



THE CONFERENCE BOARD

News Release

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For Immediate Release 10 AM ET

Release #5139

Online Advertised Job Vacancies Inch Up in May, The Conference Board Reports Today

- **The number of online job ads increased in 33 states in May.**
- **Over 412,500 ads posted for healthcare occupations in May.**

May 30, 2007...Total online job ads were 4,374,400 in May, an increase of 9,000 or 0.2 percent from April, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. Online advertised vacancies continue to be up substantially (29 percent) over the year (May'06-May'07). There were 2.9 advertised vacancies online for every 100 persons in the labor force in May.

“Although online job ads were virtually unchanged in May, they have expanded rapidly in recent months and continue to run substantially above last year’s level,” said Gad Levanon, Economist at The Conference Board. “Several factors are at work here. Booming industries like healthcare, and hot occupations like IT and business managers, advertise heavily online while industries like construction and manufacturing that have turned down in the last year have historically made less use of online job advertising. Online job advertising isn’t likely to weaken significantly as long as the industries/occupations that recruit heavily online continue to remain strong.”

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 4,374,400 unduplicated online advertised vacancies in May include 2,812,900 new ads that did not appear in April, as well as reposted ads from the previous months. During May, total ads increased by only 0.2 percent and new ads declined 3 percent from the previous month. Over the year (May'06 – May'07) total ads and new ads rose 29 percent and 24 percent, respectively.

The May 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-April to mid-May. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

In May, the fastest monthly growth was in the West South Central region (up 5 percent) with more modest gains in the Mountain, West North Central and North and South Central regions). Regions posting declines included the New England, Middle Atlantic, and South Atlantic regions with the largest decline in the Pacific region (down 2 percent).

STATE HIGHLIGHTS

- **Alaska 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 705,200 in April. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (368,400), New York (313,700), Florida (288,100) and Illinois (207,900).

Top 10 States by Most Ads	
Total Ads ¹ (Thousands)	May-07
California	705.2
Texas	368.4
New York	313.7
Florida	288.1
Illinois	207.9
Pennsylvania	194.2
New Jersey	172.8
Massachusetts	169.7
Virginia	169.2
Georgia	136.6

Source: The Conference Board - All rights reserved.

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

Alaska posted 5.23 vacancies for every 100 persons in the state labor force, the highest rate in the nation. Massachusetts (5.04) and Colorado (4.84) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force.

Top 10 States by Highest Ads Rates	
Total Ads Rate ¹ (Percent)	May-07
Alaska	5.23
Massachusetts	5.04
Colorado	4.84
Delaware	4.76
Oregon	4.42
Nevada	4.41
Montana	4.37
Arizona	4.36
Connecticut	4.32
Wyoming	4.32

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

“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), the top states with the lowest supply/demand rates included Montana (0.56), Utah (0.68), and Virginia (0.68).

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (4.3) and Michigan (4.1).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate ¹	Apr-07
Montana	0.56
Virginia	0.68
Utah	0.68
Colorado	0.72
Wyoming	0.77
Nebraska	0.77
Delaware	0.80
Massachusetts	0.86
Arizona	0.86
Nevada	0.88

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 412,500 ads posted for professional healthcare occupations in May.**
- **Management and Business/Financial occupations account for more than 1/3 of online ads in some regions.**

In May, occupations with substantial advertised online vacancies nationally were healthcare practitioner and technical workers (412,500) and management positions (396,600). “These are also, on average, among the highest paying occupations,” said Levanon. According to the latest federal hourly wage data, wages average almost \$30 an hour for healthcare practitioners and technical workers.

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage ¹
Occupation	Apr-07	
Healthcare practitioners and technical	412.5	\$29.82
Management	396.6	\$44.20
Business and financial operations	362.9	\$28.85
Office and administrative support	344.1	\$14.60
Computer and mathematical	319.1	\$33.29
Sales and related	217.3	\$16.52
Architecture and engineering	204.7	\$31.82
Production	79.6	\$14.65
Installation, maintenance, and repair	72.5	\$18.78
Transportation and material moving	72.4	\$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 6.9 ads per 100 persons in the labor force.
- Salt Lake City and Washington D.C. have the lowest supply/demand ratio in the nation.

In May, the number of unemployed persons looking for work was less than the number of advertised vacancies in 16 of the 52 metro areas for which data is reported separately. The top ranking areas were Salt Lake City, Washington D.C., Austin, San Francisco and San Jose.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	May-07		May-07		Mar-07
New York, NY	312.7	San Jose, CA	6.90	Salt Lake City, UT	0.59
Los Angeles, CA	256.0	San Francisco, CA	6.53	Washington, DC	0.59
Chicago, IL	169.2	Austin, TX	6.21	Austin, TX	0.64
Washington, DC	168.3	Denver, CO	5.84	San Francisco, CA	0.68
San Francisco, CA	145.1	Washington, DC	5.63	San Jose, CA	0.70
Boston, MA	136.9	Boston, MA	5.54	Richmond, VA	0.79
Dallas, TX	120.3	Milwaukee, WI	5.23	Denver, CO	0.86
Philadelphia, PA	110.4	Portland, OR	5.13	Phoenix, AZ	0.87
Miami, FL	102.8	Hartford, CT	5.02	Boston, MA	0.88
Atlanta, GA	101.1	Salt Lake City, UT	4.94	Miami, FL	0.90

Source: The Conference Board - All rights reserved.

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 May, with 312,700 and 256,000, respectively. The top two metro areas in terms of advertised vacancies per 100 persons in the local labor force were San Jose (6.9) and San Francisco (6.53), followed by Austin (6.21), and Denver (5.84).

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
Jun-07	July 2, 2007	Oct-07	October 31, 2007**
Jul-07	July 30, 2007	Nov-07	December 3, 2007
Aug-07	September 5, 2007**	Dec-07	January 2, 2008**
Sep-07	October 1, 2007		

**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

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.

