



## THE CONFERENCE BOARD

### News Release

**For further information:**

Frank Tortorici (212) 339-0231  
Gad Levanon (212) 339-0317  
June Shelp (212) 339-0369

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### **Online Advertised Vacancies Post First Annual Decline in March**

- **Online advertised vacancies fell slightly by 21,200 from March 2007 to March 2008 – the first over-the-year decline since this series began in May 2005.**
- **Slower online ad growth stretched throughout United States.**

**March 31, 2008** – In March 2008, there were 3,733,200 online advertised job vacancies, a 0.6 percent decline from the March 2007 level, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. The March'07 to March'08 decline is the first over-the-year decline and reflects a slowing in annual growth in 42 states, of which 14 states were negative. In March, there were 2.4 advertised vacancies posted online for every 100 persons in the labor force, down from a high of 2.9 in April 2007.

“The softening in advertised vacancies evident over the last few months spread to more states in March and, for the first time, annual growth turned negative for the nation as a whole,” said Gad Levanon, Economist at The Conference Board. “It would not be surprising to see a third straight month of job losses when employment data are released later this week as well as continued weakness in the months ahead. The weak demand for labor and a soft employment market help explain the significant decline in the Consumer Confidence Index released last week, which dropped to 64.5, its lowest level since 2003,” explained Levanon.

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](http://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**.

## **THE NATIONAL - REGIONAL PICTURE**

- **2,542,500 new online ads posted in March.**
- **The New England, South Atlantic and Pacific Regions show a decline in annual labor demand.**

In March, 2,542,500 of the 3,733,200 unduplicated online advertised vacancies were new ads that did not appear in February, while the remainders are reposted ads from the previous month. In March, the number of total online advertised vacancies declined 5 percent and new ads dropped 8 percent from February reflecting the fact that there were fewer days during the reference period, as well as the continued slowing in the labor market. Year-over-year (March '07 – March '08) growth rates of total ads fell 0.6 percent while new ads were up 2 percent, respectively.

The monthly national decrease in advertised vacancies between February and March '08 reflected deterioration in ads in all nine Census regions. However, the year-over-year (March '07 – March '08) growth rates in six of the nine Census regions continued to show a gain in labor demand, albeit the growth rate was slower than the previous year. Three exceptions to this were the New England, South Atlantic and Pacific regions which declined by 1 percent, 4 percent and 14 percent, respectively.

## **STATE HIGHLIGHTS**

- **Alaska posts the highest ads rate in the country for the seventh month in a row.**
- **Maryland leads the nation with the lowest supply/demand rate.**

The number of advertised vacancies declined from March 2007 to March 2008 in 14 states (up from 12 states in February 2008). Almost all the states (42) experienced a slowing in the year-over-year growth rate. Most of these same states also experienced a slowing in their year-over-year growth rate of employment during the last year. Based on the decline in advertised vacancies, employment growth will likely continue to decline in the months ahead.

States where labor demand continues to be high include Alaska, Nevada and Delaware. Alaska posted 4.65 online advertised vacancies for every 100 persons in the state labor force, the highest rate in the nation. Alaska has held the number one position for seven months in a row. Nevada (4.38) and Delaware (4.26) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force. Half of the top 10 states with the highest ads rate are west of the Mississippi and in addition to Alaska and Nevada include

Arizona (4.17), Colorado (4.04) and Washington (3.73). The other half of the top ten are along the Eastern seaboard.

Top 10 States by Highest Ads Rates	
Total Ads Rate <sup>1</sup> (Percent)	Mar-08
Alaska	4.65
Nevada	4.38
Delaware	4.26
Massachusetts	4.24
Maryland	4.19
Arizona	4.17
Colorado	4.04
New Jersey	3.78
Connecticut	3.76
Washington	3.73

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

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 512,000 in March. The ad volume in California dropped 118,000 or 19 percent below the March 2007 level. The volume of online advertised vacancies in Florida (217,100) was 15 percent below the March '07 level while the volume in Texas (336,900) was up 8 percent and ads in New York (275,800) were up slightly (1.4 percent).

Top 10 States by Most Ads	
Total Ads <sup>1</sup> (Thousands)	Mar-08
California	512.0
Texas	336.9
New York	275.8
Florida	217.1
Pennsylvania	187.8
Illinois	160.5
New Jersey	157.7
Massachusetts	136.7
Virginia	135.3
Ohio	129.1

**Source: The Conference Board - All rights reserved.**

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

“Although one cannot infer that the occupation or geographic location of unemployed persons matches the occupation or geographic location of the vacancies, 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 U.S. Bureau of Labor Statistics (BLS) and computing

the supply/demand ratio (unemployed/advertised vacancies), the states with the most favorable (e.g., lowest) supply/demand rates included Maryland (0.90), Arizona (0.95), Delaware (0.98) and Utah (0.99). This month, there were four states with a supply/demand rate less than 1.0. This is up from last month, when three states had a supply/demand rate less than 1.0, yet it is still lower than the peak of 11 states with a supply/demand rate less than 1.0 in July 2007. For the nation as a whole, the comparable supply/demand rate for February was 2.45, indicating that for every two unemployed people looking for work there was only one online advertised vacancy.

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate <sup>1</sup>	Feb-08
Maryland	0.90
Arizona	0.95
Delaware	0.98
Utah	0.99
New Mexico	1.02
Wyoming	1.03
Nebraska	1.04
Virginia	1.05
South Dakota	1.15
Colorado	1.17

**Source: The Conference Board - All rights reserved.**

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

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised vacancies included Arkansas (3.07), Indiana (3.20), Kentucky (3.60), Michigan (4.59) and Mississippi (4.86).

## **OCCUPATIONAL FOCUS**

- **Healthcare still leads occupations in highest demand.**

“Many jobs in high demand are also, on average, among the highest paying occupations,” said Levanon. Healthcare practitioners (260,400) and Management (228,900) are the two occupations with the most number of ads posted online. According to the latest federal hourly wage data, wages average about \$30 for healthcare practitioners and above \$44 an hour for management. Also in high demand are occupations in computer and mathematical (203,900), business and financial operations (197,400) and office and administrative support (194,400).

<b>U.S. Top Ten Demand Occupations and Pay Levels</b>		
	<b>Total Ads (Thousands) Mar-08</b>	<b>Average Hourly Wage<sup>1</sup></b>
<b>Occupation</b>		
Healthcare practitioners and technical	260.4	\$29.82
Management	228.9	\$44.20
Computer and mathematical	203.9	\$33.29
Business and financial operations	197.4	\$28.85
Office and administrative support	194.4	\$14.60
Architecture and engineering	131.0	\$31.82
Sales and related	121.6	\$16.52
Production	52.2	\$14.65
Installation, maintenance, and repair	43.8	\$18.78
Transportation and material moving	40.2	\$14.16

**Source: The Conference Board - All rights reserved.**

1. BLS Occupational Employment Statistics - May 2006 estimates.

## **METRO AREA HIGHLIGHTS**

- **Metro areas see further weakening with only three out of the largest metro areas reporting more advertised vacancies than unemployed persons.**

The deterioration in the job market in some of the nation's largest metro area is reflected by fewer metro areas posting a supply/demand rate that is less than one. Since July 2007, the number of metro areas with a supply/demand rate of less than one has fallen from 23 areas to only three areas. Among the large metro areas for which data is reported separately, Salt Lake City, Austin, and Washington, D.C. were the only three where the number of advertised vacancies are plentiful in relation to the number of unemployed (i.e. supply/demand rate <1).

