THE CONFERENCE BOARD

News Release

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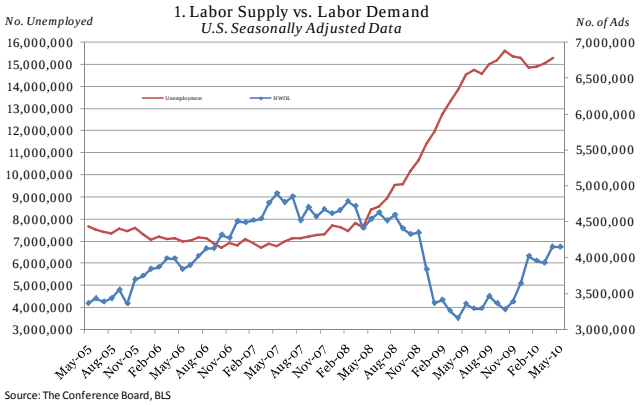
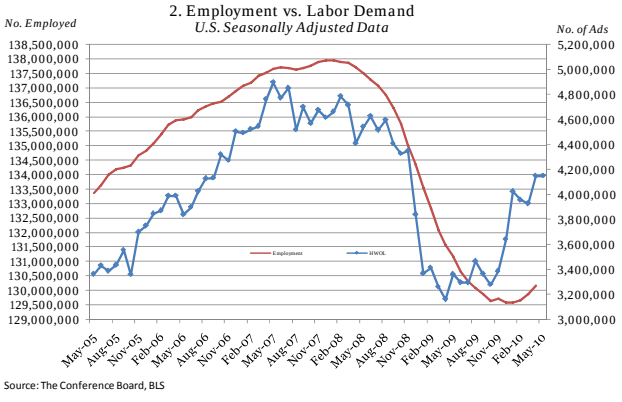
Online Job Demand Unchanged in May, The Conference Board Reports

- **Job demand pauses in May after surging over 750,000 in the past six months**
- **Online demand for workers in sales, education and training, food preparation and service, healthcare support and personal care running above pre-recession levels**

NEW YORK, June 2, 2010…Online advertised vacancies were unchanged in May at 4,149,000, following a 223,000 gain in April, according to **The Conference Board Help Wanted OnLine™ (HWOL) Data Series** released today. Online job demand has been on an upward trend since October'09 and averaged 118,000 per month. The gap between the number of unemployed and advertised vacancies (supply/demand rate) stood at 3.68 unemployed for every advertised vacancy in April (the last available unemployment data) compared to 4.76 in October 2009. (Chart 1)

"After the large 223,000 April increase in online advertised vacancies that kicked off the spring hiring season, employers essentially held steady in May," said June Shelp, Vice President at The Conference Board. "As the economy comes out of the recession, online demand has risen in a wide variety of occupations. Occupations commonly associated with office work (administrative, legal and computer jobs) as well as manufacturing and construction vacancies are improving but remain below their pre-recession levels, while online demand for workers in sales, education and training, entertainment, food preparation and service, healthcare support and personal care are all at or above their pre-recession 2007 levels."





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

- **May increases bring labor demand in Massachusetts and New Jersey to the highest levels since fall '08**

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads[1] (Thousands) May-10	M-O-M Change (Thousands) May-Apr 10	Supply/ Demand Rate[2] Apr-10	Recent Trend[3]
United States	**4,149.4**	**-0.3**	**3.68**	↑ 10/09
NORTHEAST	**857.5**	**5.5**	**2.99**	
Massachusetts	140.4	5.0	2.37	↑ 10/09
New Jersey	155.4	4.6	2.97	↑ 1/09
New York	262.7	0.0	3.11	↑ 4/09
Pennsylvania	159.3	3.9	3.76	↑ 10/09
SOUTH	**1,457.5**	**-21.8**	**3.60**	
Florida	211.3	-19.3	4.83	↑ 4/09
Georgia	112.8	-6.4	4.10	↑ 1/09
Maryland	127.6	8.6	1.86	↑ 4/09
North Carolina	97.6	-9.9	4.57	↑ 4/09
Texas	267.2	-5.0	3.71	↑ 10/09
Virginia	167.8	10.3	1.92	↑ 4/09
MIDWEST	**817.4**	**-18.0**	**4.15**	
Illinois	155.7	-4.2	4.71	↑ 10/09
Michigan	90.6	-4.4	7.17	↑ 11/09
Minnesota	84.9	1.9	2.58	↑ 11/09
Missouri	80.5	-1.5	3.44	↑ 10/09
Ohio	128.9	-3.8	4.91	↑ 10/09
Wisconsin	76.9	-2.6	3.27	↑ 11/09
WEST	**990.6**	**-7.6**	**3.94**	
Arizona	79.1	-4.7	3.61	↑ 10/09
California	467.3	6.8	4.99	↑ 10/09
Colorado	79.5	0.0	2.67	↑ 11/09
Washington	113.2	-5.0	2.76	↑ 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** was down 21,800 in May, reflecting declines in some states that more than offset gains in other states. States that posted gains included Virginia, which rose 10,300 to 167,800, the

highest level since the HWOL data series begin in May 2005. Maryland rose 8,600 in May to 127,600, its highest level since November 2008. Among the most populous States with declines in May, Florida was down 19,300, North Carolina was down 9,900, and Texas and Georgia dipped by 5,000 and 6,400 respectively (Table A). Among the less populous states in the South, in May Louisiana decreased by 5,000, Kentucky decreased by 3,600, and advertised vacancies in Oklahoma decreased by 2,300 (Table 3).

The **Midwest** was down 18,000 in May, reflecting dips in several states that partially offset last month's gains. Ohio was down 3,800 after rising 8,700 in April, while Wisconsin dipped 2,600 after an April increase of 10,500 and Missouri declined 1,500 after a 3,400 April gain. In contrast, Minnesota rose 1,900 in May to 84,000, its highest level since November 2008. Other large Midwestern States with dips in May included Illinois (-4,200) and Michigan (-4,400). Among the States with smaller populations, Indiana decreased 2,900 while North Dakota was down 1,200 (Table 3).

The **West** dropped 7,600 in May. California, which rose 9,800 in April was up 6,800 in May. Washington State dropped 5,000 after an 11,300 gain, the largest Western gain, in April. Arizona decreased by 4,700 after a 2,100 April gain. Colorado was flat in May after a small April rise of 400. (Table A). Among the smaller States, Oregon was down 5,000, New Mexico dropped 1,800, Hawaii fell 1,500, Alaska dropped 900, and Nevada dipped 400 (Table 3).

In the **Northeast** region, online advertised vacancies were up 5,500 in May. Among the largest States in the region, New York, after a very large increase of 23,600 in April, was unchanged. Massachusetts rose 5,000, and New Jersey was up 4,600. The Massachusetts gain followed a larger 6,900 April rise, and the New Jersey gain followed a much larger 17,600 gain. Pennsylvania gained 3,900 after a larger gain of 4,300 in April and reached its highest level since November 2008. Among the smaller States, May job demand in New Hampshire was down by 3,900, Rhode Island dropped 2,100, Vermont fell 2,000, and Maine dropped 1,300 while Connecticut was up 800.

