



THE CONFERENCE BOARD

News Release

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Online Advertised Job Vacancies Up Over the Year, The Conference Board Reports Today

- **Online advertised vacancies up a healthy 18 percent (March '06 – March '07)**
- **Over 394,800 ads posted for management occupations in March**

April 2, 2007...Total online job ads were 3,754,400 in March, a dip of 69,800 or 2 percent from February, according to **The Conference Board Help-Wanted OnLine Data Series™** released today, reflecting the shorter reference period of mid-February to mid-March, when there were three fewer days than in the previous month. There were 2.5 advertised vacancies online for every 100 persons in the labor force in March. Over the year March '06 – March '07, online advertised vacancies increased 18 percent for the nation as a whole.

“All in all, the labor market is holding remarkably steady,” said Gad Levanon, Economist at The Conference Board. “The March dip in advertised vacancies is entirely due to fewer days in the February-March reference period.” Growth in the number of online job ads over the year continues to be in the double digits. “I would expect that the federal employment numbers scheduled for release later this week will show the same reasonable, but not spectacular, gains we’ve seen over the last few months,” Levanon indicated.

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 3,754,400 unduplicated online advertised vacancies in March include 2,492,300 new ads that did not appear in February, as well as reposted ads from the previous months. During March, total ads decreased 2 percent and new ads were down 3 percent from the previous month. Over the year (March'06 – March'07) total ads and new ads rose 18 percent and 24 percent, respectively.

Monthly percent change declines were reflective of a shorter reference period with three fewer days than the previous month. The March 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-February to mid-March. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

The fastest year-over-year growth was in the mid-section of the country with the West South Central and West North Central regions up 33 percent and 31 percent, respectively. Across the nation, states with the largest over-the-year gains in advertised vacancies were Maine (+66 percent), Arkansas (+57 percent), North Dakota (+49 percent), and Missouri (+39 percent).

Metropolitan areas with the fastest over-the-year growth were heavily concentrated in areas where labor markets were disrupted by the 2005 Gulf Coast hurricanes – Austin (+63 percent) and Houston (+54 percent).

STATE HIGHLIGHTS

- **Massachusetts posts the highest ads rate for the fourth consecutive month.**
- **Wyoming ranks first as the state with the lowest supply/demand rate this month.**

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 629,700 in March. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (312,600), New York (272,100), Florida (255,700) and Illinois (176,500).

Top 10 States by Most Ads	
Total Ads¹ (Thousands)	Mar-07
California	629.7
Texas	312.6
New York	272.1
Florida	255.7
Illinois	176.5
Pennsylvania	166.0
New Jersey	150.6
Virginia	146.6
Massachusetts	146.5
Georgia	119.6

Source: The Conference Board - All rights reserved.

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

Massachusetts, with 146,500 advertised vacancies in March, posted 4.32 vacancies for every 100 persons in the state labor force, the highest rate in the nation for the fourth consecutive month. Nevada (4.26) and Alaska (4.11) 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 Rate¹ (Percent)	Mar-07
Massachusetts	4.32
Nevada	4.26
Alaska	4.11
Delaware	4.10
Colorado	3.73
Wyoming	3.71
Connecticut	3.70
Oregon	3.70
Virginia	3.65
Arizona	3.64

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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 where the number of advertised vacancies is in line with the number of unemployed persons included Wyoming (0.85), Hawaii (0.88), Utah (0.88), and Virginia (0.89).

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (5.4), Michigan (4.8), and Kentucky (4.1).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate¹	Feb-07
Wyoming	0.85
Hawaii	0.88
Utah	0.88
Virginia	0.89
Delaware	0.94
Arizona	1.04
Nevada	1.04
Florida	1.07
Colorado	1.10
Nebraska	1.16

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 394,800 ads posted for Management occupations this month.**
- **Management and Business/Financial occupations account for more than 1/3 of online ads in some regions.**

In March, the occupations with the most advertised online vacancies nationally were Management (394,800) and Business and Financial Operations (316,500). “These are also, on average, among the highest paying occupations,” said Levanon.

U.S. Top Ten Demand Occupations and Pay Levels		
Occupation	Total Ads (Thousands) Mar-07	Average Hr. Wage¹
Management	394.8	\$42.52
Business and financial operations	316.5	\$27.85
Healthcare practitioner and technical	303.4	\$28.45
Office and administrative support	301.5	\$14.28
Computer and mathematical	290.0	\$32.26
Sales and related	188.7	\$15.77
Architecture and engineering	180.0	\$30.73
Production	68.5	\$14.37
Transportation and material moving	63.4	\$13.85
Installation, maintenance, and repair	60.8	\$18.30

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1. BLS Occupational Employment Statistics - May 2005 estimates.

“Diving below the broad occupational classifications, some metro areas are hot places to look for certain kinds of jobs,” said Levanon. Fully 14 percent of all of the online ads in the New York Metro area are for financial specialists, and are a higher percent of ads than in any of the other 52 large metro areas covered in this release. Washington, D.C. leads the way for computer specialists, with 18 percent of all the D.C. online ads in this occupational category. Looking at online ads in San Jose, the largest number (18 percent) are for engineers.

WASHINGTON D.C. STILL IN THE LEAD

- **Washington D.C. has the lowest supply/demand ratio in the nation and is ranked third in total ad volume behind New York and Los Angeles.**
- **San Jose ranks first with 6.28 ads per 100 persons in the labor force.**

The metro areas where the number of unemployed persons looking for work was less than the number of advertised vacancies includes a wide range of areas across the nation – Washington D.C., Salt Lake City, San Jose, San Francisco, and Austin.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate	
	Mar-07		Mar-07		Jan-07
New York, NY	281.8	San Jose, CA	6.28	Washington, DC	0.70
Los Angeles, CA	235.8	San Francisco, CA	5.97	Salt Lake City, UT	0.82
Washington, DC	149.5	Austin, TX	5.48	San Jose, CA	0.85
Chicago, IL	145.2	Washington, DC	5.02	San Francisco, CA	0.86
San Francisco, CA	131.9	Boston, MA	4.82	Austin, TX	0.91
Boston, MA	119.7	Denver, CO	4.77	Richmond, VA	1.07
Dallas, TX	104.5	Milwaukee, WI	4.63	San Diego, CA	1.11
Philadelphia, PA	96.0	Portland, OR	4.39	Miami, FL	1.18
Miami, FL	95.8	Seattle-Tacoma, WA	4.31	Boston, MA	1.21
Atlanta, GA	88.7	Las Vegas, NV	4.30	Phoenix, AZ	1.21

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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 March, with 281,800 and 235,800, respectively. The top two metro areas in terms of advertised vacancies per 100 persons in the local labor force were San Jose (6.28) and San Francisco (5.97), followed by Austin (5.48), and Washington D.C. (5.02).