The top metro areas in March as measured by most advertised vacancies per 100 persons in the local labor force included Austin (5.75), Milwaukee (5.62), San Jose (5.44), San Francisco (5.14) and Washington D.C. (4.87).

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate <sup>1</sup>	
Mar-08		Mar-08		Jan-08	
New York, NY	286.1	Austin, TX	5.75	Salt Lake City, UT	0.73
Los Angeles, CA	182.4	Milwaukee, WI	5.62	Austin, TX	0.76
Washington, DC	145.3	San Jose, CA	5.44	Washington, DC	0.78
Chicago, IL	127.0	San Francisco, CA	5.14	Baltimore, MD	1.00
San Francisco, CA	115.3	Washington, DC	4.87	Milwaukee, WI	1.03
Philadelphia, PA	113.9	Denver, CO	4.78	Seattle-Tacoma, WA	1.04
Dallas, TX	111.0	Seattle-Tacoma, WA	4.69	New Orleans, LA	1.10
Boston, MA	108.2	Boston, MA	4.34	Phoenix, AZ	1.13
Atlanta, GA	87.9	Baltimore, MD	4.34	Denver, CO	1.18
Seattle-Tacoma, WA	87.2	Las Vegas, NV	4.17	San Francisco, CA	1.19

Source: The Conference Board - All rights reserved.

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

**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

<u>Data for the Month</u>	<u>Release Date</u>
April, 2008	April 30, 2008*
May, 2008	June 2, 2008
June, 2008	June 30, 2008
July, 2008	July 30, 2008*
August, 2008	September 3, 2008*
September, 2008	October 1, 2008*
October, 2008	November 3, 2008
November, 2008	December 3, 2008*
December, 2008	January 7, 2009*

\*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**.

Additional information on the Bureau of Labor Statistics data used in this release can be found on the BLS website, [www.bls.gov](http://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](http://www.conference-board.org).

### **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](http://www.wantedtech.com).

<b>Table 1: National/Regional Total Ads and New Ads (Levels), Not Seasonally Adjusted</b>								
Location <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			Percent Change OTY	New Ads <sup>2</sup> (Thousands)			Percent Change OTY
	Mar-07	Feb-08	Mar-08	Mar 07-08	Mar-07	Feb-08	Mar-08	Mar 07-08
<b>United States</b>	<b>3,754.4</b>	<b>3,927.5</b>	<b>3,733.2</b>	<b>-0.6%</b>	<b>2,492.3</b>	<b>2,756.7</b>	<b>2,542.5</b>	<b>2.0%</b>
New England	259.1	265.9	255.8	-1.3%	155.1	176.6	164.8	6.3%
Middle Atlantic	566.2	640.9	595.5	5.2%	351.9	433.5	392.0	11.4%
South Atlantic	794.0	814.6	762.8	-3.9%	511.2	562.1	509.8	-0.3%
East North Central	463.1	506.5	484.9	4.7%	291.6	327.4	304.5	4.4%
East South Central	135.4	149.9	140.1	3.4%	88.5	101.5	93.2	5.3%
West North Central	242.6	271.2	260.1	7.2%	156.2	183.8	169.7	8.6%
West South Central	392.0	459.9	435.8	11.2%	257.2	319.2	291.0	13.2%
Mountain	346.5	393.5	370.6	7.0%	250.4	294.1	268.7	7.3%
Pacific	820.0	727.9	706.7	-13.8%	563.5	518.8	490.3	-13.0%

**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. Regions are as defined by the U.S. Census Bureau.

<b>Table 2: National/Regional Total Ads and New Ads Rates, Not Seasonally Adjusted</b>						
Location <sup>2</sup>	Total Ads Rate <sup>1</sup> (Percent)			New Ads Rate <sup>1</sup> (Percent)		
	Mar-07	Feb-08	Mar-08	Mar-07	Feb-08	Mar-08
<b>United States</b>	<b>2.47</b>	<b>2.58</b>	<b>2.45</b>	<b>1.64</b>	<b>1.81</b>	<b>1.67</b>
New England	3.41	3.48	3.35	2.04	2.31	2.16
Middle Atlantic	2.81	3.15	2.93	1.74	2.13	1.93
South Atlantic	2.73	2.78	2.60	1.76	1.92	1.74
East North Central	1.94	2.12	2.03	1.22	1.37	1.28
East South Central	1.59	1.75	1.63	1.04	1.18	1.09
West North Central	2.24	2.50	2.40	1.44	1.70	1.57
West South Central	2.38	2.77	2.62	1.56	1.92	1.75
Mountain	3.21	3.56	3.35	2.32	2.66	2.43
Pacific	3.36	2.95	2.87	2.31	2.11	1.99