The Supply/Demand rate for the U.S. in April (the latest month for which unemployment numbers are available) was at 3.68, indicating that there just under 4 unemployed workers for every online advertised vacancy. States with some of the lowest rates include North Dakota (1.17), Nebraska (1.41), South Dakota (1.45), and Alaska (1.51) where the Supply/Demand rates reflected the fact that there was just over one unemployed for every online advertised vacancy. (Table 4). Among the States, the highest Supply/Demand rates are in Michigan (7.17) and Mississippi (7.10), where there are over 7 unemployed people for every advertised vacancy. Although still among the highest in the Nation, Michigan's S/D rate has improved significantly from the 10.3 in July 2009 when there were just over 10 unemployed for every online advertised vacancy. Other states where there are over 5 unemployed for every advertised vacancy are Indiana (5.15) and Kentucky (5.11).

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 Healthcare support workers remained above pre-recession levels**
- **Occupations where online demand is at or near all time highs also includes workers in sales, personal care, food preparation and service, education, and arts and entertainment**

As the US economy begins pulling out of the recession, labor demand is up in all of the larger occupation groups. However, online demand in construction, manufacturing production, and traditional "office" occupations like management, legal, business and finance, computer & mathematical and general office & administrative workers are lagging behind pre-recession levels. In contrast, online advertised vacancies for workers in a range of service occupations like healthcare support, food preparation and service, sales, education, and community and social services are running at or near levels in pre-recession 2007.

Among the top 10 occupation groups with the largest numbers of online advertised vacancies, **Healthcare Practitioners and Technical** occupations were down 82,800 to 540,400 in May after a slight gain, 3,300, in April. The May drop was largely due to decreases in demand for physical and occupational therapists, registered nurses, and speech pathologists. Still remaining relatively strong throughout the recession, labor demand for **Healthcare Support** occupations fell 16,600 in May to 111,800 after a modest gain, 2,400, in April. May decreases in this field reflect decreases in demand for workers in occupations like physical and occupational therapist assistants, nursing aids, and medical 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 April, 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 nearly 3 to 1, and the average wage in these occupations is $33.51/hour. In sharp contrast, the average wage for healthcare support occupations is $12.84/hour and there were over 2 unemployed looking for work in the field for every advertised vacancy. (Table B and Table 7).

Computer and Mathematical Science occupations experienced the largest May gain, up 18,100 to 567,600, their highest level since October 2008, after a much larger April rise, 32,500. The May gain reflects in part continued increases in demand for computer systems analysts and computer software engineers (applications).

Architecture and Engineering occupations experienced a May gain of 12,700 to 159,500, their highest level since December 2008, following an equivalent April gain. The May increase reflects postings for a wide variety of occupations including industrial engineers, mechanical engineers, and electronic engineers (non-computer).

Sales and Related occupations rose 8,100 in May to 497,500. In the first five months of 2010 online advertised vacancies for sales workers have averaged close to 500,000/month. "This is a level that is almost 50,000/month higher than monthly demand in calendar 2007," Shelp said. The official beginning of the recession was December 2007.

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands) May-10	M-O-M Change (Thousands) May-Apr 10	Unemployed (Thousands) Apr-10	Supply/ Demand Rate[1] Apr-10	Average Hourly Wage[2]
Management	550.2	7.2	792.5	1.46	$49.47
Business and financial operations	212.0	1.9	375.5	1.79	$31.68
Computer and mathematical science	567.6	18.1	206.5	0.38	$36.68
Architecture and engineering	159.5	12.7	181.6	1.24	$35.38
Life, physical, and social science	87.3	1.5	65.5	0.76	$31.57
Community and social services	47.6	0.1	152.6	3.22	$20.55
Legal	27.7	0.8	49.6	1.85	$46.07
Education, training, and library	81.0	-2.3	421.7	5.06	$23.81
Arts, design, entertainment, sports, and media	109.8	-0.5	271.9	2.46	$24.87
Healthcare practitioners and technical	540.4	-82.8	210.6	0.34	$33.51

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 2009 estimates.

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 over three people seeking jobs in this field for every online advertised vacancy (3.3) and there were over four unemployed looking for work in Office and Administrative Support positions for every advertised opening (4.2).

METRO AREA HIGHLIGHTS

- **Washington, D.C., Oklahoma City, and Baltimore have the lowest Supply/Demand rates**
- **Online advertised vacancies in all largest metropolitan areas but New Orleans 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]	
	May-10		May-10		Mar-10
New York, NY	298.74	Washington, DC	6.57	Washington, DC	1.25
Washington, DC	200.97	Baltimore, MD	5.29	Oklahoma City, OK	1.76
Los Angeles, CA	174.6	San Jose, CA	5.2	Baltimore, MD	1.79
Chicago, IL	128	San Francisco, CA	4.84	Honolulu, HI	1.81
Boston, MA	118.84	Hartford, CT	4.82	Boston, MA	2.19
San Francisco, CA	108.86	Boston, MA	4.68	Salt Lake City, UT	2.23
Dallas, TX	93.34	Seattle-Tacoma, WA	4.14	Austin, TX	2.32
Philadelphia, PA	92.44	Charlotte, NC	4.08	New Orleans, LA	2.34
Atlanta, GA	81.95	Milwaukee, WI	3.94	San Antonio, TX	2.38
Seattle-Tacoma, WA	78.59	Salt Lake City, UT	3.92	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 May, 51 of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies; New Orleans posted a slight decrease. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was 36 percent above its May 2009 level, the Washington, D.C. metro area was 33 percent above its May 2009 level, and the Los Angeles metro area was 20 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 April 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 May 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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Publication Schedule, Help Wanted OnLine Data Series

Data for the Month	Release Date
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]	May-09	Apr-10	May-10	May-Apr 10	May-09	Apr-10	May-10	May-Apr 10
United States	**3,361.5**	**4,149.7**	**4,149.4**	**-0.3**	**1,960.1**	**2,359.6**	**2,423.2**	**63.6**
New England	211.5	284.6	276.4	-8.2	125.2	156.0	165.8	9.8
Middle Atlantic	447.7	567.4	581.1	13.6	279.0	342.0	368.5	26.5
South Atlantic	719.9	897.6	895.8	-1.9	405.8	506.1	511.6	5.5
East North Central	401.0	527.2	515.5	-11.7	235.5	294.6	302.7	8.1
East South Central	153.2	185.3	177.3	-8.1	83.1	94.9	91.9	-3.1
West North Central	251.1	308.2	301.9	-6.3	135.1	161.0	163.3	2.3
West South Central	332.9	396.4	384.4	-12.0	193.7	217.7	215.2	-2.6
Mountain	273.4	321.5	313.8	-7.8	159.7	191.5	188.3	-3.2
Pacific	549.5	676.7	676.8	0.1	333.3	398.8	404.2	5.3