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
Apr-07	April 30, 2007	Aug-07	September 5, 2007**
May-07	May 30, 2007**	Sep-07	October 1, 2007
Jun-07	July 2, 2007	Oct-07	October 31, 2007**
Jul-07	July 30, 2007	Nov-07	December 3, 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
	Mar-06	Feb-07	Mar-07	Mar 06-07	Mar-06	Feb-07	Mar-07	Mar 06-07
United States	3,173.1	3,824.2	3,754.4	18.3%	2,015.2	2,561.6	2,492.3	23.7%
New England	252.6	273.9	259.1	2.6%	145.5	164.8	155.1	6.6%
Middle Atlantic	479.4	590.9	566.2	18.1%	285.4	373.1	351.9	23.3%
South Atlantic	684.7	813.2	794.0	16.0%	421.7	524.6	511.2	21.2%
East North Central	381.9	474.8	463.1	21.3%	230.0	298.5	291.6	26.8%
East South Central	116.1	137.3	135.4	16.6%	73.3	91.1	88.5	20.8%
West North Central	185.5	244.5	242.6	30.8%	114.8	160.1	156.2	36.1%
West South Central	295.9	385.0	392.0	32.5%	180.5	259.3	257.2	42.5%
Mountain	291.7	348.9	346.5	18.8%	197.1	252.7	250.4	27.0%
Pacific	679.4	830.9	820.0	20.7%	456.8	574.5	563.5	23.3%

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.
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)		
	Mar-06	Feb-07	Mar-07	Mar-06	Feb-07	Mar-07
United States	2.12	2.52	2.47	1.34	1.69	1.64
New England	3.34	3.60	3.41	1.93	2.17	2.04
Middle Atlantic	2.37	2.93	2.81	1.41	1.85	1.74
South Atlantic	2.40	2.79	2.73	1.48	1.80	1.76
East North Central	1.61	1.99	1.94	0.97	1.25	1.22
East South Central	1.38	1.60	1.58	0.87	1.06	1.03
West North Central	1.72	2.25	2.23	1.07	1.47	1.44
West South Central	1.80	2.32	2.36	1.10	1.56	1.55
Mountain	2.76	3.23	3.21	1.87	2.34	2.32
Pacific	2.83	3.42	3.37	1.91	2.36	2.32

Source: The Conference Board

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.
2. Regions are as defined by the U.S. Census Bureau.