**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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<b>Table 3: State Total Ads and New Ads (Levels), Not Seasonally Adjusted</b>								
Location	Total Ads <sup>1</sup> (Thousands)			Percent Change Y-O-Y	New Ads <sup>2</sup> (Thousands)			Percent Change Y-O-Y
	Mar-07	Feb-08	Mar-08	Mar 07-08	Mar-07	Feb-08	Mar-08	Mar 07-08
<b>United States</b>	<b>3,754.4</b>	<b>3,927.5</b>	<b>3,733.2</b>	<b>-0.6%</b>	<b>2,492.3</b>	<b>2,756.7</b>	<b>2,542.5</b>	<b>2.0%</b>
Alabama	38.7	48.8	44.2	14.2%	23.0	31.3	28.1	22.2%
Alaska	14.1	16.3	16.0	13.4%	9.3	11.3	10.9	17.5%
Arizona	110.1	127.8	117.0	6.3%	77.7	92.9	81.8	5.3%
Arkansas	20.9	25.1	24.9	18.7%	14.0	16.2	15.2	8.1%
California	629.7	529.6	512.0	-18.7%	429.1	380.5	356.6	-16.9%
Colorado	99.6	110.7	107.5	8.0%	71.5	83.9	79.8	11.6%
Connecticut	67.9	70.2	68.4	0.8%	39.6	43.9	40.9	3.4%
Delaware	18.1	18.8	18.9	4.2%	10.8	11.0	10.8	0.4%
Florida	255.7	235.5	217.1	-15.1%	172.4	173.5	155.3	-9.9%
Georgia	119.6	128.0	120.5	0.7%	76.0	87.6	79.1	4.0%
Hawaii	15.1	16.7	16.3	8.1%	11.1	12.7	12.0	8.3%
Idaho	19.6	19.5	20.4	3.9%	13.7	14.3	14.5	5.5%
Illinois	176.5	163.9	160.5	-9.0%	112.8	103.2	97.3	-13.7%
Indiana	45.7	52.3	50.6	10.9%	29.5	34.2	32.3	9.6%
Iowa	31.2	35.9	34.5	10.4%	19.8	24.0	22.5	13.7%
Kansas	31.6	37.4	37.2	18.0%	19.1	23.1	22.9	19.8%
Kentucky	31.1	34.7	33.5	7.6%	19.9	23.3	21.7	9.0%
Louisiana	40.7	45.9	45.5	12.0%	25.0	30.0	28.5	13.7%
Maine	17.4	20.2	20.0	14.9%	10.5	13.1	12.5	18.9%
Maryland	100.0	124.6	115.4	15.4%	57.9	76.9	69.3	19.7%
Massachusetts	146.5	143.5	136.7	-6.7%	84.4	95.7	88.4	4.7%
Michigan	71.7	83.8	79.3	10.6%	45.3	58.4	53.6	18.4%
Minnesota	85.7	94.7	89.6	4.5%	53.0	60.4	53.5	1.0%
Mississippi	17.5	16.1	15.2	-13.2%	11.1	10.1	9.4	-16.1%
Missouri	66.7	73.0	69.4	4.0%	41.6	51.1	47.1	13.1%
Montana	14.8	17.1	16.7	13.2%	10.1	9.5	9.2	-8.6%
Nebraska	26.8	30.3	29.2	9.1%	18.7	21.7	20.3	8.5%
Nevada	56.8	60.2	56.3	-0.8%	37.9	42.9	38.9	2.6%
New Hampshire	19.9	23.0	22.0	10.7%	12.0	14.3	13.3	10.1%
New Jersey	150.6	169.7	157.7	4.7%	91.4	109.9	99.4	8.8%
New Mexico	26.3	32.3	31.0	17.9%	17.7	23.0	21.7	22.5%
New York	272.1	299.5	275.8	1.4%	168.3	203.6	181.9	8.1%
North Carolina	97.1	105.6	100.5	3.5%	61.0	74.4	68.5	12.4%
North Dakota	12.2	11.4	11.2	-8.5%	7.9	7.3	7.1	-10.1%
Ohio	113.0	136.4	129.1	14.2%	69.7	92.2	85.0	22.0%
Oklahoma	32.5	44.1	42.9	31.8%	19.7	29.4	27.5	39.7%
Oregon	70.9	59.3	57.4	-19.1%	52.6	41.4	39.7	-24.6%
Pennsylvania	166.0	198.3	187.8	13.1%	103.6	133.7	124.0	19.7%
Rhode Island	19.1	17.6	18.2	-5.0%	12.6	11.6	11.9	-5.8%
South Carolina	49.7	48.4	48.6	-2.1%	31.2	31.4	30.8	-1.3%
South Dakota	11.8	11.7	11.4	-3.4%	7.3	7.5	7.0	-4.5%
Tennessee	59.1	61.7	58.0	-1.8%	39.7	42.4	39.3	-0.9%
Texas	312.6	359.7	336.9	7.8%	205.4	251.4	227.1	10.5%
Utah	39.3	46.2	40.1	2.0%	30.0	36.4	30.3	0.9%
Vermont	8.4	11.2	10.7	27.8%	5.2	6.7	6.3	22.9%
Virginia	146.6	147.6	135.3	-7.7%	87.1	89.8	79.5	-8.8%
Washington	113.2	128.8	127.7	12.8%	73.7	84.4	82.3	11.6%
West Virginia	12.4	16.3	15.2	22.6%	7.7	9.5	8.7	14.0%
Wisconsin	87.9	107.1	100.7	14.5%	49.6	58.0	53.4	7.6%
Wyoming	10.5	9.4	9.7	-7.4%	5.8	5.4	5.2	-10.3%

