



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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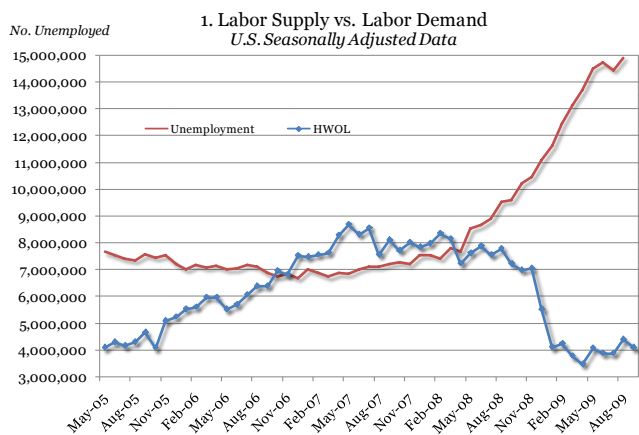
Release #5362

Online Job Demand Down 101,800 in September, The Conference Board Reports

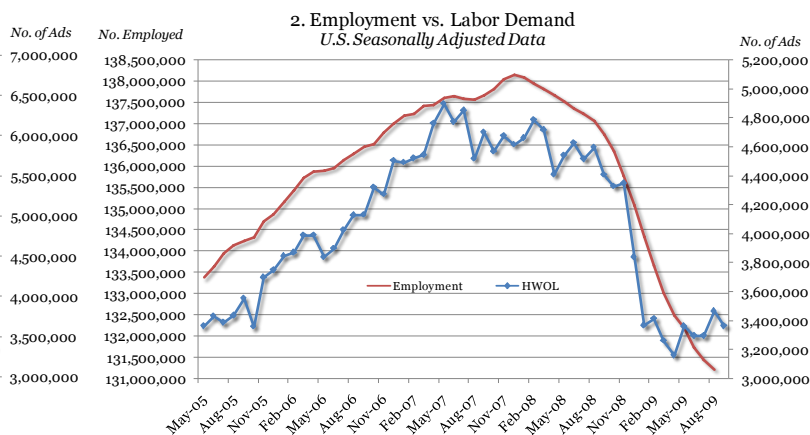
- September losses partially offset the larger August gains in job demand
- Trends for largest states remain unchanged (see Table A)
- Outlook: National trend slightly positive since April with increases in job demand averaging 40,000/month
- Occupations: Healthcare professions continue to be in increasing demand

NEW YORK, September 28, 2009...Online advertised vacancies declined by 101,800 to 3,363,000 in September, according to **The Conference Board Help-Wanted OnLine Data Series (HWOL)TM** released today. September losses partially offset the larger August gains (+169,000), leaving labor demand up by 67,000 over the past two months. Since the low point in April 2009, labor demand is up by 201,000, showing a modest upward trend following a five-month period of steep losses.

“While the trend has been modestly upward and averaged 40,000 per month over the last five months, the labor market continues to have a hard time gaining momentum,” said Gad Levanon, Senior Economist at The Conference Board. “The Conference Board Employment Trends Index, which has been basically flat for three straight months, also helps highlight the difficulty the labor market is facing. With a growing consensus of a weak recovery, businesses seem to be slow to boost advertising for vacant or new positions.”



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

Regional and State Highlights

- Like the national data, the September state declines partially offset the larger August gains, leaving state trends basically unchanged

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Sep-09	M-O-M Change (Thousands) Sep-Aug 09	Supply/ Demand Rate ² Aug-09	Recent Trend ³
United States	3,363.0	-101.8	4.31	→ 4/09
NORTHEAST	693.0	-14.3	3.60	
Massachusetts	105.1	-2.6	2.91	→ 4/09
New Jersey	130.9	3.8	3.45	→ 1/09
New York	222.5	-5.9	3.83	↑ 4/09
Pennsylvania	126.0	-7.9	4.06	→ 4/09
SOUTH	1,214.7	-45.4	4.03	
Florida	172.0	-9.4	5.42	→ 1/09
Georgia	93.0	3.3	5.37	→ 1/09
Maryland	110.2	-4.1	1.87	↑ 4/09
North Carolina	85.6	-0.8	5.67	→ 4/09
Texas	221.8	-18.7	4.02	→ 4/09
Virginia	143.4	-1.4	1.87	↑ 4/09
MIDWEST	654.0	-9.3	5.19	
Illinois	126.7	-0.2	5.18	→ 4/09
Michigan	69.8	-2.3	10.21	↓ 11/08
Minnesota	59.5	-3.2	3.77	↓ 2/08
Missouri	62.4	-0.9	4.51	→ 4/09
Ohio	105.1	-1.9	5.99	→ 4/09
Wisconsin	65.1	-3.0	3.98	↓ 3/08
WEST	808.7	-27.0	4.58	
Arizona	66.9	-1.4	4.22	→ 4/09
California	366.1	-21.2	5.80	→ 4/09
Colorado	68.3	0.0	2.88	→ 4/09
Washington	88.7	-1.0	3.65	↓ 8/08

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1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.

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

3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

In the South, September online advertised vacancies fell by 45,400 following a 60,800 August gain. Texas dropped by 18,700 in September, partially offsetting the state's gain of 21,900 in August. Florida, which in August had risen 15,700 to 181,400, declined by 9,400. The only large Southern state with an increase in job demand in September is Georgia, up 3,300. Among the less populous states in the South, West Virginia decreased by 7,900, Louisiana decreased by 1,200, Alabama decreased by

1,100, and Arkansas and Oklahoma decreased modestly (500 and 400 respectively). Kentucky increased very modestly (100) in September (Table A and Table 3).

In the Northeast, Pennsylvania showed the largest decrease, down 7,900 to 126,000, in September. New York's September decline was 5,900 after it had risen by 11,100 in August. Massachusetts decreased by 2,600 to 105,100 following an increase of 7,500 in August. Among the more populous states in the Northeast, New Jersey was the only state to increase in September, up 3,800 to 130,900. Among states with smaller populations, several posted modest gains in September including New Hampshire, 400; Maine, 300; and Connecticut, 100. Rhode Island and Vermont declined by 300 and 200 respectively.

In the West, after having risen 26,700 in August, California fell by 21,200 in September (See Table A). Arizona and Washington dropped 1,400 and 1,000 respectively in September while Colorado remained unchanged. Among the states with smaller populations, New Mexico and Hawaii rose by 800 and 700 respectively, while Nevada fell 1,700 in September.

In the Midwest, states held on to more of their August gains than in other regions. Illinois, which had gained 7,600 in August, was relatively unchanged in September. Ohio, which increased by 6,700 in August, lost 1,900 in September. Michigan, Missouri, and Wisconsin all lost about half of their August gains.

The Supply/Demand rate for the U.S. in August (the latest month for which unemployment numbers are available) was at 4.31, down slightly from 4.39 in July and indicating that there are now about 4.3 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate continues to be in Michigan (10.21), where there are over 10 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy include Kentucky (7.51), Mississippi (7.44), and Indiana (6.66). Alaska (1.65) and Nebraska (1.70) have some of the lowest rates (Table 4).

