THE CONFERENCE BOARD

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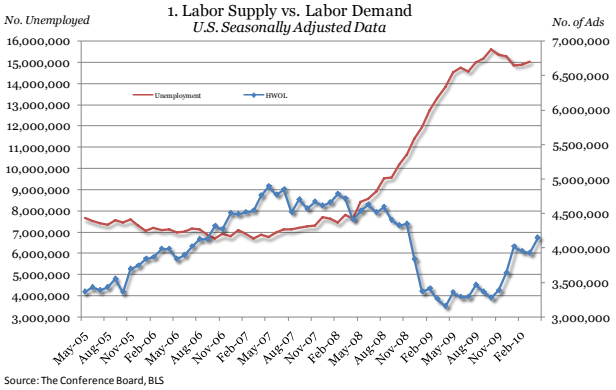
Online Job Demand Registers Strong Increase of 222,700 in April,

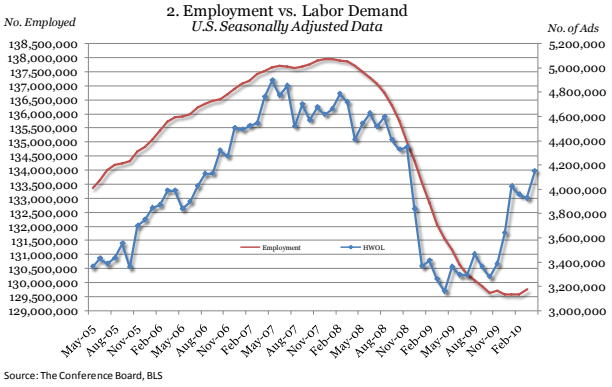
The Conference Board Reports

- **Job demand has surged 870,000 for an increase of 27% over the past six months**
- **April increase in labor demand is broad across states, regions, and many occupations**
- **Demand for workers rises in numerous occupations including management, office help, and sales workers**

NEW YORK, May 3, 2010…Online advertised vacancies rose 222,700 to 4,150,000 in April, according to **The Conference Board Help Wanted OnLine™ (HWOL) Data Series** released today. Over the past six months, labor demand has increased by 870,000, and this increase has been widely shared across the States and occupational categories.

"In a welcome sign for the job market, employers began the spring hiring season with a large 223,000 increase in demand for workers," said June Shelp, Vice President at The Conference Board. "Providing evidence of the strengthening economy, labor demand in April rose in practically every State and a wide variety of occupations from management positions to office workers and sales help. Improved job prospects also contributed to the April rise in The Conference Board Consumer Confidence Index® to its highest level since September 2008. The gap is beginning to narrow, but the number of unemployed continues to outnumber advertised vacancies by 3.82 to 1 (based on the latest March unemployment numbers)." (Chart 1).





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

- **Broad gains in advertised vacancies across most States**
- **All large States now show positive trend growth in labor demand**

Table A: State Labor Demand, Selected States, Seasonally Adjusted

Location	Total Ads[1] (Thousands) Apr-10	M-O-M Change (Thousands) Apr-Mar 10	Supply/ Demand Rate[2] Mar-10	Recent Trend[3]
United States	**4,149.7**	**222.7**	**3.82**	↑ 10/09
NORTHEAST	**852.0**	**64.5**	**3.27**	
Massachusetts	135.5	6.9	2.52	↑ 10/09
New Jersey	150.8	17.6	3.37	↑ 1/09
New York	262.7	23.6	3.48	↑ 4/09
Pennsylvania	155.3	4.3	3.85	↑ 10/09
SOUTH	**1,479.3**	**68.5**	**3.83**	
Florida	230.7	-1.6	4.90	↑ 4/09
Georgia	119.2	8.5	4.50	↑ 1/09
Maryland	119.0	4.6	2.00	↑ 4/09
North Carolina	107.5	6.4	5.02	↑ 4/09
Texas	272.2	23.1	4.03	↑ 10/09
Virginia	157.6	5.3	2.02	↑ 4/09
MIDWEST	**835.4**	**58.0**	**4.50**	
Illinois	159.9	1.3	4.82	↑ 10/09
Michigan	95.0	3.7	7.48	↑ 11/09
Minnesota	83.0	9.8	3.00	↑ 11/09
Missouri	82.1	3.4	3.61	↑ 10/09
Ohio	132.7	8.7	5.28	↑ 10/09
Wisconsin	79.5	10.5	3.89	↑ 11/09
WEST	**998.2**	**44.7**	**4.14**	
Arizona	83.8	2.1	3.70	↑ 10/09
California	460.5	9.8	5.12	↑ 10/09
Colorado	79.5	0.4	2.65	↑ 11/09
Washington	118.2	11.3	3.11	↑ 4/09

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) .

Labor demand in The **South** rose 68,500, the largest regional increase, in April. Florida, which posted an increase of 21,900 in March, dipped 1,600 to 230,700 in April. Among the largest States in the region, Texas posted the largest gain, 23,100. Georgia rose 8,500 and North Carolina gained 6,400 while Virginia and Maryland were up 5,300 and 4,600 respectively. (Table A). Among the less populous states in the South, in April Kentucky increased by 5,200, Oklahoma increased by 4,900, and advertised vacancies in Louisiana increased by 4,200 (Table 3).

The **Northeast** region was up 64,500 in April. New York posted the largest increase, 23,600, while New Jersey rose 17,600. Massachusetts rose 6,900, and Pennsylvania gained 4,300. Among the smaller States, April job demand in Connecticut increased by 3,800, New Hampshire was up by 3,700, Rhode Island gained 2,500, Maine rose 2,300, and Vermont rose 900.

The **Midwest** gained 58,000 in April. Wisconsin experienced the largest gain, 10,500. Minnesota was next with a gain of 9,800. Ohio gained 8,700, Michigan gained 3,700, Missouri gained 3,400, and Illinois gained 1,300. Among the smaller States in the region, North Dakota increased 2,900 while Indiana was up 900 (Table 3).

In the **West,** April online advertised vacancies rose 44,700. Washington State posted the largest gain, 11,300. California was next with a gain of 9,800. Arizona rose by 2,100, and Colorado rose a modest 400 (Table A). Among the smaller States, Oregon was up 9,300, Nevada gained 3,300, Alaska rose 2,000, New Mexico rose 1,600, and Hawaii inched up 100 (Table 3).