**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 <sup>3</sup>	Total Ads <sup>1</sup> (Thousands)			Percent Change Y-O-Y	New Ads <sup>2</sup> (Thousands)			Percent Change Y-O-Y
	Mar-07	Feb-08	Mar-08	Mar 07-08	Mar-07	Feb-08	Mar-08	Mar 07-08
Birmingham, AL	13.4	15.1	14.1	5.5%	7.8	9.9	9.1	16.5%
Phoenix, AZ	79.4	89.1	83.4	5.0%	55.5	65.7	59.4	7.1%
Tucson, AZ	13.9	17.0	15.1	8.7%	9.5	12.3	10.4	9.2%
Los Angeles, CA	235.8	187.1	182.4	-22.6%	161.5	135.0	128.4	-20.5%
Riverside, CA	32.1	23.4	22.5	-30.1%	22.7	16.7	15.4	-32.0%
Sacramento, CA	42.9	27.5	26.6	-37.9%	31.9	19.6	18.8	-41.2%
San Diego, CA	63.5	53.6	51.6	-18.7%	42.0	37.0	35.2	-16.1%
San Francisco, CA	131.9	118.3	115.3	-12.6%	86.0	85.2	79.4	-7.7%
San Jose, CA	54.8	47.7	48.3	-11.8%	30.5	29.2	28.6	-6.3%
Denver, CO	64.3	67.2	66.6	3.5%	46.3	52.0	50.3	8.8%
Hartford, CT	24.8	22.7	22.2	-10.4%	14.3	15.3	14.2	-0.3%
Washington, DC	149.5	155.8	145.3	-2.8%	84.0	96.4	86.8	3.4%
Jacksonville, FL	19.4	20.8	19.6	1.1%	12.3	14.4	12.9	5.7%
Miami, FL	95.8	85.8	77.0	-19.6%	65.6	65.5	57.6	-12.1%
Orlando, FL	28.2	32.0	31.0	10.0%	18.4	23.0	21.2	14.8%
Tampa, FL	43.2	33.7	32.4	-25.1%	26.8	21.8	19.9	-25.7%
Atlanta, GA	88.7	93.7	87.9	-0.9%	55.6	65.1	58.2	4.5%
Honolulu, HI	6.8	9.0	8.9	30.1%	4.9	6.7	6.5	33.2%
Chicago, IL	145.2	128.5	127.0	-12.5%	92.3	79.1	74.2	-19.6%
Indianapolis, IN	20.8	23.9	23.3	12.0%	13.2	15.9	15.0	13.2%
Louisville, KY	14.2	16.2	15.4	8.4%	8.5	10.7	9.6	13.0%
New Orleans, LA	18.2	21.4	21.1	15.7%	10.1	13.2	12.3	22.2%
Baltimore, MD	49.5	63.6	60.5	22.2%	30.5	40.7	38.1	25.0%
Boston, MA	119.7	112.7	108.2	-9.6%	67.4	75.1	69.5	3.1%
Detroit, MI	31.8	37.5	35.4	11.4%	20.3	26.9	24.5	20.5%
Minneapolis-St. Paul, MN	63.7	74.2	70.1	10.0%	38.6	47.2	41.9	8.6%
Kansas City, MO	26.4	31.1	29.5	11.6%	16.1	21.2	19.5	21.0%
St. Louis, MO	38.3	39.8	37.6	-1.6%	22.7	27.4	25.0	10.0%
Las Vegas, NV	40.9	45.0	40.9	-0.1%	26.5	31.4	27.3	3.0%
Buffalo, NY	14.0	16.8	16.1	14.8%	9.1	11.6	10.8	17.8%
New York, NY	281.8	311.0	286.1	1.5%	169.2	206.3	184.2	8.9%
Rochester, NY	9.4	12.9	12.3	31.2%	5.8	9.0	8.2	41.3%
Charlotte, NC	28.3	33.2	31.3	10.5%	17.6	23.1	20.6	17.2%
Cincinnati, OH	25.5	29.1	27.9	9.2%	15.5	19.0	17.5	13.2%
Cleveland, OH	34.0	36.7	35.2	3.4%	19.7	23.1	21.6	9.7%
Columbus, OH	28.0	35.1	32.7	16.8%	17.7	25.0	22.5	27.1%
Oklahoma City, OK	15.9	15.8	14.9	-6.5%	9.8	10.4	9.6	-1.9%
Portland, OR	49.9	39.8	38.2	-23.3%	37.4	27.5	25.9	-30.7%
Philadelphia, PA	96.0	118.8	113.9	18.6%	58.9	77.7	72.6	23.3%
Pittsburgh, PA	36.2	38.8	38.2	5.5%	21.8	27.1	26.0	19.3%
Providence, RI	18.5	18.4	18.2	-1.6%	11.5	11.9	12.1	4.7%
Memphis, TN	15.8	15.4	14.7	-7.0%	9.9	10.3	9.4	-5.1%
Nashville, TN	19.5	22.6	21.2	8.8%	12.7	15.6	14.3	12.6%
Austin, TX	46.1	51.9	49.3	7.0%	34.0	39.5	36.1	6.3%
Dallas, TX	104.5	116.2	111.0	6.3%	66.3	80.7	73.8	11.3%
Houston, TX	82.2	93.5	87.0	5.8%	51.3	63.9	57.9	12.9%
San Antonio, TX	26.4	30.9	30.5	15.3%	18.2	21.3	20.4	11.9%
Salt Lake City, UT	24.4	28.8	24.4	-0.3%	18.8	22.6	18.3	-2.6%
Richmond, VA	25.1	23.3	21.7	-13.7%	16.3	15.2	14.0	-14.2%
Virginia Beach, VA	21.4	18.8	18.4	-14.2%	14.9	11.4	11.0	-26.7%
Seattle-Tacoma, WA	76.6	87.8	87.2	13.8%	47.3	54.1	53.8	13.8%
Milwaukee, WI	36.7	45.0	44.3	20.8%	18.6	23.9	22.8	22.8%

**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.

<b>Table 5: State Labor Supply/Labor Demand Indicators, Not Seasonally Adjusted</b>							
Location	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Mar-07	Feb-08	Mar-08	Feb-08	Feb-08	Feb-08	Feb-08
<b>United States</b>	<b>2.47</b>	<b>2.58</b>	<b>2.45</b>	<b>5.2</b>	<b>7,953.0</b>	<b>3,927.5</b>	<b>2.02</b>
Alabama	1.78	2.23	2.02	4.1	89.8	48.8	1.84
Alaska	4.05	4.65	4.55	7.8	27.3	16.3	1.67
Arizona	3.65	4.17	3.82	4.0	121.7	127.8	0.95
Arkansas	1.53	1.86	1.84	5.7	77.1	25.1	3.07
California	3.48	2.90	2.81	6.1	1,111.3	529.6	2.10
Colorado	3.74	4.04	3.92	4.7	129.5	110.7	1.17
Connecticut	3.67	3.76	3.67	5.5	102.1	70.2	1.45
Delaware	4.09	4.26	4.27	4.2	18.5	18.8	0.98
Florida	2.81	2.57	2.37	4.5	410.3	235.5	1.74
Georgia	2.50	2.64	2.48	5.3	256.5	128.0	2.00
Hawaii	2.31	2.58	2.51	3.0	19.6	16.7	1.17
Idaho	2.62	2.60	2.71	3.9	28.9	19.5	1.48
Illinois	2.66	2.42	2.37	6.0	405.3	163.9	2.47
Indiana	1.42	1.64	1.59	5.2	167.3	52.3	3.20
Iowa	1.89	2.16	2.08	4.2	69.8	35.9	1.94
Kansas	2.14	2.54	2.53	4.0	59.4	37.4	1.59
Kentucky	1.53	1.71	1.66	6.2	124.7	34.7	3.60
Louisiana	2.05	2.32	2.31	3.5	69.7	45.9	1.52
Maine	2.50	2.91	2.87	5.8	40.3	20.2	1.99
Maryland	3.37	4.19	3.89	3.8	111.6	124.6	0.90
Massachusetts	4.31	4.24	4.04	5.0	167.7	143.5	1.17
Michigan	1.43	1.69	1.60	7.8	384.5	83.8	4.59
Minnesota	2.94	3.27	3.09	5.2	150.1	94.7	1.58
Mississippi	1.34	1.22	1.16	5.9	78.0	16.1	4.86
Missouri	2.21	2.43	2.31	6.0	180.6	73.0	2.47
Montana	2.97	3.44	3.36	4.2	21.0	17.1	1.23
Nebraska	2.74	3.10	2.98	3.2	31.5	30.3	1.04
Nevada	4.30	4.38	4.09	5.7	78.8	60.2	1.31
New Hampshire	2.71	3.12	2.99	4.2	31.3	23.0	1.36
New Jersey	3.37	3.78	3.51	5.3	238.3	169.7	1.40
New Mexico	2.80	3.42	3.29	3.5	32.9	32.3	1.02
New York	2.87	3.15	2.90	5.0	475.1	299.5	1.59
North Carolina	2.16	2.35	2.23	5.4	244.5	105.6	2.32
North Dakota	3.40	3.16	3.10	3.7	13.5	11.4	1.19
Ohio	1.91	2.31	2.19	6.0	351.8	136.4	2.58
Oklahoma	1.89	2.59	2.52	3.5	59.7	44.1	1.35
Oregon	3.71	3.07	2.98	6.4	123.5	59.3	2.08
Pennsylvania	2.66	3.16	2.99	5.6	350.0	198.3	1.77
Rhode Island	3.35	3.10	3.20	6.7	37.8	17.6	2.14
South Carolina	2.34	2.30	2.31	5.9	124.9	48.4	2.58
South Dakota	2.69	2.67	2.61	3.1	13.4	11.7	1.15
Tennessee	1.96	2.04	1.92	5.8	174.6	61.7	2.83
Texas	2.74	3.13	2.93	4.3	491.9	359.7	1.37
Utah	2.94	3.34	2.90	3.3	45.8	46.2	0.99
Vermont	2.37	3.20	3.06	5.0	17.5	11.2	1.56
Virginia	3.63	3.63	3.33	3.8	154.6	147.6	1.05
Washington	3.34	3.73	3.70	5.4	185.4	128.8	1.44
West Virginia	1.55	2.03	1.88	5.8	46.6	16.3	2.85
Wisconsin	2.86	3.48	3.27	5.8	178.2	107.1	1.66
Wyoming	3.69	3.27	3.39	3.4	9.7	9.4	1.03