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Table 3: State Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Mar-06	Feb-07	Mar-07	Mar 06-07	Mar-06	Feb-07	Mar-07	Mar 06-07
United States	3,173.1	3,824.2	3,754.4	18.3%	2,015.2	2,561.6	2,492.3	23.7%
Alabama	36.8	39.9	38.7	5.1%	23.2	24.1	23.0	-0.7%
Alaska	14.1	13.1	14.1	0.3%	7.8	9.0	9.3	19.8%
Arizona	88.7	110.4	110.1	24.0%	57.4	77.5	77.7	35.3%
Arkansas	13.3	20.8	20.9	56.9%	7.8	14.1	14.0	80.8%
California	510.6	643.0	629.7	23.3%	346.7	442.5	429.1	23.7%
Colorado	86.4	98.8	99.6	15.3%	59.6	71.7	71.5	19.9%
Connecticut	60.9	72.6	67.9	11.5%	33.4	42.7	39.6	18.5%
Delaware	14.3	17.7	18.1	26.7%	7.4	10.6	10.8	45.1%
Florida	226.2	272.4	255.7	13.1%	145.2	183.2	172.4	18.7%
Georgia	95.2	120.4	119.6	25.6%	57.0	80.0	76.0	33.4%
Hawaii	12.0	15.4	15.1	25.2%	7.6	10.8	11.1	46.8%
Idaho	14.7	19.9	19.6	33.6%	10.2	14.1	13.7	35.2%
Illinois	144.1	183.1	176.5	22.5%	86.6	117.0	112.8	30.2%
Indiana	38.8	47.0	45.7	17.6%	24.0	30.2	29.5	23.2%
Iowa	26.1	31.6	31.2	19.8%	15.8	20.5	19.8	25.4%
Kansas	26.8	32.5	31.6	17.6%	15.8	19.5	19.1	21.2%
Kentucky	25.9	32.8	31.1	20.2%	16.4	21.0	19.9	20.9%
Louisiana	33.1	42.8	40.7	23.0%	19.0	26.9	25.0	32.0%
Maine	10.5	18.1	17.4	65.8%	5.7	11.3	10.5	84.9%
Maryland	86.2	104.3	100.0	16.0%	47.9	60.8	57.9	21.0%
Massachusetts	147.5	152.9	146.5	-0.7%	83.1	87.5	84.4	1.6%
Michigan	64.2	75.1	71.7	11.6%	38.1	47.1	45.3	18.8%
Minnesota	62.6	86.8	85.7	37.0%	38.8	55.0	53.0	36.7%
Mississippi	14.9	16.5	17.5	17.9%	9.0	10.8	11.1	24.5%
Missouri	48.1	65.9	66.7	38.7%	26.9	42.3	41.6	54.8%
Montana	11.0	14.2	14.8	33.9%	7.5	10.0	10.1	34.5%
Nebraska	20.9	27.4	26.8	27.8%	13.4	19.3	18.7	39.7%
Nevada	49.5	58.2	56.8	14.8%	29.6	39.3	37.9	28.2%
New Hampshire	14.5	21.6	19.9	37.1%	6.9	12.8	12.0	74.6%
New Jersey	129.1	160.9	150.6	16.6%	74.1	99.5	91.4	23.4%
New Mexico	20.7	27.0	26.3	27.1%	13.9	18.2	17.7	27.7%
New York	227.4	286.8	272.1	19.7%	139.0	179.2	168.3	21.1%
North Carolina	78.5	95.8	97.1	23.7%	44.1	60.4	61.0	38.3%
North Dakota	8.2	10.5	12.2	48.7%	4.8	7.5	7.9	65.0%
Ohio	91.3	113.2	113.0	23.7%	55.0	69.3	69.7	26.7%
Oklahoma	26.6	32.6	32.5	22.5%	15.7	20.6	19.7	25.2%
Oregon	57.1	69.9	70.9	24.2%	37.3	52.5	52.6	41.1%
Pennsylvania	139.8	166.1	166.0	18.8%	80.1	106.1	103.6	29.3%
Rhode Island	27.0	20.7	19.1	-29.2%	18.4	14.1	12.6	-31.4%
South Carolina	40.9	49.3	49.7	21.5%	25.6	30.9	31.2	21.7%
South Dakota	8.8	12.1	11.8	33.3%	5.8	7.7	7.3	25.2%
Tennessee	46.9	58.9	59.1	25.8%	28.1	40.7	39.7	41.3%
Texas	232.5	303.9	312.6	34.4%	142.1	205.6	205.4	44.6%
Utah	32.4	39.3	39.3	21.3%	22.9	30.1	30.0	31.3%
Vermont	7.2	9.3	8.4	16.6%	3.8	5.8	5.2	36.0%
Virginia	131.4	146.9	146.6	11.6%	76.0	85.3	87.1	14.7%
Washington	102.1	112.4	113.2	10.9%	64.8	72.2	73.7	13.8%
West Virginia	10.2	12.4	12.4	21.3%	6.0	7.6	7.7	26.8%
Wisconsin	68.7	89.7	87.9	28.0%	37.7	51.3	49.6	31.5%
Wyoming	8.2	10.6	10.5	28.8%	4.1	6.1	5.8	43.4%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous month 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
	Mar-06	Feb-07	Mar-07	Mar 06-07	Mar-06	Feb-07	Mar-07	Mar 06-07
Birmingham, AL	13.5	13.8	13.4	-0.8%	8.1	8.0	7.8	-3.8%
Phoenix, AZ	65.3	81.1	79.4	21.6%	43.3	56.8	55.5	28.3%
Tucson, AZ	12.7	13.9	13.9	9.7%	8.0	9.4	9.5	18.4%
Los Angeles, CA	186.5	240.3	235.8	26.5%	126.6	167.9	161.5	27.6%
Riverside, CA	24.3	30.7	32.1	32.3%	15.7	21.9	22.7	44.7%
Sacramento, CA	34.4	42.5	42.9	24.7%	25.0	31.8	31.9	27.7%
San Diego, CA	67.3	66.7	63.5	-5.7%	46.9	43.9	42.0	-10.6%
San Francisco, CA	97.6	136.2	131.9	35.2%	66.2	89.9	86.0	30.0%
San Jose, CA	38.0	58.0	54.8	44.2%	22.4	32.4	30.5	36.4%
Denver, CO	59.3	62.0	64.3	8.5%	41.9	45.1	46.3	10.4%
Hartford, CT	20.3	26.2	24.8	21.8%	11.0	15.3	14.3	29.1%
Washington, DC	140.1	155.7	149.5	6.6%	82.6	86.3	84.0	1.6%
Jacksonville, FL	17.4	20.8	19.4	11.3%	10.4	13.0	12.3	17.5%
Miami, FL	74.2	94.4	95.8	29.2%	51.8	65.4	65.6	26.8%
Orlando, FL	26.5	30.5	28.2	6.3%	15.1	19.6	18.4	22.1%
Tampa, FL	45.0	48.4	43.2	-4.0%	28.0	29.6	26.8	-4.3%
Atlanta, GA	71.4	90.6	88.7	24.2%	41.7	58.5	55.6	33.5%
Honolulu, HI	8.7	6.8	6.8	-21.6%	5.9	4.7	4.9	-16.3%
Chicago, IL	113.5	149.6	145.2	27.9%	67.3	94.7	92.3	37.0%
Indianapolis, IN	17.0	21.4	20.8	22.3%	10.2	13.4	13.2	30.3%
Louisville, KY	12.5	15.3	14.2	13.1%	7.9	9.3	8.5	7.3%
New Orleans, LA	17.2	19.7	18.2	5.8%	9.5	11.2	10.1	6.7%
Baltimore, MD	44.1	51.7	49.5	12.3%	24.2	31.9	30.5	25.9%
Boston, MA	120.4	123.5	119.7	-0.6%	69.0	68.8	67.4	-2.4%
Detroit, MI	26.7	33.5	31.8	19.1%	15.7	21.0	20.3	29.3%
Minneapolis-St. Paul, MN	45.6	66.5	63.7	39.8%	27.8	41.4	38.6	38.7%
Kansas City, MO	21.8	27.9	26.4	21.1%	12.8	17.1	16.1	25.6%
St. Louis, MO	28.4	37.2	38.3	34.9%	14.9	22.9	22.7	52.3%
Las Vegas, NV	36.6	42.6	40.9	11.6%	21.3	27.9	26.5	24.4%
Buffalo, NY	10.6	14.2	14.0	32.3%	6.9	9.4	9.1	32.9%
New York, NY	221.0	291.8	281.8	27.5%	127.2	174.9	169.2	33.0%
Rochester, NY	7.7	10.0	9.4	22.1%	4.6	6.4	5.8	26.4%
Charlotte, NC	22.6	28.0	28.3	25.2%	13.0	17.1	17.6	34.8%
Cincinnati, OH	21.5	27.3	25.5	18.8%	12.4	16.5	15.5	24.9%
Cleveland, OH	23.9	32.8	34.0	42.5%	14.5	18.8	19.7	35.9%
Columbus, OH	21.0	27.7	28.0	33.1%	11.5	17.3	17.7	54.7%
Oklahoma City, OK	13.1	15.2	15.9	21.8%	8.0	9.7	9.8	22.7%
Portland, OR	34.6	48.7	49.9	44.0%	24.1	37.0	37.4	55.3%
Philadelphia, PA	81.6	94.1	96.0	17.6%	45.3	58.8	58.9	30.1%
Pittsburgh, PA	26.2	36.8	36.2	38.2%	15.5	22.8	21.8	40.3%
Providence, RI	23.9	19.6	18.5	-22.7%	15.1	12.6	11.5	-23.6%
Memphis, TN	10.8	15.5	15.8	46.9%	5.6	10.1	9.9	76.6%
Nashville, TN	16.1	19.5	19.5	21.2%	9.5	13.0	12.7	33.4%
Austin, TX	28.2	44.3	46.1	63.3%	18.6	32.9	34.0	83.1%
Dallas, TX	85.7	102.6	104.5	21.8%	51.6	66.0	66.3	28.5%
Houston, TX	53.3	82.9	82.2	54.3%	32.1	52.6	51.3	59.7%
San Antonio, TX	17.7	25.0	26.4	49.1%	11.4	17.4	18.2	59.8%
Salt Lake City, UT	19.1	24.8	24.4	28.2%	13.8	19.1	18.8	35.9%
Richmond, VA	19.4	23.5	25.1	29.6%	11.3	15.0	16.3	43.7%
Virginia Beach, VA	16.8	19.4	21.4	27.3%	10.1	13.0	14.9	48.6%
Seattle-Tacoma, WA	80.1	76.6	76.6	-4.5%	51.4	47.2	47.3	-8.0%
Milwaukee, WI	27.5	38.3	36.7	33.5%	13.5	19.8	18.6	37.5%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous month 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
	Mar-06	Feb-07	Mar-07	Feb-07	Feb-07	Feb-07	Feb-07
United States	2.12	2.52	2.47	4.9	7,400.0	3,824.2	1.94
Alabama	1.70	1.80	1.74	3.7	81.9	39.9	2.05
Alaska	4.11	3.81	4.11	7.3	25.0	13.1	1.91
Arizona	3.01	3.65	3.64	3.8	115.1	110.4	1.04
Arkansas	0.98	1.52	1.53	5.8	78.9	20.8	3.79
California	2.87	3.56	3.49	5.2	944.0	643.0	1.47
Colorado	3.31	3.71	3.73	4.1	108.8	98.8	1.10
Connecticut	3.34	3.95	3.70	4.7	85.9	72.6	1.18
Delaware	3.27	4.01	4.10	3.8	16.6	17.7	0.94
Florida	2.55	3.00	2.81	3.2	290.9	272.4	1.07
Georgia	2.03	2.50	2.49	4.4	209.4	120.4	1.74
Hawaii	1.88	2.37	2.33	2.1	13.5	15.4	0.88
Idaho	1.98	2.66	2.62	3.8	28.2	19.9	1.41
Illinois	2.21	2.76	2.66	5.3	350.1	183.1	1.91
Indiana	1.20	1.45	1.41	5.3	172.9	47.0	3.68
Iowa	1.58	1.92	1.89	4.1	67.0	31.6	2.12
Kansas	1.84	2.21	2.14	4.7	69.5	32.5	2.14
Kentucky	1.28	1.60	1.52	6.6	135.4	32.8	4.13
Louisiana	1.68	2.18	2.07	3.7	72.8	42.8	1.70
Maine	1.50	2.57	2.48	5.4	37.8	18.1	2.09
Maryland	2.90	3.49	3.35	4.1	123.8	104.3	1.19
Massachusetts	4.37	4.50	4.32	5.8	197.0	152.9	1.29
Michigan	1.27	1.49	1.43	7.2	360.4	75.1	4.80
Minnesota	2.14	2.96	2.92	5.1	149.7	86.8	1.72
Mississippi	1.15	1.26	1.34	6.8	89.0	16.5	5.40
Missouri	1.60	2.16	2.19	5.7	172.7	65.9	2.62
Montana	2.25	2.87	3.00	3.4	17.0	14.2	1.20
Nebraska	2.16	2.82	2.76	3.3	31.7	27.4	1.16
Nevada	3.88	4.36	4.26	4.5	60.5	58.2	1.04
New Hampshire	1.99	2.92	2.69	4.2	31.2	21.6	1.45
New Jersey	2.87	3.58	3.35	4.6	206.6	160.9	1.28
New Mexico	2.23	2.89	2.81	3.7	35.0	27.0	1.30
New York	2.40	3.04	2.88	4.9	461.4	286.8	1.61
North Carolina	1.79	2.13	2.16	4.9	219.0	95.8	2.29
North Dakota	2.35	2.94	3.42	3.9	14.1	10.5	1.34
Ohio	1.56	1.92	1.92	5.7	333.5	113.2	2.95
Oklahoma	1.56	1.89	1.89	4.4	75.7	32.6	2.32
Oregon	3.04	3.65	3.70	6.2	118.4	69.9	1.69
Pennsylvania	2.23	2.66	2.66	4.6	287.2	166.1	1.73
Rhode Island	4.73	3.59	3.32	5.1	29.4	20.7	1.42
South Carolina	1.95	2.31	2.33	6.5	139.8	49.3	2.83
South Dakota	2.09	2.82	2.75	3.9	16.6	12.1	1.38
Tennessee	1.59	1.96	1.97	5.3	159.2	58.9	2.70
Texas	2.04	2.64	2.71	4.7	543.2	303.9	1.79
Utah	2.52	2.97	2.97	2.6	34.6	39.3	0.88
Vermont	2.01	2.58	2.33	4.6	16.4	9.3	1.76
Virginia	3.32	3.65	3.65	3.2	130.2	146.9	0.89
Washington	3.08	3.35	3.37	5.7	190.5	112.4	1.70
West Virginia	1.29	1.54	1.53	5.4	43.8	12.4	3.52
Wisconsin	2.26	2.92	2.86	5.9	180.5	89.7	2.01
Wyoming	2.91	3.72	3.71	3.2	9.0	10.6	0.85