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						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	May-09	Apr-10	May-10	May-09	Apr-10	May-10
United States	**2.17**	**2.68**	**2.68**	**1.26**	**1.53**	**1.57**
New England	2.73	3.65	3.55	1.62	2.00	2.13
Middle Atlantic	2.16	2.74	2.80	1.35	1.65	1.78
South Atlantic	2.44	3.05	3.04	1.38	1.72	1.74
East North Central	1.68	2.22	2.17	0.99	1.24	1.27
East South Central	1.79	2.18	2.08	0.97	1.12	1.08
West North Central	2.28	2.80	2.75	1.23	1.46	1.49
West South Central	1.95	2.27	2.20	1.13	1.25	1.23
Mountain	2.46	2.90	2.83	1.44	1.73	1.70
Pacific	2.21	2.72	2.73	1.34	1.61	1.63

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	May-09	Apr-10	May-10	May-Apr 10	May-09	Apr-10	May-10	May-Apr 10
United States	**3,361.5**	**4,149.7**	**4,149.4**	**-0.3**	**1,960.1**	**2,359.6**	**2,423.2**	**63.6**
Alabama	45.9	53.6	50.8	-2.8	23.0	23.9	22.9	-1.1
Alaska	19.0	20.4	19.5	-0.9	9.8	9.5	10.3	0.8
Arkansas	26.6	29.2	26.8	-2.4	14.8	15.2	14.2	-1.0
Arizona	64.1	83.8	79.1	-4.7	38.0	50.0	49.4	-0.6
California	379.9	460.5	467.3	6.8	237.2	273.9	282.4	8.5
Colorado	64.0	79.5	79.5	0.0	39.2	48.4	50.1	1.7
Connecticut	51.2	68.5	69.3	0.8	29.1	36.3	40.5	4.2
Delaware	13.8	17.9	18.9	1.0	7.4	9.2	10.2	1.0
Florida	160.9	230.7	211.3	-19.3	104.7	149.3	138.8	-10.5
Georgia	86.7	119.2	112.8	-6.4	49.3	62.2	59.9	-2.2
Hawaii	16.2	19.1	17.6	-1.5	9.9	12.0	11.3	-0.7
Iowa	38.7	45.7	44.5	-1.2	18.7	21.8	20.8	-0.9
Idaho	16.6	20.3	19.3	-0.9	9.6	12.4	11.9	-0.5
Illinois	121.3	159.9	155.7	-4.2	68.4	82.6	88.3	5.7
Indiana	44.2	60.7	57.8	-2.9	24.1	31.3	31.2	-0.1
Kansas	31.4	37.3	33.8	-3.5	15.6	18.0	16.8	-1.2
Kentucky	30.1	43.1	39.5	-3.6	17.4	21.8	20.9	-0.9
Louisiana	41.2	46.7	41.7	-5.0	24.9	26.9	24.3	-2.6
Massachusetts	102.7	135.5	140.4	5.0	60.3	75.2	81.6	6.5
Maryland	109.2	119.0	127.6	8.6	55.1	58.5	67.4	8.9
Maine	17.0	21.8	20.5	-1.3	8.6	10.7	10.5	-0.1
Michigan	68.5	95.0	90.6	-4.4	43.9	58.5	57.9	-0.7
Minnesota	60.6	83.0	84.9	1.9	34.2	43.8	47.5	3.7
Missouri	63.4	82.1	80.5	-1.5	37.5	47.4	47.6	0.3
Mississippi	20.0	21.1	19.3	-1.8	9.6	9.8	9.7	-0.2
Montana	13.0	16.1	15.2	-0.9	5.7	7.0	6.6	-0.4
North Carolina	78.4	107.5	97.6	-9.9	49.9	66.4	66.3	0.0
North Dakota	11.4	12.0	10.9	-1.2	4.8	5.1	4.5	-0.7
Nebraska	30.2	35.3	30.8	-4.5	17.0	19.7	18.2	-1.5
New Hampshire	18.6	25.3	21.4	-3.9	10.9	14.7	13.7	-0.9
New Jersey	118.4	150.8	155.4	4.6	72.9	90.5	96.6	6.1
New Mexico	26.4	27.7	25.9	-1.8	14.6	14.8	14.4	-0.5
Nevada	43.0	47.5	47.1	-0.4	27.0	31.2	30.6	-0.6
New York	205.8	262.7	262.7	0.0	132.4	162.1	175.4	13.3
Ohio	98.8	132.7	128.9	-3.8	61.8	78.1	80.0	1.9
Oklahoma	40.7	49.1	46.8	-2.3	22.7	26.4	25.3	-1.1
Oregon	44.2	61.0	56.0	-5.0	26.0	36.7	33.8	-2.9
Pennsylvania	120.6	155.3	159.3	3.9	73.9	89.3	96.8	7.5
Rhode Island	15.2	20.4	18.3	-2.1	9.4	12.3	11.3	-1.0
South Carolina	44.5	53.0	51.6	-1.4	23.7	27.6	27.9	0.4
South Dakota	12.9	14.3	13.5	-0.8	5.2	5.5	5.3	-0.2
Tennessee	54.8	69.2	64.8	-4.5	32.3	38.6	37.5	-1.2
Texas	222.9	272.2	267.2	-5.0	129.5	148.9	149.3	0.4
Utah	35.6	39.7	36.3	-3.4	20.0	22.3	19.3	-3.0
Virginia	132.6	157.6	167.8	10.3	67.3	75.2	82.5	7.4
Vermont	10.0	12.8	10.9	-2.0	5.3	7.0	6.2	-0.8
Washington	87.1	118.2	113.2	-5.0	48.7	65.6	64.5	-1.1
Wisconsin	63.8	79.5	76.9	-2.6	34.8	42.2	42.0	-0.2
West Virginia	20.0	18.5	17.2	-1.3	10.8	8.0	7.9	0.0
Wyoming	8.0	8.7	7.6	-1.1	3.8	3.8	3.6	-0.1