The Supply/Demand rate for the U.S. in March (the latest month for which unemployment numbers are available) was at 3.82, indicating that there are slightly fewer than 4 unemployed workers for every online advertised vacancy. Among the States, the highest Supply/Demand rate is in Michigan (7.48), where there are almost 8 unemployed people for every advertised vacancy. Other states where there are over 5 unemployed for every advertised vacancy are Mississippi (7.26), Kentucky (5.90), South Carolina (5.40), Ohio (5.28), Indiana (5.18), California (5.12), Tennessee (5.10), and North Carolina (5.02). States with some of the lowest rates include Nebraska (1.59), North Dakota (1.63), and Alaska (1.70) (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

- **Online demand for workers up across a broad range of occupations in April**
- **Management and Computer and Mathematical Science occupations lead April gains**

Among the top 10 occupation groups with the largest numbers of online advertised vacancies, **Management** occupations experienced the largest April gain, up 36,700 to 548,600, and were in line with the monthly levels just prior to the financial crisis. Job demand in this occupational group dropped substantially in late 2008 with the financial crisis and lay flat for all of 2009 but picked up in the early months of 2010. The increase reflects postings for a wide variety of occupations including marketing managers and general and operations managers.

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

Occupation	Total Ads (Thousands) Apr-10	M-O-M Change (Thousands) Apr-Mar 10	Unemployed (Thousands) Mar-10	Supply/ Demand Rate[1] Mar-10	Average Hourly Wage[2]
Healthcare practitioners and technical	630.0	3.3	158.6	0.25	$32.64
Management	548.6	36.7	788.3	1.54	$48.23
Computer and mathematical science	545.4	32.5	223.9	0.44	$35.82
Sales and related	483.5	12.8	1,668.1	3.54	$17.35
Office and administrative support	406.0	28.0	1,677.0	4.44	$15.49
Business and financial operations	209.0	6.5	364.0	1.80	$31.12
Architecture and engineering	146.1	8.3	189.3	1.37	$34.34
Healthcare support	128.7	2.4	276.6	2.19	$12.66
Transportation and material moving	125.7	16.2	1,269.3	11.59	$15.12
Installation, maintenance, and repair	111.9	8.8	504.8	4.90	$19.82

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.

Computer and Mathematical Science occupations also rose substantially in April, up 32,500 to 545,400. The gain reflects in part increases in demand for computer systems analysts and computer software engineers (applications).

Advertised vacancies in **Office and Administrative Support** occupations were up 28,000 in April to 406,000. The increase largely reflected more advertised vacancies for customer service representatives. Advertised vacancies in this occupational category plummeted in late 2008 with the financial crisis, and, while they have risen in recent months, they are still below the monthly levels prior to the crisis. The number of unemployed in this occupational category continues to exceed the number of advertised vacancies, and in March there were over 4 unemployed (4.4) for every online advertised vacancy in this field.

Demand for **Healthcare Practitioners and Technical** occupations was up 3,300 to 630,000 in April and has risen to a level that is in line with the monthly demand of two years ago before the recession began. Labor demand for **Healthcare Support** occupations has been relatively strong throughout the recession and rose a modest 2,400 in April to 128,700, the highest monthly level since the HWOL series began in May 2005. Increases in this field reflect the continued strong demand for workers in occupations like occupational and physical therapists and nursing aids.

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 March, the latest month for which unemployment data are available, advertised vacancies for healthcare practitioners or technical occupations outnumbered the unemployed looking for work in this field by 4 to 1, and the average wage in these occupations is $32.64/hour. In sharp contrast, the average wage for healthcare support occupations is $12.66/hour and there were over 2 unemployed looking for work in the field for every advertised vacancy. (Table B and Table 7).

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 (0.4). On the other hand, in Sales and Related Occupations, there were close to four people seeking jobs in this field for every online advertised vacancy (3.5) and there were over four unemployed looking for work in Office and Administrative Support positions for every advertised opening (4.4).

METRO AREA HIGHLIGHTS

- **Washington, D.C., Oklahoma City, and Baltimore have the lowest Supply/Demand rates**
- **Online advertised vacancies in largest metropolitan areas are above last year's levels**

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]	
	Apr-10		Apr-10		Mar-10
New York, NY	294.37	Washington, DC	6.15	Washington, DC	1.25
Washington, DC	188.03	San Jose, CA	5.19	Oklahoma City, OK	1.76
Los Angeles, CA	173.40	Baltimore, MD	5.09	Baltimore, MD	1.79
Chicago, IL	127.32	San Francisco, CA	4.75	Honolulu, HI	1.81
Boston, MA	118.54	Boston, MA	4.67	Boston, MA	2.19
San Francisco, CA	106.67	Hartford, CT	4.66	Salt Lake City, UT	2.23
Dallas, TX	94.17	Charlotte, NC	4.53	Austin, TX	2.32
Philadelphia, PA	89.53	Seattle-Tacoma, WA	4.47	New Orleans, LA	2.34
Seattle-Tacoma, WA	84.72	Salt Lake City, UT	4.22	San Antonio, TX	2.38
Atlanta, GA	82.28	Oklahoma City, OK	4.02	Hartford, CT	2.53

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 April, all of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was 51 percent above its April 2009 level, the Washington, D.C. metro area was 29 percent above its April 2009 level, and the Los Angeles metro area was 29 percent above 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., Oklahoma City, and Baltimore 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 Riverside, CA, where there are nearly 11 unemployed people for every advertised vacancy (10.7), Detroit (8.8), Sacramento (6.1), and Miami (5.7). Supply/Demand rate data are for March 2010, 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 March 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 April 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

The Conference Board is a global, independent business membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge

they need to improve their performance and better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

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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
May, 2010	June 2, 2010*
June, 2010	June 30, 2010*
July, 2010	August 2, 2010
August, 2010	September 1, 2010*
September, 2010	September 29, 2010*
October, 2010	November 1, 2010
November, 2010	December 1, 2010*
December, 2010	January 5, 2011*

*Wednesday release due to holidays or data availability.

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Apr-09	Mar-10	Apr-10	Apr-Mar 10	Apr-09	Mar-10	Apr-10	Apr-Mar 10
United States	**3,162.4**	**3,927.0**	**4,149.7**	**222.7**	**1,843.2**	**2,383.5**	**2,359.6**	**-24.0**
New England	205.7	264.3	284.6	20.4	117.0	155.1	156.0	0.9
Middle Atlantic	417.4	523.2	567.4	44.2	260.5	338.2	342.0	3.8
South Atlantic	683.0	875.9	897.6	21.8	397.0	520.6	506.1	-14.5
East North Central	398.2	499.1	527.2	28.1	223.4	303.8	294.6	-9.2
East South Central	142.9	173.5	185.3	11.8	76.8	97.3	94.9	-2.4
West North Central	238.1	278.3	308.2	29.9	125.6	158.7	161.0	2.3
West South Central	319.0	361.4	396.4	34.9	183.2	219.0	217.7	-1.3
Mountain	252.4	306.6	321.5	14.9	150.1	188.8	191.5	2.7
Pacific	517.6	646.9	676.7	29.8	312.3	399.5	398.8	-0.7

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						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	Apr-09	Mar-10	Apr-10	Apr-09	Mar-10	Apr-10
United States	**2.04**	**2.55**	**2.70**	**1.19**	**1.55**	**1.53**
New England	2.66	3.39	3.65	1.51	1.99	2.00
Middle Atlantic	2.02	2.53	2.74	1.26	1.64	1.65
South Atlantic	2.31	2.98	3.05	1.34	1.77	1.72
East North Central	1.67	2.11	2.23	0.94	1.28	1.25
East South Central	1.67	2.05	2.19	0.90	1.15	1.12
West North Central	2.16	2.53	2.81	1.14	1.45	1.47
West South Central	1.87	2.08	2.28	1.07	1.26	1.25
Mountain	2.27	2.77	2.91	1.35	1.71	1.73
Pacific	2.08	2.61	2.74	1.26	1.62	1.61

Source: The Conference Board

1. Ads rates are calculated as a percent of the most currently available BLS civilian labor force data. Ads rates represent the number of ads per 100 participants in the civilian labor force.

