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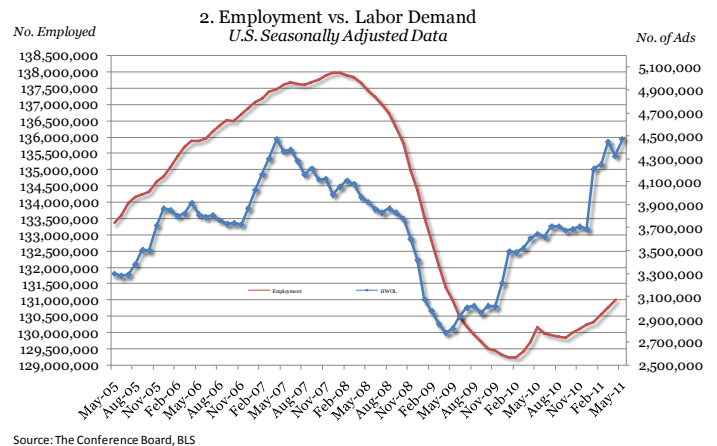
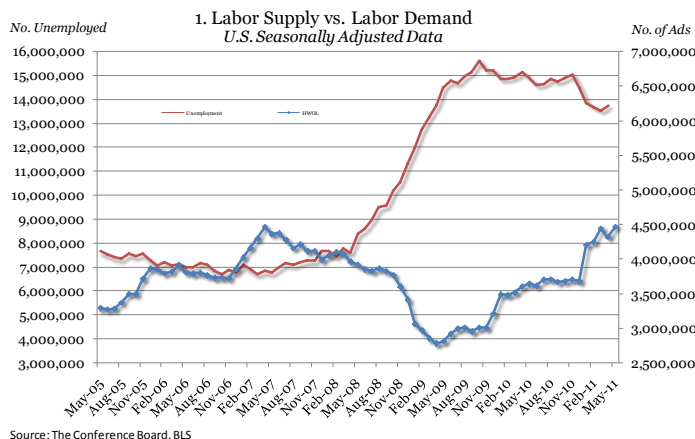
For Immediate Release 10:00 AM ET, Wednesday, June 1, 2011

Online Labor Demand Rises 148,800 in May, The Conference Board Reports

- Labor demand rises in May to pre-recession monthly high of 4.5 million advertised vacancies
- Labor demand up an average of 66,000/month over the last 4 months (Chart 1)
- May marks an all-time high for 6 of 22 major occupation groups since the HWOL series began in May 2005 (see Table B1, page 5 and Table 7)

NEW YORK, June 1, 2011...Online advertised vacancies were up 148,800 in May to 4,471,200 according to *The Conference Board Help Wanted OnLine™ (HWOL)* Data Series released today. The May increase follows a decline of 124,000 in April and a gain of 198,000 in March.

“Overall, the trend in online advertised vacancies has been positive this year,” said June Shelp, Vice President at The Conference Board. “Following the large increase of 526,000 in January, over the next four months the increase in advertised vacancies has averaged 66,000 per month. While we have now returned to the pre-recession levels of labor demand, the big difference today is the larger number of unemployed workers that are seeking jobs compared to four years ago.” In April 2011 (the latest unemployment data), there were just over 3 (3.18) unemployed for every advertised vacancy, in contrast to the 1.5 unemployed for every vacancy in April 2007. Labor demand is still uneven across occupations. Although demand in most occupations has picked up, with 6 of the 22 major occupation groups reaching all-time highs this month, others are slower to rise and the demand for workers in legal occupations has stalled (See Occupational Highlights, page 4).