Source: The Conference Board

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

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	May-09	Apr-10	May-10	Apr-10	Apr-10	Apr-10	Apr-10
United States	**2.17**	**2.68**	**2.68**	**9.9**	**15,260.00**	**4,149.7**	**3.68**
Alabama	2.15	2.57	2.44	11.0	228.33	53.6	4.26
Alaska	5.26	5.57	5.32	8.4	30.79	20.4	1.51
Arkansas	1.94	2.14	1.96	7.8	106.35	29.2	3.65
Arizona	2.04	2.64	2.49	9.5	302.40	83.8	3.61
California	2.07	2.51	2.55	12.6	2,299.96	460.5	4.99
Colorado	2.35	2.98	2.98	8.0	212.61	79.5	2.67
Connecticut	2.70	3.60	3.64	9.0	171.43	68.5	2.50
Delaware	3.16	4.19	4.42	9.0	38.58	17.9	2.15
Florida	1.75	2.48	2.28	12.0	1,113.24	230.7	4.83
Georgia	1.81	2.52	2.39	10.4	489.01	119.2	4.10
Hawaii	2.53	3.01	2.77	6.7	42.57	19.1	2.22
Iowa	2.32	2.70	2.63	6.9	116.82	45.7	2.56
Idaho	2.21	2.66	2.54	9.1	69.47	20.3	3.43
Illinois	1.83	2.39	2.32	11.2	752.57	159.9	4.71
Indiana	1.37	1.94	1.84	10.0	312.19	60.7	5.15
Kansas	2.06	2.46	2.23	6.5	99.02	37.3	2.66
Kentucky	1.44	2.07	1.89	10.6	220.32	43.1	5.11
Louisiana	1.99	2.23	1.99	6.7	140.12	46.7	3.00
Massachusetts	2.95	3.88	4.03	9.2	321.68	135.5	2.37
Maryland	3.64	4.01	4.30	7.5	221.49	119.0	1.86
Maine	2.42	3.09	2.91	8.1	57.20	21.8	2.62
Michigan	1.40	1.95	1.86	14.0	681.26	95.0	7.17
Minnesota	2.04	2.78	2.84	7.2	213.84	83.0	2.58
Missouri	2.08	2.74	2.69	9.4	282.13	82.1	3.44
Mississippi	1.55	1.62	1.48	11.5	149.80	21.1	7.10
Montana	2.60	3.23	3.04	7.1	35.63	16.1	2.21
North Carolina	1.72	2.35	2.13	10.8	491.47	107.5	4.57
North Dakota	3.12	3.27	2.95	3.8	14.06	12.0	1.17
Nebraska	3.07	3.56	3.11	5.0	49.67	35.3	1.41
New Hampshire	2.51	3.38	2.86	6.7	50.08	25.3	1.98
New Jersey	2.60	3.30	3.40	9.8	447.60	150.8	2.97
New Mexico	2.77	2.86	2.67	8.7	84.00	27.7	3.03
Nevada	3.14	3.45	3.42	13.7	188.80	47.5	3.97
New York	2.12	2.71	2.71	8.4	817.58	262.7	3.11
Ohio	1.64	2.22	2.16	10.9	652.29	132.7	4.91
Oklahoma	2.29	2.76	2.63	6.6	117.34	49.1	2.39
Oregon	2.24	3.10	2.85	10.6	208.58	61.0	3.42
Pennsylvania	1.88	2.40	2.46	9.0	583.94	155.3	3.76
Rhode Island	2.70	3.53	3.17	12.5	72.32	20.4	3.54
South Carolina	2.04	2.44	2.38	11.6	250.38	53.0	4.72
South Dakota	2.88	3.22	3.03	4.7	20.79	14.3	1.45
Tennessee	1.81	2.29	2.14	10.5	318.27	69.2	4.60
Texas	1.87	2.23	2.19	8.3	1,008.78	272.2	3.71
Utah	2.59	2.94	2.69	7.3	97.91	39.7	2.47
Virginia	3.16	3.76	4.00	7.2	303.11	157.6	1.92
Vermont	2.77	3.55	3.01	6.4	23.01	12.8	1.79
Washington	2.46	3.34	3.20	9.2	326.20	118.2	2.76
Wisconsin	2.05	2.61	2.52	8.5	259.99	79.5	3.27
West Virginia	2.48	2.35	2.18	9.2	72.32	18.5	3.90
Wyoming	2.73	2.99	2.61	7.1	20.86	8.7	2.38

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]	May-09	Apr-10	May-10	May 09-10	May-09	Apr-10	May-10	May 09-10
Birmingham, AL	13.5	16.1	16.3	21.4%	7.1	8.4	8.2	16.0%
Phoenix, AZ	44.1	59.7	57.3	29.9%	27.3	36.5	36.7	34.4%
Tucson, AZ	12.0	14.7	14.2	18.1%	7.1	8.8	8.9	25.1%
Los Angeles, CA	146.1	173.4	174.6	19.5%	100.0	114.2	114.3	14.4%
Riverside, CA	24.4	27.4	27.4	12.2%	15.9	17.0	17.7	11.0%
Sacramento, CA	23.1	27.2	26.0	12.4%	14.2	16.3	16.2	14.3%
San Diego, CA	42.9	47.6	48.5	13.1%	27.2	30.1	30.9	13.7%
San Francisco, CA	77.7	106.7	108.9	40.2%	48.6	64.5	67.0	37.9%
San Jose, CA	29.4	47.1	47.2	60.3%	15.0	23.6	23.6	58.1%
Denver, CO	39.7	49.3	50.7	27.9%	24.0	28.5	30.6	27.8%
Hartford, CT	19.9	28.0	29.0	45.4%	11.7	15.9	17.2	46.7%
Washington, DC	151.7	188.0	201.0	32.5%	76.2	89.1	101.3	32.9%
Jacksonville, FL	18.3	23.8	22.2	21.8%	12.0	15.0	14.3	18.9%
Miami, FL	48.8	66.3	64.4	32.0%	30.2	41.1	40.1	33.0%
Orlando, FL	29.0	39.4	37.2	28.2%	20.4	27.4	26.8	31.7%
Tampa, FL	31.7	45.8	41.8	31.9%	20.4	27.8	26.9	31.7%
Atlanta, GA	57.6	82.3	81.9	42.3%	35.3	45.6	46.2	31.1%
Honolulu, HI	13.8	16.2	15.9	14.9%	9.7	11.3	11.5	18.2%
Chicago, IL	97.9	127.3	128.0	30.8%	54.1	68.5	71.9	32.8%
Indianapolis, IN	20.7	29.2	27.8	34.2%	11.9	15.9	15.9	33.9%
Louisville, KY	13.5	18.8	17.4	28.3%	8.7	10.4	10.0	15.6%
New Orleans, LA	15.6	16.3	15.1	-3.6%	9.6	9.9	9.4	-1.2%
Baltimore, MD	62.9	70.2	73.0	16.1%	35.1	38.9	42.7	21.7%
Boston, MA	82.4	118.5	118.8	44.2%	48.4	67.2	69.7	44.1%
Detroit, MI	30.7	42.7	43.0	39.8%	21.0	27.4	28.8	37.2%
Minneapolis-St. Paul, MN	45.5	63.6	64.8	42.3%	28.2	36.8	38.9	38.0%
Kansas City, MO	25.9	34.0	32.2	24.2%	15.8	20.2	19.7	24.9%
St. Louis, MO	33.8	41.2	40.7	20.3%	20.7	25.1	25.1	21.1%
Las Vegas, NV	33.0	37.8	36.4	10.5%	21.8	25.9	25.4	16.6%
Buffalo, NY	14.6	17.1	16.2	11.0%	9.5	10.8	10.9	14.1%
New York, NY	219.4	294.4	298.7	36.2%	146.3	188.9	203.3	39.0%
Rochester, NY	10.6	14.5	13.3	25.6%	7.1	9.0	8.9	25.4%
Charlotte, NC	24.4	39.0	35.1	43.9%	15.7	23.0	22.8	45.3%
Cincinnati, OH	23.0	30.3	28.6	24.4%	13.7	17.3	17.3	26.2%
Cleveland, OH	24.9	36.1	34.3	37.7%	15.1	22.0	21.6	42.6%
Columbus, OH	24.4	34.0	32.2	32.2%	15.8	20.9	20.2	27.3%
Oklahoma City, OK	19.2	23.1	22.1	15.2%	11.7	13.4	12.9	9.6%
Portland, OR	27.1	39.0	37.0	36.7%	16.3	23.7	22.7	39.4%
Philadelphia, PA	66.0	89.5	92.4	40.0%	38.8	51.2	55.2	42.4%
Pittsburgh, PA	34.2	46.2	44.3	29.4%	23.6	28.9	29.4	25.0%
Providence, RI	19.3	25.3	24.4	26.2%	13.1	16.3	16.3	24.6%
Memphis, TN	14.0	16.9	15.6	12.1%	8.5	9.2	9.0	6.1%
Nashville, TN	19.7	26.5	24.3	23.5%	12.2	16.2	14.8	21.9%
Austin, TX	25.9	32.8	32.2	24.5%	16.8	19.7	19.9	19.0%
Dallas, TX	70.8	94.2	93.3	31.7%	41.3	51.8	51.7	25.4%
Houston, TX	58.3	69.9	69.1	18.5%	32.4	36.9	36.7	13.3%
San Antonio, TX	27.7	34.0	31.0	11.8%	17.3	21.2	20.1	16.0%
Salt Lake City, UT	22.2	25.1	23.4	5.3%	13.7	15.1	13.8	1.0%
Richmond, VA	16.4	21.1	21.2	29.5%	10.3	12.8	13.6	32.6%
Virginia Beach, VA	22.1	25.1	25.8	16.6%	13.2	15.5	16.6	25.7%
Seattle-Tacoma, WA	57.1	84.7	78.6	37.6%	32.8	47.5	45.7	39.2%
Milwaukee, WI	25.0	31.1	30.8	23.5%	13.7	17.7	17.6	28.6%