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

Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location	Apr-09	Mar-10	Apr-10	Apr-Mar 10	Apr-09	Mar-10	Apr-10	Apr-Mar 10
United States	**3,162.4**	**3,927.0**	**4,149.7**	**222.7**	**1,843.2**	**2,383.5**	**2,359.6**	**-24.0**
Alabama	48.8	52.0	53.6	1.7	23.2	24.7	23.9	-0.8
Alaska	18.1	18.4	20.4	2.0	8.8	9.2	9.5	0.3
Arkansas	25.0	26.3	29.2	2.8	13.8	14.6	15.2	0.6
Arizona	60.2	81.6	83.8	2.1	35.4	50.1	50.0	-0.1
California	360.2	450.7	460.5	9.8	221.2	278.6	273.9	-4.7
Colorado	58.7	79.2	79.5	0.4	35.5	48.2	48.4	0.2
Connecticut	47.1	64.7	68.5	3.8	25.4	36.9	36.3	-0.6
Delaware	13.1	17.0	17.9	0.9	6.9	9.8	9.2	-0.6
Florida	159.8	232.2	230.7	-1.6	104.2	158.4	149.3	-9.0
Georgia	81.5	110.7	119.2	8.5	45.6	64.1	62.2	-1.9
Hawaii	15.7	19.0	19.1	0.1	9.9	12.7	12.0	-0.7
Iowa	37.1	43.2	45.7	2.5	17.3	21.4	21.8	0.4
Idaho	15.4	20.1	20.3	0.2	9.0	12.8	12.4	-0.4
Illinois	119.9	158.6	159.9	1.3	62.3	89.5	82.6	-6.9
Indiana	44.0	59.8	60.7	0.9	23.3	33.4	31.3	-2.1
Kansas	29.2	33.1	37.3	4.2	14.1	17.0	18.0	1.0
Kentucky	29.0	37.9	43.1	5.2	16.5	21.9	21.8	0.0
Louisiana	41.8	42.5	46.7	4.2	25.2	26.6	26.9	0.3
Massachusetts	97.0	128.5	135.5	6.9	57.2	74.8	75.2	0.4
Maryland	103.0	114.4	119.0	4.6	52.0	58.5	58.5	0.0
Maine	17.0	19.5	21.8	2.3	8.9	10.2	10.7	0.5
Michigan	70.1	91.3	95.0	3.7	44.7	60.4	58.5	-1.9
Minnesota	59.7	73.3	83.0	9.8	32.5	44.1	43.8	-0.3
Missouri	59.8	78.6	82.1	3.4	35.5	49.0	47.4	-1.6
Mississippi	18.1	20.7	21.1	0.4	8.8	11.3	9.8	-1.5
Montana	12.8	14.0	16.1	2.1	5.5	6.7	7.0	0.3
North Carolina	74.7	101.0	107.5	6.4	48.3	67.4	66.4	-1.0
North Dakota	11.5	9.1	12.0	2.9	4.8	4.7	5.1	0.4
Nebraska	29.8	31.0	35.3	4.3	16.8	18.9	19.7	0.8
New Hampshire	19.0	21.5	25.3	3.7	10.9	14.2	14.7	0.5
New Jersey	111.8	133.2	150.8	17.6	68.0	85.4	90.5	5.1
New Mexico	24.8	26.1	27.7	1.6	14.0	15.5	14.8	-0.7
Nevada	40.0	44.2	47.5	3.3	26.0	30.9	31.2	0.3
New York	190.3	239.1	262.7	23.6	121.6	157.6	162.1	4.5
Ohio	98.6	124.1	132.7	8.7	59.3	79.2	78.1	-1.1
Oklahoma	40.3	44.2	49.1	4.9	22.6	25.5	26.4	0.9
Oregon	43.5	51.7	61.0	9.3	26.1	33.2	36.7	3.5
Pennsylvania	116.4	151.0	155.3	4.3	70.8	95.5	89.3	-6.2
Rhode Island	14.8	17.9	20.4	2.5	9.1	12.3	12.3	0.0
South Carolina	41.6	49.0	53.0	4.0	21.4	28.3	27.6	-0.7
South Dakota	12.4	11.2	14.3	3.2	4.9	4.6	5.5	0.9
Tennessee	49.0	62.6	69.2	6.6	28.0	39.4	38.6	-0.7
Texas	212.9	249.1	272.2	23.1	121.5	152.3	148.9	-3.3
Utah	33.8	32.4	39.7	7.3	19.6	19.7	22.3	2.6
Virginia	126.0	152.3	157.6	5.3	67.3	77.3	75.2	-2.1
Vermont	10.6	11.9	12.8	0.9	5.7	7.5	7.0	-0.5
Washington	82.0	106.9	118.2	11.3	45.1	65.6	65.6	0.0
Wisconsin	66.2	69.0	79.5	10.5	32.5	41.6	42.2	0.5
West Virginia	18.6	17.5	18.5	1.1	8.8	9.1	8.0	-1.1
Wyoming	8.1	7.6	8.7	1.2	3.9	4.0	3.8	-0.3

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.