CareerBuilder.com

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
	May-06	Apr-07	May-07	May 06-07	May-06	Apr-07	May-07	May 06-07
United States	3,391.8	4,365.0	4,374.4	29.0%	2,264.2	2,897.9	2,812.9	24.2%
New England	281.0	310.1	306.5	9.1%	172.7	185.0	177.4	2.7%
Middle Atlantic	501.7	658.7	653.2	30.2%	315.9	410.6	396.3	25.4%
South Atlantic	711.6	908.2	906.1	27.3%	455.4	583.0	569.3	25.0%
East North Central	411.7	534.2	554.9	34.8%	258.8	340.3	335.5	29.7%
East South Central	126.7	155.1	156.4	23.4%	82.2	100.5	97.3	18.4%
West North Central	205.4	292.0	295.1	43.7%	132.6	188.8	184.9	39.4%
West South Central	307.8	442.7	463.7	50.7%	206.9	295.9	294.3	42.2%
Mountain	310.5	423.7	425.1	36.9%	219.1	300.9	294.3	34.3%
Pacific	739.6	947.2	927.8	25.4%	522.1	646.1	611.7	17.1%

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)		
	May-06	Apr-07	May-07	May-06	Apr-07	May-07
United States	2.25	2.87	2.88	1.50	1.91	1.85
New England	3.70	4.08	4.04	2.28	2.44	2.34
Middle Atlantic	2.48	3.29	3.27	1.56	2.05	1.98
South Atlantic	2.47	3.11	3.10	1.58	2.00	1.95
East North Central	1.73	2.24	2.32	1.09	1.43	1.41
East South Central	1.49	1.81	1.82	0.97	1.17	1.13
West North Central	1.90	2.68	2.71	1.23	1.74	1.70
West South Central	1.87	2.66	2.79	1.25	1.78	1.77
Mountain	2.92	3.93	3.94	2.06	2.79	2.73
Pacific	3.08	3.90	3.82	2.18	2.66	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.

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
	May-06	Apr-07	May-07	May 06-07	May-06	Apr-07	May-07	May 06-07
United States	3,391.8	4,365.0	4,374.4	29.0%	2,264.2	2,897.9	2,812.9	24.2%
Alabama	40.9	44.5	47.1	15.2%	25.3	26.5	27.0	6.9%
Alaska	13.3	17.0	17.8	33.8%	8.7	11.7	11.3	30.3%
Arizona	93.4	129.6	131.2	40.5%	63.5	88.5	85.6	34.8%
Arkansas	15.0	23.6	25.4	68.6%	9.4	15.8	16.3	73.4%
California	554.3	722.6	705.2	27.2%	391.8	486.9	457.7	16.8%
Colorado	85.4	124.4	127.4	49.1%	60.9	87.8	86.4	41.8%
Connecticut	65.5	80.6	79.9	22.1%	37.3	46.6	43.4	16.4%
Delaware	15.4	20.6	21.1	37.4%	9.1	12.3	12.3	35.3%
Florida	231.4	288.1	288.1	24.5%	151.8	191.5	187.4	23.5%
Georgia	101.3	133.5	136.6	34.9%	64.2	87.9	86.4	34.6%
Hawaii	12.9	17.6	18.2	41.1%	9.2	12.9	12.9	40.8%
Idaho	18.3	23.7	23.8	29.8%	13.1	17.0	16.8	28.2%
Illinois	157.0	202.5	207.9	32.4%	98.9	130.1	127.7	29.2%
Indiana	41.0	55.4	57.4	40.1%	26.5	36.1	35.1	32.8%
Iowa	28.7	41.0	42.2	46.8%	18.8	26.3	26.0	38.4%
Kansas	28.7	36.0	38.7	34.9%	17.6	21.6	22.5	28.2%
Kentucky	27.7	36.7	37.4	35.1%	18.4	23.5	22.7	23.3%
Louisiana	35.7	47.7	49.6	38.8%	22.2	28.9	29.0	30.4%
Maine	14.7	20.9	20.8	41.7%	9.2	12.3	12.3	34.1%
Maryland	83.7	116.9	114.7	37.1%	48.8	68.1	65.3	33.8%
Massachusetts	163.6	172.7	169.7	3.8%	100.0	100.5	96.3	-3.8%
Michigan	70.2	82.2	85.6	21.9%	43.9	52.8	53.1	20.9%
Minnesota	68.9	100.4	98.7	43.2%	43.8	63.6	60.4	37.8%
Mississippi	15.6	19.5	18.9	21.8%	9.7	11.8	11.2	15.3%
Missouri	52.7	76.5	79.2	50.3%	31.4	47.4	47.3	50.8%
Montana	14.2	20.2	21.7	53.4%	10.2	13.2	13.9	36.5%
Nebraska	23.1	34.2	34.9	51.1%	15.6	23.3	23.1	48.2%
Nevada	51.9	65.9	58.8	13.3%	33.2	44.5	40.2	21.0%
New Hampshire	17.5	24.4	26.0	48.3%	9.9	14.1	14.5	46.2%
New Jersey	134.8	173.5	172.8	28.2%	83.3	107.4	103.4	24.2%
New Mexico	23.5	33.0	38.4	63.2%	16.9	22.2	25.0	48.3%
New York	240.2	316.4	313.7	30.6%	153.0	196.7	189.4	23.8%
North Carolina	83.9	111.8	113.7	35.5%	49.0	69.1	68.1	39.0%
North Dakota	9.1	13.6	14.5	59.1%	6.0	8.9	9.0	49.9%
Ohio	100.8	129.7	134.8	33.7%	62.0	81.5	81.3	31.1%
Oklahoma	29.6	36.7	38.3	29.2%	18.6	22.7	23.4	25.9%
Oregon	62.8	85.1	84.6	34.8%	44.5	63.5	61.8	38.9%
Pennsylvania	143.7	196.4	194.2	35.1%	88.2	121.3	117.1	32.8%
Rhode Island	26.2	23.8	24.2	-7.4%	18.1	15.4	15.4	-14.9%
South Carolina	42.9	56.3	56.7	32.0%	28.2	34.9	34.0	20.7%
South Dakota	10.9	14.5	14.4	32.3%	7.5	9.0	8.3	9.7%
Tennessee	51.0	66.5	66.5	30.3%	32.9	44.4	42.5	29.1%
Texas	238.6	351.0	368.4	54.4%	162.1	236.2	233.8	44.2%
Utah	35.8	46.6	46.9	30.9%	25.9	35.4	34.6	33.3%
Vermont	9.6	11.1	11.5	19.4%	5.6	6.4	5.9	6.8%
Virginia	130.0	169.3	169.2	30.2%	78.2	101.3	100.4	28.5%
Washington	112.9	130.8	129.3	14.6%	76.7	84.8	81.5	6.3%
West Virginia	11.0	14.5	15.3	39.8%	7.0	8.8	8.6	23.1%
Wisconsin	67.4	100.2	107.0	58.9%	39.6	57.1	55.9	41.2%
Wyoming	9.8	11.8	12.3	25.7%	5.7	6.3	6.3	9.8%