REGIONAL AND STATE HIGHLIGHTS

- All regions of the nation posted gains in May
- Labor demand increased in 18 of the 20 larger States (Table A)

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) May-11	M-O-M Change (Thousands) May-Apr 11	Supply/ Demand Rate ² Apr-11	Recent Trend ³
United States	4,471.2	148.8	3.18	↑ 11/09
NORTHEAST	859.4	18.9	2.69	
Massachusetts	137.0	8.8	2.12	↑ 9/10
New Jersey	145.1	0.9	2.90	↑ 12/10
New York	267.0	-7.3	2.75	↑ 12/10
Pennsylvania	172.4	10.1	2.94	↑ 11/09
SOUTH	1,509.4	54.0	3.37	
Florida	246.9	7.0	4.15	↑ 12/10
Georgia	133.2	13.1	3.85	↑ 9/10
Maryland	120.3	14.5	1.92	↑ 9/10
North Carolina	117.9	0.4	3.69	↑ 12/10
Texas	313.1	14.2	3.30	↑ 10/09
Virginia	142.1	4.4	1.85	↑ 5/10
MIDWEST	968.6	45.0	3.02	
Illinois	177.5	11.8	3.47	↑ 12/10
Michigan	123.3	4.9	4.08	↑ 11/09
Minnesota	108.8	14.0	2.05	↑ 11/09
Missouri	84.7	2.1	3.26	↑ 12/10
Ohio	171.7	10.8	3.16	↑ 11/09
Wisconsin	95.3	2.7	2.42	↑ 11/09
WEST	1,027.6	35.1	3.75	
Arizona	92.9	-8.7	2.93	↑ 9/09
California	482.4	8.2	4.52	↑ 10/09
Colorado	84.5	5.1	2.99	↑ 7/09
Washington	116.2	12.0	3.05	↑ 12/10

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

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

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

Among the regions, the **South** posted the largest gain, 54,000, in May. Maryland led the region with a gain of 14,500, while Texas (+14,200) and Georgia (+13,100) followed close behind. Florida rose by 7,000. Rounding out the most populous States in the South were Virginia (+4,400) and North Carolina (+400). Among the less populous States in the South, Tennessee gained 2,100 and South Carolina rose 1,300 to 50,100 online advertised vacancies in May. Alabama and Delaware were up by 600 and 400 respectively (Table 3).

In May, the **Midwest** continued to move forward with its gain of 45,000. Minnesota was the frontrunner with an increase of 14,000. Illinois and Ohio had healthy gains of 11,800 and 10,800 respectively. Among the larger states, Michigan rose by 4,900 to 123,300, Wisconsin rose 2,700 to 95,300, and Missouri was up 2,100 to 84,700. Among the less populous States in the region, Indiana and Iowa both posted losses of 2,700 and 900 respectively. Nebraska, South Dakota, and North Dakota all posted slight gains, 300, 600, and 1,500 respectively (Table 3).

The **West** gained 35,100, offsetting its loss from last month. Washington led the region with 12,000 for a total of 116,200. Since the end of 2010, Washington has gained over 27,000. California was up 8,200, while Arizona (down 8,700) posted the largest loss in the region. Colorado and Nevada were both up in May, 5,100 and 5,000 respectively, and labor demand in Utah rose 6,500. Utah's overall growth this year is 12,700. Oregon grew by 3,300. Some of the less populous States posting increases included Idaho and Alaska, up 3,900 and 1,100 respectively. (See Table 3 for other States in the region.)

The **Northeast** was up by 18,900 in May. Pennsylvania had the region's largest gain, 10,100, followed by Massachusetts (+8,800). New Jersey posted a slim 900 increase while New York fell by 7,300 to 267,000. Among the smaller States in New England, Connecticut climbed by 3,400 while Rhode Island and Maine inched up 400 and 300 respectively. New Hampshire and Vermont dipped slightly, down 400 and 100 respectively.

The Supply/Demand rate for the U.S. in April (the latest month for which unemployment numbers are available) stood at 3.18, indicating that there are just over three unemployed workers for every online advertised vacancy. Nationally, there are 9.4 million more unemployed workers than advertised vacancies. In April, there were eight States where there were fewer than two unemployed for every advertised vacancy including North Dakota and Nebraska (Supply/Demand rates of 1.06 and 1.40 respectively) as well as New Hampshire (1.47), Alaska (1.55), Vermont (1.61), South Dakota (1.63), Virginia (1.85), and Maryland (1.92) (Table 4). The State with the highest Supply/Demand rate is Mississippi (7.51), where there are more than 7 unemployed workers for every online advertised vacancy. There are a number of States in which there are over four unemployed for every advertised vacancy including Kentucky (5.21), California (4.52), Alabama (4.50), South Carolina (4.31), Florida (4.15), Michigan (4.08), and Tennessee (4.01).