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
	Mar-06	Feb-07	Mar-07	Jan-07	Jan-07	Jan-07	Jan-07
	Birmingham, AL	2.54	2.51	2.43	3.2	17.6	10.6
Phoenix, AZ	3.31	3.95	3.86	3.9	81.1	67.1	1.21
Tucson, AZ	2.83	3.06	3.06	4.4	20.1	11.7	1.72
Los Angeles, CA	2.87	3.70	3.63	4.6	297.5	194.9	1.53
Riverside, CA	1.42	1.70	1.78	5.2	93.7	25.3	3.71
Sacramento, CA	3.34	4.02	4.05	5.3	56.2	35.6	1.58
San Diego, CA	4.48	4.37	4.16	4.3	65.9	59.1	1.11
San Francisco, CA	4.50	6.16	5.97	4.3	96.1	112.1	0.86
San Jose, CA	4.53	6.65	6.28	4.7	40.9	48.1	0.85
Denver, CO	4.48	4.60	4.77	4.7	62.7	48.3	1.30
Hartford, CT	3.55	4.53	4.28	5.2	30.1	22.7	1.33
Washington, DC	4.81	5.23	5.02	3.4	100.2	142.6	0.70
Jacksonville, FL	2.73	3.18	2.97	3.5	22.9	18.0	1.27
Miami, FL	2.73	3.38	3.43	3.3	93.2	78.9	1.18
Orlando, FL	2.56	2.87	2.65	3.3	35.3	26.3	1.34
Tampa, FL	3.42	3.64	3.25	3.6	47.5	38.3	1.24
Atlanta, GA	2.73	3.33	3.27	4.6	123.8	76.8	1.61
Honolulu, HI	1.92	1.49	1.51	2.0	9.1	6.6	1.39
Chicago, IL	2.39	3.05	2.96	5.1	248.5	122.6	2.03
Indianapolis, IN	1.93	2.38	2.31	4.8	43.5	18.1	2.40
Louisville, KY	2.04	2.40	2.23	6.4	40.4	13.3	3.04
New Orleans, LA	4.03	3.98	3.69	4.5	22.2	16.1	1.38
Baltimore, MD	3.19	3.66	3.51	4.5	64.1	45.6	1.41
Boston, MA	4.95	4.97	4.82	5.2	130.0	107.5	1.21
Detroit, MI	1.24	1.55	1.47	8.0	173.3	28.0	6.20
Minneapolis-St. Paul, MN	2.47	3.61	3.46	4.7	86.3	56.1	1.54
Kansas City, MO	2.09	2.67	2.53	5.0	51.8	24.6	2.10
St. Louis, MO	1.94	2.55	2.62	5.4	78.3	28.9	2.71
Las Vegas, NV	4.11	4.49	4.30	4.7	44.7	35.9	1.25
Buffalo, NY	1.80	2.44	2.41	5.4	31.5	11.3	2.78
New York, NY	2.39	3.14	3.04	4.7	437.8	241.7	1.81
Rochester, NY	1.45	1.90	1.77	4.9	25.9	8.3	3.10
Charlotte, NC	2.81	3.36	3.40	4.8	40.2	23.4	1.72
Cincinnati, OH	1.95	2.48	2.32	5.5	60.1	22.6	2.66
Cleveland, OH	2.21	3.02	3.14	6.0	65.5	27.6	2.37
Columbus, OH	2.30	2.96	3.00	4.9	45.7	22.7	2.01
Oklahoma City, OK	2.21	2.64	2.77	4.2	24.5	11.9	2.05
Portland, OR	3.12	4.28	4.39	5.4	61.2	41.4	1.48
Philadelphia, PA	2.76	3.17	3.24	4.8	143.8	78.5	1.83
Pittsburgh, PA	2.17	3.07	3.02	5.5	65.4	26.0	2.52
Providence, RI	3.39	2.74	2.59	6.1	43.3	16.7	2.60
Memphis, TN	1.80	2.54	2.58	5.7	34.7	12.9	2.69
Nashville, TN	2.14	2.54	2.53	4.2	32.4	15.8	2.05
Austin, TX	3.44	5.27	5.48	3.8	32.3	35.4	0.91
Dallas, TX	2.79	3.29	3.35	4.6	144.9	82.0	1.77
Houston, TX	2.00	3.04	3.02	4.6	124.6	67.4	1.85
San Antonio, TX	1.95	2.70	2.85	4.4	40.9	20.5	1.99
Salt Lake City, UT	3.35	4.20	4.15	2.8	16.2	19.7	0.82
Richmond, VA	3.09	3.70	3.96	3.2	20.6	19.2	1.07
Virginia Beach, VA	2.10	2.41	2.67	3.4	27.6	17.7	1.55
Seattle-Tacoma, WA	4.48	4.31	4.31	4.9	86.8	62.5	1.39
Milwaukee, WI	3.51	4.83	4.63	5.1	40.8	31.4	1.30

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available Bureau of Labor Statistics 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 Occupation²

Occupation ¹	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Mar-06	Feb-07	Mar-07	Jan-07	
Total	3,173.1	3,824.2	3,754.4	7,400	\$18.21
Management	236.9	406.1	394.8	324	\$42.52
Business and financial operations	253.4	333.1	316.5	147	\$27.85
Computer and mathematical	239.8	305.3	290.0	69	\$32.26
Architecture and engineering	163.2	185.6	180.0	50	\$30.73
Life, physical, and social science	28.8	33.5	33.0	23	\$27.90
Community and social services	14.7	20.3	20.2	39	\$18.04
Legal	12.3	17.2	17.7	23	\$38.98
Education, training, and library	19.9	28.5	27.8	110	\$20.89
Arts, design, entertainment, sports, and media	24.7	35.1	33.2	109	\$21.30
Healthcare practitioner and technical	273.0	281.4	303.4	85	\$28.45
Healthcare support	36.2	45.7	44.3	141	\$11.47
Protective service	15.0	18.6	18.8	106	\$17.19
Food preparation and serving related	40.4	45.0	51.3	606	\$8.58
Building and grounds cleaning and maintenance	24.7	27.2	30.7	489	\$10.55
Personal care and service	22.2	26.6	26.4	183	\$10.67
Sales and related	150.2	195.1	188.7	830	\$15.77
Office and administrative support	267.0	308.2	301.5	861	\$14.28
Farming, fishing, and forestry	2.1	2.1	2.6	139	\$10.10
Construction and extraction	40.8	36.5	40.0	1103	\$18.39
Installation, maintenance, and repair	49.9	59.7	60.8	223	\$18.30
Production	67.6	67.7	68.5	604	\$14.37
Transportation and material moving	64.9	54.6	63.4	624	\$13.85

Source: The Conference Board

1. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
2. 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.
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 2005 estimates.

