\$11.86
Indianapolis, IN	4867	\$33.86	6711	\$25.98	754	\$10.56
Louisville, KY	2863	\$32.98	4091	\$23.83	756	\$10.08
New Orleans, LA	3098	\$32.27	4566	\$25.02	1520	\$9.48
Baltimore, MD	10077	\$38.00	17397	\$29.55	2186	\$11.90
Boston, MA	25455	\$43.10	35675	\$31.63	4344	\$12.27
Detroit, MI	7346	\$40.12	9587	\$29.59	1225	\$11.59
Minneapolis-St. Paul, MN	16396	\$38.09	19048	\$28.80	2339	\$11.82
Kansas City, MO	5262	\$35.26	8899	\$25.92	1218	\$10.55
St. Louis, MO	7195	\$34.21	11374	\$26.31	1754	\$10.42
Las Vegas, NV	6498	\$36.17	8413	\$26.14	2728	\$11.38
Buffalo, NY	2826	\$34.41	3132	\$24.60	750	\$11.00
New York, NY	69758	\$45.99	78942	\$32.62	8737	\$13.69
Rochester, NY	2264	\$37.15	2759	\$26.28	407	\$11.10
Charlotte, NC	6756	\$38.59	8196	\$25.72	755	\$10.51
Cincinnati, OH	6049	\$35.77	8459	\$26.60	884	\$10.65
Cleveland, OH	6324	\$35.62	10305	\$27.50	1119	\$11.04
Columbus, OH	6134	\$34.33	8051	\$28.10	1090	\$10.80
Oklahoma City, OK	2696	\$30.02	4380	\$23.37	1212	\$9.53
Portland, OR	8483	\$35.24	13214	\$27.49	3306	\$11.93
Philadelphia, PA	21861	\$37.93	31604	\$28.60	3895	\$11.90
Pittsburgh, PA	7582	\$32.30	11568	\$25.17	2356	\$10.07
Providence, RI	3327	\$36.97	6549	\$26.91	1168	\$11.88
Memphis, TN	3070	\$34.88	4749	\$24.24	540	\$10.00
Nashville, TN	3614	\$33.31	5399	\$24.36	987	\$10.09
Austin, TX	7597	\$34.93	14785	\$27.35	2512	\$10.10
Dallas, TX	23158	\$37.64	29783	\$27.78	4300	\$10.46
Houston, TX	16760	\$38.69	22497	\$28.53	4159	\$9.69
San Antonio, TX	4400	\$32.11	7142	\$23.80	2014	\$9.34
Salt Lake City, UT	4136	\$33.34	6402	\$26.34	1356	\$10.63
Richmond, VA	5052	\$35.33	8295	\$26.88	1353	\$10.82
Virginia Beach, VA	2889	\$33.55	5963	\$25.89	989	\$10.14
Seattle-Tacoma, WA	16591	\$39.56	27512	\$30.69	3843	\$13.11
Milwaukee, WI	8203	\$35.47	10438	\$26.94	1890	\$10.96

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 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay, continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average	Total Ads	Average	Total Ads	Average
	Jun-07	Hr. Wage ¹	Jun-07	Hr. Wage ¹	Jun-07	Hr. Wage ¹
United States	525716	\$15.33	124041	\$18.54	149071	\$14.41
Birmingham, AL	2341	\$14.62	468	\$16.85	468	\$13.69
Phoenix, AZ	12234	\$15.12	2099	\$16.97	2300	\$14.41
Tucson, AZ	1901	\$13.59	454	\$16.36	486	\$13.15
Los Angeles, CA	39783	\$16.84	4946	\$20.51	8292	\$13.44
Riverside, CA	6234	\$15.12	1423	\$19.26	1971	\$13.45
Sacramento, CA	7131	\$16.82	1395	\$20.72	1567	\$14.86
San Diego, CA	10033	\$16.60	1800	\$20.77	2074	\$14.03