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.

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
	May-06	Apr-07	May-07	May 06-07	May-06	Apr-07	May-07	May 06-07
Birmingham, AL	15.0	15.5	16.6	10.7%	9.2	9.0	9.4	1.7%
Phoenix, AZ	69.2	91.8	92.9	34.2%	47.6	64.3	61.4	29.1%
Tucson, AZ	14.1	16.0	16.8	19.0%	9.7	10.9	11.0	13.8%
Los Angeles, CA	205.2	262.5	256.0	24.8%	141.3	178.9	169.3	19.8%
Riverside, CA	24.5	35.9	34.5	40.9%	16.2	25.2	23.4	44.3%
Sacramento, CA	39.0	50.4	48.8	25.2%	30.2	37.8	35.0	16.0%
San Diego, CA	71.5	73.1	70.0	-2.1%	52.0	46.8	43.2	-17.1%
San Francisco, CA	104.6	150.0	145.1	38.7%	73.5	98.7	88.6	20.5%
San Jose, CA	36.1	62.3	60.3	66.9%	22.8	35.3	31.4	37.3%
Denver, CO	56.4	77.7	78.8	39.7%	40.9	55.2	53.4	30.5%
Hartford, CT	22.9	29.6	29.3	27.8%	13.0	17.5	15.5	19.9%
Washington, DC	145.6	176.6	168.3	15.6%	90.9	98.1	92.8	2.1%
Jacksonville, FL	18.3	23.8	24.6	34.7%	11.3	14.7	14.9	31.8%
Miami, FL	77.0	105.5	102.8	33.5%	54.8	71.0	67.4	23.0%
Orlando, FL	28.2	33.4	34.3	21.8%	17.5	21.9	21.9	25.2%
Tampa, FL	46.1	46.6	49.0	6.4%	28.2	27.8	28.4	0.9%
Atlanta, GA	75.2	99.2	101.1	34.4%	46.6	64.5	62.8	34.8%
Honolulu, HI	9.3	8.9	9.0	-2.9%	6.9	6.0	5.9	-13.5%
Chicago, IL	122.9	165.6	169.2	37.6%	76.8	106.2	103.3	34.5%
Indianapolis, IN	18.2	24.9	26.1	43.9%	11.4	16.0	15.1	33.0%
Louisville, KY	14.3	17.3	17.9	25.4%	9.4	10.6	10.5	10.9%
New Orleans, LA	18.8	20.8	21.2	12.7%	10.9	11.4	11.5	5.4%
Baltimore, MD	42.8	58.0	56.8	32.8%	25.3	36.0	33.9	33.8%
Boston, MA	133.3	140.8	136.9	2.7%	82.6	80.3	75.5	-8.6%
Detroit, MI	28.8	36.1	37.6	30.6%	17.3	23.5	23.6	36.5%
Minneapolis-St. Paul, MN	51.2	74.7	73.6	43.8%	32.0	46.6	44.5	39.1%
Kansas City, MO	23.4	31.3	32.7	39.9%	14.4	19.0	19.1	32.3%
St. Louis, MO	30.2	43.0	44.2	46.4%	16.6	25.8	25.4	52.5%
Las Vegas, NV	38.0	45.8	39.3	3.2%	23.7	30.6	27.2	14.7%
Buffalo, NY	11.3	16.6	17.0	50.6%	8.1	10.4	10.5	28.7%
New York, NY	238.9	321.0	312.7	30.9%	145.8	193.0	180.4	23.7%
Rochester, NY	8.7	11.2	11.3	29.0%	5.8	6.8	6.6	15.0%
Charlotte, NC	25.2	31.2	32.0	27.3%	15.3	19.5	18.8	23.2%
Cincinnati, OH	22.8	29.1	29.3	28.6%	13.8	17.9	17.0	23.4%
Cleveland, OH	26.2	37.3	39.6	51.2%	16.2	21.8	22.2	36.9%
Columbus, OH	23.4	33.5	34.7	48.4%	13.1	21.9	21.8	66.5%
Oklahoma City, OK	14.0	17.3	18.0	28.5%	9.1	11.0	11.2	22.8%
Portland, OR	46.1	58.9	58.7	27.3%	34.2	45.0	43.8	27.8%
Philadelphia, PA	85.9	110.4	110.4	28.5%	50.4	67.9	65.6	30.1%
Pittsburgh, PA	26.4	43.9	42.4	60.6%	16.5	26.0	24.9	51.3%
Providence, RI	22.1	23.5	24.0	8.8%	14.5	14.4	14.7	1.5%
Memphis, TN	11.9	17.6	17.2	45.0%	7.0	11.1	10.5	50.4%
Nashville, TN	16.8	21.8	22.7	35.4%	10.9	14.3	14.1	29.1%
Austin, TX	30.8	51.5	52.4	70.0%	22.6	39.2	37.3	65.3%
Dallas, TX	83.2	118.3	120.3	44.6%	53.9	75.5	72.9	35.1%
Houston, TX	58.9	89.9	94.5	60.6%	39.7	58.3	58.2	46.4%
San Antonio, TX	19.0	29.8	31.5	65.9%	13.3	20.8	21.1	58.1%
Salt Lake City, UT	20.2	28.8	29.1	44.0%	15.4	22.0	21.7	40.6%
Richmond, VA	19.4	27.0	27.3	40.7%	12.0	17.7	17.3	44.3%
Virginia Beach, VA	17.3	25.0	27.1	57.1%	10.9	17.4	19.5	78.6%
Seattle-Tacoma, WA	88.0	88.8	88.6	0.7%	60.4	54.9	52.6	-13.0%
Milwaukee, WI	24.8	41.4	41.5	67.2%	13.6	21.3	20.1	47.8%