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Table 8: State Occupational Demand and Pay

Location	Management and Business/Financial ¹		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Mar-07		Mar-07		Mar-07	
United States	711337	\$35.54	905373	\$25.93	171452	\$10.65
Alabama	6010	\$32.17	10809	\$22.57	1363	\$8.82
Alaska	1672	\$32.03	4362	\$25.91	1023	\$12.98
Arizona	17434	\$31.85	28425	\$23.81	5579	\$10.39
Arkansas	3185	\$28.36	4893	\$20.45	855	\$8.48
California	121232	\$39.53	148827	\$32.27	26205	\$11.92
Colorado	15602	\$35.80	23267	\$27.01	5584	\$11.08
Connecticut	16277	\$40.73	18532	\$28.59	1911	\$12.73
Delaware	3334	\$35.21	5365	\$27.66	437	\$10.92
Florida	40601	\$33.47	57078	\$24.63	13753	\$10.36
Georgia	24599	\$36.06	29882	\$24.42	5101	\$9.66
Hawaii	2540	\$33.12	3047	\$25.02	923	\$11.86
Idaho	2642	\$27.32	4433	\$25.03	1149	\$9.39
Illinois	39738	\$34.96	40040	\$25.60	5566	\$11.34
Indiana	8646	\$31.45	11610	\$22.32	1992	\$9.68
Iowa	6191	\$29.29	8255	\$21.47	1672	\$9.46
Kansas	5940	\$31.67	9589	\$22.12	1471	\$9.45
Kentucky	5732	\$30.73	7598	\$21.65	1342	\$9.28
Louisiana	6238	\$29.45	9026	\$21.61	2402	\$8.70
Maine	2367	\$29.74	4483	\$22.21	1025	\$10.17
Maryland	21589	\$37.06	30679	\$29.02	3735	\$11.19
Massachusetts	32582	\$40.93	41872	\$29.42	5576	\$12.62
Michigan	14123	\$36.21	19970	\$27.33	2620	\$10.84
Minnesota	17625	\$35.38	21935	\$26.22	3096	\$10.86
Mississippi	2933	\$27.94	4413	\$20.16	1045	\$8.53
Missouri	11517	\$32.66	17591	\$23.18	2946	\$9.77
Montana	1584	\$25.64	3549	\$19.30	1136	\$9.03
Nebraska	5716	\$30.41	6352	\$22.57	1132	\$9.51
Nevada	9606	\$34.92	10468	\$25.75	3712	\$10.84
New Hampshire	3044	\$34.83	6482	\$24.78	617	\$10.97
New Jersey	35302	\$41.54	41042	\$32.30	4965	\$12.61
New Mexico	3093	\$30.32	6656	\$23.83	1010	\$9.17
New York	62422	\$42.13	62586	\$29.83	8409	\$12.55
North Carolina	17515	\$34.72	26988	\$23.24	3119	\$9.61
North Dakota	1418	\$28.65	2539	\$19.71	615	\$9.17
Ohio	23837	\$33.51	29894	\$25.44	3508	\$10.08
Oklahoma	5249	\$28.53	8008	\$23.13	1976	\$8.89
Oregon	12755	\$32.09	15252	\$24.74	3727	\$11.14
Pennsylvania	41103	\$33.23	42974	\$25.82	6485	\$10.30
Rhode Island	3398	\$36.28	5199	\$26.33	831	\$11.59
South Carolina	7401	\$30.84	12367	\$22.53	2562	\$9.12
South Dakota	1822	\$27.70	2753	\$19.72	886	\$8.79
Tennessee	11237	\$31.16	14643	\$22.43	2411	\$9.37
Texas	58054	\$34.75	74521	\$24.88	16045	\$9.40
Utah	6771	\$30.64	7892	\$25.51	2163	\$9.86
Vermont	1238	\$32.76	2575	\$22.83	405	\$10.90
Virginia	31051	\$36.59	43401	\$28.18	6277	\$10.51
Washington	19959	\$36.72	29173	\$27.31	5717	\$12.12
West Virginia	1600	\$27.49	3266	\$21.55	605	\$8.56
Wisconsin	14889	\$32.36	23451	\$24.21	4598	\$10.28
Wyoming	1324	\$27.75	2967	\$20.80	524	\$9.42

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 2005 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	Total Ads	Average	Total Ads	Average
	Mar-07	Hr. Wage ¹	Mar-07	Hr. Wage ¹	Mar-07	Hr. Wage ¹
United States	490200	\$14.85	103415	\$18.05	131889	\$14.12
Alabama	4899	\$12.89	1146	\$15.20	1622	\$12.66
Alaska	1791	\$15.75	633	\$24.49	516	\$20.00
Arizona	16218	\$14.07	3156	\$15.99	3193	\$13.72
Arkansas	2686	\$12.01	775	\$14.71	1226	\$12.50
California	93096	\$16.29	14037	\$19.23	18156	\$13.90
Colorado	13523	\$15.90	3895	\$18.29	3579	\$14.87
Connecticut	8080	\$17.70	1376	\$21.24	1823	\$15.54
Delaware	2277	\$15.02	340	\$18.55	478	\$14.12
Florida	36553	\$13.09	6519	\$16.63	6173	\$12.66
Georgia	14947	\$14.21	3615	\$16.53	4885	\$13.51
Hawaii	2178	\$14.32	402	\$21.70	363	\$14.39
Idaho	2747	\$12.72	1082	\$15.47	860	\$12.63
Illinois	23953	\$15.39	2806	\$22.26	5112	\$14.44
Indiana	6817	\$13.77	1474	\$18.67	2637	\$14.64
Iowa	4272	\$13.13	1262	\$16.95	1999	\$13.65
Kansas	4496	\$13.69	1067	\$16.98	1385	\$13.88
Kentucky	4622	\$13.01	1120	\$16.24	1842	\$13.98
Louisiana	5650	\$11.83	1786	\$15.44	1745	\$13.97
Maine	2371	\$13.35	478	\$16.38	811	\$13.62
Maryland	13053	\$15.39	2566	\$18.29	2505	\$14.41
Massachusetts	17473	\$17.23	2064	\$22.09	3222	\$15.54
Michigan	9093	\$15.01	1571	\$20.66	2396	\$16.55
Minnesota	11940	\$15.74	1871	\$20.98	4289	\$15.49
Mississippi	2282	\$11.64	840	\$14.10	1163	\$12.26
Missouri	9096	\$13.36	1536	\$18.75	2195	\$13.79
Montana	1950	\$11.89	929	\$16.22	684	\$13.44
Nebraska	3360	\$13.11	869	\$16.28	1121	\$13.96
Nevada	8543	\$14.16	1673	\$19.29	1418	\$13.83
New Hampshire	2418	\$14.86	344	\$17.76	625	\$14.52
New Jersey	20492	\$16.84	3011	\$22.21	4297	\$14.55
New Mexico	2679	\$12.40	757	\$14.74	619	\$13.29
New York	34002	\$16.81	3966	\$21.33	5464	\$15.21
North Carolina	11525	\$13.97	2655	\$15.95	2926	\$13.10
North Dakota	1486	\$12.27	529	\$16.67	530	\$13.64
Ohio	14802	\$14.33	2394	\$17.87	4615	\$14.57
Oklahoma	4910	\$12.35	1851	\$15.54	2207	\$12.99
Oregon	9370	\$15.03	2248	\$18.69	3059	\$14.19
Pennsylvania	20078	\$14.23	4147	\$18.06	4937	\$14.35
Rhode Island	2615	\$14.90	544	\$19.18	665	\$13.82
South Carolina	6520	\$12.91	2269	\$15.50	2815	\$13.22
South Dakota	1768	\$12.07	693	\$14.52	665	\$12.05
Tennessee	8660	\$13.53	1954	\$15.92	3300	\$13.46
Texas	43546	\$14.12	12690	\$15.25	14012	\$13.40
Utah	7096	\$12.77	1905	\$16.50	2369	\$13.83
Vermont	942	\$13.89	226	\$16.66	296	\$13.79
Virginia	17520	\$15.08	4217	\$17.46	3519	\$14.05
Washington	14799	\$16.31	3843	\$20.76	4181	\$16.11
West Virginia	1687	\$11.59	512	\$16.16	700	\$13.11
Wisconsin	12554	\$14.54	2604	\$19.06	6324	\$14.58
Wyoming	953	\$12.10	378	\$18.05	256	\$16.03