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted								
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]		Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location	Apr-09	Mar-10	Apr-10	Mar-10		Mar-10	Mar-10	Mar-10
United States	**2.04**	**2.55**	**2.70**	**9.7**		**15,005.00**	**3,927.0**	**3.82**
Alabama	2.28	2.52	2.60	11.0		227.27	52.0	4.37
Alaska	5.03	5.05	5.59	8.6		31.35	18.4	1.70
Arkansas	1.83	1.92	2.13	7.8		107.27	26.3	4.07
Arizona	1.91	2.58	2.65	9.6		302.31	81.6	3.70
California	1.96	2.47	2.52	12.6		2,307.54	450.7	5.12
Colorado	2.15	2.98	2.99	7.9		209.81	79.2	2.65
Connecticut	2.49	3.39	3.59	9.2		175.00	64.7	2.70
Delaware	2.99	3.99	4.19	9.2		39.43	17.0	2.31
Florida	1.74	2.51	2.49	12.3		1,137.74	232.2	4.90
Georgia	1.70	2.35	2.53	10.6		497.50	110.7	4.50
Hawaii	2.46	2.99	3.01	6.9		43.80	19.0	2.30
Iowa	2.22	2.57	2.71	6.8		114.56	43.2	2.65
Idaho	2.06	2.65	2.67	9.4		70.97	20.1	3.54
Illinois	1.81	2.38	2.40	11.5		765.04	158.6	4.82
Indiana	1.36	1.92	1.94	9.9		309.88	59.8	5.18
Kansas	1.92	2.19	2.46	6.5		98.42	33.1	2.97
Kentucky	1.39	1.82	2.07	10.7		223.68	37.9	5.90
Louisiana	2.02	2.04	2.24	6.9		143.81	42.5	3.38
Massachusetts	2.79	3.69	3.89	9.3		323.48	128.5	2.52
Maryland	3.43	3.86	4.02	7.7		228.76	114.4	2.00
Maine	2.42	2.77	3.09	8.2		57.97	19.5	2.97
Michigan	1.43	1.88	1.96	14.1		682.47	91.3	7.48
Minnesota	2.01	2.45	2.78	7.4		219.65	73.3	3.00
Missouri	1.96	2.63	2.75	9.5		284.03	78.6	3.61
Mississippi	1.40	1.59	1.62	11.5		150.26	20.7	7.26
Montana	2.57	2.81	3.24	7.1		35.52	14.0	2.54
North Carolina	1.64	2.21	2.35	11.1		507.69	101.0	5.02
North Dakota	3.15	2.48	3.28	4.0		14.84	9.1	1.63
Nebraska	3.02	3.14	3.57	5.0		49.14	31.0	1.59
New Hampshire	2.56	2.88	3.38	7.0		52.51	21.5	2.44
New Jersey	2.46	2.92	3.30	9.8		448.62	133.2	3.37
New Mexico	2.61	2.70	2.86	8.8		85.44	26.1	3.27
Nevada	2.92	3.22	3.46	13.4		183.87	44.2	4.16
New York	1.96	2.48	2.72	8.6		831.75	239.1	3.48
Ohio	1.64	2.09	2.23	11.0		655.39	124.1	5.28
Oklahoma	2.27	2.49	2.76	6.6		117.74	44.2	2.66
Oregon	2.19	2.64	3.12	10.6		208.23	51.7	4.03
Pennsylvania	1.81	2.34	2.41	9.0		581.94	151.0	3.85
Rhode Island	2.63	3.09	3.53	12.6		72.65	17.9	4.06
South Carolina	1.91	2.25	2.44	12.2		264.45	49.0	5.40
South Dakota	2.77	2.51	3.22	4.8		21.37	11.2	1.91
Tennessee	1.61	2.08	2.30	10.6		319.06	62.6	5.10
Texas	1.79	2.05	2.24	8.2		1,002.72	249.1	4.03
Utah	2.45	2.41	2.95	7.2		97.46	32.4	3.01
Virginia	3.00	3.64	3.77	7.4		307.77	152.3	2.02
Vermont	2.92	3.29	3.54	6.5		23.67	11.9	1.99
Washington	2.32	3.04	3.36	9.5		332.75	106.9	3.11
Wisconsin	2.13	2.27	2.61	8.8		268.53	69.0	3.89
West Virginia	2.31	2.22	2.35	9.5		74.74	17.5	4.28
Wyoming	2.77	2.59	2.99	7.3		21.33	7.6	2.82

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								
	Total Ads[1] (Thousands)			Percent Change Y-O-Y	New Ads[2] (Thousands)			Percent Change Y-O-Y
Location[3]	Apr-09	Mar-10	Apr-10	Apr 09-10	Apr-09	Mar-10	Apr-10	Apr 09-10
Birmingham, AL	12.3	13.8	16.1	31.4%	6.5	7.1	8.4	29.0%
Phoenix, AZ	38.9	51.1	59.7	53.4%	23.6	31.8	36.5	54.4%
Tucson, AZ	11.1	13.3	14.7	32.2%	6.7	8.3	8.8	31.5%
Los Angeles, CA	134.1	155.9	173.4	29.3%	90.2	102.8	114.2	26.7%
Riverside, CA	23.3	25.1	27.4	17.3%	15.3	16.3	17.0	11.1%
Sacramento, CA	20.6	22.7	27.2	32.1%	12.4	14.2	16.3	31.5%
San Diego, CA	38.6	43.1	47.6	23.4%	24.3	26.9	30.1	24.0%
San Francisco, CA	68.1	91.0	106.7	56.7%	42.0	55.6	64.5	53.6%
San Jose, CA	27.0	38.2	47.1	74.0%	13.8	19.0	23.6	70.9%
Denver, CO	34.2	43.4	49.3	44.2%	20.0	25.5	28.5	42.7%
Hartford, CT	18.4	22.5	28.0	52.1%	10.6	13.4	15.9	49.9%
Washington, DC	145.6	163.1	188.0	29.1%	75.7	78.5	89.1	17.6%
Jacksonville, FL	16.5	21.4	23.8	43.9%	10.6	14.0	15.0	41.9%
Miami, FL	45.7	58.3	66.3	45.2%	28.1	36.9	41.1	46.2%
Orlando, FL	26.0	35.5	39.4	51.6%	17.7	25.6	27.4	54.8%
Tampa, FL	27.2	40.0	45.8	68.5%	16.0	25.8	27.8	74.3%
Atlanta, GA	49.0	69.7	82.3	67.8%	28.7	39.1	45.6	58.7%
Honolulu, HI	11.6	13.9	16.2	39.8%	8.2	9.9	11.3	38.3%
Chicago, IL	87.4	116.0	127.3	45.7%	47.0	65.6	68.5	45.9%
Indianapolis, IN	19.5	25.5	29.2	49.7%	11.0	14.5	15.9	44.1%
Louisville, KY	12.5	15.0	18.8	50.0%	7.7	8.8	10.4	33.8%
New Orleans, LA	14.5	13.8	16.3	13.1%	8.7	8.6	9.9	14.2%
Baltimore, MD	56.5	61.8	70.2	24.3%	31.5	34.2	38.9	23.6%
Boston, MA	78.6	96.7	118.5	50.8%	47.0	55.6	67.2	42.8%
Detroit, MI	29.1	36.9	42.7	47.1%	19.2	24.4	27.4	42.6%
Minneapolis-St. Paul, MN	40.1	52.8	63.6	58.3%	25.0	31.6	36.8	47.4%
Kansas City, MO	22.6	28.1	34.0	50.5%	13.4	17.1	20.2	51.6%
St. Louis, MO	30.9	35.9	41.2	33.4%	18.7	22.5	25.1	33.7%
Las Vegas, NV	29.9	32.3	37.8	26.4%	19.7	22.7	25.9	31.3%
Buffalo, NY	13.9	14.1	17.1	23.0%	9.2	9.4	10.8	16.7%
New York, NY	195.3	242.3	294.4	50.7%	127.0	162.1	188.9	48.7%
Rochester, NY	10.2	11.3	14.5	42.3%	6.8	7.3	9.0	31.3%
Charlotte, NC	22.1	31.0	39.0	76.4%	13.9	20.1	23.0	65.1%
Cincinnati, OH	23.6	25.8	30.3	28.3%	14.4	15.9	17.3	20.3%
Cleveland, OH	24.5	30.0	36.1	47.8%	13.9	19.3	22.0	58.1%
Columbus, OH	23.2	26.8	34.0	46.5%	15.1	17.6	20.9	38.3%
Oklahoma City, OK	18.3	19.8	23.1	26.2%	11.1	11.8	13.4	20.7%
Portland, OR	23.6	29.4	39.0	65.5%	14.0	18.7	23.7	69.2%
Philadelphia, PA	61.6	74.3	89.5	45.3%	34.9	44.5	51.2	46.7%
Pittsburgh, PA	31.8	41.7	46.2	45.1%	21.5	28.8	28.9	34.0%
Providence, RI	17.4	20.0	25.3	45.5%	11.3	14.0	16.3	44.0%
Memphis, TN	12.4	13.8	16.9	36.9%	7.4	8.4	9.2	23.6%
Nashville, TN	16.8	21.6	26.5	57.4%	10.1	14.4	16.2	60.5%
Austin, TX	23.2	27.8	32.8	41.2%	14.5	17.8	19.7	35.7%
Dallas, TX	68.0	76.7	94.2	38.5%	38.3	44.5	51.8	35.1%
Houston, TX	53.7	58.4	69.9	30.1%	29.7	32.8	36.9	24.2%
San Antonio, TX	25.7	29.8	34.0	32.1%	15.9	20.4	21.2	33.3%
Salt Lake City, UT	19.8	18.8	25.1	26.8%	12.0	12.0	15.1	26.3%
Richmond, VA	15.6	18.2	21.1	35.5%	9.5	11.7	12.8	34.5%
Virginia Beach, VA	20.7	21.5	25.1	21.0%	12.4	13.9	15.5	24.9%
Seattle-Tacoma, WA	51.4	67.4	84.7	64.8%	27.4	40.7	47.5	73.3%
Milwaukee, WI	21.3	24.9	31.1	46.0%	12.2	15.6	17.7	45.5%