San Francisco, CA	19788	\$19.49	2411	\$24.90	2782	\$17.03
San Jose, CA	6325	\$21.34	877	\$24.31	1065	\$16.43
Denver, CO	9635	\$17.51	2910	\$19.12	2390	\$15.40
Hartford, CT	3395	\$17.83	581	\$21.85	751	\$16.07
Washington, DC	19242	\$17.65	2896	\$20.18	1999	\$16.24
Jacksonville, FL	3237	\$14.86	744	\$16.83	743	\$13.97
Miami, FL	13668	\$15.53	2066	\$16.93	1715	\$13.63
Orlando, FL	4644	\$14.55	892	\$16.13	801	\$13.01
Tampa, FL	7417	\$15.04	1489	\$15.74	1675	\$13.17
Atlanta, GA	11512	\$15.80	2306	\$18.10	2935	\$14.83
Honolulu, HI	1496	\$14.86	267	\$23.50	212	\$15.01
Chicago, IL	21968	\$16.84	2644	\$24.17	4661	\$15.24
Indianapolis, IN	3698	\$15.65	631	\$19.68	982	\$14.91
Louisville, KY	2660	\$14.79	521	\$17.61	912	\$14.85
New Orleans, LA	3221	\$13.63	937	\$16.88	784	\$14.76
Baltimore, MD	7134	\$16.08	1566	\$19.08	1313	\$15.27
Boston, MA	13723	\$18.44	1801	\$23.27	2284	\$16.11
Detroit, MI	4617	\$16.56	819	\$23.03	1035	\$18.38
Minneapolis-St. Paul, MN	10197	\$17.51	1380	\$23.45	3145	\$16.61
Kansas City, MO	4381	\$15.85	664	\$20.12	877	\$14.74
St. Louis, MO	6052	\$15.58	1065	\$21.45	1484	\$15.40
Las Vegas, NV	7291	\$14.68	1373	\$20.05	992	\$13.65
Buffalo, NY	2593	\$14.69	440	\$19.69	650	\$15.37
New York, NY	36096	\$18.38	3874	\$23.82	4619	\$15.71
Rochester, NY	1904	\$15.12	300	\$18.41	545	\$14.29
Charlotte, NC	4047	\$16.20	790	\$17.62	846	\$14.60
Cincinnati, OH	4087	\$15.62	648	\$19.33	1091	\$14.88
Cleveland, OH	4509	\$15.56	819	\$20.38	1307	\$15.48
Columbus, OH	4328	\$15.40	912	\$18.87	1145	\$14.39
Oklahoma City, OK	3124	\$13.24	1192	\$16.67	1231	\$13.82
Portland, OR	8258	\$16.72	2176	\$20.71	3141	\$15.27
Philadelphia, PA	12603	\$16.50	2297	\$21.22	2560	\$15.56
Pittsburgh, PA	6173	\$14.43	1727	\$19.05	1329	\$14.59
Providence, RI	2631	\$15.15	610	\$20.10	817	\$13.90
Memphis, TN	2270	\$14.71	453	\$16.96	759	\$14.20
Nashville, TN	3322	\$15.13	595	\$16.94	858	\$14.45
Austin, TX	7312	\$15.47	1666	\$16.12	1497	\$12.88
Dallas, TX	16354	\$16.05	3293	\$16.50	3656	\$14.00
Houston, TX	11732	\$15.70	3531	\$16.01	3844	\$14.56
San Antonio, TX	4911	\$13.44	1573	\$14.61	1439	\$12.09
Salt Lake City, UT	4974	\$14.80	1343	\$17.56	1518	\$14.57
Richmond, VA	3995	\$16.07	1375	\$18.03	1097	\$14.23
Virginia Beach, VA	2742	\$14.31	716	\$17.32	633	\$14.39
Seattle-Tacoma, WA	11908	\$18.11	2505	\$22.66	2935	\$17.46
Milwaukee, WI	5874	\$16.48	1349	\$21.74	2818	\$15.24

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2006 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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