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2005 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

Location	Management and Business/Financial ¹		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Mar-07		Mar-07		Mar-07	
United States	711337	\$35.54	905373	\$25.93	171452	\$10.65
Birmingham, AL	2112	\$33.77	3461	\$23.01	590	\$9.50
Phoenix, AZ	13379	\$32.54	19814	\$24.37	3833	\$10.55
Tucson, AZ	1961	\$31.32	3805	\$24.29	915	\$10.02
Los Angeles, CA	45630	\$39.44	49008	\$28.91	9334	\$11.61
Riverside, CA	5767	\$35.51	5985	\$26.75	1813	\$11.36
Sacramento, CA	6753	\$33.91	10601	\$27.97	1845	\$11.73
San Diego, CA	11051	\$38.23	15772	\$29.25	3728	\$11.13
San Francisco, CA	31093	\$42.85	34775	\$33.06	4067	\$13.47
San Jose, CA	14166	\$50.56	17465	\$37.88	1182	\$13.02
Denver, CO	11250	\$37.33	13403	\$28.29	3270	\$11.51
Hartford, CT	6044	\$37.63	7164	\$29.20	569	\$12.47
Washington, DC	38469	\$40.74	45618	\$33.42	4991	\$12.09
Jacksonville, FL	3356	\$32.23	4955	\$24.33	794	\$9.99
Miami, FL	15281	\$35.81	20249	\$25.80	5139	\$10.91
Orlando, FL	5718	\$33.56	6681	\$23.73	1235	\$10.02
Tampa, FL	7907	\$33.56	10912	\$24.49	2611	\$10.27
Atlanta, GA	19639	\$37.99	22620	\$26.25	2884	\$10.29
Honolulu, HI	1392	\$33.88	1664	\$25.70	408	\$11.59
Chicago, IL	33583	\$36.32	32068	\$26.78	4684	\$11.60
Indianapolis, IN	4368	\$32.86	5126	\$23.86	702	\$10.21
Louisville, KY	2997	\$32.21	3431	\$22.93	731	\$9.75
New Orleans, LA	2772	\$31.19	3844	\$23.23	1447	\$8.94
Baltimore, MD	9685	\$36.32	14909	\$27.91	1948	\$11.26
Boston, MA	26647	\$42.22	35294	\$29.84	4097	\$12.84
Detroit, MI	7286	\$48.31	8738	\$28.67	868	\$11.36
Minneapolis-St. Paul, MN	14427	\$37.51	15874	\$27.72	2003	\$11.29
Kansas City, MO	5105	\$34.80	7817	\$25.05	975	\$10.28
St. Louis, MO	6576	\$33.55	9856	\$25.13	1768	\$10.53
Las Vegas, NV	6451	\$35.83	6945	\$25.73	2689	\$10.99
Buffalo, NY	2420	\$33.83	2632	\$23.83	571	\$10.41
New York, NY	68356	\$44.60	69816	\$31.14	7599	\$13.23
Rochester, NY	1707	\$35.92	2285	\$24.47	335	\$10.89
Charlotte, NC	6814	\$37.40	7458	\$24.50	710	\$10.31
Cincinnati, OH	5935	\$34.79	7042	\$25.70	737	\$10.43
Cleveland, OH	7972	\$34.08	8918	\$26.60	1055	\$10.63
Columbus, OH	5890	\$33.92	6770	\$27.32	810	\$10.43
Oklahoma City, OK	2365	\$29.95	3647	\$22.39	1028	\$9.21
Portland, OR	7426	\$34.14	10820	\$26.33	2737	\$11.64
Philadelphia, PA	21941	\$37.18	28243	\$27.18	3285	\$11.41
Pittsburgh, PA	7317	\$32.23	9069	\$24.10	1617	\$9.88
Providence, RI	4079	\$35.93	5425	\$26.08	872	\$11.62
Memphis, TN	2858	\$32.96	4606	\$23.30	582	\$9.92
Nashville, TN	3613	\$31.92	4460	\$23.55	814	\$9.84
Austin, TX	6837	\$33.78	12209	\$26.56	2455	\$9.92
Dallas, TX	21185	\$37.19	25703	\$27.04	3922	\$10.22
Houston, TX	17821	\$37.76	19453	\$27.58	3626	\$9.74
San Antonio, TX	4023	\$32.18	5635	\$22.92	1730	\$9.03
Salt Lake City, UT	3549	\$31.90	4955	\$24.51	1179	\$10.40
Richmond, VA	5097	\$33.98	6688	\$25.71	1256	\$10.53
Virginia Beach, VA	2846	\$32.42	5140	\$25.42	965	\$9.79
Seattle-Tacoma, WA	14884	\$38.51	21442	\$29.60	3194	\$12.69
Milwaukee, WI	7264	\$35.45	9590	\$26.39	1549	\$10.69