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							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location[4]	Apr-09	Mar-10	Apr-10	Mar-10	Mar-10	Mar-10	Mar-10
Birmingham, AL	2.38	2.80	3.27	10.3	51.4	13.8	3.72
Phoenix, AZ	1.85	2.41	2.82	8.9	188.0	51.1	3.68
Tucson, AZ	2.29	2.70	2.98	8.6	42.1	13.3	3.16
Los Angeles, CA	2.06	2.41	2.68	11.7	762.5	155.9	4.89
Riverside, CA	1.31	1.42	1.55	15.0	268.0	25.1	10.67
Sacramento, CA	1.94	2.15	2.56	13.1	139.7	22.7	6.14
San Diego, CA	2.48	2.78	3.07	11.0	172.3	43.1	4.00
San Francisco, CA	3.01	4.08	4.78	11.0	248.3	91.0	2.73
San Jose, CA	2.99	4.25	5.24	12.3	111.8	38.2	2.93
Denver, CO	2.45	3.22	3.66	8.5	114.5	43.4	2.64
Hartford, CT	3.08	3.73	4.65	9.5	56.9	22.5	2.53
Washington, DC	4.77	5.38	6.20	6.7	204.3	163.1	1.25
Jacksonville, FL	2.43	3.13	3.47	11.9	81.7	21.4	3.82
Miami, FL	1.61	2.04	2.33	11.5	330.3	58.3	5.67
Orlando, FL	2.34	3.20	3.55	12.1	135.1	35.5	3.80
Tampa, FL	2.09	3.06	3.50	12.7	167.4	40.0	4.18
Atlanta, GA	1.81	2.62	3.09	10.4	278.0	69.7	3.99
Honolulu, HI	2.59	3.12	3.63	5.6	25.1	13.9	1.81
Chicago, IL	1.80	2.40	2.63	11.3	551.7	116.0	4.75
Indianapolis, IN	2.16	2.97	3.40	9.5	82.1	25.5	3.23
Louisville, KY	1.96	2.38	2.98	10.7	67.0	15.0	4.47
New Orleans, LA	2.72	2.58	3.06	6.0	32.3	13.8	2.34
Baltimore, MD	4.04	4.51	5.13	8.0	110.7	61.8	1.79
Boston, MA	3.12	3.82	4.69	8.3	211.3	96.7	2.19
Detroit, MI	1.40	1.77	2.06	15.5	325.6	36.9	8.83
Minneapolis-St. Paul, MN	2.16	2.86	3.44	7.8	144.8	52.8	2.75
Kansas City, MO	2.16	2.73	3.30	9.3	95.2	28.1	3.39
St. Louis, MO	2.15	2.53	2.90	10.9	154.6	35.9	4.31
Las Vegas, NV	3.06	3.26	3.81	13.8	136.0	32.3	4.21
Buffalo, NY	2.38	2.42	2.94	8.6	50.1	14.1	3.56
New York, NY	2.06	2.55	3.10	9.3	882.2	242.3	3.64
Rochester, NY	1.91	2.13	2.72	8.2	43.0	11.3	3.80
Charlotte, NC	2.59	3.62	4.55	11.9	102.8	31.0	3.32
Cincinnati, OH	2.09	2.31	2.72	10.6	119.1	25.8	4.62
Cleveland, OH	2.26	2.82	3.40	9.8	104.3	30.0	3.47
Columbus, OH	2.39	2.80	3.56	9.8	93.6	26.8	3.50
Oklahoma City, OK	3.20	3.43	4.00	6.1	34.9	19.8	1.76
Portland, OR	1.99	2.53	3.35	11.4	133.2	29.4	4.53
Philadelphia, PA	2.06	2.49	3.00	9.4	281.3	74.3	3.78
Pittsburgh, PA	2.62	3.39	3.76	8.9	109.2	41.7	2.62
Providence, RI	2.51	2.81	3.55	13.2	93.7	20.0	4.69
Memphis, TN	2.03	2.30	2.82	10.6	63.8	13.8	4.63
Nashville, TN	2.12	2.76	3.37	9.5	75.4	21.6	3.49
Austin, TX	2.64	3.07	3.62	7.1	64.6	27.8	2.32
Dallas, TX	2.17	2.39	2.94	8.3	267.5	76.7	3.49
Houston, TX	1.91	2.03	2.42	8.5	244.9	58.4	4.19
San Antonio, TX	2.69	3.05	3.48	7.3	70.9	29.8	2.38
Salt Lake City, UT	3.26	3.17	4.24	7.1	42.0	18.8	2.23
Richmond, VA	2.35	2.80	3.24	8.4	54.9	18.2	3.01
Virginia Beach, VA	2.50	2.61	3.05	7.8	64.9	21.5	3.02
Seattle-Tacoma, WA	2.72	3.58	4.50	9.0	171.1	67.4	2.54
Milwaukee, WI	2.66	3.17	3.96	9.8	76.7	24.9	3.08