**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, Not Seasonally Adjusted							
Location <sup>4</sup>	Total Ads Rate <sup>1</sup> (Percent)			Unemployment Rate <sup>2</sup>	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate <sup>3</sup>
	Mar-07	Feb-08	Mar-08	Jan-08	Jan-08	Jan-08	Jan-08
Birmingham, AL	2.44	2.79	2.60	3.9	20.9	13.7	1.52
Phoenix, AZ	3.87	4.27	4.00	4.0	84.3	74.4	1.13
Tucson, AZ	3.05	3.71	3.30	4.5	20.6	13.9	1.49
Los Angeles, CA	3.62	2.86	2.79	5.6	367.6	157.3	2.34
Riverside, CA	1.76	1.30	1.24	6.7	120.5	21.5	5.59
Sacramento, CA	4.04	2.58	2.49	6.4	68.5	24.6	2.78
San Diego, CA	4.14	3.47	3.34	5.1	78.8	50.2	1.57
San Francisco, CA	5.94	5.28	5.14	4.9	109.4	91.7	1.19
San Jose, CA	6.27	5.37	5.44	5.3	47.0	38.7	1.21
Denver, CO	4.76	4.83	4.78	4.7	66.1	56.2	1.18
Hartford, CT	4.25	3.86	3.77	5.4	31.9	19.7	1.62
Washington, DC	5.00	5.22	4.87	3.5	104.8	133.8	0.78
Jacksonville, FL	2.93	3.11	2.94	4.6	30.4	17.8	1.71
Miami, FL	3.41	3.02	2.71	4.2	118.4	78.5	1.51
Orlando, FL	2.61	2.91	2.82	4.5	49.0	27.4	1.79
Tampa, FL	3.21	2.51	2.41	5.0	66.8	29.8	2.24
Atlanta, GA	3.26	3.39	3.18	5.0	138.4	81.4	1.70
Honolulu, HI	1.49	1.98	1.96	2.8	12.8	8.4	1.53
Chicago, IL	2.98	2.60	2.57	5.8	287.3	107.1	2.68
Indianapolis, IN	2.31	2.69	2.62	4.3	38.3	20.6	1.86
Louisville, KY	2.23	2.60	2.46	5.6	34.7	14.0	2.47
New Orleans, LA	3.63	4.24	4.16	4.1	20.7	18.8	1.10
Baltimore, MD	3.53	4.56	4.34	4.0	56.0	55.9	1.00
Boston, MA	4.84	4.52	4.34	4.6	113.8	95.4	1.19
Detroit, MI	1.48	1.78	1.68	8.2	172.5	31.5	5.48
Minneapolis-St. Paul, MN	3.48	4.03	3.81	4.7	86.9	65.6	1.32
Kansas City, MO	2.54	2.96	2.81	5.7	59.5	27.0	2.20
St. Louis, MO	2.61	2.78	2.63	6.3	90.7	33.8	2.68
Las Vegas, NV	4.28	4.59	4.17	5.7	55.7	39.6	1.41
Buffalo, NY	2.43	2.90	2.78	6.1	35.4	14.4	2.46
New York, NY	3.05	3.32	3.05	5.3	498.9	254.8	1.96
Rochester, NY	1.78	2.44	2.32	5.5	29.2	10.6	2.77
Charlotte, NC	3.37	3.97	3.74	5.3	44.7	27.7	1.62
Cincinnati, OH	2.30	2.64	2.52	5.4	59.3	25.7	2.30
Cleveland, OH	3.13	3.43	3.28	6.3	67.5	30.8	2.19
Columbus, OH	2.98	3.68	3.44	5.1	48.6	29.1	1.67
Oklahoma City, OK	2.74	2.83	2.67	4.2	23.3	13.4	1.74
Portland, OR	4.35	3.43	3.30	5.5	63.3	34.4	1.84
Philadelphia, PA	3.26	4.01	3.84	5.1	151.1	102.6	1.47
Pittsburgh, PA	3.06	3.23	3.18	5.6	66.7	32.6	2.05
Providence, RI	2.61	2.59	2.56	7.1	50.7	16.0	3.17
Memphis, TN	2.57	2.50	2.38	5.8	35.9	15.0	2.40
Nashville, TN	2.50	2.87	2.69	4.3	34.2	19.2	1.78
Austin, TX	5.47	6.05	5.75	3.9	33.6	44.0	0.76
Dallas, TX	3.35	3.73	3.57	4.6	142.4	100.4	1.42
Houston, TX	3.02	3.39	3.16	4.5	124.8	77.7	1.61
San Antonio, TX	2.84	3.33	3.28	4.4	40.9	26.2	1.56
Salt Lake City, UT	4.16	4.68	3.96	3.1	18.9	25.9	0.73
Richmond, VA	3.92	3.62	3.37	4.0	25.5	19.8	1.29
Virginia Beach, VA	2.65	2.31	2.26	4.1	33.5	16.8	1.99
Seattle-Tacoma, WA	4.25	4.73	4.69	4.2	77.2	74.1	1.04
Milwaukee, WI	4.62	5.70	5.62	5.3	41.6	40.4	1.03