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 2005 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
	Mar-07	Hr. Wage ¹	Mar-07	Hr. Wage ¹	Mar-07	Hr. Wage ¹
United States	490200	\$14.85	103415	\$18.05	131889	\$14.12
Birmingham, AL	2053	\$14.19	390	\$16.42	490	\$13.22
Phoenix, AZ	12769	\$15.69	2167	\$16.49	2314	\$13.98
Tucson, AZ	2056	\$13.28	510	\$15.63	560	\$13.02
Los Angeles, CA	40105	\$16.15	4619	\$19.72	7273	\$13.09
Riverside, CA	5792	\$14.62	1172	\$18.64	1647	\$13.13
Sacramento, CA	6820	\$16.34	1134	\$20.06	1259	\$14.26
San Diego, CA	10101	\$15.79	1632	\$20.23	1887	\$13.47
San Francisco, CA	18646	\$18.72	1945	\$24.29	2362	\$16.96
San Jose, CA	5963	\$20.18	739	\$23.77	924	\$16.48
Denver, CO	9101	\$16.96	2272	\$18.93	2216	\$15.41
Hartford, CT	3206	\$17.28	517	\$21.53	701	\$15.68
Washington, DC	17887	\$17.64	2513	\$19.57	1777	\$15.64
Jacksonville, FL	2707	\$14.34	552	\$16.33	482	\$13.81
Miami, FL	14417	\$15.05	1968	\$16.61	1604	\$13.02
Orlando, FL	4490	\$14.06	856	\$15.42	693	\$12.57
Tampa, FL	8214	\$14.59	1560	\$15.36	1749	\$11.99
Atlanta, GA	11354	\$15.56	2101	\$18.01	2618	\$14.70
Honolulu, HI	1207	\$14.53	224	\$22.44	205	\$14.64
Chicago, IL	20805	\$16.08	2206	\$23.37	3794	\$14.66
Indianapolis, IN	3527	\$15.32	612	\$19.20	838	\$14.66
Louisville, KY	2381	\$14.22	392	\$17.16	778	\$14.69
New Orleans, LA	2807	\$12.63	897	\$15.79	692	\$13.65
Baltimore, MD	7183	\$15.37	1334	\$18.00	1320	\$14.67
Boston, MA	14566	\$17.92	1436	\$22.84	2206	\$16.02
Detroit, MI	4187	\$16.21	574	\$22.79	822	\$18.20
Minneapolis-St. Paul, MN	9293	\$17.06	1194	\$22.77	2795	\$16.58
Kansas City, MO	4196	\$15.24	577	\$19.65	778	\$14.44
St. Louis, MO	5481	\$15.10	922	\$20.91	1319	\$15.08
Las Vegas, NV	6504	\$14.21	1233	\$19.53	870	\$13.48
Buffalo, NY	2342	\$14.01	378	\$18.94	572	\$14.91
New York, NY	35246	\$17.92	3410	\$23.14	4497	\$15.35
Rochester, NY	1670	\$14.39	280	\$17.92	538	\$13.88
Charlotte, NC	4027	\$15.72	762	\$17.16	817	\$14.36
Cincinnati, OH	3857	\$15.17	496	\$18.68	1017	\$14.81
Cleveland, OH	4350	\$15.27	683	\$19.83	1317	\$15.14
Columbus, OH	3769	\$14.92	588	\$18.47	829	\$14.05
Oklahoma City, OK	2796	\$12.89	1110	\$16.03	1057	\$13.64
Portland, OR	7337	\$16.21	1751	\$20.17	2595	\$14.89
Philadelphia, PA	12136	\$15.95	1920	\$20.36	2471	\$15.35
Pittsburgh, PA	5252	\$13.63	1167	\$18.24	1060	\$14.25
Providence, RI	2593	\$14.65	558	\$19.32	712	\$13.75
Memphis, TN	2132	\$14.35	412	\$16.86	732	\$14.11
Nashville, TN	3099	\$14.52	568	\$16.44	847	\$14.15
Austin, TX	6581	\$15.04	1451	\$15.82	1475	\$12.92
Dallas, TX	15279	\$15.77	3100	\$16.28	3490	\$13.85
Houston, TX	11725	\$15.19	3049	\$15.99	3650	\$14.75
San Antonio, TX	4376	\$13.10	1236	\$14.19	1244	\$11.62
Salt Lake City, UT	4708	\$14.29	1043	\$16.97	1219	\$14.30
Richmond, VA	3843	\$15.55	1162	\$17.52	924	\$13.92
Virginia Beach, VA	2598	\$13.92	707	\$16.65	621	\$13.96
Seattle-Tacoma, WA	10369	\$17.47	2137	\$22.07	2510	\$16.94
Milwaukee, WI	5280	\$16.04	920	\$20.76	2646	\$14.91

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2005 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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The Conference Board Help-Wanted OnLine Data Series™

Technical Notes

Background

The Conference Board has been following online help-wanted advertising, and Internet job boards in particular, over the last three years. The new The Conference Board Help-Wanted OnLine Data Series™, which made its debut July 2005, marks the first time The Conference Board has published data covering online job advertising activity.

The Conference Board is publishing this new series in an effort to provide data on online job demand that will complement its long-standing Help-Wanted Advertising Index™ of print advertising (<http://www.conference-board.org/economics/helpwanted.cfm>), as well as labor market data series from the U.S. Department of Labor's Bureau of Labor Statistics (BLS), and data gleaned from other private organizations.

This new series focuses on new, unduplicated first-time ads posted on job boards during the course of a calendar month. Similar to the Help-Wanted Advertising Index™ of print ads, the new data series is an indirect measure of job vacancies. The strength of the relationship between The Conference Board Help-Wanted OnLine Data Series™ and job vacancies, however, will not be fully understood for some time.

The level of ads, both in print and online, may change for reasons that are not related to overall job demand. For example, postings on internet job boards include a significant number of duplicate ads, as the same job advertisement often appears on several boards simultaneously. While this duplication serves the primary purpose of increasing the likelihood that interested applicants will see the ad, duplicate ads do not represent separate job openings. For this reason The Conference Board Help-Wanted OnLine Data Series™ presents data on new, unduplicated ads. Also, internet usage varies across communities, affecting the correlation between new job openings and new job postings online across geographies.

Since online job advertising continues to be a young and dynamic market, changes in its use and application may result in distortions that are not currently envisioned.

Uses of the Data

The estimates from this series are considered developmental and caution should be exercised in drawing conclusions from them. As the time series grows longer and its correlation to other data series becomes clearer, its value in assessing the interaction of labor supply and demand and changes in the economy will increase. The early months of this series are published for cautious use by analysts and researchers and the business community. The Conference Board welcomes input from this broad community on all aspects of this new data series.

These data are not for redistribution or public posting without express permission of The Conference Board.

Future Releases

The Conference Board plans to release monthly data for the nation as a whole, the nine Census regions and, as the data warrant, 52 of the largest metropolitan statistical areas (MSAs).

Upcoming releases are scheduled for the third Tuesday of every month following the month of analysis.

The releases will be available online at The Conference Board Web site:

<http://www.conference-board.org>.

Future and special releases will incorporate additional data on specific aspects of online job advertising including data such as occupations and industries that will be helpful to corporations in assessing their strategies for hiring in various markets.

The following notes refer to the data published through the October 2005 release. The Conference Board anticipates providing information on additional aspects of online job advertising in future releases. The definitions and methodology description will incorporate additional explanations as needed.

Definitions

Definitions appear below for the following terms:

- **Coverage**
- **Data Source**
- **Duplicate Ads (Removal of)**
- **Duplicate Ads by Geographic Area**
 - **Job Board**
 - **Location**
 - **New Ads**

- **Regional and Metropolitan Areas**
- **Total Ads**

▪ **Coverage** The Conference Board Help-Wanted OnLine Data Series™ covers about 1,200 job boards in the United States. It includes the largest job boards and most boards posting at least 500 jobs. (See definition of **Job Board** below.) Some smaller boards that service specific niche markets or smaller cities are also included in the total. The Conference Board Help-Wanted OnLine Data Series™ does not include corporate Web sites that post their own openings. The data series also does not include job boards that are limited to replicating other boards. New job boards are added to the data source on a continuous basis.¹

The Conference Board Help-Wanted OnLine Data Series™ is national in scope and is not stratified for geographic or industry balance. The data are not seasonally adjusted. Regional and national data include ads for locations that are not reported separately. Please see the definition for **Duplicate Ads by Geographic Area** below for an explanation of how ads appearing in more than one geographic area are counted.