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. 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
	May-06	Apr-07	May-07	Apr-07	Apr-07	Apr-07	Apr-07
United States	2.25	2.87	2.88	4.3	6,532.0	4,365.0	1.50
Alabama	1.88	2.01	2.13	2.7	59.9	44.5	1.35
Alaska	3.85	5.01	5.23	6.3	21.3	17.0	1.25
Arizona	3.16	4.30	4.36	3.7	111.9	129.6	0.86
Arkansas	1.10	1.71	1.84	4.8	67.0	23.6	2.84
California	3.11	4.00	3.91	5.0	908.8	722.6	1.26
Colorado	3.25	4.72	4.84	3.4	89.0	124.4	0.72
Connecticut	3.57	4.35	4.32	4.1	75.7	80.6	0.94
Delaware	3.51	4.65	4.76	3.7	16.6	20.6	0.80
Florida	2.58	3.15	3.15	3.2	288.9	288.1	1.00
Georgia	2.15	2.78	2.84	4.1	198.7	133.5	1.49
Hawaii	2.02	2.69	2.78	2.4	15.6	17.6	0.88
Idaho	2.45	3.16	3.17	3.1	23.3	23.7	0.98
Illinois	2.40	3.05	3.13	4.7	311.4	202.5	1.54
Indiana	1.25	1.71	1.77	4.7	152.9	55.4	2.76
Iowa	1.73	2.49	2.56	3.4	55.5	41.0	1.35
Kansas	1.97	2.45	2.63	4.0	58.2	36.0	1.62
Kentucky	1.36	1.78	1.82	5.1	105.1	36.7	2.86
Louisiana	1.80	2.38	2.48	3.7	74.1	47.7	1.55
Maine	2.08	2.96	2.95	4.6	32.5	20.9	1.56
Maryland	2.79	3.92	3.85	3.4	102.4	116.9	0.88
Massachusetts	4.83	5.13	5.04	4.4	148.1	172.7	0.86
Michigan	1.39	1.65	1.72	6.8	338.0	82.2	4.11
Minnesota	2.37	3.41	3.35	4.6	135.6	100.4	1.35
Mississippi	1.19	1.48	1.44	6.4	84.2	19.5	4.32
Missouri	1.74	2.51	2.60	4.3	130.9	76.5	1.71
Montana	2.86	4.06	4.37	2.3	11.4	20.2	0.56
Nebraska	2.37	3.51	3.58	2.7	26.5	34.2	0.77
Nevada	4.04	4.94	4.41	4.4	58.1	65.9	0.88
New Hampshire	2.39	3.32	3.53	4.0	29.6	24.4	1.21
New Jersey	2.99	3.89	3.87	4.1	184.6	173.5	1.06
New Mexico	2.53	3.53	4.11	3.5	32.9	33.0	1.00
New York	2.54	3.39	3.36	4.0	369.3	316.4	1.17
North Carolina	1.88	2.48	2.52	4.5	202.9	111.8	1.82
North Dakota	2.54	3.76	4.01	3.5	12.7	13.6	0.93
Ohio	1.71	2.18	2.27	5.6	332.0	129.7	2.56
Oklahoma	1.73	2.11	2.20	3.8	66.9	36.7	1.82
Oregon	3.32	4.44	4.42	5.2	100.0	85.1	1.17
Pennsylvania	2.29	3.17	3.14	3.8	235.6	196.4	1.20
Rhode Island	4.57	4.16	4.24	4.6	26.5	23.8	1.11
South Carolina	2.02	2.62	2.64	5.4	116.1	56.3	2.06
South Dakota	2.51	3.33	3.30	3.3	14.2	14.5	0.98
Tennessee	1.72	2.21	2.21	4.1	123.0	66.5	1.85
Texas	2.09	3.05	3.20	3.9	451.7	351.0	1.29
Utah	2.75	3.49	3.51	2.4	31.9	46.6	0.68
Vermont	2.70	3.12	3.22	4.5	15.9	11.1	1.43
Virginia	3.26	4.19	4.19	2.9	115.2	169.3	0.68
Washington	3.41	3.90	3.86	4.3	145.4	130.8	1.11
West Virginia	1.36	1.78	1.89	4.6	37.0	14.5	2.56
Wisconsin	2.22	3.27	3.49	5.3	161.8	100.2	1.61
Wyoming	3.47	4.12	4.32	3.2	9.1	11.8	0.77