It should be noted that the Supply/Demand rate only provides a measure of relative tightness of the individual state labor markets and does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies (see Occupational Highlights section).

OCCUPATIONAL HIGHLIGHTS

- **Advertised vacancies in Healthcare professions continue to increase**
- **Labor demand continues to remain well below year-ago levels for most occupations**

Healthcare Practitioners and Technical occupations, the largest category in terms of volume, rose 28,000 in September to 605,900. "September was also the second month in a row that advertised vacancies in these occupations were significantly above levels this time last year," said Levanon. Labor demand for Healthcare Support occupations has also continued to be strong, although it dipped 3,900 in September to 114,200. Individual occupations showing increases included registered nurses, physical and occupational therapists, speech-language pathologists, and physician assistants.

Healthcare is a broad field, and the relative tightness of the labor market varies substantially from the higher-paying practitioner and technical jobs to the lower-paying support occupations. In August, the last month for which unemployment data are available, for every unemployed person looking for work in a practitioner or technical occupation, there were 2.9 advertised vacancies and the average wage in these

occupations is \$32.64/hour. In healthcare support occupations, where the average wage is \$12.66, there were over two unemployed for every advertised vacancy (Table B and Table 7).

Advertised vacancies in Management occupations had trended upward since May, but in September dropped 12,900 to 414,800. The number of unemployed exceeds the number of advertised vacancies, and in August there were almost two unemployed (1.8) for every online advertised vacancy in the management field.

Among the top 10 occupations in September with online advertised vacancies, Computer and Mathematical Science dropped 4,000 to 402,300; Sales and Related occupations declined 14,300 to 366,400; and Office and Administrative Support decreased by 12,200 to 333,900.

Supply/Demand rates indicated that, among the occupations with the largest number of online advertised vacancies, there is a significant difference in the number of unemployed seeking positions in these occupations. Among the top ten occupations advertised online, there were more vacancies than unemployed people seeking positions for Healthcare Practitioners (0.3) and Computer and Mathematical Science (0.6). On the other hand, in Sales and Related Occupations, there were over four people seeking jobs in this field for every online advertised vacancy (4.1) and there were nearly five unemployed looking for work in Office and Administrative Support positions for every advertised opening (4.8).

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted

Occupation	Total Ads (Thousands) Sep-09	M-O-M Change (Thousands) Sep-Aug 09	Unemployed (Thousands) Aug-09	Supply/ Demand Rate¹ Aug-09	Average Hourly Wage²
Healthcare practitioners and technical	605.9	28.0	199.3	0.34	\$32.64
Management	414.8	-12.9	785.8	1.84	\$48.23
Computer and mathematical science	402.3	-4.0	236.4	0.58	\$35.82
Sales and related	366.4	-14.3	1,558.4	4.09	\$17.35
Office and administrative support	333.9	-12.2	1,675.5	4.84	\$15.49
Business and financial operations	166.9	-6.5	356.4	2.06	\$31.12
Architecture and engineering	114.2	-3.3	262.6	2.23	\$34.34
Healthcare support	114.2	-3.9	277.2	2.35	\$12.66
Arts, design, entertainment, sports, and media	87.5	-12.4	244.7	2.45	\$24.36
Installation, maintenance, and repair	81.2	-5.9	468.3	5.38	\$19.82

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

2. BLS Occupational Employment Statistics - May 2008 estimates.

METRO AREA HIGHLIGHTS

- Like the nation, September declines for many metropolitan areas partially offset August gains
- Riverside, California posts a modest over-the-year gain of 400 in September

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted

Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
Sep-09		Sep-09		Jul-09	
New York, NY	236.63	Washington, DC	5.35	Washington, DC	1.24
Washington, DC	164.71	Baltimore, MD	4.39	Salt Lake City, UT	1.77
Los Angeles, CA	141.18	Salt Lake City, UT	3.56	Baltimore, MD	1.82
Chicago, IL	104.26	San Francisco, CA	3.54	Oklahoma City, OK	1.93
Boston, MA	85.67	Boston, MA	3.37	Honolulu, HI	2.2
San Francisco, CA	81.21	Hartford, CT	3.23	Austin, TX	2.58
Dallas, TX	70.83	Seattle-Tacoma, WA	3.2	Hartford, CT	2.67
Philadelphia, PA	70.17	San Jose, CA	3.2	San Antonio, TX	2.71
Baltimore, MD	61.87	Oklahoma City, OK	3.04	Boston, MA	2.72
Atlanta, GA	61.57	Milwaukee, WI	3.02	New Orleans, LA	2.93

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

In September, only 1 of the 52 metropolitan areas for which data are reported separately posted an over-the-year increase in the number of online advertised vacancies. Riverside, with 24,500, gained 400 vacancies. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was about 13 percent below its September 2008 level and the Los Angeles metro area was 23 percent below its September 2008 level. Washington, D.C. was down 500, or 0.3 percent, from last year's level (Table C & Table 5).

The number of unemployed exceeded the number of advertised vacancies in all of the 52 metro areas for which information is reported separately. Washington, D.C. and Salt Lake City were the locations with the most favorable supply/demand rates, where the number of unemployed looking for work was only slightly larger than the number of advertised vacancies (Table C). On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies include Detroit, MI, where there are 13 unemployed people for every advertised vacancy (13.0), Riverside (11.0), Miami (6.9), Sacramento (5.9), Chicago (5.7), and Los Angeles (5.7). Supply/Demand rate data are for July 2009, the latest month for which unemployment data for local areas are available (Table C & Table 6).

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 was published for over 55 years and discontinued in August 2008 but continues to be available for research), the new online series is not a direct measure of job vacancies. The level of ads in both print and online may change for reasons not related to overall job demand.

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. Seasonally adjusted data for occupations was provided beginning with the July 1, 2009 release. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas, but it is The Conference Board's intent to provide seasonally adjusted data for large metro areas in the future.

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

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

The Conference Board

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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: <http://www.wantedtech.com>.

Publication Schedule, Help Wanted Online Data Series

	Data for the Month		Release Date	
	October, 2009		November 2, 2009	
	November, 2009		December 2, 2009*	
	December, 2009		January 6, 2010*	

*Wednesday release due to holidays or data availability.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Sep-08	Aug-09	Sep-09	Sep-Aug 09	Sep-08	Aug-09	Sep-09	Sep-Aug 09
United States	4,407.3	3,464.8	3,363.0	-101.8	2,715.2	2,179.9	2,018.4	-161.5
New England	284.7	219.5	215.4	-4.1	163.5	134.4	127.5	-7.0
Middle Atlantic	602.8	487.8	477.6	-10.2	384.7	319.3	307.2	-12.1
South Atlantic	879.6	768.1	744.7	-23.3	536.3	471.6	432.7	-38.9
East North Central	542.3	420.5	414.8	-5.8	323.7	266.3	251.5	-14.9
East South Central	176.4	147.4	146.0	-1.4	106.9	89.3	80.2	-9.0
West North Central	341.4	242.8	239.2	-3.6	195.9	146.1	135.6	-10.4
West South Central	465.7	344.6	324.0	-20.6	296.8	212.5	186.8	-25.7
Mountain	390.0	279.7	278.2	-1.5	253.5	175.4	168.6	-6.8
Pacific	731.4	556.0	530.5	-25.5	458.8	366.9	332.6	-34.3