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]	May-09	Apr-10	May-10	Mar-10	Mar-10	Mar-10	Mar-10
Birmingham, AL	2.60	3.23	3.27	10.3	51.4	13.8	3.72
Phoenix, AZ	2.10	2.82	2.70	8.9	188.0	51.1	3.68
Tucson, AZ	2.47	2.99	2.88	8.6	42.1	13.3	3.16
Los Angeles, CA	2.25	2.67	2.69	11.7	762.5	155.9	4.89
Riverside, CA	1.38	1.53	1.53	15.0	268.0	25.1	10.67
Sacramento, CA	2.20	2.55	2.45	13.1	139.7	22.7	6.14
San Diego, CA	2.77	3.04	3.09	11.0	172.3	43.1	4.00
San Francisco, CA	3.46	4.75	4.84	11.0	248.3	91.0	2.73
San Jose, CA	3.27	5.19	5.20	12.3	111.8	38.2	2.93
Denver, CO	2.83	3.64	3.74	8.5	114.5	43.4	2.64
Hartford, CT	3.33	4.66	4.82	9.5	56.9	22.5	2.53
Washington, DC	4.95	6.15	6.57	6.7	204.3	163.1	1.25
Jacksonville, FL	2.66	3.45	3.23	11.9	81.7	21.4	3.82
Miami, FL	1.71	2.31	2.24	11.5	330.3	58.3	5.67
Orlando, FL	2.60	3.52	3.33	12.1	135.1	35.5	3.80
Tampa, FL	2.43	3.48	3.17	12.7	167.4	40.0	4.18
Atlanta, GA	2.13	3.08	3.07	10.4	278.0	69.7	3.99
Honolulu, HI	3.10	3.62	3.55	5.6	25.1	13.9	1.81
Chicago, IL	2.00	2.61	2.63	11.3	551.7	116.0	4.75
Indianapolis, IN	2.29	3.38	3.22	9.5	82.1	25.5	3.23
Louisville, KY	2.10	2.99	2.77	10.7	67.0	15.0	4.47
New Orleans, LA	2.93	3.04	2.80	6.0	32.3	13.8	2.34
Baltimore, MD	4.48	5.09	5.29	8.0	110.7	61.8	1.79
Boston, MA	3.27	4.67	4.68	8.3	211.3	96.7	2.19
Detroit, MI	1.46	2.04	2.05	15.5	325.5	36.9	8.83
Minneapolis-St. Paul, MN	2.45	3.43	3.49	7.8	144.8	52.8	2.75
Kansas City, MO	2.47	3.32	3.14	9.3	95.2	28.1	3.39
St. Louis, MO	2.34	2.90	2.86	10.9	154.6	35.9	4.31
Las Vegas, NV	3.36	3.83	3.70	13.8	136.0	32.3	4.21
Buffalo, NY	2.49	2.95	2.79	8.6	50.1	14.1	3.56
New York, NY	2.31	3.10	3.15	9.3	882.2	242.3	3.64
Rochester, NY	1.99	2.74	2.52	8.2	43.0	11.3	3.80
Charlotte, NC	2.86	4.53	4.08	11.9	102.8	31.0	3.32
Cincinnati, OH	2.02	2.71	2.56	10.6	119.1	25.8	4.62
Cleveland, OH	2.28	3.40	3.22	9.8	104.4	30.0	3.48
Columbus, OH	2.50	3.55	3.37	9.8	93.6	26.8	3.50
Oklahoma City, OK	3.35	4.02	3.85	6.1	34.9	19.8	1.76
Portland, OR	2.29	3.33	3.16	11.4	133.2	29.4	4.53
Philadelphia, PA	2.20	3.01	3.10	9.4	281.3	74.3	3.78
Pittsburgh, PA	2.79	3.78	3.63	8.9	109.2	41.7	2.62
Providence, RI	2.77	3.56	3.43	13.2	93.7	20.0	4.69
Memphis, TN	2.29	2.82	2.60	10.6	63.8	13.8	4.63
Nashville, TN	2.47	3.35	3.08	9.5	75.4	21.6	3.49
Austin, TX	2.93	3.61	3.54	7.1	64.6	27.8	2.32
Dallas, TX	2.25	2.93	2.90	8.3	267.5	76.7	3.49
Houston, TX	2.06	2.42	2.39	8.5	244.9	58.4	4.19
San Antonio, TX	2.88	3.49	3.18	7.3	70.9	29.8	2.38
Salt Lake City, UT	3.65	4.22	3.92	7.1	42.0	18.8	2.23
Richmond, VA	2.46	3.22	3.23	8.4	54.9	18.2	3.01
Virginia Beach, VA	2.64	3.03	3.11	7.8	64.9	21.5	3.02
Seattle-Tacoma, WA	3.00	4.47	4.14	9.0	171.1	67.4	2.54
Milwaukee, WI	3.13	3.98	3.94	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]	May-09	Apr-10	May-10	May-Apr 10	Apr-10	Apr-10	
Total	3,361.5	4,149.7	4,149.4	-0.3	15,260.0	3.7	$20.90
Management	402.4	543.1	550.2	7.2	792.5	1.5	$49.47
Business and financial operations	185.3	210.1	212.0	1.9	375.5	1.8	$31.68
Computer and mathematical science	410.1	549.5	567.6	18.1	206.5	0.4	$36.68
Architecture and engineering	129.3	146.8	159.5	12.7	181.6	1.2	$35.38
Life, physical, and social science	66.5	85.7	87.3	1.5	65.5	0.8	$31.57
Community and social services	41.4	47.4	47.6	0.1	152.6	3.2	$20.55
Legal	19.4	26.9	27.7	0.8	49.6	1.8	$46.07
Education, training, and library	70.7	83.3	81.0	-2.3	421.7	5.1	$23.81
Arts, design, entertainment, sports, and media	91.4	110.3	109.8	-0.5	271.9	2.5	$24.87
Healthcare practitioners and technical	539.3	623.2	540.4	-82.8	210.6	0.3	$33.51
Healthcare support	103.0	128.4	111.8	-16.6	277.0	2.2	$12.84
Protective service	27.1	28.9	29.5	0.5	201.0	6.9	$20.07
Food preparation and serving related	77.6	109.4	111.0	1.6	1,206.6	11.0	$10.04
Building and grounds cleaning and maintenance	35.5	46.1	47.3	1.2	773.8	16.8	$12.00
Personal care and service	57.8	68.9	67.2	-1.6	487.5	7.1	$11.87
Sales and related	373.0	489.4	497.5	8.1	1,606.6	3.3	$17.32
Office and administrative support	343.2	405.2	403.8	-1.4	1,701.9	4.2	$15.86
Farming, fishing, and forestry	5.9	6.5	6.3	-0.1	192.3	29.7	$11.53
Construction and extraction	46.0	55.7	57.0	1.3	1,752.5	31.5	$20.84
Installation, maintenance, and repair	86.6	112.8	115.4	2.6	567.9	5.0	$20.30
Production	69.8	97.9	101.8	3.9	1,233.5	12.6	$16.01
Transportation and material moving	79.1	126.2	127.7	1.5	1,295.4	10.3	$15.47