▪ **Data Source** The raw data are obtained electronically every 24 hours from over 1,200 job boards in the Wanted Technologies, Inc. database. Using its text parsing software, Wanted Technologies, Inc. categorizes each job ad under a set of business rules approved by The Conference Board. The categorized job ads are then counted to form the foundation of The Conference Board Help-Wanted OnLine Data Series™. The definitions and methodology included in these technical notes summarize the business rules used in categorizing the raw data.

▪ **Duplicate Ads** Duplicate ads have been removed from the new ad data in The Conference Board Help-Wanted OnLine Data Series™. (See definition for **New Ads** below.) An ad is considered a duplicate if another ad already appears in the same time period with the identical job title, company, city and state. A unique ad does not have a duplicate appearing elsewhere in the data series per time period. Simply a difference in wording or length of the ad is not sufficient to classify the ad as unique. An ad for the same job can be very different in appearance from job board to job board, reflecting the fact that each board has its own criteria for the maximum number of characters allowed in ads, for example. Strictly defining duplicate and unique ads based on job title, company, city, and state, as The Conference Board Help-Wanted OnLine Data Series™ does, minimizes the likelihood of classifying a “repackaged” ad as new.

¹ The overall online job board industry has established itself throughout the last few years. However, the relatively low cost of business entry in this industry means that there is still tremendous churn in the universe of job boards, especially among the smaller boards. The industry includes a large number of very small job boards, with many of these boards joining and leaving the industry each month.

WANTED Technologies, Inc. adds new boards to the raw data underpinning The Conference Board Help-Wanted OnLine Data Series™ by utilizing its own independent research, as well as WEDDLE’s Directory of Employment-Related Internet Sites. While there are no official estimates of the industry’s overall size, WEDDLE’s Directory of Employment-Related Internet Sites is often cited as the most reliable industry listing (www.weddles.com).

▪ **Duplicate Ads By Geographic Areas.** There are job ads that are posted in several geographic areas. For example, a posting for a job in Houston, Texas might appear on a job board for Houston as well as on a board for Austin, Texas. In this situation, the ad is included in the count for both Houston and Austin. However, it is only counted once in the regional data and once nationally. As a result, the national total of ads may be smaller than the sum of the ads by region.

▪ **Job Board** Job boards are defined as sites that require an employer to take positive action to advertise a position beyond posting an ad on the employer's own business Web site. Job boards as defined here are distinguished from and do not include "Corporate Boards"—corporate Web sites posting their own openings for positions internal to the company. (A help-wanted ad that is posted by a corporation on its own corporate job board would only be included in The Conference Board Help-Wanted OnLine Data Series™ after it had appeared on a job board "external" to the Corporate Board.)

Both job boards that charge a fee for placing an ad as well as boards that do not charge a direct fee are included within our definition of Job Board. We do exclude from our definition of Job Boards those websites that limit themselves to replicating ads of other job boards.

▪ **Location** Location of the job is determined first by the city cited in the text of the ad itself. A review of the raw data over the last year indicates that the majority of the ads state in the ad itself the location of the job. If the location is not designated, the location of the job board is stipulated as the location of the ad. Some jobs are designated simply as nationwide. In this case the ad would appear in the national total but not in any regional total.

▪ **New Ads** New ads are first-time ads within the designated time period. Each new online advertisement is given a date stamp for the date it first appears on a job board. Like all of the counts for this data series, new ads do not include duplicate ads.

▪ **Regional and Metropolitan Areas** The nine regional areas and the states they encompass, defined as the Census regions are:

NEW ENGLAND	WEST NORTH CENTRAL	SOUTH ATLANTIC	MOUNTAIN
MASSACHUSETTS CONNECTICUT NEW HAMPSHIRE MAINE RHODE ISLAND VERMONT	MISSOURI MINNESOTA IOWA KANSAS NEBRASKA SOUTH DAKOTA NORTH DAKOTA	FLORIDA GEORGIA NORTH CAROLINA VIRGINIA MARYLAND SOUTH CAROLINA WEST VIRGINIA DELAWARE WASHINGTON, DC	ARIZONA COLORADO UTAH NEVADA NEW MEXICO IDAHO MONTANA WYOMING
MIDDLE ATLANTIC			PACIFIC
NEW JERSEY NEW YORK PENNSYLVANIA	EAST SOUTH CENTRAL ALABAMA KENTUCKY MISSISSIPPI TENNESSEE	WEST SOUTH CENTRAL LOUISIANA TEXAS OKLAHOMA ARKANSAS	CALIFORNIA WASHINGTON OREGON HAWAII ALASKA
EAST NORTH CENTRAL			
ILLINOIS MICHIGAN INDIANA WISCONSIN OHIO			

Metropolitan areas follow the definition for Metropolitan Statistical Areas (MSAs) as published by the U.S. Census Bureau. For more information on MSAs see: www.bls.gov/lau/lausmsa.htm

▪ **Total Ads** Total ads for this data series are defined as all ads minus **Duplicate Ads**. In addition to **New Ads** appearing within the time period, the total volume of non-duplicative ads includes those that have remained posted for more than 30 days.

Methodology

During the early months of the development stage of The Conference Board Help-Wanted OnLine Data Series™, The Conference Board intends to present data in a simple form. The data series is not seasonally adjusted as adjustments for seasonality and industry trends will require a series of several years to determine relevant patterns.

The Conference Board is publishing the actual count of new online job ads, rounded to thousands, on a monthly basis.

New job ads will also be presented as the number of ads per 100 persons in the labor force. Ads per 100 persons in the labor force are presented for the 52 metropolitan areas beginning with the September 2005 release. Labor force is defined as the number of persons who are employed as well as those that are actively seeking employment. Using the labor force data for the relevant geographic area has the effect of normalizing the data series for the size of the area as well as for seasonal movements up and down in the size of the pool of labor. The Conference Board will use the latest labor force data for the previous six month period.

The labor force data is provided by the U.S. Department of Labor's Bureau of Labor Statistics (BLS) from the monthly household survey, The Current Population Report. The Conference Board utilizes the average labor force data for the most recent six-month period. Additional information on the BLS labor force data and changes and adjustments in that series are available on the BLS website (www.bls.gov).

Revisions to Data With the September 20, 2005 release revisions were published for the June and July data for the nation as a whole and the nine Census areas. These revisions had a less than 1% impact on the total number of new ads reported for all of these geographic breaks. Revisions for the national and Census region data reflect the addition of some small job boards to the database. An adjustment of greater than 1% in a geographic area will be noted as a break in series.

About The Conference Board

Non-partisan and not-for-profit, The Conference Board is one of the world's leading business membership and research organizations.

The Conference Board produces The Consumer Confidence Index and the Leading Economic Indicators for the United States and other major nations. For over 50 years it has produced The Conference Board Help-Wanted Advertising Index™ of print advertising. The Conference Board also produces a wide range of authoritative research on corporate governance and ethics, human resources and diversity, and 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.

About 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.

About CareerBuilder.com

CareerBuilder.com has provided financial underwriting for The Conference Board Help-Wanted OnLine Data Series™.

CareerBuilder.com is the nation's largest online job site with more than 20 million unique visitors and over 1 million jobs. Owned by Tribune Company, Gannett Co., Inc., and Knight Ridder, Inc., the company offers a vast online and print network to help job seekers connect with employers. For more information, visit www.careerbuilder.com.