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.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Sep-08	Aug-09	Sep-09	Sep-08	Aug-09	Sep-09
United States	2.85	2.24	2.18	1.76	1.41	1.31
New England	3.71	2.85	2.80	2.13	1.75	1.66
Middle Atlantic	2.92	2.36	2.31	1.86	1.55	1.49
South Atlantic	2.98	2.62	2.54	1.81	1.61	1.48
East North Central	2.27	1.79	1.76	1.36	1.13	1.07
East South Central	2.06	1.74	1.73	1.25	1.06	0.95
West North Central	3.12	2.22	2.18	1.79	1.33	1.24
West South Central	2.74	2.00	1.88	1.75	1.23	1.08
Mountain	3.48	2.52	2.50	2.26	1.58	1.52
Pacific	2.93	2.23	2.13	1.84	1.47	1.33

Source: The Conference Board

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

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Sep-08	Aug-09	Sep-09	Sep-Aug 09	Sep-08	Aug-09	Sep-09	Sep-Aug 09
United States	4,407.3	3,464.8	3,363.0	-101.8	2,715.2	2,179.9	2,018.4	-161.5
Alabama	56.3	43.2	42.1	-1.1	33.3	25.0	20.7	-4.3
Alaska	21.2	18.0	18.5	0.5	12.4	9.7	9.4	-0.4
Arkansas	29.7	27.2	26.7	-0.5	18.5	16.8	14.8	-2.0
Arizona	102.1	68.3	66.9	-1.4	68.4	42.8	39.7	-3.1
California	507.5	387.3	366.1	-21.2	324.5	263.7	239.5	-24.3
Colorado	106.3	68.3	68.3	0.0	72.3	43.6	43.4	-0.2
Connecticut	68.7	49.9	50.0	0.1	38.5	31.0	29.2	-1.8
Delaware	18.5	13.5	13.6	0.1	10.4	8.2	7.3	-0.9
Florida	215.5	181.4	172.0	-9.4	150.1	128.2	114.7	-13.5
Georgia	117.7	89.7	93.0	3.3	74.8	56.7	55.9	-0.8
Hawaii	20.5	15.0	15.7	0.7	14.4	9.9	9.8	-0.1
Iowa	51.0	38.2	36.8	-1.4	26.8	20.9	18.7	-2.2
Idaho	23.2	16.2	20.3	4.1	14.7	10.7	13.9	3.2
Illinois	162.8	126.9	126.7	-0.2	89.6	75.9	73.2	-2.7
Indiana	60.1	46.5	49.5	3.0	36.6	29.2	28.4	-0.7
Kansas	40.3	30.5	31.3	0.8	22.2	17.8	16.7	-1.1
Kentucky	34.7	30.7	30.8	0.1	21.9	19.3	17.6	-1.7
Louisiana	44.1	37.5	36.3	-1.2	27.4	24.1	21.2	-3.0
Massachusetts	140.9	107.7	105.1	-2.6	81.5	65.7	63.0	-2.7
Maryland	122.0	114.3	110.2	-4.1	66.6	61.8	56.7	-5.0
Maine	21.3	16.6	16.9	0.3	11.2	9.4	8.9	-0.4
Michigan	87.3	72.1	69.8	-2.3	58.7	49.7	46.0	-3.7
Minnesota	94.0	62.7	59.5	-3.2	55.8	39.0	36.1	-2.9
Missouri	87.0	63.3	62.4	-0.9	54.0	40.6	38.2	-2.4
Mississippi	21.5	16.3	17.9	1.6	11.5	9.9	10.1	0.2
Montana	18.6	12.7	13.0	0.3	9.2	6.2	6.2	0.0
North Carolina	104.3	86.3	85.6	-0.8	67.9	57.0	53.9	-3.1
North Dakota	14.5	7.8	7.8	-0.1	7.0	4.5	4.3	-0.2
Nebraska	38.5	28.7	29.5	0.8	24.1	17.9	17.5	-0.4
New Hampshire	23.7	17.8	18.2	0.4	14.2	11.3	11.1	-0.2
New Jersey	153.8	127.1	130.9	3.8	96.0	78.8	82.8	4.0
New Mexico	31.4	25.9	26.8	0.8	20.1	16.1	15.4	-0.7
Nevada	47.2	43.2	41.4	-1.7	32.5	28.4	26.1	-2.2
New York	270.2	228.5	222.5	-5.9	172.4	154.0	145.9	-8.1
Ohio	135.2	107.0	105.1	-1.9	85.2	70.6	65.6	-4.9
Oklahoma	50.3	37.8	37.3	-0.4	30.5	23.1	22.2	-0.9
Oregon	55.2	45.3	41.6	-3.8	34.1	28.5	24.9	-3.6
Pennsylvania	180.0	133.9	126.0	-7.9	115.7	86.2	78.8	-7.4
Rhode Island	18.1	15.7	15.4	-0.3	11.2	10.4	9.9	-0.6
South Carolina	53.6	44.8	44.5	-0.3	29.6	26.7	24.7	-2.0
South Dakota	16.1	12.0	12.1	0.1	6.9	5.5	5.0	-0.5
Tennessee	64.3	57.9	55.5	-2.4	40.7	35.7	32.2	-3.5
Texas	339.3	240.5	221.8	-18.7	220.2	147.7	128.2	-19.5
Utah	51.2	36.1	34.0	-2.0	32.5	22.5	20.0	-2.5
Virginia	149.1	144.8	143.4	-1.4	82.4	82.0	76.7	-5.4
Vermont	12.6	10.4	10.3	-0.2	7.6	6.6	5.8	-0.8
Washington	127.1	89.8	88.7	-1.0	75.8	54.6	51.1	-3.5
Wisconsin	98.4	68.1	65.1	-3.0	54.2	41.3	38.6	-2.8
West Virginia	20.5	24.5	16.7	-7.9	12.2	15.7	9.0	-6.8
Wyoming	11.3	7.2	8.5	1.2	5.3	4.0	4.8	0.8

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.