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 2009 estimates.

Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads May-10	Average Hourly Wage[2]	Total Ads May-10	Average Hourly Wage[2]	Total Ads May-10	Average Hourly Wage[2]
United States	**795,673**	**$40.61**	**1,661,579**	**$29.97**	**401,071**	**$12.25**
Alabama	7,034	$37.52	18,845	$26.96	5,584	$10.45
Alaska	2,982	$36.69	8,996	$31.60	2,434	$14.58
Arizona	14,019	$35.89	34,530	$28.00	7,902	$12.50
Arkansas	3,888	$32.34	10,033	$24.22	2,867	$10.01
California	101,695	$45.67	197,717	$34.85	33,525	$13.67
Colorado	15,370	$39.69	34,369	$31.35	8,596	$12.66
Connecticut	16,181	$46.18	28,717	$32.22	5,627	$14.13
Delaware	4,021	$42.45	8,083	$32.28	1,659	$12.63
Florida	35,677	$36.23	77,327	$28.03	26,037	$11.88
Georgia	23,684	$41.11	48,900	$27.59	8,392	$11.07
Hawaii	2,957	$35.85	5,819	$28.58	2,504	$13.72
Idaho	2,857	$31.76	6,670	$25.57	2,868	$11.08
Illinois	36,867	$40.23	62,663	$31.06	11,940	$12.94
Indiana	10,366	$36.35	22,177	$25.80	5,443	$11.08
Iowa	6,291	$33.40	16,043	$24.20	4,815	$11.00
Kansas	5,460	$35.34	13,874	$25.19	3,543	$10.90
Kentucky	6,055	$33.70	14,096	$25.64	4,067	$10.57
Louisiana	6,299	$33.92	14,515	$25.24	5,029	$10.56
Maine	2,713	$33.30	7,985	$26.20	3,015	$11.67
Maryland	23,754	$43.38	59,991	$33.82	10,318	$13.08
Massachusetts	32,489	$47.19	61,263	$34.16	12,681	$14.49
Michigan	15,285	$38.76	32,680	$29.30	10,559	$12.01
Minnesota	17,224	$38.48	33,810	$30.04	7,427	$12.22
Mississippi	2,698	$31.91	7,461	$23.36	2,049	$9.98
Missouri	13,019	$35.79	29,358	$26.25	9,396	$10.91
Montana	2,007	$29.54	5,740	$22.55	2,203	$10.73
Nebraska	4,592	$33.99	10,743	$24.81	3,541	$10.78
Nevada	7,116	$38.17	15,234	$29.69	6,831	$12.94
New Hampshire	3,073	$40.38	8,373	$28.86	2,763	$12.53
New Jersey	33,958	$47.46	60,188	$33.23	16,610	$14.41
New Mexico	4,031	$36.04	11,907	$28.01	2,894	$11.03
New York	59,463	$49.57	99,052	$33.04	26,879	$14.18
North Carolina	17,855	$39.58	41,123	$26.90	10,840	$10.98
North Dakota	1,297	$33.39	3,512	$23.36	1,247	$10.66
Ohio	23,843	$37.53	47,084	$28.20	13,045	$11.50
Oklahoma	6,513	$31.71	17,680	$24.23	5,521	$10.38
Oregon	9,205	$36.97	21,702	$28.73	6,483	$12.67
Pennsylvania	30,841	$38.84	60,618	$28.89	16,864	$12.19
Rhode Island	3,726	$41.74	6,978	$31.11	2,873	$12.97
South Carolina	6,572	$36.52	20,304	$25.97	7,028	$10.69
South Dakota	1,679	$30.90	4,835	$22.66	1,849	$10.24
Tennessee	10,690	$34.94	24,084	$25.52	6,807	$10.82
Texas	53,023	$39.87	109,307	$29.25	23,290	$10.96
Utah	5,663	$34.69	13,083	$26.59	3,775	$11.27
Vermont	1,556	$35.87	4,959	$26.60	1,569	$12.68
Virginia	37,521	$42.31	84,752	$32.52	11,934	$12.11
Washington	22,044	$41.40	51,075	$32.03	10,855	$14.10
West Virginia	2,247	$30.72	7,096	$23.58	1,800	$9.99
Wisconsin	13,155	$35.87	30,258	$28.01	8,393	$11.60
Wyoming	991	$33.78	3,543	$25.64	824	$11.87