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 Occupation[1], Seasonally Adjusted							
	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed[3] (Thousands)	Supply/ Demand Rate[4]	Average Hourly Wage[5]
Occupation[2]	Apr-09	Mar-10	Apr-10	Apr-Mar 10	Mar-10	Mar-10	
Total	3,162.4	3,927.0	4,149.7	222.7	15,005.0	3.8	$20.32
Management	370.3	511.9	548.6	36.7	788.3	1.5	$48.23
Business and financial operations	179.6	202.4	209.0	6.5	364.0	1.8	$31.12
Computer and mathematical science	383.7	512.9	545.4	32.5	223.9	0.4	$35.82
Architecture and engineering	125.0	137.8	146.1	8.3	189.3	1.4	$34.34
Life, physical, and social science	64.5	81.1	85.7	4.7	77.1	1.0	$30.90
Community and social services	39.0	45.5	47.3	1.8	130.5	2.9	$20.09
Legal	19.2	25.8	26.6	0.8	47.5	1.8	$44.36
Education, training, and library	65.2	82.2	83.9	1.7	414.2	5.0	$23.30
Arts, design, entertainment, sports, and media	85.1	103.5	110.4	6.9	344.9	3.3	$24.36
Healthcare practitioners and technical	509.1	626.7	630.0	3.3	158.6	0.3	$32.64
Healthcare support	97.6	126.3	128.7	2.4	276.6	2.2	$12.66
Protective service	26.2	28.5	28.9	0.4	230.7	8.1	$19.33
Food preparation and serving related	70.7	100.7	108.8	8.1	1,034.4	10.3	$9.72
Building and grounds cleaning and maintenance	33.6	41.1	46.1	5.0	753.3	18.3	$11.72
Personal care and service	53.2	65.7	68.9	3.2	445.6	6.8	$11.59
Sales and related	367.6	470.7	483.5	12.8	1,668.1	3.5	$17.35
Office and administrative support	325.9	377.9	406.0	28.0	1,677.0	4.4	$15.49
Farming, fishing, and forestry	5.4	5.6	6.5	0.9	171.5	30.7	$11.32
Construction and extraction	44.2	49.3	55.4	6.1	1,782.5	36.2	$20.36
Installation, maintenance, and repair	82.4	103.1	111.9	8.8	504.8	4.9	$19.82
Production	68.1	86.9	98.1	11.2	1,350.6	15.5	$15.54
Transportation and material moving	75.8	109.6	125.7	16.2	1,269.3	11.6	$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.

Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Apr-10	Average Hourly Wage[2]	Total Ads Apr-10	Average Hourly Wage[2]	Total Ads Apr-10	Average Hourly Wage[2]
United States	**790632**	**$39.69**	**1750993**	**$29.24**	**419188**	**$11.87**
Alabama	7,241	$36.51	19,801	$25.85	5,211	$9.92
Alaska	2,908	$35.32	9,077	$29.55	2,222	$14.22
Arizona	14,203	$35.17	37,439	$27.31	8,504	$11.87
Arkansas	3,984	$32.01	10,990	$23.68	3,024	$9.79
California	99,053	$44.56	200,054	$33.79	33,927	$13.12
Colorado	14,605	$39.29	34,219	$30.45	8,321	$12.30
Connecticut	15,529	$35.10	29,209	$31.55	5,994	$13.79
Delaware	3,885	$41.13	8,299	$31.64	1,637	$12.38
Florida	36,321	$35.96	88,610	$27.41	29,953	$11.52
Georgia	22,895	$39.55	52,743	$27.08	9,209	$10.77
Hawaii	3,073	$35.11	6,052	$27.86	2,386	$13.31
Idaho	2,858	$32.31	7,571	$25.45	2,940	$10.93
Illinois	36,243	$39.85	66,059	$30.61	12,632	$12.65
Indiana	10,376	$35.76	23,037	$25.62	5,909	$10.75
Iowa	6,323	$32.14	17,218	$23.45	4,567	$10.68
Kansas	5,614	$34.55	15,861	$24.52	3,997	$10.59
Kentucky	6,347	$33.56	16,267	$25.00	4,572	$10.30
Louisiana	6,840	$32.90	16,519	$24.48	5,261	$10.05
Maine	2,855	$33.02	9,103	$25.13	2,985	$11.40
Maryland	22,662	$42.22	58,533	$32.68	10,170	$12.85
Massachusetts	31,336	$45.51	62,271	$33.25	12,784	$13.97
Michigan	15,522	$38.47	35,156	$29.59	10,779	$11.74
Minnesota	16,585	$38.01	32,538	$29.21	7,571	$12.08
Mississippi	2,782	$32.09	9,317	$23.34	2,296	$9.75
Missouri	13,030	$35.89	31,768	$25.95	9,987	$10.73
Montana	2,044	$28.99	6,400	$21.97	2,058	$10.44
Nebraska	5,190	$26.68	12,974	$24.27	4,008	$10.37
Nevada	7,227	$37.54	17,057	$28.53	7,074	$12.34
New Hampshire	3,546	$39.79	10,446	$27.97	2,894	$12.18
New Jersey	31,392	$45.79	60,503	$32.61	16,712	$14.27
New Mexico	4,275	$34.70	13,174	$26.99	2,966	$10.45
New York	62,821	$48.34	104,068	$32.30	26,645	$13.90