2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Sep-08	Aug-09	Sep-09	Aug-09	Aug-09	Aug-09	Aug-09
United States	2.85	2.24	2.18	9.70	14,928.00	3,464.8	4.31
Alabama	2.61	2.06	2.01	10.40	217.31	43.2	5.03
Alaska	5.91	5.03	5.16	8.30	29.68	18.0	1.65
Arkansas	2.16	2.01	1.97	7.10	96.46	27.2	3.54
Arizona	3.22	2.16	2.11	9.10	288.28	68.3	4.22
California	2.75	2.11	1.99	12.20	2,247.99	387.3	5.80
Colorado	3.89	2.55	2.55	7.30	196.91	68.3	2.88
Connecticut	3.65	2.65	2.65	8.10	152.09	49.9	3.05
Delaware	4.17	3.12	3.14	8.10	35.05	13.5	2.59
Florida	2.32	1.97	1.87	10.70	983.71	181.4	5.42
Georgia	2.43	1.89	1.96	10.20	481.59	89.7	5.37
Hawaii	3.12	2.33	2.45	7.20	46.03	15.0	3.07
Iowa	3.04	2.26	2.18	6.80	113.99	38.2	2.99
Idaho	3.07	2.15	2.70	8.90	66.91	16.2	4.13
Illinois	2.44	1.92	1.92	10.00	657.98	126.9	5.18
Indiana	1.86	1.48	1.58	9.90	310.06	46.5	6.66
Kansas	2.69	2.00	2.06	7.10	107.69	30.5	3.53
Kentucky	1.69	1.48	1.49	11.10	230.49	30.7	7.51
Louisiana	2.10	1.82	1.76	7.80	160.86	37.5	4.29
Massachusetts	4.11	3.13	3.05	9.10	313.32	107.7	2.91
Maryland	4.07	3.87	3.73	7.20	213.57	114.3	1.87
Maine	3.02	2.37	2.41	8.60	60.19	16.6	3.63
Michigan	1.78	1.49	1.44	15.20	736.14	72.1	10.21
Minnesota	3.19	2.12	2.01	8.00	236.37	62.7	3.77
Missouri	2.89	2.10	2.07	9.50	285.65	63.3	4.51
Mississippi	1.64	1.27	1.40	9.50	121.49	16.3	7.44
Montana	3.67	2.54	2.60	6.60	33.01	12.7	2.60
North Carolina	2.28	1.91	1.89	10.80	488.97	86.3	5.67
North Dakota	3.91	2.15	2.14	4.30	15.73	7.8	2.01
Nebraska	3.86	2.93	3.01	5.00	48.73	28.7	1.70
New Hampshire	3.21	2.41	2.47	6.90	51.10	17.8	2.87
New Jersey	3.42	2.80	2.88	9.70	438.69	127.1	3.45
New Mexico	3.25	2.71	2.80	7.50	71.35	25.9	2.75
Nevada	3.40	3.08	2.95	13.20	185.08	43.2	4.29
New York	2.78	2.34	2.28	9.00	874.26	228.5	3.83
Ohio	2.27	1.81	1.78	10.80	640.98	107.0	5.99
Oklahoma	2.87	2.12	2.09	6.80	120.93	37.8	3.20
Oregon	2.81	2.30	2.11	12.20	240.79	45.3	5.31
Pennsylvania	2.80	2.11	1.98	8.60	543.34	133.9	4.06
Rhode Island	3.20	2.74	2.69	12.80	73.29	15.7	4.66
South Carolina	2.48	2.06	2.05	11.50	249.85	44.8	5.58
South Dakota	3.61	2.69	2.72	4.90	21.97	12.0	1.83
Tennessee	2.11	1.92	1.84	10.80	325.41	57.9	5.62
Texas	2.88	2.00	1.84	8.00	965.99	240.5	4.02
Utah	3.70	2.63	2.49	6.00	82.54	36.1	2.29
Virginia	3.61	3.50	3.47	6.50	270.69	144.8	1.87
Vermont	3.54	2.91	2.86	6.80	24.30	10.4	2.33
Washington	3.63	2.52	2.49	9.20	328.02	89.8	3.65
Wisconsin	3.19	2.21	2.12	8.80	271.24	68.1	3.98
West Virginia	2.55	3.11	2.11	9.00	70.90	24.5	2.89
Wyoming	3.86	2.48	2.90	6.60	19.13	7.2	2.65

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.

2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.

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

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

Location ³	Total Ads ¹ (Thousands)			Percent Change Y-O-Y	New Ads ² (Thousands)			Percent Change Y-O-Y
	Sep-08	Aug-09	Sep-09	Sep 08-09	Sep-08	Aug-09	Sep-09	Sep 08-09
Birmingham, AL	17.5	13.4	12.4	-29.1%	10.2	7.1	6.3	-38.8%
Phoenix, AZ	71.9	46.7	45.4	-36.9%	49.0	29.9	28.0	-42.8%
Tucson, AZ	15.8	12.0	11.6	-26.3%	10.5	7.8	7.2	-31.8%
Los Angeles, CA	184.0	156.0	141.2	-23.3%	117.3	110.5	96.2	-18.0%
Riverside, CA	24.1	25.8	24.5	1.7%	15.4	17.7	16.1	4.8%
Sacramento, CA	28.2	23.8	22.7	-19.5%	16.8	15.4	14.1	-15.7%
San Diego, CA	52.8	45.2	41.2	-21.9%	31.9	29.8	26.1	-18.2%
San Francisco, CA	120.0	85.2	81.2	-32.4%	72.7	55.9	51.7	-28.9%
San Jose, CA	50.4	31.6	29.6	-41.3%	25.5	16.9	15.5	-39.3%
Denver, CO	68.2	40.3	37.9	-44.5%	46.4	25.4	23.4	-49.4%
Hartford, CT	28.1	20.3	19.5	-30.9%	16.4	12.7	12.1	-26.4%
Washington, DC	165.2	167.3	164.7	-0.3%	87.1	88.1	83.3	-4.4%
Jacksonville, FL	19.3	18.9	17.1	-11.3%	12.6	13.1	11.6	-7.7%
Miami, FL	73.0	49.1	47.7	-34.7%	51.7	32.3	30.4	-41.2%
Orlando, FL	30.0	30.9	27.5	-8.2%	20.1	22.7	19.3	-4.3%
Tampa, FL	32.1	34.4	32.0	-0.5%	18.7	23.7	20.8	11.1%
Atlanta, GA	82.9	62.2	61.6	-25.8%	52.2	39.7	38.6	-26.0%
Honolulu, HI	15.8	12.9	12.5	-20.8%	12.3	9.3	8.9	-28.0%
Chicago, IL	126.3	104.4	104.3	-17.4%	66.3	62.3	60.9	-8.1%
Indianapolis, IN	27.5	22.7	21.9	-20.5%	17.3	13.7	12.4	-28.2%
Louisville, KY	15.1	13.3	12.5	-17.1%	9.8	8.8	7.7	-21.3%
New Orleans, LA	17.0	14.3	13.2	-22.7%	10.3	9.1	7.9	-23.5%
Baltimore, MD	65.5	66.8	61.9	-5.5%	38.1	38.1	33.7	-11.5%
Boston, MA	114.6	89.7	85.7	-25.2%	67.4	56.7	53.1	-21.1%
Detroit, MI	38.4	31.8	30.3	-21.1%	25.5	22.7	20.9	-18.1%
Minneapolis-St. Paul, MN	74.6	47.6	45.7	-38.8%	45.1	29.6	28.2	-37.3%
Kansas City, MO	35.9	26.8	24.7	-31.1%	21.7	17.2	14.8	-31.7%
St. Louis, MO	43.2	33.9	32.4	-25.1%	26.3	21.3	20.2	-23.3%
Las Vegas, NV	33.8	32.6	30.3	-10.2%	23.5	22.2	19.9	-15.3%
Buffalo, NY	17.3	15.3	14.9	-14.1%	11.4	10.4	9.9	-13.3%
New York, NY	273.0	244.7	236.6	-13.3%	175.9	166.2	159.5	-9.3%
Rochester, NY	14.4	11.9	11.1	-23.0%	9.5	8.3	7.4	-22.6%
Charlotte, NC	31.3	26.9	25.4	-18.9%	19.1	17.9	16.5	-13.7%
Cincinnati, OH	31.2	23.6	23.1	-26.0%	18.5	14.7	13.8	-25.7%
Cleveland, OH	40.0	27.4	26.1	-34.7%	22.3	17.3	15.6	-30.2%
Columbus, OH	29.5	24.5	25.3	-14.4%	18.0	16.1	16.3	-9.1%
Oklahoma City, OK	20.8	19.0	17.6	-15.2%	13.2	11.8	10.5	-20.1%
Portland, OR	36.8	31.2	28.7	-22.1%	22.1	19.6	17.6	-20.6%
Philadelphia, PA	105.4	72.9	70.2	-33.4%	66.6	45.5	42.6	-36.1%
Pittsburgh, PA	44.2	37.0	35.7	-19.1%	30.0	25.1	24.3	-19.0%
Providence, RI	22.0	20.4	19.3	-12.2%	14.7	14.6	13.5	-7.6%
Memphis, TN	16.6	13.6	12.1	-27.6%	11.3	8.4	6.9	-39.0%
Nashville, TN	22.2	21.3	20.2	-8.9%	13.7	13.5	12.3	-10.5%
Austin, TX	46.2	28.2	24.9	-46.0%	33.5	18.8	15.5	-53.8%
Dallas, TX	112.4	73.6	70.8	-37.0%	71.9	43.6	41.0	-42.9%
Houston, TX	95.2	60.5	56.6	-40.5%	58.8	35.2	30.9	-47.4%
San Antonio, TX	29.7	29.1	27.1	-8.8%	18.5	19.1	17.0	-8.2%
Salt Lake City, UT	31.1	23.6	21.8	-30.0%	19.5	14.7	13.0	-33.3%
Richmond, VA	20.6	17.9	17.0	-17.4%	12.6	11.9	10.8	-14.5%
Virginia Beach, VA	20.6	21.1	20.0	-3.0%	12.7	13.5	12.6	-0.7%
Seattle-Tacoma, WA	88.4	62.7	61.4	-30.5%	52.8	38.9	36.8	-30.2%
Milwaukee, WI	44.3	24.9	24.1	-45.6%	22.9	14.5	13.5	-41.0%