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

- In May, 6 of the 22 major occupation groups reported in HWOL rose to all-time highs (See Table B.1)
- Online advertised vacancies for legal occupations stall

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

Occupation	Total Ads (Thousands) May-11	M-O-M Change (Thousands) May-Apr 11	Unemployed (Thousands) Apr-11	Supply/ Demand Rate ¹ Apr-11	Average Hourly Wage ²
Computer and mathematical science	608.2	25.1	131.6	0.23	\$37.13
Sales and related	601.7	23.0	1,446.5	2.50	\$17.69
Healthcare practitioners and technical	565.1	-3.4	209.9	0.37	\$34.27
Office and administrative support	476.7	16.9	1,612.5	3.51	\$16.09
Management	467.9	24.6	631.1	1.42	\$50.69
Business and financial operations	270.0	23.1	441.5	1.79	\$32.54
Transportation and material moving	210.5	5.7	1,161.2	5.67	\$15.70
Architecture and engineering	174.7	6.9	127.2	0.76	\$36.32
Installation, maintenance, and repair	152.9	4.9	458.1	3.10	\$20.58
Food preparation and serving related	138.3	3.0	1,146.5	8.47	\$10.21

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

2. BLS Occupational Employment Statistics - May 2010 estimates.

Changes for the Month of May

In May, there were 608,200 advertised vacancies for workers in **Computer and mathematical science** occupations, a rise of 25,100, reflecting increased demand for a wide range of skills including network designers, biostatisticians, and geographic information system technicians. **Building and grounds cleaning & maintenance** occupations were up 4,700 to 59,000 with increases for jobs such as building cleaners and landscape workers such as tree trimmers.

Sales and related work rose 23,000 in May to 601,700 and reflected, in part, increased demand for demonstrators and product promoters, sales representatives including insurance and advertising agents, and a gain in the relatively small category of securities and commodity traders which was offset by declines in openings for sales personnel in securities and commodities. **Food preparation and serving** openings were up 3,000 to 138,300 and reflected increased demand for chefs and head cooks, food service supervisors/managers, and cooks in restaurants and fast-food establishments. “There was also an increase in demand for baristas,” Shelp noted, “but the monthly number of ads is small (less than 2,000).” In both the Sales and Food preparation and serving the number of unemployed outnumbered advertised openings with 2.5 unemployed for every ad in sales and 8.5 more job seekers than openings in food preparation and serving occupations.

Among the top 10 occupation groups with the largest numbers of online advertised vacancies, categories posting increases included **Office and administrative support**, up 16,900. General office clerks, receptionists, and information clerks were among the occupations that saw increases in advertised vacancies that were partially offset

by a drop in demand for billing and accounting clerks and data entry clerks. **Management occupations** were up 24,600 and reflected increased demand in management areas ranging from construction managers and transportation and distribution managers to financial and compensation and benefits managers. **Business and finance** rose 23,000 and reflected increases in demand for property and casualty claims examiners, labor relations specialists, and employment interviewers as well as smaller categories like energy auditors and sustainability specialists. (Table B and Table 7)

Occupations that posted fewer vacancies in May included **Healthcare practitioners and technical** occupations, down 3,400 to 565,100. This drop was led by declines in advertised vacancies for speech-language pathologists, occupational therapists, and physical therapists. At the same time **Healthcare support** occupations rose 4,100 to 133,200. Similar to the decline in healthcare practitioners and technical positions, there were declines in openings for physical therapist assistants and occupational therapist assistants.