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
	May-06	Apr-07	May-07	Mar-07	Mar-07	Mar-07	Mar-07
Birmingham, AL	2.78	2.82	3.02	3.0	16.2	13.4	1.22
Phoenix, AZ	3.46	4.48	4.53	3.4	69.2	79.4	0.87
Tucson, AZ	3.19	3.51	3.69	3.8	17.3	13.9	1.24
Los Angeles, CA	3.18	4.03	3.93	4.5	296.5	235.8	1.26
Riverside, CA	1.40	1.97	1.89	4.9	88.7	32.1	2.76
Sacramento, CA	3.79	4.74	4.59	4.9	52.5	42.9	1.23
San Diego, CA	4.75	4.78	4.57	4.0	61.9	63.5	0.98
San Francisco, CA	4.84	6.75	6.53	4.1	90.0	131.9	0.68
San Jose, CA	4.25	7.13	6.90	4.4	38.2	54.8	0.70
Denver, CO	4.18	5.76	5.84	4.1	55.2	64.3	0.86
Hartford, CT	3.99	5.08	5.02	4.5	26.3	24.8	1.06
Washington, DC	4.94	5.91	5.63	3.0	88.6	149.5	0.59
Jacksonville, FL	2.84	3.61	3.73	3.1	20.8	19.4	1.07
Miami, FL	2.80	3.75	3.66	3.1	86.0	95.8	0.90
Orlando, FL	2.68	3.10	3.18	3.1	33.2	28.2	1.18
Tampa, FL	3.48	3.46	3.64	3.3	44.5	43.2	1.03
Atlanta, GA	2.84	3.65	3.72	3.9	106.0	88.7	1.19
Honolulu, HI	2.08	1.93	1.97	2.3	10.4	6.8	1.53
Chicago, IL	2.56	3.40	3.48	4.4	211.8	145.2	1.46
Indianapolis, IN	2.00	2.77	2.90	4.3	38.9	20.8	1.87
Louisville, KY	2.27	2.73	2.81	5.6	35.8	14.2	2.53
New Orleans, LA	3.86	4.14	4.23	4.0	20.0	18.2	1.10
Baltimore, MD	3.05	4.14	4.05	3.7	52.3	49.5	1.06
Boston, MA	5.44	5.70	5.54	4.3	105.9	119.7	0.88
Detroit, MI	1.34	1.66	1.73	6.9	149.6	31.8	4.71
Minneapolis-St. Paul, MN	2.80	4.08	4.02	4.4	79.8	63.7	1.25
Kansas City, MO	2.27	3.01	3.15	4.9	51.4	26.4	1.95
St. Louis, MO	2.07	2.93	3.01	5.0	74.2	38.3	1.94
Las Vegas, NV	4.14	4.80	4.11	4.2	40.0	40.9	0.98
Buffalo, NY	1.94	2.89	2.96	4.9	28.0	14.0	2.00
New York, NY	2.59	3.48	3.39	4.2	390.5	281.8	1.39
Rochester, NY	1.64	2.12	2.14	4.5	23.5	9.4	2.51
Charlotte, NC	3.05	3.72	3.82	4.4	36.6	28.3	1.29
Cincinnati, OH	2.06	2.62	2.64	4.8	53.3	25.5	2.09
Cleveland, OH	2.40	3.45	3.67	5.6	60.0	34.0	1.76
Columbus, OH	2.51	3.57	3.70	4.5	42.5	28.0	1.52
Oklahoma City, OK	2.44	2.98	3.10	4.3	24.9	15.9	1.56
Portland, OR	4.12	5.14	5.13	5.3	60.3	49.9	1.21
Philadelphia, PA	2.91	3.75	3.75	4.1	122.0	96.0	1.27
Pittsburgh, PA	2.20	3.72	3.59	4.3	50.3	36.2	1.39
Providence, RI	3.12	3.32	3.39	5.2	36.8	18.5	1.99
Memphis, TN	1.97	2.87	2.80	5.5	33.6	15.8	2.13
Nashville, TN	2.20	2.80	2.91	4.0	31.5	19.5	1.62
Austin, TX	3.73	6.11	6.21	3.5	29.5	46.1	0.64
Dallas, TX	2.69	3.79	3.86	4.1	128.7	104.5	1.23
Houston, TX	2.19	3.30	3.47	4.1	111.5	82.2	1.36
San Antonio, TX	2.05	3.20	3.39	4.0	37.6	26.4	1.42
Salt Lake City, UT	3.51	4.90	4.94	2.4	14.4	24.4	0.59
Richmond, VA	3.07	4.22	4.25	3.1	19.8	25.1	0.79
Virginia Beach, VA	2.14	3.09	3.35	3.2	26.0	21.4	1.21
Seattle-Tacoma, WA	4.94	4.93	4.91	4.5	81.5	76.6	1.06
Milwaukee, WI	3.17	5.22	5.23	5.2	41.6	36.7	1.14