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.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 6: MSA Labor Supply /Labor Demand Indicators, Not Seasonally Adjusted

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Sep-08	Aug-09	Sep-09	Jul-09	Jul-09	Jul-09	Jul-09
Birmingham, AL	3.3	2.6	2.4	9.9	51.4	12.4	4.13
Phoenix, AZ	3.4	2.2	2.1	8.7	185.6	42.7	4.35
Tucson, AZ	3.2	2.5	2.4	8.6	41.7	11.1	3.76
Los Angeles, CA	2.8	2.4	2.1	11.7	779.1	137.6	5.66
Riverside, CA	1.3	1.4	1.4	14.3	258.4	23.4	11.04
Sacramento, CA	2.7	2.2	2.1	11.8	126.2	21.4	5.90
San Diego, CA	3.4	2.9	2.6	10.3	162.4	41.0	3.96
San Francisco, CA	5.3	3.7	3.5	10.5	239.8	74.3	3.23
San Jose, CA	5.5	3.4	3.2	11.8	108.9	28.2	3.86
Denver, CO	4.9	2.9	2.7	8.0	110.7	37.1	2.98
Hartford, CT	4.8	3.4	3.2	8.2	49.2	18.4	2.67
Washington, DC	5.5	5.4	5.4	6.2	190.8	154.0	1.24
Jacksonville, FL	2.8	2.7	2.5	10.5	72.8	18.0	4.05
Miami, FL	2.6	1.7	1.7	10.8	312.7	45.1	6.93
Orlando, FL	2.7	2.8	2.5	11.0	123.0	28.9	4.26
Tampa, FL	2.4	2.6	2.4	11.3	150.5	32.0	4.70
Atlanta, GA	3.0	2.3	2.3	10.7	288.6	56.7	5.09
Honolulu, HI	3.5	2.9	2.8	6.1	27.5	12.5	2.20
Chicago, IL	2.6	2.1	2.1	10.6	528.0	92.6	5.70
Indianapolis, IN	3.0	2.6	2.5	8.7	78.0	20.6	3.79
Louisville, KY	2.4	2.1	2.0	10.2	65.4	13.3	4.90
New Orleans, LA	3.2	2.7	2.5	7.4	39.6	13.5	2.93
Baltimore, MD	4.7	4.7	4.4	8.0	113.1	62.2	1.82
Boston, MA	4.6	3.5	3.4	8.4	213.1	78.3	2.72
Detroit, MI	1.8	1.5	1.4	17.7	378.0	29.0	13.02
Minneapolis-St. Paul, MN	4.0	2.5	2.4	7.9	147.9	42.0	3.52
Kansas City, MO	3.5	2.5	2.3	8.9	95.7	25.9	3.70
St. Louis, MO	3.0	2.4	2.3	9.9	141.9	32.6	4.35
Las Vegas, NV	3.4	3.2	3.0	13.1	132.6	31.5	4.20
Buffalo, NY	3.0	2.6	2.5	8.6	51.2	14.0	3.65
New York, NY	2.9	2.5	2.4	9.1	891.1	211.1	4.22
Rochester, NY	2.7	2.2	2.0	8.2	44.8	10.2	4.39
Charlotte, NC	3.6	3.2	3.0	12.4	105.9	23.8	4.45
Cincinnati, OH	2.8	2.1	2.0	10.3	116.1	22.3	5.19
Cleveland, OH	3.7	2.5	2.4	9.3	101.8	25.3	4.02
Columbus, OH	3.1	2.5	2.6	9.3	90.8	23.0	3.95
Oklahoma City, OK	3.7	3.3	3.0	5.9	34.2	17.8	1.93
Portland, OR	3.1	2.6	2.4	11.5	137.0	27.8	4.92
Philadelphia, PA	3.5	2.4	2.3	8.8	265.3	64.1	4.14
Pittsburgh, PA	3.6	3.0	2.9	7.8	97.0	31.9	3.04
Providence, RI	3.1	2.9	2.7	12.7	91.1	18.0	5.05
Memphis, TN	2.7	2.2	1.9	10.3	64.5	13.3	4.84
Nashville, TN	2.8	2.7	2.6	9.6	76.4	19.7	3.88
Austin, TX	5.3	3.1	2.8	7.3	66.0	25.5	2.58
Dallas, TX	3.6	2.3	2.2	8.3	270.3	67.3	4.02
Houston, TX	3.4	2.1	2.0	8.4	239.2	53.5	4.47
San Antonio, TX	3.1	3.0	2.8	7.1	69.6	25.7	2.71
Salt Lake City, UT	5.1	3.9	3.6	6.0	36.5	20.7	1.77
Richmond, VA	3.2	2.7	2.6	8.0	52.2	15.4	3.38
Virginia Beach, VA	2.5	2.5	2.4	7.0	59.5	19.7	3.01
Seattle-Tacoma, WA	4.8	3.3	3.2	8.9	170.5	56.4	3.02
Milwaukee, WI	5.5	3.1	3.0	9.5	75.4	22.3	3.38

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.

2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.