North Carolina	19,549	$38.43	47,562	$26.03	12,027	$10.68
North Dakota	1,391	$32.90	4,022	$22.94	1,182	$10.34
Ohio	24,153	$36.98	50,336	$27.99	13,761	$11.30
Oklahoma	7,137	$31.01	18,862	$23.60	5,690	$10.06
Oregon	9,171	$36.17	23,446	$28.09	6,326	$12.23
Pennsylvania	28,957	$36.95	62,259	$27.96	19,184	$11.75
Rhode Island	3,985	$40.79	7,962	$30.33	2,738	$12.63
South Carolina	7,001	$35.79	21,927	$25.39	7,835	$10.29
South Dakota	1,775	$30.43	4,798	$22.38	1,585	$10.01
Tennessee	11,360	$34.33	27,223	$25.13	7,357	$10.42
Texas	51,094	$38.80	117,333	$27.99	25,095	$10.37
Utah	6,226	$27.74	14,455	$25.93	4,083	$10.87
Vermont	1,716	$27.79	6,040	$25.70	1,563	$12.31
Virginia	34,583	$33.86	81,044	$31.75	12,247	$11.81
Washington	22,621	$31.95	56,176	$31.29	11,819	$13.61
West Virginia	2,192	$29.93	8,178	$23.03	1,785	$9.57
Wisconsin	13,363	$34.96	31,306	$27.48	8,764	$11.54
Wyoming	1,146	$32.73	4,085	$24.41	864	$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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Apr-10	Average Hourly Wage[1]	Total Ads Apr-10	Average Hourly Wage[1]	Total Ads Apr-10	Average Hourly Wage[1]
United States	**925651**	**$16.20**	**184491**	**$19.80**	**229101**	**$15.33**
Alabama	11,131	$13.79	3,417	$17.12	4,283	$14.25
Alaska	3,968	$16.72	1,255	$26.46	1,015	$19.99
Arizona	19,842	$15.41	3,249	$17.80	3,319	$15.09
Arkansas	6,103	$13.46	1,910	$16.60	2,557	$13.79
California	103,671	$17.91	13,307	$21.18	17,975	$15.37
Colorado	19,004	$17.38	4,050	$19.76	4,087	$15.94
Connecticut	13,843	$19.02	2,341	$23.04	3,393	$16.68
Delaware	3,532	$16.44	791	$20.65	872	$15.70
Florida	64,366	$15.62	11,232	$17.33	10,276	$14.40
Georgia	23,722	$15.63	5,161	$17.79	5,937	$14.42
Hawaii	5,807	$15.83	932	$24.71	941	$16.27
Idaho	5,203	$14.33	1,390	$17.26	1,462	$14.18
Illinois	32,855	$17.04	4,853	$24.47	8,654	$15.75
Indiana	14,970	$15.08	2,653	$20.27	5,082	$15.75
Iowa	9,406	$14.61	3,010	$18.19	4,336	$14.94
Kansas	7,662	$14.80	1,866	$18.78	2,318	$15.23
Kentucky	10,506	$14.18	2,852	$18.15	3,666	$15.38
Louisiana	11,571	$13.39	2,708	$17.91	3,092	$15.93
Maine	4,590	$14.75	968	$17.91	1,321	$15.03
Maryland	21,868	$16.91	4,795	$20.55	4,749	$16.33
Massachusetts	26,773	$18.69	4,451	$23.80	6,424	$16.52
Michigan	22,037	$16.16	4,460	$21.78	6,683	$17.04
Minnesota	18,032	$17.00	3,272	$22.39	5,369	$16.20
Mississippi	4,178	$13.23	1,172	$16.07	1,604	$13.62
Missouri	19,093	$15.31	4,344	$20.41	6,106	$14.99
Montana	3,467	$13.57	1,321	$18.35	984	$15.31
Nebraska	7,343	$14.09	2,227	$17.85	2,748	$15.12
Nevada	13,531	$15.54	2,297	$22.52	2,140	$15.02
New Hampshire	5,497	$16.36	1,179	$19.83	1,680	$15.57
New Jersey	34,239	$18.30	6,001	$23.36	7,741	$15.84
New Mexico	5,635	$13.71	1,257	$17.14	1,180	$14.96
New York	61,029	$18.49	9,618	$23.70	11,968	$16.57
North Carolina	23,816	$15.16	5,845	$17.31	5,826	$14.09
North Dakota	2,696	$13.65	1,493	$18.71	1,300	$15.58
Ohio	31,513	$15.60	6,420	$20.16	10,281	$15.52
Oklahoma	11,376	$13.44	3,390	$17.23	3,791	$14.15
Oregon	12,974	$16.45	2,556	$20.44	3,314	$15.39
Pennsylvania	34,208	$15.99	7,644	$20.12	10,310	$15.50
Rhode Island	4,639	$16.37	846	$21.39	1,346	$14.89
South Carolina	12,545	$14.18	3,093	$16.82	3,842	$14.45
South Dakota	2,861	$13.42	1,240	$16.11	1,237	$13.31
Tennessee	16,600	$14.58	3,664	$17.42	5,444	$14.42
Texas	59,845	$15.28	13,372	$16.78	14,912	$14.53
Utah	11,631	$14.77	1,956	$18.39	2,387	$14.78
Vermont	2,548	$15.45	580	$18.38	763	$15.35
Virginia	25,504	$16.26	6,023	$19.10	5,435	$15.24
Washington	23,056	$17.57	4,154	$22.75	4,630	$17.40
West Virginia	4,111	$12.82	1,088	$18.14	1,215	$14.43
Wisconsin	16,709	$15.57	3,569	$20.95	6,773	$15.59
Wyoming	1,621	$13.86	588	$20.53	421	$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.