Supply/Demand for Selected Occupations

“In May, workers in 6 of 22 of the major occupations groups are finding the number of advertised vacancies is at the highest level since the HWOL series began in May 2005,” said Shelp. (HWOL does not include a separate category for the 23rd major occupation group, military occupations). The previous high for two of the six major occupational groups, **Art, design, entertainment, sports and media**, and **Sales and related** occupations were just prior to the official beginning of the recession in December 2007. For **Building and grounds cleaning and maintenance** and **Transportation and material moving**, previous highs were in December 2005. These occupational groups include a variety of occupations associated with both real estate and manufacturing (pest control, janitors and house cleaning in real estate and stock clerks, material handlers and truck drivers associated with manufacturing output) which had already turned down before the official start of the recession. **Computer and mathematical science** and **Personal care**’s previous monthly highs were in early 2008. (Table B.1)

Table B1: US Occupation Groups at All-Time High in 2011, Seasonally Adjusted				
Occupation	Total Ads (thousands) May-11	Total Ads (thousands) Previous monthly high (month/year) prior to 2011	Change, previous high to May-11 (thousands)	Supply/Demand Rate ¹ 11-Apr
Computer and mathematical science	608.2	550.8 Mar-08	57.4	0.23
Art, design, entertainment, sports and media	107.8	102.5 Nov-07	5.3	2.2
Building and grounds cleaning and maintenance	59	57.7 Dec-05	1.3	13.4
Personal Care	69.9	62.5 Feb-08	7.4	7.4
Sales and related	601.7	549.7 Sept-07	52	2.5
Transportation and material moving	210.5	196.5 Dec-05	14	5.7

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

Although the number of online advertised vacancies in these occupations is at new highs, the number of unemployed seeking jobs in these six occupational categories is widely different and is reflected in the variation in their Supply/demand rates. In **Computer and mathematical sciences** occupations (a Supply/Demand rate of 0.23), there are over 4 advertised vacancies for every unemployed job seeker. Although the number of advertised vacancies declined throughout the recession, it never dropped below two openings for every unemployed worker seeking a position. This is in sharp contrast to just over 13 job seekers for every advertised vacancy for **Building and grounds cleaning & maintenance** occupations (a Supply/Demand rate of 13.4). Supply/demand rates are for April 2011, the latest data available for unemployment.

For other major occupation groups, the number of advertised openings remains below their previous highs. In **Business and financial operations** and **Office administrative support**, for example, the number of online advertised vacancies has increased since the end of the recession but remain below their pre-recession levels. Advertised vacancies for **Legal occupations** have stalled and were 24,800 in May, a monthly number that is in line with the average monthly volume since the official end of the recession in June 2009.

METRO AREA HIGHLIGHTS

- **Washington, D.C., Oklahoma City, Honolulu, and Boston have the lowest Supply/Demand rates**

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-11		May-11		Mar-11	
New York, NY	273.20	San Jose, CA	5.27	Washington, DC	1.17
Los Angeles, CA	168.93	Washington, DC	5.15	Oklahoma City, OK	1.62
Washington, DC	158.18	Baltimore, MD	4.40	Honolulu, HI	1.75
Chicago, IL	138.11	Boston, MA	4.39	Boston, MA	1.76
Boston, MA	111.69	Hartford, CT	4.39	Baltimore, MD	1.85
Dallas, TX	102.23	San Francisco, CA	4.36	Minneapolis-St. Paul, MN	1.86
San Francisco, CA	96.47	Minneapolis-St. Paul, MN	4.35	San Jose, CA	1.98
Atlanta, GA	91.38	Milwaukee, WI	4.32	Hartford, CT	2.07
Philadelphia, PA	87.19	Charlotte, NC	4.20	Milwaukee, WI	2.10
Minneapolis-St. Paul, MN	79.98	Salt Lake City, UT	4.18	Austin, TX	2.12

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

In May, 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 11.5 percent above its May 2010 level, the Los Angeles metro area was 15.5 percent above last year's level, and the Washington, D.C. metro area was 7 percent above its May 2010 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, DC continues to have the most favorable Supply/Demand rate (1.17) with about one advertised vacancy for every unemployed worker. Oklahoma City, Honolulu, Boston, Baltimore, Minneapolis-St. Paul, and San Jose were metropolitan locations where there were just less than two unemployed looking for work for every advertised vacancy (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 over nine unemployed people for every advertised vacancy (9.07) — Sacramento (5.73), Miami (4.96), and Los Angeles (4.42). Supply/Demand rate data are for March 2011, 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 sites and smaller job sites 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 October 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 print and online can change for reasons not related to overall job demand.