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
	May-06	Apr-07	May-07	Apr-07	
Total	3,391.8	4,365.0	4,374.4	6,532	\$18.84
Management	254.6	476.2	396.6	284	\$44.20
Business and financial operations	257.3	363.8	362.9	135	\$28.85
Computer and mathematical	245.1	323.5	319.1	49	\$33.29
Architecture and engineering	157.6	203.9	204.7	41	\$31.82
Life, physical, and social science	27.4	40.6	38.6	22	\$28.68
Community and social services	15.3	23.1	22.2	75	\$18.75
Legal	11.9	20.3	20.3	39	\$41.04
Education, training, and library	19.9	33.1	34.2	124	\$21.79
Arts, design, entertainment, sports, and media	23.2	38.8	40.0	99	\$22.17
Healthcare practitioners and technical	268.4	374.7	412.5	84	\$29.82
Healthcare support	34.3	49.2	49.5	142	\$11.83
Protective service	16.1	22.6	22.6	124	\$17.81
Food preparation and serving related	39.6	60.3	62.1	515	\$8.86
Building and grounds cleaning and maintenance	27.2	38.4	37.8	380	\$10.86
Personal care and service	19.3	32.0	30.4	201	\$11.02
Sales and related	146.0	214.3	217.3	804	\$16.52
Office and administrative support	262.3	344.5	344.1	688	\$14.60
Farming, fishing, and forestry	2.2	2.7	2.5	85	\$10.49
Construction and extraction	45.9	49.7	51.7	809	\$18.89
Installation, maintenance, and repair	54.4	70.7	72.5	165	\$18.78
Production	70.4	78.4	79.6	633	\$14.65
Transportation and material moving	68.0	72.4	72.4	477	\$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 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
	May-07		May-07		May-07	
United States	759539	\$36.57	1091753	\$27.01	202327	\$10.97
Alabama	7036	\$33.60	13285	\$23.51	1503	\$9.11
Alaska	1789	\$32.70	5302	\$26.90	1261	\$13.35
Arizona	19296	\$33.32	35324	\$24.76	6501	\$10.81
Arkansas	3532	\$29.35	6440	\$21.43	1011	\$8.72
California	133147	\$40.69	172389	\$30.80	28932	\$12.15
Colorado	18685	\$36.82	30156	\$28.03	7346	\$11.25
Connecticut	16974	\$41.36	22214	\$29.37	2580	\$12.97
Delaware	3876	\$37.67	6445	\$28.83	588	\$11.32
Florida	46970	\$34.06	68373	\$25.69	14185	\$10.75
Georgia	28024	\$36.54	35370	\$25.10	5078	\$10.03
Hawaii	2836	\$33.82	3608	\$26.18	1149	\$12.33
Idaho	2684	\$29.23	5384	\$23.67	1602	\$9.89
Illinois	45888	\$36.09	49099	\$27.41	7180	\$11.53
Indiana	10433	\$32.52	16012	\$23.45	2463	\$9.98
Iowa	6298	\$29.75	10895	\$21.79	2024	\$9.77
Kansas	5940	\$32.29	12221	\$22.77	1657	\$9.73
Kentucky	6467	\$31.47	10024	\$22.46	1539	\$9.62
Louisiana	7492	\$30.27	11638	\$22.47	3035	\$9.01
Maine	2390	\$30.84	5890	\$23.13	1278	\$10.56
Maryland	22681	\$38.84	37099	\$30.47	4296	\$11.77
Massachusetts	34011	\$41.83	50174	\$30.51	7073	\$12.98
Michigan	15696	\$36.90	23171	\$28.35	3669	\$11.12
Minnesota	19745	\$35.88	25513	\$27.23	4062	\$11.37
Mississippi	2907	\$29.44	5253	\$20.90	1007	\$8.79
Missouri	12829	\$33.31	21224	\$24.25	3343	\$9.80
Montana	1953	\$26.56	4733	\$19.91	1599	\$9.31
Nebraska	4583	\$30.93	8408	\$23.23	1345	\$9.75
Nevada	9122	\$35.70	11761	\$26.34	3499	\$11.24
New Hampshire	3757	\$35.91	8874	\$25.74	850	\$11.24
New Jersey	39297	\$42.65	48467	\$30.49	6056	\$13.37
New Mexico	4687	\$30.74	9697	\$24.35	2070	\$9.39
New York	65875	\$43.62	74612	\$30.36	10954	\$12.94
North Carolina	20144	\$35.59	32435	\$24.27	3624	\$9.84
North Dakota	1392	\$30.44	2991	\$21.13	772	\$9.53
Ohio	24949	\$34.30	36456	\$26.32	4465	\$10.38
Oklahoma	6060	\$29.14	9539	\$21.42	2276	\$9.20
Oregon	10809	\$33.20	18779	\$25.83	4899	\$11.45
Pennsylvania	33029	\$33.70	50291	\$25.85	8345	\$10.62
Rhode Island	3783	\$37.47	6906	\$27.56	1289	\$11.89
South Carolina	8285	\$32.37	14847	\$23.30	2763	\$9.48
South Dakota	1827	\$28.60	3508	\$20.72	981	\$9.12
Tennessee	10845	\$32.25	17448	\$23.07	2581	\$9.63
Texas	59860	\$35.49	90559	\$25.71	18301	\$9.61
Utah	5942	\$32.01	9254	\$24.04	2464	\$10.13
Vermont	1573	\$33.24	3696	\$23.37	449	\$11.19
Virginia	33129	\$38.25	52311	\$29.54	7120	\$10.95
Washington	21087	\$37.85	35215	\$28.66	6528	\$12.54
West Virginia	2102	\$28.18	4318	\$21.88	723	\$8.83
Wisconsin	17814	\$32.71	27294	\$25.07	6378	\$10.59
Wyoming	1261	\$28.86	3736	\$21.45	497	\$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
	May-07		May-07		May-07	
United States	561360	\$15.33	126755	\$18.54	151945	\$14.41
Alabama	5785	\$13.22	1344	\$15.62	1884	\$13.04
Alaska	2501	\$16.11	803	\$24.77	615	\$19.95
Arizona	18062	\$14.62	3674	\$16.46	3634	\$14.15
Arkansas	3319	\$12.39	930	\$15.16	1391	\$12.96
California	101152	\$16.95	15303	\$19.77	19228	\$14.21
Colorado	16684	\$16.32	5426	\$18.55	4706	\$15.06
Connecticut	9509	\$18.27	1828	\$21.69	2298	\$15.70
Delaware	2490	\$15.72	446	\$19.17	495	\$14.88
Florida	40613	\$14.75	7221	\$15.91	7038	\$13.18
Georgia	16686	\$14.56	3450	\$16.88	4753	\$13.65
Hawaii	2629	\$14.68	521	\$22.76	508	\$14.83
Idaho	3494	\$13.37	1493	\$16.06	1217	\$13.23
Illinois	28343	\$16.06	3831	\$22.93	6327	\$14.94
Indiana	8330	\$14.19	1816	\$19.23	3272	\$14.91
Iowa	5667	\$13.52	1833	\$17.43	2681	\$13.81
Kansas	5124	\$14.07	1132	\$17.49	1570	\$14.20
Kentucky	5478	\$13.46	1339	\$16.81	2133	\$14.08
Louisiana	6936	\$12.54	2214	\$16.14	2038	\$14.57
Maine	2587	\$13.81	628	\$16.67	894	\$13.90
Maryland	14572	\$15.99	3085	\$19.15	2796	\$15.06
Massachusetts	19754	\$17.73	2947	\$22.61	3731	\$15.68
Michigan	10991	\$15.39	2233	\$21.07	2874	\$16.74
Minnesota	13736	\$16.22	2214	\$21.57	4795	\$15.63
Mississippi	2314	\$12.23	679	\$14.73	1097	\$12.59
Missouri	10368	\$14.45	1966	\$19.11	2745	\$14.09
Montana	2739	\$12.31	1207	\$17.04	963	\$13.91
Nebraska	4321	\$13.61	1172	\$16.83	1522	\$14.29
Nevada	9200	\$14.66	1643	\$19.88	1465	\$14.06
New Hampshire	3017	\$15.31	432	\$18.32	824	\$14.89
New Jersey	22188	\$17.38	3820	\$22.59	4690	\$14.91
New Mexico	4847	\$12.83	2528	\$15.39	1302	\$13.86
New York	38694	\$17.27	5292	\$22.09	6618	\$15.49
North Carolina	13164	\$14.37	3197	\$16.30	3504	\$13.32
North Dakota	1764	\$12.72	657	\$17.03	649	\$14.19
Ohio	17341	\$14.72	3292	\$19.06	5434	\$14.89
Oklahoma	5673	\$12.74	2010	\$16.10	2360	\$13.30
Oregon	11195	\$15.53	3096	\$19.12	4112	\$14.52
Pennsylvania	23230	\$14.83	5258	\$18.93	5826	\$14.60
Rhode Island	2815	\$15.53	652	\$19.77	889	\$14.11
South Carolina	7301	\$13.44	2286	\$15.82	2998	\$13.46
South Dakota	2103	\$12.68	750	\$15.02	794	\$12.34
Tennessee	9414	\$14.04	2121	\$16.25	3361	\$13.71
Texas	49315	\$14.51	14606	\$15.48	15600	\$13.59
Utah	7856	\$13.82	2369	\$16.98	3011	\$14.09
Vermont	1131	\$14.50	281	\$17.20	333	\$14.26
Virginia	19921	\$15.58	4862	\$18.04	3927	\$14.39
Washington	17074	\$16.89	4532	\$21.23	4756	\$16.56
West Virginia	1831	\$11.95	599	\$16.80	675	\$13.40
Wisconsin	15582	\$15.00	3939	\$19.62	8059	\$14.88
Wyoming	1270	\$12.46	448	\$18.92	343	\$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.