**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.

<b>Table 7: National Labor Supply/Labor Demand by Occupation<sup>1</sup>, Not Seasonally Adjusted</b>					
Occupation <sup>2</sup>	Total Ads (Thousands)			Unemployed <sup>3</sup> (Thousands)	Average Hourly Wage <sup>4</sup>
	Mar-07	Feb-08	Mar-08	Feb-08	
Total	3,754.4	3,927.5	3,733.2	7,953	\$18.84
Management	394.8	256.1	228.9	363	\$44.20
Business and financial operations	316.5	223.1	197.4	140	\$28.85
Computer and mathematical	290.0	214.3	203.9	110	\$33.29
Architecture and engineering	180.0	144.0	131.0	70	\$31.82
Life, physical, and social science	33.0	28.0	25.3	29	\$28.68
Community and social services	20.2	16.7	15.1	24	\$18.75
Legal	17.7	13.6	11.8	48	\$41.04
Education, training, and library	27.8	21.5	18.0	165	\$21.79
Arts, design, entertainment, sports, and media	33.2	26.8	22.3	132	\$22.17
Healthcare practitioners and technical	303.4	282.2	260.4	78	\$29.82
Healthcare support	44.3	37.9	34.7	135	\$11.83
Protective service	18.8	16.0	14.5	86	\$17.81
Food preparation and serving related	51.3	36.3	32.4	687	\$8.86
Building and grounds cleaning and maintenance	30.7	24.1	22.3	536	\$10.86
Personal care and service	26.4	20.7	15.8	251	\$11.02
Sales and related	188.7	138.6	121.6	896	\$16.52
Office and administrative support	301.5	221.2	194.4	894	\$14.60
Farming, fishing, and forestry	2.6	2.1	1.7	128	\$10.49
Construction and extraction	40.0	32.3	28.9	1150	\$18.89
Installation, maintenance, and repair	60.8	50.1	43.8	196	\$18.78
Production	68.5	60.0	52.2	595	\$14.65
Transportation and material moving	63.4	45.0	40.2	685	\$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 <sup>1</sup> , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-08	Wage <sup>2</sup>	Mar-08	Wage <sup>2</sup>	Mar-08	Wage <sup>2</sup>
United States	426,351	\$36.57	687,773	\$27.01	119,765	\$10.97
Alabama	5,054	\$33.60	10,594	\$23.51	1,443	\$9.11
Alaska	1,286	\$32.70	3,902	\$26.90	951	\$13.35
Arizona	11,127	\$33.32	23,979	\$24.76	3,986	\$10.81
Arkansas	2,328	\$29.35	5,122	\$21.43	1,104	\$8.72
California	63,555	\$40.69	91,932	\$30.80	13,023	\$12.15
Colorado	10,996	\$36.82	20,382	\$28.03	4,165	\$11.25
Connecticut	9,443	\$41.36	15,242	\$29.37	1,840	\$12.97
Delaware	2,208	\$37.67	4,601	\$28.83	363	\$11.32
Florida	23,348	\$34.06	37,422	\$25.69	6,523	\$10.75
Georgia	15,627	\$36.54	23,465	\$25.10	4,131	\$10.03
Hawaii	1,874	\$33.82	2,361	\$26.18	668	\$12.33
Idaho	1,739	\$29.23	3,791	\$23.67	1,046	\$9.89
Illinois	22,133	\$36.09	30,698	\$27.41	3,842	\$11.53
Indiana	6,429	\$32.52	11,553	\$23.45	1,459	\$9.98
Iowa	3,907	\$29.75	7,348	\$21.79	1,636	\$9.77
Kansas	4,053	\$32.29	9,095	\$22.77	1,210	\$9.73
Kentucky	4,057	\$31.47	7,427	\$22.46	1,214	\$9.62
Louisiana	4,529	\$30.27	8,277	\$22.47	2,165	\$9.01
Maine	1,686	\$30.84	5,017	\$23.13	976	\$10.56
Maryland	14,658	\$38.84	28,985	\$30.47	3,071	\$11.77
Massachusetts	18,225	\$41.83	30,666	\$30.51	3,738	\$12.98
Michigan	9,302	\$36.90	17,398	\$28.35	2,111	\$11.12
Minnesota	11,801	\$35.88	18,003	\$27.23	2,209	\$11.37
Mississippi	1,743	\$29.44	3,410	\$20.90	626	\$8.79
Missouri	7,646	\$33.31	14,933	\$24.25	1,947	\$9.80
Montana	1,418	\$26.56	3,431	\$19.91	2,019	\$9.31
Nebraska	2,822	\$30.93	5,474	\$23.23	1,182	\$9.75
Nevada	5,624	\$35.70	8,327	\$26.34	2,296	\$11.24
New Hampshire	2,314	\$35.91	5,741	\$25.74	559	\$11.24
New Jersey	22,999	\$42.65	31,579	\$30.49	3,594	\$13.37
New Mexico	2,891	\$30.74	6,597	\$24.35	1,482	\$9.39
New York	38,088	\$43.62	47,637	\$30.36	5,622	\$12.94
North Carolina	12,350	\$35.59	21,399	\$24.27	2,297	\$9.84
North Dakota	836	\$30.44	2,125	\$21.13	545	\$9.53
Ohio	15,143	\$34.30	25,530	\$26.32	3,441	\$10.38
Oklahoma	4,207	\$29.14	7,796	\$21.42	2,137	\$9.20
Oregon	5,821	\$33.20	11,041	\$25.83	1,692	\$11.45
Pennsylvania	22,519	\$33.70	36,565	\$25.85	5,542	\$10.62
Rhode Island	2,001	\$37.47	3,618	\$27.56	656	\$11.89
South Carolina	5,061	\$32.37	10,136	\$23.30	1,899	\$9.48
South Dakota	1,082	\$28.60	2,219	\$20.72	761	\$9.12
Tennessee	7,019	\$32.25	11,565	\$23.07	1,736	\$9.63
Texas	36,613	\$35.49	58,205	\$25.71	11,656	\$9.61
Utah	3,773	\$32.01	6,951	\$24.04	1,961	\$10.13
Vermont	996	\$33.24	2,455	\$23.37	516	\$11.19
Virginia	18,487	\$38.25	34,292	\$29.54	4,097	\$10.95
Washington	14,222	\$37.85	24,455	\$28.66	3,982	\$12.54
West Virginia	1,293	\$28.18	3,079	\$21.88	1,148	\$8.83
Wisconsin	12,246	\$32.71	20,881	\$25.07	4,568	\$10.59
Wyoming	686	\$28.86	2,683	\$21.45	328	\$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, Not Seasonally Adjusted - continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-08	Wage <sup>1</sup>	Mar-08	Wage <sup>1</sup>	Mar-08	Wage <sup>1</sup>
<b>United States</b>	<b>316,084</b>	<b>\$15.33</b>	<b>74,357</b>	<b>\$18.54</b>	<b>92,401</b>	<b>\$14.41</b>
Alabama	4,219	\$13.22	1,057	\$15.62	1,421	\$13.04
Alaska	1,674	\$16.11	579	\$24.77	433	\$19.95
Arizona	9,890	\$14.62	1,960	\$16.46	2,011	\$14.15
Arkansas	2,477	\$12.39	1,053	\$15.16	1,246	\$12.96
California	43,598	\$16.95	7,245	\$19.77	9,398	\$14.21
Colorado	10,058	\$16.32	2,550	\$18.55	2,396	\$15.06
Connecticut	6,261	\$18.27	1,135	\$21.69	1,515	\$15.70
Delaware	1,435	\$15.72	278	\$19.17	316	\$14.88
Florida	19,853	\$14.75	3,231	\$15.91	3,152	\$13.18
Georgia	10,170	\$14.56	3,091	\$16.88	4,093	\$13.65
Hawaii	1,556	\$14.68	346	\$22.76	311	\$14.83
Idaho	2,220	\$13.37	872	\$16.06	672	\$13.23
Illinois	15,442	\$16.06	2,236	\$22.93	4,212	\$14.94
Indiana	5,348	\$14.19	1,126	\$19.23	2,002	\$14.91
Iowa	3,690	\$13.52	1,255	\$17.43	1,822	\$13.81
Kansas	3,806	\$14.07	911	\$17.49	1,258	\$14.20
Kentucky	3,430	\$13.46	874	\$16.81	1,523	\$14.08
Louisiana	4,587	\$12.54	1,415	\$16.14	1,400	\$14.57
Maine	1,801	\$13.81	369	\$16.67	676	\$13.90
Maryland	9,548	\$15.99	2,048	\$19.15	1,962	\$15.06
Massachusetts	11,003	\$17.73	1,442	\$22.61	2,274	\$15.68
Michigan	6,618	\$15.39	1,273	\$21.07	1,971	\$16.74
Minnesota	7,888	\$16.22	1,153	\$21.57	2,479	\$15.63
Mississippi	1,504	\$12.23	477	\$14.73	675	\$12.59
Missouri	6,327	\$14.45	1,048	\$19.11	1,625	\$14.09
Montana	2,529	\$12.31	1,436	\$17.04	1,046	\$13.91
Nebraska	2,951	\$13.61	798	\$16.83	1,011	\$14.29
Nevada	6,009	\$14.66	1,127	\$19.88	921	\$14.06
New Hampshire	1,916	\$15.31	344	\$18.32	552	\$14.89
New Jersey	13,608	\$17.38	2,262	\$22.59	2,864	\$14.91
New Mexico	2,889	\$12.83	974	\$15.39	657	\$13.86
New York	23,118	\$17.27	2,916	\$22.09	3,636	\$15.49
North Carolina	8,308	\$14.37	1,957	\$16.30	2,318	\$13.32
North Dakota	1,091	\$12.72	435	\$17.03	449	\$14.19
Ohio	12,168	\$14.72	2,304	\$19.06	3,960	\$14.89
Oklahoma	4,531	\$12.74	1,893	\$16.10	2,115	\$13.30
Oregon	5,172	\$15.53	1,136	\$19.12	1,514	\$14.52
Pennsylvania	16,049	\$14.83	3,256	\$18.93	4,317	\$14.60
Rhode Island	1,601	\$15.53	340	\$19.77	474	\$14.11
South Carolina	4,839	\$13.44	1,442	\$15.82	1,972	\$13.46
South Dakota	1,574	\$12.68	533	\$15.02	620	\$12.34
Tennessee	5,906	\$14.04	1,412	\$16.25	2,235	\$13.71
Texas	31,216	\$14.51	9,662	\$15.48	10,244	\$13.59
Utah	5,225	\$13.82	1,501	\$16.98	1,780	\$14.09
Vermont	1,120	\$14.50	296	\$17.20	346	\$14.26
Virginia	11,245	\$15.58	2,484	\$18.04	2,206	\$14.39
Washington	10,018	\$16.89	2,443	\$21.23	2,879	\$16.56
West Virginia	1,852	\$11.95	876	\$16.80	776	\$13.40
Wisconsin	10,553	\$15.00	2,963	\$19.62	6,724	\$14.88
Wyoming	730	\$12.46	332	\$18.92	211	\$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<sup>1</sup>, Not Seasonally Adjusted**