With the December 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the nine Census regions and the 50 States. Seasonally adjusted data for occupations were provided beginning with the December 2009 release. This data series, for which the earliest data are for May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas.

People using this data are urged to review the information on the database and methodology available on The Conference Board website and contact us with questions and comments. Background information and technical notes and discussion of revisions to the series are available at: <http://www.conference-board.org/data/helpwantedonline.cfm>.

The underlying online job listings 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, 2011		June 29, 2011*	
	July, 2011		August 1, 2011	
	August, 2011		August 31, 2011*	
	September, 2011		September 28, 2011*	
	October, 2011		October 31, 2011	
	November, 2011		November 30, 2011*	
	December, 2011		January 4, 2012*	

*Wednesday release due to holidays or data availability.

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-10	Apr-11	May-11	May-Apr 11	May-10	Apr-11	May-11	May-Apr 11
United States	3,643.7	4,322.3	4,471.2	148.8	2,242.6	2,702.3	2,698.0	-4.3
New England	242.6	262.3	276.1	13.8	145.5	159.9	156.7	-3.2
Middle Atlantic	507.2	578.2	583.3	5.1	322.1	365.4	366.5	1.0
South Atlantic	746.6	859.3	899.6	40.3	462.4	540.6	542.6	2.0
East North Central	473.7	606.5	637.0	30.6	284.7	372.3	362.4	-9.9
East South Central	141.7	178.8	180.7	1.9	81.8	110.3	110.1	-0.2
West North Central	252.9	317.1	331.6	14.5	147.4	189.6	195.8	6.1
West South Central	345.3	417.3	429.1	11.8	203.0	255.6	247.2	-8.5
Mountain	260.5	326.4	337.1	10.7	164.6	211.5	211.9	0.4
Pacific	578.1	666.1	690.5	24.4	376.0	430.8	441.3	10.5

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	May-10	Apr-11	May-11	May-10	Apr-11	May-11
United States	2.36	2.82	2.91	1.45	1.76	1.76
New England	3.12	3.37	3.55	1.87	2.05	2.01
Middle Atlantic	2.47	2.83	2.85	1.57	1.79	1.79
South Atlantic	2.55	2.93	3.07	1.58	1.85	1.85
East North Central	2.01	2.59	2.72	1.21	1.59	1.55
East South Central	1.65	2.04	2.07	0.95	1.26	1.26
West North Central	2.31	2.88	3.01	1.35	1.72	1.78
West South Central	1.99	2.39	2.46	1.17	1.47	1.42
Mountain	2.34	2.95	3.05	1.48	1.91	1.91
Pacific	2.34	2.71	2.81	1.52	1.75	1.80