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

4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted

Occupation ²	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Sep-08	Aug-09	Sep-09	Sep-Aug 09	Aug-09	Aug-09	
Total	4,407.3	3,464.8	3,363.0	-101.8	14,928.0	4.3	\$20.32
Management	554.3	427.8	414.8	-12.9	785.8	1.8	\$48.23
Business and financial operations	278.3	173.3	166.9	-6.5	356.4	2.1	\$31.12
Computer and mathematical science	596.1	406.2	402.3	-4.0	236.4	0.6	\$35.82
Architecture and engineering	202.1	117.5	114.2	-3.3	262.6	2.2	\$34.34
Life, physical, and social science	83.7	70.9	70.3	-0.6	83.1	1.2	\$30.90
Community and social services	47.1	41.4	40.7	-0.7	102.1	2.5	\$20.09
Legal	27.6	22.0	22.9	0.9	61.4	2.8	\$44.36
Education, training, and library	75.8	67.1	62.9	-4.2	342.9	5.1	\$23.30
Arts, design, entertainment, sports, and media	97.5	99.9	87.5	-12.4	244.7	2.4	\$24.36
Healthcare practitioners and technical	588.3	577.9	605.9	28.0	199.3	0.3	\$32.64
Healthcare support	101.8	118.0	114.2	-3.9	277.2	2.3	\$12.66
Protective service	30.7	26.4	25.2	-1.2	180.0	6.8	\$19.33
Food preparation and serving related	99.5	83.0	75.2	-7.8	1,033.8	12.5	\$9.72
Building and grounds cleaning and maintenance	44.8	36.5	33.9	-2.5	842.9	23.1	\$11.72
Personal care and service	61.2	57.5	51.2	-6.3	447.8	7.8	\$11.59
Sales and related	416.4	380.7	366.4	-14.3	1,558.4	4.1	\$17.35
Office and administrative support	495.0	346.1	333.9	-12.2	1,675.5	4.8	\$15.49
Farming, fishing, and forestry	5.5	5.0	4.8	-0.2	238.1	47.4	\$11.32
Construction and extraction	61.6	43.3	40.3	-3.1	1,989.8	45.9	\$20.36
Installation, maintenance, and repair	106.1	87.1	81.2	-5.9	468.3	5.4	\$19.82
Production	114.1	69.7	66.7	-2.9	1,444.1	20.7	\$15.54
Transportation and material moving	120.5	80.8	81.0	0.3	1,151.3	14.3	\$15.12

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.

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

3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.

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

5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2008 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-09	Wage ²	Sep-09	Wage ²	Sep-09	Wage ²
United States	595,876	\$39.69	1,460,723	\$29.24	335,176	\$11.87
Alabama	5,665	\$36.51	15,225	\$25.85	4,699	\$9.92
Alaska	2,468	\$35.32	8,952	\$29.55	1,959	\$14.22
Arizona	10,672	\$35.17	31,920	\$27.31	5,897	\$11.87
Arkansas	3,548	\$32.01	11,172	\$23.68	2,916	\$9.79
California	73,650	\$44.56	162,202	\$33.79	29,066	\$13.12
Colorado	11,454	\$39.29	28,225	\$30.45	6,861	\$12.30
Connecticut	10,258	\$35.10	21,855	\$31.55	4,812	\$13.79
Delaware	2,320	\$41.13	6,210	\$31.64	1,208	\$12.38
Florida	26,462	\$35.96	65,398	\$27.41	18,860	\$11.52
Georgia	17,485	\$39.55	42,656	\$27.08	7,838	\$10.77
Hawaii	2,303	\$35.11	5,423	\$27.86	1,806	\$13.31
Idaho	2,581	\$32.31	7,192	\$25.45	3,187	\$10.93
Illinois	27,702	\$39.85	55,412	\$30.61	10,843	\$12.65
Indiana	7,664	\$35.76	19,604	\$25.62	4,900	\$10.75
Iowa	4,910	\$32.14	15,098	\$23.45	4,718	\$10.68
Kansas	4,434	\$34.55	14,021	\$24.52	3,506	\$10.59
Kentucky	4,342	\$33.56	13,342	\$25.00	2,744	\$10.30
Louisiana	5,312	\$32.90	13,826	\$24.48	3,717	\$10.05
Maine	2,079	\$33.02	7,847	\$25.13	2,704	\$11.40
Maryland	19,006	\$42.22	59,151	\$32.68	8,722	\$12.85
Massachusetts	22,299	\$45.51	47,198	\$33.25	10,267	\$13.97
Michigan	11,065	\$38.47	27,568	\$29.59	8,436	\$11.74
Minnesota	11,868	\$38.01	25,417	\$29.21	5,644	\$12.08
Mississippi	2,408	\$32.09	7,719	\$23.34	1,617	\$9.75
Missouri	9,355	\$35.89	25,352	\$25.95	7,446	\$10.73
Montana	1,472	\$28.99	5,903	\$21.97	1,972	\$10.44
Nebraska	4,158	\$26.68	11,872	\$24.27	3,619	\$10.37
Nevada	5,490	\$37.54	15,499	\$28.53	5,955	\$12.34
New Hampshire	2,596	\$39.79	8,230	\$27.97	2,325	\$12.18
New Jersey	24,051	\$45.79	51,907	\$32.61	13,740	\$14.27
New Mexico	3,657	\$34.70	12,798	\$26.99	2,633	\$10.45
New York	46,368	\$48.34	84,488	\$32.30	21,902	\$13.90
North Carolina	13,107	\$38.43	37,177	\$26.03	8,923	\$10.68
North Dakota	1,055	\$32.90	3,099	\$22.94	658	\$10.34
Ohio	17,851	\$36.98	44,377	\$27.99	10,686	\$11.30
Oklahoma	5,605	\$31.01	14,960	\$23.60	4,214	\$10.06
Oregon	6,902	\$36.17	18,814	\$28.09	5,046	\$12.23
Pennsylvania	22,971	\$36.95	52,188	\$27.96	14,442	\$11.75
Rhode Island	2,634	\$40.79	6,119	\$30.33	2,165	\$12.63
South Carolina	5,573	\$35.79	18,590	\$25.39	5,764	\$10.29
South Dakota	1,373	\$30.43	4,710	\$22.38	1,944	\$10.01
Tennessee	8,387	\$34.33	23,861	\$25.13	5,735	\$10.42
Texas	39,917	\$38.80	96,826	\$27.99	19,195	\$10.37
Utah	4,928	\$27.74	13,598	\$25.93	3,473	\$10.87
Vermont	1,348	\$27.79	4,487	\$25.70	1,614	\$12.31
Virginia	29,030	\$33.86	75,009	\$31.75	9,631	\$11.81
Washington	14,950	\$31.95	43,544	\$31.29	9,416	\$13.61
West Virginia	2,027	\$29.93	7,950	\$23.03	2,126	\$9.57
Wisconsin	10,494	\$34.96	27,332	\$27.48	8,071	\$11.54
Wyoming	975	\$32.73	4,261	\$24.41	981	\$11.24