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-08	Wage <sup>2</sup>	Mar-08	Wage <sup>2</sup>	Mar-08	Wage <sup>2</sup>
United States	426,351	\$36.57	687,773	\$27.01	119,765	\$10.97
Birmingham, AL	1,755	\$36.19	2,932	\$23.48	515	\$9.65
Phoenix, AZ	8,293	\$34.06	16,414	\$25.23	2,701	\$10.93
Tucson, AZ	1,332	\$32.74	3,428	\$25.74	725	\$10.61
Los Angeles, CA	23,233	\$40.70	29,752	\$30.09	4,145	\$11.83
Riverside, CA	2,656	\$36.73	3,629	\$27.09	915	\$11.48
Sacramento, CA	3,253	\$35.48	5,578	\$29.07	798	\$12.03
San Diego, CA	6,029	\$39.14	10,824	\$30.63	1,574	\$11.34
San Francisco, CA	15,694	\$44.76	20,662	\$34.30	2,178	\$13.66
San Jose, CA	7,916	\$50.89	11,396	\$39.26	675	\$12.99
Denver, CO	7,524	\$38.46	11,081	\$29.39	2,348	\$11.63
Hartford, CT	3,202	\$38.46	5,052	\$29.93	424	\$12.90
Washington, DC	23,290	\$42.57	36,312	\$34.98	3,564	\$12.66
Jacksonville, FL	2,579	\$33.48	4,187	\$25.79	545	\$10.40
Miami, FL	8,671	\$36.28	10,984	\$26.89	2,239	\$11.38
Orlando, FL	3,505	\$33.69	5,237	\$25.01	801	\$10.33
Tampa, FL	4,319	\$33.79	6,951	\$25.90	928	\$10.43
Atlanta, GA	12,290	\$38.23	17,308	\$26.95	2,313	\$10.65
Honolulu, HI	1,260	\$34.74	1,389	\$27.33	361	\$12.00
Chicago, IL	18,997	\$37.59	23,492	\$28.75	2,942	\$11.86
Indianapolis, IN	3,330	\$33.86	4,706	\$25.98	570	\$10.56
Louisville, KY	2,061	\$32.98	3,338	\$23.83	584	\$10.08
New Orleans, LA	2,206	\$32.27	3,864	\$25.02	1,429	\$9.48
Baltimore, MD	7,451	\$38.00	14,087	\$29.55	1,608	\$11.90
Boston, MA	15,297	\$43.10	24,340	\$31.63	2,576	\$12.27
Detroit, MI	4,578	\$40.12	6,945	\$29.59	842	\$11.59
Minneapolis-St. Paul, MN	10,133	\$38.09	13,597	\$28.80	1,639	\$11.82
Kansas City, MO	3,378	\$35.26	6,433	\$25.92	846	\$10.55
St. Louis, MO	4,933	\$34.21	8,233	\$26.31	1,005	\$10.42
Las Vegas, NV	4,327	\$36.17	5,925	\$26.14	1,750	\$11.38
Buffalo, NY	1,725	\$34.41	2,353	\$24.60	451	\$11.00
New York, NY	43,226	\$45.99	52,271	\$32.62	5,008	\$13.69
Rochester, NY	1,561	\$37.15	2,469	\$26.28	311	\$11.10
Charlotte, NC	4,482	\$38.59	6,031	\$25.72	569	\$10.51
Cincinnati, OH	3,780	\$35.77	5,701	\$26.60	691	\$10.65
Cleveland, OH	4,201	\$35.62	7,201	\$27.50	937	\$11.04
Columbus, OH	4,111	\$34.33	5,522	\$28.10	856	\$10.80
Oklahoma City, OK	1,573	\$30.02	2,733	\$23.37	789	\$9.53
Portland, OR	4,442	\$35.24	7,372	\$27.49	1,087	\$11.93
Philadelphia, PA	15,540	\$37.93	23,535	\$28.60	2,615	\$11.90
Pittsburgh, PA	5,026	\$32.30	7,448	\$25.17	1,481	\$10.07
Providence, RI	2,061	\$36.97	4,511	\$26.91	753	\$11.88
Memphis, TN	2,130	\$34.88	3,100	\$24.24	419	\$10.00
Nashville, TN	2,833	\$33.31	3,775	\$24.36	596	\$10.09
Austin, TX	4,662	\$34.93	8,121	\$27.35	1,190	\$10.10
Dallas, TX	14,024	\$37.64	19,316	\$27.78	2,654	\$10.46
Houston, TX	10,180	\$38.69	15,207	\$28.53	2,729	\$9.69
San Antonio, TX	3,014	\$32.11	4,994	\$23.80	1,525	\$9.34
Salt Lake City, UT	2,593	\$33.34	4,402	\$26.34	1,017	\$10.63
Richmond, VA	2,585	\$35.33	4,849	\$26.88	628	\$10.82
Virginia Beach, VA	2,033	\$33.55	3,916	\$25.89	520	\$10.14
Seattle-Tacoma, WA	11,116	\$39.56	17,878	\$30.69	2,295	\$13.11
Milwaukee, WI	6,075	\$35.47	8,668	\$26.94	1,647	\$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, Not Seasonally Adjusted - continued**