Table 9: MSA Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Apr-10	Average Hourly Wage[2]	Total Ads Apr-10	Average Hourly Wage[2]	Total Ads Apr-10	Average Hourly Wage[2]
United States	**790,632**	**$39.69**	**1,750,993**	**$29.24**	**419,188**	**$11.87**
Birmingham, AL	2,618	$38.72	5,168	$26.20	1,592	$10.41
Phoenix, AZ	10,012	$35.75	24,421	$27.84	5,070	$11.90
Tucson, AZ	2,074	$35.26	5,544	$28.28	2,081	$11.87
Los Angeles, CA	35,230	$44.75	63,195	$33.52	12,928	$12.80
Riverside, CA	4,126	$39.08	8,891	$29.74	2,998	$12.50
Sacramento, CA	5,042	$38.34	10,416	$34.29	2,134	$13.18
San Diego, CA	8,626	$42.67	18,619	$33.26	3,957	$12.44
San Francisco, CA	26,709	$49.63	48,285	$36.87	6,158	$14.47
San Jose, CA	10,603	$54.66	27,570	$42.71	1,375	$13.50
Denver, CO	9,595	$40.69	18,762	$31.98	4,232	$12.39
Hartford, CT	5,969	$41.57	10,898	$32.15	2,274	$13.78
Washington, DC	47,058	$37.90	93,881	$37.79	10,102	$13.75
Jacksonville, FL	3,619	$35.85	7,997	$26.93	2,650	$11.29
Miami, FL	11,355	$38.42	22,305	$30.75	6,902	$12.39
Orlando, FL	5,820	$35.74	11,771	$26.75	5,024	$11.08
Tampa, FL	6,706	$35.91	18,532	$28.00	5,120	$11.22
Atlanta, GA	17,713	$41.46	36,307	$29.11	5,113	$11.31
Honolulu, HI	2,514	$35.57	4,633	$31.89	2,010	$12.95
Chicago, IL	30,943	$41.85	50,308	$33.84	9,076	$12.93
Indianapolis, IN	5,396	$36.93	9,548	$27.90	2,701	$11.41
Louisville, KY	3,032	$35.91	6,409	$26.23	2,047	$10.66
New Orleans, LA	2,509	$34.56	5,187	$26.65	2,342	$10.65
Baltimore, MD	11,729	$40.99	32,192	$32.10	6,343	$13.08
Boston, MA	26,838	$46.83	50,791	$34.01	9,817	$14.20
Detroit, MI	7,082	$41.01	14,659	$30.71	4,974	$12.05
Minneapolis-St. Paul, MN	13,296	$40.37	24,270	$30.92	5,448	$12.61
Kansas City, MO	5,513	$37.34	12,178	$27.75	3,607	$11.54
St. Louis, MO	7,110	$37.90	14,834	$28.05	4,496	$11.28
Las Vegas, NV	5,271	$38.00	11,673	$28.36	5,441	$12.53
Buffalo, NY	2,584	$37.29	4,643	$26.82	2,254	$11.88
New York, NY	67,630	$50.57	112,041	$34.55	26,621	$14.63
Rochester, NY	2,193	$39.79	4,570	$27.57	1,817	$11.93
Charlotte, NC	8,330	$41.05	15,666	$27.63	3,407	$11.19
Cincinnati, OH	5,395	$37.96	9,829	$28.68	3,015	$11.54
Cleveland, OH	6,592	$38.86	13,557	$28.77	3,832	$11.82
Columbus, OH	6,328	$36.74	12,079	$30.01	3,080	$11.88
Oklahoma City, OK	3,303	$31.56	7,796	$25.50	2,416	$10.45
Portland, OR	6,638	$38.56	15,738	$30.44	3,514	$12.71
Philadelphia, PA	17,861	$41.65	35,030	$30.97	9,457	$12.88
Pittsburgh, PA	7,774	$35.14	14,935	$27.88	6,373	$11.25
Providence, RI	4,061	$40.64	8,996	$29.42	3,365	$12.67
Memphis, TN	2,792	$36.94	6,387	$26.55	1,467	$10.83
Nashville, TN	4,743	$36.16	9,319	$25.90	2,537	$10.81
Austin, TX	5,532	$38.67	13,870	$29.23	3,031	$10.85
Dallas, TX	19,285	$41.10	38,095	$30.11	6,835	$10.99
Houston, TX	13,906	$51.06	26,958	$30.74	5,527	$10.45
San Antonio, TX	5,084	$34.42	13,115	$26.14	4,274	$10.16
Salt Lake City, UT	4,192	$35.61	8,766	$28.39	2,335	$11.36
Richmond, VA	4,008	$30.49	7,894	$28.73	2,135	$11.56
Virginia Beach, VA	3,277	$35.50	8,769	$27.36	3,300	$11.12
Seattle-Tacoma, WA	17,239	$43.11	40,188	$33.75	6,467	$14.09
Milwaukee, WI	5,596	$38.01	11,353	$29.80	3,409	$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						
	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
Location	Apr-10	Wage[1]	Apr-10	Wage[1]	Apr-10	Wage[1]
United States	**925,651**	**$16.20**	**184,491**	**$19.80**	**229,101**	**$15.33**
Birmingham, AL	4,216	$15.36	1,017	$18.14	1,252	$14.58
Phoenix, AZ	14,712	$15.93	2,070	$18.20	2,187	$15.22
Tucson, AZ	3,229	$14.24	786	$17.76	681	$14.31
Los Angeles, CA	44,491	$17.84	4,568	$22.21	7,239	$14.54
Riverside, CA	7,842	$15.73	1,284	$20.68	1,616	$14.90
Sacramento, CA	6,622	$17.51	1,163	$22.36	1,195	$16.07
San Diego, CA	11,848	$17.33	1,599	$22.03	1,909	$15.25
San Francisco, CA	18,280	$20.71	2,274	$26.88	2,829	$17.93
San Jose, CA	5,290	$22.31	722	$25.00	992	$16.83
Denver, CO	11,183	$18.60	2,322	$20.27	2,229	$16.16
Hartford, CT	5,840	$18.55	1,047	$23.10	1,508	$17.18
Washington, DC	25,563	$18.69	4,625	$21.75	3,637	$17.08
Jacksonville, FL	6,324	$16.05	1,369	$18.05	1,246	$15.26
Miami, FL	19,539	$16.41	2,165	$18.57	2,333	$14.80
Orlando, FL	11,784	$15.27	1,956	$17.73	1,713	$14.19
Tampa, FL	10,889	$15.82	1,897	$17.05	1,765	$13.76
Atlanta, GA	15,629	$17.03	2,727	$19.12	3,083	$15.43
Honolulu, HI	4,925	$15.84	749	$25.30	775	$16.47
Chicago, IL	25,733	$17.82	3,153	$25.82	5,888	$16.05
Indianapolis, IN	7,617	$16.73	1,209	$20.73	2,045	$15.70
Louisville, KY	4,513	$15.36	1,084	$19.19	1,328	$17.01
New Orleans, LA	4,080	$14.42	876	$18.33	920	$16.28
Baltimore, MD	12,789	$17.09	3,067	$20.31	2,862	$16.62
Boston, MA	21,305	$19.45	3,288	$24.51	4,674	$16.81
Detroit, MI	10,293	$17.33	2,059	$23.81	2,684	$18.60
Minneapolis-St. Paul, MN	13,480	$18.36	2,227	$24.38	3,658	$17.04
Kansas City, MO	7,977	$16.69	1,635	$21.53	2,344	$15.92
St. Louis, MO	9,613	$16.49	1,820	$23.13	2,379	$16.31
Las Vegas, NV	10,871	$15.58	1,619	$22.85	1,454	$14.72
Buffalo, NY	4,868	$15.66	906	$20.51	1,471	$16.16
New York, NY	62,581	$19.58	8,051	$25.16	10,560	$16.78
Rochester, NY	3,457	$15.97	987	$19.41	1,211	$14.84
Charlotte, NC	7,489	$16.88	1,601	$18.45	1,719	$15.16
Cincinnati, OH	7,820	$16.85	1,385	$20.05	2,214	$15.54
Cleveland, OH	7,523	$16.27	1,524	$21.89	2,499	$16.04
Columbus, OH	8,204	$16.34	1,488	$20.15	2,178	$15.29
Oklahoma City, OK	5,680	$13.86	1,806	$17.99	1,606	$13.76
Portland, OR	8,622	$17.58	1,534	$22.11	2,207	$16.17
Philadelphia, PA	17,822	$17.64	3,529	$22.64	4,274	$16.35
Pittsburgh, PA	10,222	$15.49	2,567	$19.06	3,032	$15.54
Providence, RI	5,494	$16.10	1,098	$21.48	1,745	$14.79
Memphis, TN	3,730	$15.32	853	$18.07	1,354	$14.51
Nashville, TN	6,608	$15.55	1,161	$18.14	1,561	$15.53
Austin, TX	6,911	$16.09	1,314	$18.02	1,331	$13.64
Dallas, TX	20,479	$16.83	3,367	$17.41	4,350	$14.76
Houston, TX	15,050	$16.46	3,109	$17.70	3,614	$15.71
San Antonio, TX	7,198	$14.10	1,876	$15.69	1,702	$13.14
Salt Lake City, UT	6,948	$15.87	1,086	$18.70	1,363	$15.10
Richmond, VA	4,483	$16.90	1,148	$19.27	1,015	$14.97
Virginia Beach, VA	5,802	$14.63	1,919	$18.19	1,492	$15.50
Seattle-Tacoma, WA	15,001	$18.87	2,128	$24.27	2,461	$18.38
Milwaukee, WI	6,634	$17.14	1,204	$23.03	2,441	$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.