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 2009 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 May-10	Average Hourly Wage[1]	Total Ads May-10	Average Hourly Wage[1]	Total Ads May-10	Average Hourly Wage[1]
United States	**940,189**	**$16.42**	**192,267**	**$20.25**	**243,166**	**$15.74**
Alabama	12,056	$14.10	4,178	$17.54	5,345	$14.68
Alaska	4,443	$16.99	1,463	$27.37	1,187	$20.51
Arizona	19,802	$16.01	3,306	$18.54	3,466	$15.69
Arkansas	6,456	$13.66	1,776	$16.65	2,407	$13.82
California	106,853	$18.02	13,654	$21.55	18,947	$15.85
Colorado	19,722	$17.60	4,489	$20.39	4,476	$16.31
Connecticut	15,059	$19.36	2,384	$23.70	3,561	$17.16
Delaware	4,050	$16.77	788	$21.19	915	$15.74
Florida	63,460	$15.80	12,148	$17.67	10,232	$14.95
Georgia	24,344	$15.81	5,231	$18.21	6,245	$14.70
Hawaii	5,660	$16.00	1,020	$25.48	964	$16.55
Idaho	5,403	$14.80	1,312	$17.88	1,534	$14.29
Illinois	34,440	$17.12	5,106	$24.63	9,703	$16.05
Indiana	14,863	$15.19	2,855	$20.50	5,650	$15.98
Iowa	9,791	$14.83	3,133	$18.59	4,768	$15.33
Kansas	7,355	$14.96	1,945	$19.15	2,346	$15.47
Kentucky	10,383	$14.44	2,757	$18.56	3,920	$15.82
Louisiana	11,355	$13.56	2,863	$18.18	3,165	$16.50
Maine	4,660	$14.85	1,070	$18.34	1,394	$15.39
Maryland	23,813	$17.07	5,292	$21.00	5,342	$16.78
Massachusetts	27,845	$19.01	4,597	$24.33	6,934	$16.99
Michigan	23,175	$16.23	4,898	$21.55	7,345	$17.13
Minnesota	18,631	$17.14	3,835	$22.53	6,454	$16.39
Mississippi	4,135	$13.27	1,113	$16.40	1,540	$13.93
Missouri	19,157	$15.43	4,382	$20.77	6,328	$15.37
Montana	3,531	$13.88	1,383	$18.83	1,082	$15.72
Nebraska	7,071	$14.43	2,244	$18.25	2,828	$15.70
Nevada	13,586	$15.74	2,237	$23.63	2,298	$15.81
New Hampshire	5,206	$16.45	1,189	$20.15	1,690	$15.90
New Jersey	36,462	$18.42	6,270	$24.04	8,936	$16.25
New Mexico	5,392	$13.94	1,276	$17.45	1,215	$15.44
New York	60,419	$18.88	9,760	$24.18	12,312	$17.04
North Carolina	22,947	$15.37	5,891	$17.76	6,020	$14.46
North Dakota	2,661	$14.02	1,628	$19.75	1,309	$15.81
Ohio	31,336	$15.66	6,416	$20.38	10,787	$15.69
Oklahoma	11,255	$13.65	3,574	$17.54	3,758	$14.83
Oregon	13,063	$16.63	2,604	$20.91	3,463	$15.83
Pennsylvania	36,176	$16.33	7,894	$20.44	11,009	$15.95
Rhode Island	4,649	$16.58	905	$21.51	1,263	$15.29
South Carolina	12,589	$14.35	3,151	$17.39	4,066	$14.96
South Dakota	3,007	$13.42	1,315	$16.56	1,336	$13.65
Tennessee	15,683	$14.74	3,956	$17.80	5,527	$14.78
Texas	60,604	$15.81	14,133	$17.68	15,837	$15.04
Utah	10,429	$14.87	1,731	$19.01	2,192	$15.35
Vermont	2,350	$15.66	556	$18.81	779	$15.78
Virginia	27,397	$16.44	6,517	$19.49	5,656	$15.73
Washington	21,743	$17.62	4,093	$23.12	4,810	$17.92
West Virginia	4,369	$13.04	1,101	$18.74	1,277	$15.07
Wisconsin	16,378	$15.65	3,556	$21.23	7,084	$16.04
Wyoming	1,523	$14.33	594	$21.26	449	$18.47

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2009 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 May-10	Average Hourly Wage[2]	Total Ads May-10	Average Hourly Wage[2]	Total Ads May-10	Average Hourly Wage[2]
United States	**795,673**	**$40.61**	**1,661,579**	**$29.97**	**401,071**	**$12.25**
Birmingham, AL	2,468	$39.26	5,009	$27.46	1,697	$10.98
Phoenix, AZ	10,083	$36.56	22,515	$28.66	4,600	$12.58
Tucson, AZ	1,989	$35.56	5,344	$28.71	1,884	$12.30
Los Angeles, CA	36,517	$45.91	62,587	$34.38	12,594	$13.38
Riverside, CA	4,114	$39.19	8,476	$30.59	2,984	$13.04
Sacramento, CA	4,779	$38.87	9,653	$32.92	2,020	$13.66
San Diego, CA	8,925	$43.69	19,279	$34.68	3,768	$12.97
San Francisco, CA	28,053	$50.82	47,858	$38.00	6,251	$14.65
San Jose, CA	10,694	$56.88	26,942	$44.43	1,357	$14.44
Denver, CO	10,044	$41.06	18,835	$33.07	4,238	$12.70
Hartford, CT	6,443	$42.75	10,993	$32.52	2,083	$14.11
Washington, DC	50,507	$48.01	100,423	$39.06	10,247	$14.07
Jacksonville, FL	3,665	$35.31	6,882	$27.45	2,461	$11.56
Miami, FL	11,397	$39.01	20,701	$28.72	6,428	$12.47
Orlando, FL	5,807	$36.17	10,212	$27.88	4,430	$11.37
Tampa, FL	6,727	$35.96	15,407	$28.79	4,315	$11.75
Atlanta, GA	18,534	$43.23	34,288	$29.65	4,964	$11.54
Honolulu, HI	2,464	$36.22	4,437	$28.80	2,058	$13.43
Chicago, IL	31,725	$42.09	48,561	$32.56	8,894	$13.25
Indianapolis, IN	5,268	$37.52	8,697	$27.84	2,375	$11.69
Louisville, KY	2,861	$36.39	5,472	$26.91	1,787	$10.84
New Orleans, LA	2,136	$34.98	4,525	$27.46	2,308	$11.21
Baltimore, MD	12,367	$41.80	32,624	$33.08	6,402	$13.30
Boston, MA	27,703	$48.62	49,506	$35.52	9,517	$14.76
Detroit, MI	7,094	$41.38	13,863	$31.52	4,993	$12.35
Minneapolis-St. Paul, MN	13,699	$40.71	24,378	$31.78	5,192	$12.70
Kansas City, MO	5,334	$37.52	10,809	$28.34	3,483	$11.80
St. Louis, MO	6,969	$38.26	14,640	$28.27	4,063	$11.42
Las Vegas, NV	5,155	$38.90	10,596	$29.51	5,198	$13.13
Buffalo, NY	2,386	$38.02	4,061	$27.37	2,000	$12.04
New York, NY	68,508	$52.18	110,691	$35.34	27,463	$14.89
Rochester, NY	1,910	$40.73	4,089	$27.43	1,702	$12.29
Charlotte, NC	7,441	$42.12	13,233	$28.72	2,927	$11.74
Cincinnati, OH	5,438	$38.86	8,784	$29.11	2,681	$11.74
Cleveland, OH	6,503	$38.61	11,942	$28.56	3,580	$12.09
Columbus, OH	5,915	$37.54	11,058	$30.17	3,013	$11.94
Oklahoma City, OK	2,883	$32.66	7,400	$26.53	2,410	$10.64
Portland, OR	6,473	$39.67	14,128	$30.85	3,398	$13.11
Philadelphia, PA	19,139	$43.75	35,312	$31.82	9,089	$13.34
Pittsburgh, PA	8,227	$37.29	13,628	$28.97	5,389	$11.72
Providence, RI	3,920	$41.48	7,840	$30.20	3,456	$13.04
Memphis, TN	2,705	$37.93	5,551	$27.41	1,363	$11.43
Nashville, TN	4,280	$36.47	8,312	$26.11	2,226	$11.15
Austin, TX	5,570	$39.97	13,501	$31.01	2,995	$11.39
Dallas, TX	20,598	$42.06	36,226	$31.37	6,341	$11.50
Houston, TX	14,839	$43.40	25,399	$32.07	5,022	$11.23
San Antonio, TX	4,714	$35.68	10,764	$27.80	4,015	$10.77
Salt Lake City, UT	3,864	$35.69	8,123	$28.61	2,182	$11.71
Richmond, VA	4,204	$38.49	7,519	$28.84	2,156	$11.85
Virginia Beach, VA	3,480	$36.08	8,714	$28.07	3,320	$11.32
Seattle-Tacoma, WA	16,717	$43.56	36,186	$34.48	5,815	$14.56
Milwaukee, WI	5,721	$39.08	11,562	$30.34	3,138	$12.00