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Mar-08	Wage <sup>1</sup>	Mar-08	Wage <sup>1</sup>	Mar-08	Wage <sup>1</sup>
<b>United States</b>	<b>316,084</b>	<b>\$15.33</b>	<b>74,357</b>	<b>\$18.54</b>	<b>92,401</b>	<b>\$14.41</b>
Birmingham, AL	1625	\$14.62	344	\$16.85	406	\$13.69
Phoenix, AZ	7716	\$15.12	1,346	\$16.97	1,439	\$14.41
Tucson, AZ	1200	\$13.59	354	\$16.36	351	\$13.15
Los Angeles, CA	17783	\$16.84	2,204	\$20.51	3,661	\$13.44
Riverside, CA	2661	\$15.12	590	\$19.26	821	\$13.45
Sacramento, CA	2603	\$16.82	513	\$20.72	563	\$14.86
San Diego, CA	4376	\$16.60	838	\$20.77	998	\$14.03
San Francisco, CA	8895	\$19.49	1,027	\$24.90	1,173	\$17.03
San Jose, CA	3087	\$21.34	414	\$24.31	465	\$16.43
Denver, CO	6171	\$17.51	1,306	\$19.12	1,280	\$15.40
Hartford, CT	2058	\$17.83	321	\$21.85	445	\$16.07
Washington, DC	11792	\$17.65	1,899	\$20.18	1,314	\$16.24
Jacksonville, FL	1911	\$14.86	409	\$16.83	379	\$13.97
Miami, FL	7350	\$15.53	927	\$16.93	851	\$13.63
Orlando, FL	3173	\$14.55	541	\$16.13	554	\$13.01
Tampa, FL	3681	\$15.04	466	\$15.74	596	\$13.17
Atlanta, GA	7102	\$15.80	1,513	\$18.10	2,009	\$14.83
Honolulu, HI	1003	\$14.86	213	\$23.50	201	\$15.01
Chicago, IL	12725	\$16.84	1,601	\$24.17	2,962	\$15.24
Indianapolis, IN	2719	\$15.65	433	\$19.68	682	\$14.91
Louisville, KY	1721	\$14.79	377	\$17.61	682	\$14.85
New Orleans, LA	2403	\$13.63	739	\$16.88	733	\$14.76
Baltimore, MD	5349	\$16.08	1,071	\$19.08	1,038	\$15.27
Boston, MA	8762	\$18.44	1,051	\$23.27	1,542	\$16.11
Detroit, MI	3071	\$16.56	545	\$23.03	806	\$18.38
Minneapolis-St. Paul, MN	6380	\$17.51	792	\$23.45	1,844	\$16.61
Kansas City, MO	3095	\$15.85	427	\$20.12	679	\$14.74
St. Louis, MO	3720	\$15.58	539	\$21.45	903	\$15.40
Las Vegas, NV	4633	\$14.68	835	\$20.05	533	\$13.65
Buffalo, NY	1760	\$14.69	286	\$19.69	459	\$15.37
New York, NY	22707	\$18.38	2,528	\$23.82	2,900	\$15.71
Rochester, NY	1336	\$15.12	250	\$18.41	433	\$14.29
Charlotte, NC	2738	\$16.20	501	\$17.62	653	\$14.60
Cincinnati, OH	2704	\$15.62	486	\$19.33	795	\$14.88
Cleveland, OH	3396	\$15.56	558	\$20.38	1,222	\$15.48
Columbus, OH	3269	\$15.40	561	\$18.87	834	\$14.39
Oklahoma City, OK	1868	\$13.24	639	\$16.67	613	\$13.82
Portland, OR	3693	\$16.72	747	\$20.71	1,131	\$15.27
Philadelphia, PA	9251	\$16.50	1,458	\$21.22	1,946	\$15.56
Pittsburgh, PA	4066	\$14.43	789	\$19.05	1,142	\$14.59
Providence, RI	1692	\$15.15	389	\$20.10	552	\$13.90
Memphis, TN	1609	\$14.71	376	\$16.96	503	\$14.20
Nashville, TN	2194	\$15.13	410	\$16.94	650	\$14.45
Austin, TX	4162	\$15.47	905	\$16.12	836	\$12.88
Dallas, TX	10618	\$16.05	2,190	\$16.50	2,563	\$14.00
Houston, TX	7981	\$15.70	2,191	\$16.01	2,599	\$14.56
San Antonio, TX	3147	\$13.44	1,087	\$14.61	990	\$12.09
Salt Lake City, UT	3250	\$14.80	902	\$17.56	1,075	\$14.57
Richmond, VA	1977	\$16.07	438	\$18.03	432	\$14.23
Virginia Beach, VA	1813	\$14.31	444	\$17.32	443	\$14.39
Seattle-Tacoma, WA	7098	\$18.11	1,189	\$22.66	1,658	\$17.46
Milwaukee, WI	4574	\$16.48	1,149	\$21.74	2,768	\$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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