Source: The Conference Board

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

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Table 3: State Total Ads and New Ads (Levels), Seasonally Adjusted								
Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	May-10	Apr-11	May-11	May-Apr 11	May-10	Apr-11	May-11	May-Apr 11
United States	3,643.7	4,322.3	4,471.2	148.8	2,242.6	2,702.3	2,698.0	-4.3
Alabama	35.7	44.4	45.0	0.6	20.6	27.6	27.4	-0.2
Alaska	16.5	17.3	18.3	1.1	9.2	10.4	10.8	0.4
Arizona	68.5	101.6	92.9	-8.7	43.2	63.2	55.8	-7.4
Arkansas	21.3	27.6	26.8	-0.8	12.2	17.6	16.3	-1.2
California	408.5	474.2	482.4	8.2	266.4	304.0	300.6	-3.3
Colorado	69.6	79.4	84.5	5.1	45.3	53.4	50.6	-2.8
Connecticut	58.9	61.2	64.6	3.4	34.9	36.4	37.5	1.1
Delaware	13.7	15.9	16.3	0.4	8.0	9.9	9.8	-0.1
Florida	204.6	239.9	246.9	7.0	134.6	158.7	158.6	-0.1
Georgia	97.6	120.1	133.2	13.1	56.6	72.2	72.7	0.5
Hawaii	13.7	16.1	15.9	-0.2	9.9	11.8	11.7	-0.1
Idaho	16.2	19.8	23.7	3.9	10.8	14.1	17.8	3.7
Illinois	147.3	165.8	177.5	11.8	83.0	98.5	89.6	-8.8
Indiana	51.8	70.3	67.6	-2.7	29.0	40.1	38.8	-1.4
Iowa	35.7	44.3	43.4	-0.9	18.9	24.3	23.5	-0.8
Kansas	29.0	37.3	36.2	-1.1	15.5	20.6	19.7	-0.9
Kentucky	32.8	40.7	40.3	-0.4	18.9	24.8	23.5	-1.3
Louisiana	35.8	44.3	43.6	-0.7	21.3	28.1	26.3	-1.8
Maine	18.3	20.3	20.6	0.3	9.6	10.7	11.0	0.3
Maryland	94.8	105.8	120.3	14.5	56.4	63.1	67.2	4.1
Massachusetts	118.7	128.2	137.0	8.8	71.2	78.0	73.8	-4.2
Michigan	86.3	118.4	123.3	4.9	55.3	75.2	71.3	-3.9
Minnesota	71.1	94.8	108.8	14.0	44.4	59.4	64.7	5.3
Mississippi	15.4	18.5	17.8	-0.8	8.5	11.1	10.3	-0.8
Missouri	68.7	82.6	84.7	2.1	42.4	51.4	53.8	2.4
Montana	13.6	15.7	16.0	0.3	6.2	8.1	7.8	-0.3
Nebraska	26.5	29.4	29.7	0.3	16.4	19.7	19.4	-0.3
Nevada	35.5	44.2	49.2	5.0	24.5	30.2	31.4	1.2
New Hampshire	20.1	24.5	24.2	-0.4	12.6	15.8	15.2	-0.6
New Jersey	130.5	144.1	145.1	0.9	85.9	92.4	93.7	1.2
New Mexico	20.4	23.8	24.1	0.3	12.6	15.8	16.1	0.3
New York	233.3	274.3	267.0	-7.3	149.4	170.8	166.9	-3.9
North Carolina	95.1	117.5	117.9	0.4	60.9	76.8	77.1	0.3
North Dakota	9.3	11.6	13.1	1.5	4.4	5.8	7.2	1.4
Ohio	119.1	161.0	171.7	10.8	75.7	104.4	105.5	1.1
Oklahoma	35.9	46.1	45.1	-1.0	22.2	28.9	28.7	-0.2
Oregon	45.7	53.2	56.5	3.3	29.9	35.6	37.7	2.1
Pennsylvania	144.3	162.3	172.4	10.1	87.4	101.9	106.5	4.6
Rhode Island	16.4	17.3	17.8	0.4	10.8	11.7	11.6	-0.1
South Carolina	42.7	48.9	50.1	1.3	25.3	32.9	31.8	-1.1
South Dakota	11.3	13.5	14.1	0.6	5.0	6.8	6.7	-0.1
Tennessee	57.2	74.7	76.8	2.1	34.3	46.2	49.9	3.7
Texas	251.8	298.9	313.1	14.2	146.0	180.7	174.4	-6.3
Utah	30.0	32.4	38.9	6.5	17.7	20.6	27.1	6.5
Vermont	10.1	12.0	11.9	-0.1	5.9	7.2	7.0	-0.2
Virginia	121.2	137.7	142.1	4.4	71.0	81.5	83.2	1.7
Washington	92.7	104.1	116.2	12.0	59.8	68.5	79.7	11.3
West Virginia	13.9	18.6	16.4	-2.2	7.5	10.2	8.5	-1.7
Wisconsin	68.3	92.6	95.3	2.7	39.9	52.3	55.0	2.7
Wyoming	6.6	7.9	7.8	-0.1	3.5	4.3	4.5	0.2