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 2009 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	
Location	Total Ads May-10	Average Hourly Wage[1]	Total Ads May-10	Average Hourly Wage[1]	Total Ads May-10	Average Hourly Wage[1]
United States	**940,189**	**$16.42**	**192,267**	**$20.25**	**243,166**	**$15.74**
Birmingham, AL	4,324	$15.61	1,084	$18.20	1,492	$14.72
Phoenix, AZ	14,545	$16.64	2,126	$19.02	2,330	$15.92
Tucson, AZ	3,228	$14.72	771	$18.26	676	$14.67
Los Angeles, CA	45,398	$17.95	4,665	$22.71	7,297	$15.07
Riverside, CA	8,061	$15.90	1,321	$21.47	1,757	$15.37
Sacramento, CA	6,617	$17.83	1,163	$22.82	1,191	$16.28
San Diego, CA	11,976	$17.49	1,571	$22.67	1,940	$15.62
San Francisco, CA	19,155	$20.78	2,418	$27.17	3,072	$18.35
San Jose, CA	5,941	$21.95	682	$26.30	1,071	$17.40
Denver, CO	11,529	$18.82	2,589	$20.73	2,518	$16.55
Hartford, CT	6,367	$18.65	1,047	$23.83	1,572	$17.54
Washington, DC	27,809	$18.90	4,913	$22.18	4,122	$17.37
Jacksonville, FL	6,015	$15.97	1,396	$18.28	1,263	$15.40
Miami, FL	19,558	$16.67	2,427	$18.60	2,263	$15.50
Orlando, FL	11,780	$15.23	1,905	$18.00	1,795	$14.68
Tampa, FL	10,625	$16.08	2,033	$17.53	1,786	$14.17
Atlanta, GA	16,333	$17.23	2,833	$19.39	3,265	$15.43
Honolulu, HI	4,691	$15.99	857	$26.26	796	$16.71
Chicago, IL	26,745	$17.83	3,404	$26.04	6,455	$16.31
Indianapolis, IN	7,385	$16.86	1,276	$20.90	2,275	$15.76
Louisville, KY	4,448	$15.73	969	$19.29	1,433	$17.24
New Orleans, LA	3,972	$14.54	922	$18.71	873	$17.29
Baltimore, MD	13,831	$17.21	3,291	$20.65	3,230	$17.26
Boston, MA	21,981	$19.88	3,286	$25.03	4,907	$17.25
Detroit, MI	10,777	$17.46	2,336	$23.37	2,934	$18.52
Minneapolis-St. Paul, MN	13,541	$18.49	2,477	$24.55	4,258	$17.17
Kansas City, MO	7,629	$16.72	1,851	$22.05	2,400	$16.16
St. Louis, MO	9,751	$16.73	1,810	$23.50	2,590	$16.41
Las Vegas, NV	10,952	$15.74	1,554	$24.16	1,555	$15.63
Buffalo, NY	4,824	$15.80	913	$20.63	1,608	$16.10
New York, NY	64,629	$19.96	8,612	$25.74	11,530	$17.27
Rochester, NY	3,219	$15.97	917	$19.88	1,210	$15.20
Charlotte, NC	7,173	$17.10	1,650	$18.80	1,920	$15.59
Cincinnati, OH	7,452	$16.84	1,378	$20.29	2,280	$15.97
Cleveland, OH	7,375	$16.51	1,466	$22.08	2,754	$16.22
Columbus, OH	8,019	$16.19	1,436	$20.19	2,189	$15.46
Oklahoma City, OK	5,579	$14.12	1,844	$18.07	1,564	$14.35
Portland, OR	8,478	$17.78	1,544	$22.64	2,280	$16.60
Philadelphia, PA	19,120	$18.17	3,638	$23.11	4,614	$16.90
Pittsburgh, PA	10,313	$15.70	2,543	$20.30	3,211	$15.93
Providence, RI	5,635	$16.30	1,206	$21.42	1,755	$15.29
Memphis, TN	3,586	$15.64	786	$18.90	1,290	$15.07
Nashville, TN	5,989	$15.55	1,372	$18.50	1,602	$15.76
Austin, TX	6,565	$16.94	1,341	$17.18	1,469	$14.12
Dallas, TX	20,331	$17.44	3,571	$18.08	4,600	$15.13
Houston, TX	15,053	$16.91	3,181	$18.99	3,763	$16.47
San Antonio, TX	7,184	$14.69	1,880	$16.34	1,731	$13.35
Salt Lake City, UT	6,402	$15.92	1,001	$19.05	1,341	$15.56
Richmond, VA	4,644	$17.15	1,230	$19.71	1,061	$15.28
Virginia Beach, VA	6,076	$14.79	2,088	$18.72	1,513	$16.09
Seattle-Tacoma, WA	14,100	$18.84	2,096	$24.73	2,541	$19.06
Milwaukee, WI	6,282	$17.29	1,157	$23.13	2,543	$16.58

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2009 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.