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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
	May-07		May-07		May-07	
United States	759539	\$36.57	1091753	\$27.01	202327	\$10.97
Birmingham, AL	2576	\$36.19	4354	\$23.48	715	\$9.65
Phoenix, AZ	14711	\$34.06	24412	\$25.23	4298	\$10.93
Tucson, AZ	2375	\$32.74	4800	\$25.74	1024	\$10.61
Los Angeles, CA	50031	\$40.70	54767	\$30.09	9465	\$11.83
Riverside, CA	5477	\$36.73	6720	\$27.09	1558	\$11.48
Sacramento, CA	7362	\$35.48	12290	\$29.07	2167	\$12.03
San Diego, CA	12126	\$39.14	17520	\$30.63	4017	\$11.34
San Francisco, CA	32999	\$44.76	39656	\$34.30	4474	\$13.66
San Jose, CA	16009	\$50.89	20450	\$39.26	1272	\$12.99
Denver, CO	13091	\$38.46	17161	\$29.39	4348	\$11.63
Hartford, CT	7005	\$38.46	8181	\$29.93	704	\$12.90
Washington, DC	42250	\$42.57	53715	\$34.98	6033	\$12.66
Jacksonville, FL	4160	\$33.48	6825	\$25.79	932	\$10.40
Miami, FL	18187	\$36.28	22113	\$26.89	5380	\$11.38
Orlando, FL	7061	\$33.69	8274	\$25.01	1477	\$10.33
Tampa, FL	8832	\$33.79	12780	\$25.90	2634	\$10.43
Atlanta, GA	22653	\$38.23	26204	\$26.95	3243	\$10.65
Honolulu, HI	1761	\$34.74	2202	\$27.33	539	\$12.00
Chicago, IL	39436	\$37.59	38318	\$28.75	6060	\$11.86
Indianapolis, IN	5339	\$33.86	7122	\$25.98	846	\$10.56
Louisville, KY	3276	\$32.98	4667	\$23.83	831	\$10.08
New Orleans, LA	3333	\$32.27	4544	\$25.02	1676	\$9.48
Baltimore, MD	10793	\$38.00	17667	\$29.55	2253	\$11.90
Boston, MA	29597	\$43.10	41745	\$31.63	5366	\$12.27
Detroit, MI	8147	\$40.12	9845	\$29.59	1366	\$11.59
Minneapolis-St. Paul, MN	16366	\$38.09	18771	\$28.80	2566	\$11.82
Kansas City, MO	6098	\$35.26	9672	\$25.92	1240	\$10.55
St. Louis, MO	7508	\$34.21	11524	\$26.31	1878	\$10.42
Las Vegas, NV	6329	\$36.17	7486	\$26.14	2146	\$11.38
Buffalo, NY	3002	\$34.41	3167	\$24.60	825	\$11.00
New York, NY	75099	\$45.99	80444	\$32.62	9173	\$13.69
Rochester, NY	2129	\$37.15	2671	\$26.28	398	\$11.10
Charlotte, NC	7586	\$38.59	8480	\$25.72	787	\$10.51
Cincinnati, OH	6469	\$35.77	8150	\$26.60	873	\$10.65
Cleveland, OH	7003	\$35.62	10503	\$27.50	1292	\$11.04
Columbus, OH	6706	\$34.33	8517	\$28.10	1174	\$10.80
Oklahoma City, OK	2582	\$30.02	4202	\$23.37	1226	\$9.53
Portland, OR	8463	\$35.24	12997	\$27.49	3419	\$11.93
Philadelphia, PA	22635	\$37.93	31872	\$28.60	3916	\$11.90
Pittsburgh, PA	7431	\$32.30	11358	\$25.17	2460	\$10.07
Providence, RI	3611	\$36.97	6924	\$26.91	1275	\$11.88
Memphis, TN	3339	\$34.88	5185	\$24.24	579	\$10.00
Nashville, TN	4077	\$33.31	5426	\$24.36	945	\$10.09
Austin, TX	7283	\$34.93	13976	\$27.35	2699	\$10.10
Dallas, TX	23850	\$37.64	29856	\$27.78	4511	\$10.46
Houston, TX	17451	\$38.69	22760	\$28.53	4308	\$9.69
San Antonio, TX	4469	\$32.11	7240	\$23.80	1896	\$9.34
Salt Lake City, UT	3967	\$33.34	5833	\$26.34	1346	\$10.63
Richmond, VA	5031	\$35.33	7391	\$26.88	1383	\$10.82
Virginia Beach, VA	3174	\$33.55	5889	\$25.89	1161	\$10.14
Seattle-Tacoma, WA	16592	\$39.56	26418	\$30.69	3799	\$13.11
Milwaukee, WI	8426	\$35.47	10160	\$26.94	1947	\$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.