Source: The Conference Board

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

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

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	May-10	Apr-11	May-11	Apr-11	Apr-11	Apr-11	Apr-11
United States	2.36	2.82	2.91	9.0	13,747.00	4,322.3	3.18
Alabama	1.68	2.06	2.09	9.3	199.95	44.4	4.50
Alaska	4.57	4.75	5.04	7.3	26.68	17.3	1.55
Arizona	2.15	3.19	2.92	9.3	297.46	101.6	2.93
Arkansas	1.58	2.02	1.96	7.7	105.76	27.6	3.83
California	2.24	2.62	2.67	11.9	2,142.64	474.2	4.52
Colorado	2.58	2.95	3.14	8.8	237.53	79.4	2.99
Connecticut	3.10	3.22	3.40	9.1	172.30	61.2	2.82
Delaware	3.21	3.74	3.82	8.2	34.88	15.9	2.19
Florida	2.22	2.59	2.67	10.8	995.88	239.9	4.15
Georgia	2.08	2.56	2.84	9.9	462.37	120.1	3.85
Hawaii	2.18	2.53	2.51	6.1	38.49	16.1	2.39
Idaho	2.13	2.59	3.09	9.6	73.25	19.8	3.70
Illinois	2.22	2.51	2.69	8.7	575.32	165.8	3.47
Indiana	1.64	2.25	2.17	8.2	255.57	70.3	3.64
Iowa	2.14	2.63	2.57	6.0	101.95	44.3	2.30
Kansas	1.93	2.48	2.40	6.7	101.57	37.3	2.73
Kentucky	1.58	1.92	1.90	10.0	211.62	40.7	5.21
Louisiana	1.72	2.15	2.11	8.1	167.92	44.3	3.79
Maine	2.62	2.90	2.94	7.6	52.88	20.3	2.60
Maryland	3.18	3.54	4.03	6.8	203.42	105.8	1.92
Massachusetts	3.39	3.66	3.91	7.8	272.30	128.2	2.12
Michigan	1.79	2.50	2.60	10.2	483.58	118.4	4.08
Minnesota	2.40	3.19	3.66	6.5	194.01	94.8	2.05
Mississippi	1.18	1.38	1.32	10.4	139.33	18.5	7.51
Missouri	2.28	2.73	2.79	8.9	269.81	82.6	3.26
Montana	2.74	3.13	3.19	7.3	36.59	15.7	2.33
Nebraska	2.71	2.98	3.01	4.2	41.24	29.4	1.40
Nevada	2.62	3.36	3.74	12.5	164.03	44.2	3.71
New Hampshire	2.69	3.30	3.25	4.9	36.19	24.5	1.47
New Jersey	2.89	3.20	3.22	9.3	418.62	144.1	2.90
New Mexico	2.14	2.51	2.54	7.6	71.67	23.8	3.01
New York	2.42	2.87	2.79	7.9	753.42	274.3	2.75
North Carolina	2.09	2.62	2.63	9.7	433.97	117.5	3.69
North Dakota	2.52	3.12	3.52	3.3	12.30	11.6	1.06
Ohio	2.02	2.73	2.91	8.6	509.05	161.0	3.16
Oklahoma	2.04	2.65	2.59	5.6	97.70	46.1	2.12
Oregon	2.30	2.67	2.83	9.6	190.99	53.2	3.59
Pennsylvania	2.27	2.55	2.71	7.5	477.11	162.3	2.94
Rhode Island	2.85	3.04	3.11	10.9	62.06	17.3	3.58
South Carolina	1.97	2.27	2.33	9.8	210.60	48.9	4.31
South Dakota	2.55	3.01	3.14	4.9	21.97	13.5	1.63
Tennessee	1.87	2.39	2.46	9.6	299.17	74.7	4.01
Texas	2.08	2.44	2.55	8.0	984.90	298.9	3.30
Utah	2.19	2.38	2.86	7.4	100.01	32.4	3.09
Vermont	2.81	3.31	3.27	5.3	19.39	12.0	1.61
Virginia	2.89	3.28	3.38	6.1	255.22	137.7	1.85
Washington	2.62	2.99	3.33	9.1	317.50	104.1	3.05
West Virginia	1.77	2.38	2.10	8.8	68.94	18.6	3.70
Wisconsin	2.23	3.02	3.11	7.3	224.07	92.6	2.42
Wyoming	2.24	2.68	2.66	6.0	17.72	7.9	2.26