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 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-09	Wage ¹	Sep-09	Wage ¹	Sep-09	Wage ¹
United States	738,509	\$16.20	140,900	\$19.80	164,569	\$15.33
Alabama	10,629	\$13.79	3,106	\$17.12	3,816	\$14.25
Alaska	3,390	\$16.72	1,059	\$26.46	789	\$19.99
Arizona	14,921	\$15.41	2,392	\$17.80	2,209	\$15.09
Arkansas	6,813	\$13.46	1,467	\$16.60	1,813	\$13.79
California	84,980	\$17.91	12,381	\$21.18	15,587	\$15.37
Colorado	15,899	\$17.38	3,207	\$19.76	3,395	\$15.94
Connecticut	10,750	\$19.02	1,720	\$23.04	2,321	\$16.68
Delaware	2,690	\$16.44	488	\$20.65	545	\$15.70
Florida	42,290	\$15.62	7,764	\$17.33	6,424	\$14.40
Georgia	18,083	\$15.63	4,026	\$17.79	4,239	\$14.42
Hawaii	4,170	\$15.83	771	\$24.71	647	\$16.27
Idaho	5,315	\$14.33	1,472	\$17.26	1,304	\$14.18
Illinois	27,964	\$17.04	3,796	\$24.47	6,209	\$15.75
Indiana	11,863	\$15.08	2,089	\$20.27	3,104	\$15.75
Iowa	8,455	\$14.61	2,386	\$18.19	2,919	\$14.94
Kansas	6,723	\$14.80	1,487	\$18.78	1,791	\$15.23
Kentucky	6,914	\$14.18	1,350	\$18.15	1,825	\$15.38
Louisiana	9,428	\$13.39	1,926	\$17.91	2,109	\$15.93
Maine	3,456	\$14.75	820	\$17.91	1,024	\$15.03
Maryland	17,591	\$16.91	3,817	\$20.55	3,737	\$16.33
Massachusetts	20,298	\$18.69	3,405	\$23.80	4,321	\$16.52
Michigan	16,758	\$16.16	3,312	\$21.78	4,623	\$17.04
Minnesota	13,493	\$17.00	2,151	\$22.39	3,533	\$16.20
Mississippi	4,011	\$13.23	816	\$16.07	1,082	\$13.62
Missouri	14,423	\$15.31	2,921	\$20.41	3,561	\$14.99
Montana	2,938	\$13.57	911	\$18.35	834	\$15.31
Nebraska	6,972	\$14.09	1,651	\$17.85	1,771	\$15.12
Nevada	10,475	\$15.54	1,770	\$22.52	1,631	\$15.02
New Hampshire	3,909	\$16.36	920	\$19.83	1,077	\$15.57
New Jersey	27,418	\$18.30	4,669	\$23.36	6,179	\$15.84
New Mexico	5,158	\$13.71	1,069	\$17.14	1,049	\$14.96
New York	52,740	\$18.49	8,134	\$23.70	9,805	\$16.57
North Carolina	17,222	\$15.16	3,942	\$17.31	3,962	\$14.09
North Dakota	1,889	\$13.65	601	\$18.71	666	\$15.58
Ohio	24,109	\$15.60	4,120	\$20.16	6,016	\$15.52
Oklahoma	9,289	\$13.44	2,502	\$17.23	2,308	\$14.15
Oregon	10,317	\$16.45	1,942	\$20.44	2,214	\$15.39
Pennsylvania	29,116	\$15.99	5,242	\$20.12	7,124	\$15.50
Rhode Island	3,444	\$16.37	653	\$21.39	891	\$14.89
South Carolina	9,332	\$14.18	2,411	\$16.82	2,527	\$14.45
South Dakota	2,769	\$13.42	1,046	\$16.11	957	\$13.31
Tennessee	12,057	\$14.58	2,318	\$17.42	3,370	\$14.42
Texas	47,717	\$15.28	10,400	\$16.78	10,660	\$14.53
Utah	9,334	\$14.77	1,623	\$18.39	2,001	\$14.78
Vermont	2,031	\$15.45	536	\$18.38	638	\$15.35
Virginia	21,158	\$16.26	4,660	\$19.10	3,968	\$15.24
Washington	17,807	\$17.57	3,482	\$22.75	3,903	\$17.40
West Virginia	3,952	\$12.82	1,041	\$18.14	987	\$14.43
Wisconsin	14,336	\$15.57	2,941	\$20.95	5,296	\$15.59
Wyoming	1,991	\$13.86	486	\$20.53	442	\$17.63

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2008 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 Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-09	Wage ²	Sep-09	Wage ²	Sep-09	Wage ²
United States	595,876	\$39.69	1,460,723	\$29.24	335,176	\$11.87
Birmingham, AL	1,830	\$38.72	4,007	\$26.20	1,368	\$10.41
Phoenix, AZ	7,285	\$35.75	19,959	\$27.84	3,715	\$11.90
Tucson, AZ	1,678	\$35.26	4,937	\$28.28	1,285	\$11.87
Los Angeles, CA	27,034	\$44.75	53,618	\$33.52	10,763	\$12.80
Riverside, CA	3,446	\$39.08	8,015	\$29.74	2,914	\$12.50
Sacramento, CA	3,974	\$38.34	9,306	\$34.29	1,804	\$13.18
San Diego, CA	7,169	\$42.67	17,213	\$33.26	3,499	\$12.44
San Francisco, CA	18,698	\$49.63	35,922	\$36.87	5,553	\$14.47
San Jose, CA	6,153	\$54.66	16,244	\$42.71	1,271	\$13.50
Denver, CO	7,296	\$40.69	14,717	\$31.98	3,142	\$12.39
Hartford, CT	3,830	\$41.57	7,469	\$32.15	1,749	\$13.78
Washington, DC	39,487	\$37.90	86,376	\$37.79	8,364	\$13.75
Jacksonville, FL	2,799	\$35.85	6,164	\$26.93	1,777	\$11.29
Miami, FL	8,267	\$38.42	17,583	\$30.75	4,545	\$12.39
Orlando, FL	4,325	\$35.74	9,135	\$26.75	2,949	\$11.08
Tampa, FL	4,961	\$35.91	13,262	\$28.00	3,287	\$11.22
Atlanta, GA	12,768	\$41.46	27,482	\$29.11	4,507	\$11.31
Honolulu, HI	1,856	\$35.57	4,000	\$31.89	1,523	\$12.95
Chicago, IL	23,506	\$41.85	41,817	\$33.84	8,282	\$12.93
Indianapolis, IN	3,887	\$36.93	7,981	\$27.90	1,884	\$11.41
Louisville, KY	1,887	\$35.91	4,743	\$26.23	1,207	\$10.66
New Orleans, LA	1,938	\$34.56	4,697	\$26.65	1,588	\$10.65
Baltimore, MD	9,487	\$40.99	31,725	\$32.10	5,143	\$13.08
Boston, MA	18,495	\$46.83	36,709	\$34.01	7,602	\$14.20
Detroit, MI	4,869	\$41.01	10,750	\$30.71	3,586	\$12.05
Minneapolis-St. Paul, MN	9,402	\$40.37	18,194	\$30.92	3,911	\$12.61
Kansas City, MO	3,827	\$37.34	9,175	\$27.75	2,680	\$11.54
St. Louis, MO	5,441	\$37.90	12,464	\$28.05	3,512	\$11.28
Las Vegas, NV	3,984	\$38.00	10,301	\$28.36	4,623	\$12.53
Buffalo, NY	2,349	\$37.29	3,968	\$26.82	1,683	\$11.88
New York, NY	50,411	\$50.57	90,253	\$34.55	22,141	\$14.63
Rochester, NY	1,719	\$39.79	3,450	\$27.57	1,501	\$11.93
Charlotte, NC	4,938	\$41.05	9,947	\$27.63	2,447	\$11.19
Cincinnati, OH	4,087	\$37.96	8,515	\$28.68	2,176	\$11.54
Cleveland, OH	4,503	\$38.86	10,391	\$28.77	3,070	\$11.82
Columbus, OH	4,453	\$36.74	9,459	\$30.01	2,452	\$11.88
Oklahoma City, OK	2,726	\$31.56	6,013	\$25.50	1,804	\$10.45
Portland, OR	4,877	\$38.56	11,156	\$30.44	2,757	\$12.71
Philadelphia, PA	13,144	\$41.65	28,441	\$30.97	7,014	\$12.88
Pittsburgh, PA	6,643	\$35.14	11,442	\$27.88	4,275	\$11.25
Providence, RI	2,911	\$40.64	6,823	\$29.42	2,768	\$12.67
Memphis, TN	1,980	\$36.94	4,607	\$26.55	1,046	\$10.83
Nashville, TN	3,268	\$36.16	8,195	\$25.90	1,886	\$10.81
Austin, TX	4,260	\$38.67	10,868	\$29.23	2,146	\$10.85
Dallas, TX	14,724	\$41.10	29,519	\$30.11	4,895	\$10.99
Houston, TX	11,049	\$51.06	22,896	\$30.74	4,423	\$10.45
San Antonio, TX	4,016	\$34.42	11,933	\$26.14	3,176	\$10.16
Salt Lake City, UT	3,279	\$35.61	8,295	\$28.39	2,130	\$11.36
Richmond, VA	2,932	\$30.49	6,903	\$28.73	1,838	\$11.56
Virginia Beach, VA	2,807	\$35.50	7,820	\$27.36	2,269	\$11.12
Seattle-Tacoma, WA	10,727	\$43.11	29,231	\$33.75	5,360	\$14.09
Milwaukee, WI	4,214	\$38.01	8,604	\$29.80	2,789	\$12.08