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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
	May-07	Hr. Wage ¹	May-07	Hr. Wage ¹	May-07	Hr. Wage ¹
United States	561360	\$15.33	126755	\$18.54	151945	\$14.41
Birmingham, AL	2651	\$14.62	484	\$16.85	569	\$13.69
Phoenix, AZ	14039	\$15.12	2483	\$16.97	2603	\$14.41
Tucson, AZ	2338	\$13.59	571	\$16.36	573	\$13.15
Los Angeles, CA	42298	\$16.84	4782	\$20.51	7162	\$13.44
Riverside, CA	6108	\$15.12	1211	\$19.26	1662	\$13.45
Sacramento, CA	7383	\$16.82	1416	\$20.72	1448	\$14.86
San Diego, CA	10849	\$16.60	1683	\$20.77	1947	\$14.03
San Francisco, CA	20145	\$19.49	2216	\$24.90	2589	\$17.03
San Jose, CA	6356	\$21.34	818	\$24.31	964	\$16.43
Denver, CO	10947	\$17.51	3188	\$19.12	2882	\$15.40
Hartford, CT	3822	\$17.83	606	\$21.85	796	\$16.07
Washington, DC	20784	\$17.65	2986	\$20.18	2124	\$16.24
Jacksonville, FL	3314	\$14.86	601	\$16.83	670	\$13.97
Miami, FL	16091	\$15.53	2371	\$16.93	1892	\$13.63
Orlando, FL	5313	\$14.55	899	\$16.13	892	\$13.01
Tampa, FL	8753	\$15.04	1709	\$15.74	1815	\$13.17
Atlanta, GA	12577	\$15.80	2111	\$18.10	2658	\$14.83
Honolulu, HI	1629	\$14.86	266	\$23.50	242	\$15.01
Chicago, IL	24170	\$16.84	3044	\$24.17	4817	\$15.24
Indianapolis, IN	4161	\$15.65	713	\$19.68	1133	\$14.91
Louisville, KY	2878	\$14.79	576	\$17.61	931	\$14.85
New Orleans, LA	3455	\$13.63	1024	\$16.88	832	\$14.76
Baltimore, MD	7749	\$16.08	1630	\$19.08	1441	\$15.27
Boston, MA	16466	\$18.44	2055	\$23.27	2544	\$16.11
Detroit, MI	5136	\$16.56	876	\$23.03	1070	\$18.38
Minneapolis-St. Paul, MN	10633	\$17.51	1393	\$23.45	3076	\$16.61
Kansas City, MO	4973	\$15.85	775	\$20.12	1036	\$14.74
St. Louis, MO	6176	\$15.58	1138	\$21.45	1610	\$15.40
Las Vegas, NV	6488	\$14.68	1063	\$20.05	811	\$13.65
Buffalo, NY	2681	\$14.69	524	\$19.69	712	\$15.37
New York, NY	38476	\$18.38	4008	\$23.82	4793	\$15.71
Rochester, NY	2042	\$15.12	336	\$18.41	618	\$14.29
Charlotte, NC	4386	\$16.20	835	\$17.62	939	\$14.60
Cincinnati, OH	4289	\$15.62	657	\$19.33	1207	\$14.88
Cleveland, OH	4949	\$15.56	835	\$20.38	1531	\$15.48
Columbus, OH	4598	\$15.40	998	\$18.87	1170	\$14.39
Oklahoma City, OK	3214	\$13.24	1136	\$16.67	1108	\$13.82
Portland, OR	8448	\$16.72	2243	\$20.71	3302	\$15.27
Philadelphia, PA	13606	\$16.50	2303	\$21.22	2799	\$15.56
Pittsburgh, PA	6232	\$14.43	1712	\$19.05	1445	\$14.59
Providence, RI	2860	\$15.15	675	\$20.10	959	\$13.90
Memphis, TN	2313	\$14.71	430	\$16.96	811	\$14.20
Nashville, TN	3589	\$15.13	644	\$16.94	926	\$14.45
Austin, TX	7636	\$15.47	1757	\$16.12	1661	\$12.88
Dallas, TX	17162	\$16.05	3471	\$16.50	3992	\$14.00
Houston, TX	12683	\$15.70	3576	\$16.01	4029	\$14.56
San Antonio, TX	4949	\$13.44	1345	\$14.61	1318	\$12.09
Salt Lake City, UT	5182	\$14.80	1281	\$17.56	1650	\$14.57
Richmond, VA	4098	\$16.07	1276	\$18.03	1031	\$14.23
Virginia Beach, VA	2823	\$14.31	806	\$17.32	676	\$14.39
Seattle-Tacoma, WA	12176	\$18.11	2489	\$22.66	2953	\$17.46
Milwaukee, WI	6173	\$16.48	1280	\$21.74	3063	\$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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