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 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-09	Wage ¹	Sep-09	Wage ¹	Sep-09	Wage ¹
United States	738,509	\$16.20	140,900	\$19.80	164,569	\$15.33
Birmingham, AL	3,244	\$15.36	750	\$18.14	954	\$14.58
Phoenix, AZ	10,572	\$15.93	1436	\$18.20	1436	\$15.22
Tucson, AZ	2,495	\$14.24	513	\$17.76	463	\$14.31
Los Angeles, CA	34,904	\$17.84	4295	\$22.21	5883	\$14.54
Riverside, CA	6,681	\$15.73	1280	\$20.68	1472	\$14.90
Sacramento, CA	5,251	\$17.51	859	\$22.36	965	\$16.07
San Diego, CA	9,394	\$17.33	1377	\$22.03	1585	\$15.25
San Francisco, CA	14,957	\$20.71	2016	\$26.88	2399	\$17.93
San Jose, CA	4,314	\$22.31	542	\$25.00	711	\$16.83
Denver, CO	8,731	\$18.60	1668	\$20.27	1506	\$16.16
Hartford, CT	4,416	\$18.55	736	\$23.10	911	\$17.18
Washington, DC	21,524	\$18.69	3492	\$21.75	2816	\$17.08
Jacksonville, FL	4,305	\$16.05	882	\$18.05	781	\$15.26
Miami, FL	13,080	\$16.41	1503	\$18.57	1509	\$14.80
Orlando, FL	7,862	\$15.27	1294	\$17.73	1049	\$14.19
Tampa, FL	7,326	\$15.82	1325	\$17.05	1101	\$13.76
Atlanta, GA	11,236	\$17.03	2010	\$19.12	2225	\$15.43
Honolulu, HI	3,489	\$15.84	619	\$25.30	536	\$16.47
Chicago, IL	21,746	\$17.82	2565	\$25.82	4509	\$16.05
Indianapolis, IN	5,550	\$16.73	818	\$20.73	1223	\$15.70
Louisville, KY	3,009	\$15.36	627	\$19.19	741	\$17.01
New Orleans, LA	3,205	\$14.42	692	\$18.33	654	\$16.28
Baltimore, MD	9,927	\$17.09	2240	\$20.31	2261	\$16.62
Boston, MA	15,865	\$19.45	2411	\$24.51	3079	\$16.81
Detroit, MI	7,136	\$17.33	1457	\$23.81	1758	\$18.60
Minneapolis-St. Paul, MN	9,528	\$18.36	1440	\$24.38	2298	\$17.04
Kansas City, MO	5,971	\$16.69	1147	\$21.53	1385	\$15.92
St. Louis, MO	7,415	\$16.49	1231	\$23.13	1592	\$16.31
Las Vegas, NV	8,163	\$15.58	1246	\$22.85	1066	\$14.72
Buffalo, NY	4,502	\$15.66	876	\$20.51	1103	\$16.16
New York, NY	52,444	\$19.58	6359	\$25.16	8808	\$16.78
Rochester, NY	2,637	\$15.97	705	\$19.41	827	\$14.84
Charlotte, NC	5,244	\$16.88	1082	\$18.45	1129	\$15.16
Cincinnati, OH	5,699	\$16.85	876	\$20.05	1245	\$15.54
Cleveland, OH	5,326	\$16.27	916	\$21.89	1364	\$16.04
Columbus, OH	6,050	\$16.34	897	\$20.15	1373	\$15.29
Oklahoma City, OK	4,483	\$13.86	1195	\$17.99	939	\$13.76
Portland, OR	6,608	\$17.58	1202	\$22.11	1480	\$16.17
Philadelphia, PA	14,552	\$17.64	2444	\$22.64	3150	\$16.35
Pittsburgh, PA	8,633	\$15.49	1642	\$19.06	2138	\$15.54
Providence, RI	4,309	\$16.10	872	\$21.48	1121	\$14.79
Memphis, TN	2,669	\$15.32	560	\$18.07	851	\$14.51
Nashville, TN	4,690	\$15.55	726	\$18.14	992	\$15.53
Austin, TX	5,134	\$16.09	976	\$18.02	964	\$13.64
Dallas, TX	14,995	\$16.83	2448	\$17.41	2987	\$14.76
Houston, TX	11,785	\$16.46	2644	\$17.70	2617	\$15.71
San Antonio, TX	5,201	\$14.10	1195	\$15.69	1067	\$13.14
Salt Lake City, UT	5,605	\$15.87	876	\$18.70	1197	\$15.10
Richmond, VA	3,564	\$16.90	766	\$19.27	658	\$14.97
Virginia Beach, VA	4,174	\$14.63	1398	\$18.19	1098	\$15.50
Seattle-Tacoma, WA	11,256	\$18.87	1795	\$24.27	2089	\$18.38
Milwaukee, WI	5,398	\$17.14	837	\$23.03	1823	\$16.02

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.