Source: The Conference Board

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

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

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

Table 5: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted								
Location ³	Total Ads ¹ (Thousands)			Percent Change Y-O-Y	New Ads ² (Thousands)			Percent Change Y-O-Y
	May-10	Apr-11	May-11	May 10-11	May-10	Apr-11	May-11	May 10-11
Birmingham, AL	10.0	13.4	14.4	43.6%	6.3	8.9	9.8	54.5%
Phoenix, AZ	47.6	56.2	56.9	19.6%	30.6	36.7	35.6	16.2%
Tucson, AZ	10.5	14.3	14.4	36.4%	7.3	10.5	10.4	41.3%
Los Angeles, CA	146.3	160.4	168.9	15.5%	99.3	106.4	107.5	8.2%
Riverside, CA	23.5	27.6	27.6	17.6%	16.0	18.1	18.3	14.2%
Sacramento, CA	20.2	21.8	23.9	18.2%	13.3	14.1	15.4	15.6%
San Diego, CA	39.6	44.2	47.6	20.3%	27.1	32.3	30.9	13.8%
San Francisco, CA	84.5	94.7	96.5	14.1%	58.0	63.5	63.8	10.0%
San Jose, CA	39.5	46.8	47.4	19.9%	23.8	27.3	27.2	13.9%
Denver, CO	40.4	43.1	50.0	23.6%	26.3	27.3	28.9	10.2%
Hartford, CT	21.3	24.7	26.4	23.5%	13.1	14.8	15.6	19.2%
Washington, DC	147.8	150.3	158.2	7.0%	89.8	87.5	88.9	-1.0%
Jacksonville, FL	17.3	21.9	21.9	26.3%	11.9	15.4	15.5	30.3%
Miami, FL	56.3	63.8	69.3	23.2%	35.2	39.3	38.5	9.2%
Orlando, FL	31.6	36.2	36.8	16.4%	22.7	26.2	26.0	14.7%
Tampa, FL	36.1	43.5	43.0	19.1%	24.2	29.6	28.5	17.9%
Atlanta, GA	63.8	79.2	91.4	43.2%	38.3	46.8	49.3	28.7%
Honolulu, HI	12.3	13.5	14.2	15.6%	9.7	10.6	11.4	17.6%
Chicago, IL	114.0	128.5	138.1	21.1%	66.9	73.8	70.6	5.5%
Indianapolis, IN	21.6	27.7	28.1	29.9%	13.0	17.1	17.4	34.0%
Louisville, KY	13.5	17.0	17.1	26.3%	8.2	10.5	10.5	27.0%
New Orleans, LA	11.9	14.7	15.0	26.4%	7.9	10.4	10.4	31.7%
Baltimore, MD	48.3	54.2	61.2	26.8%	31.3	35.4	38.7	23.5%
Boston, MA	96.8	102.2	111.7	15.3%	61.2	63.1	62.6	2.3%
Detroit, MI	40.6	57.1	62.0	52.8%	27.3	37.3	36.7	34.2%
Minneapolis-St. Paul, MN	53.8	69.7	80.0	48.8%	35.3	44.6	50.8	44.0%
Kansas City, MO	28.5	33.4	35.4	23.9%	18.1	21.4	23.0	27.0%
St. Louis, MO	33.5	39.2	42.4	26.8%	22.0	25.7	28.4	29.5%
Las Vegas, NV	26.8	32.2	38.0	42.2%	19.5	23.1	24.7	26.4%
Buffalo, NY	13.9	16.7	15.0	7.7%	8.5	10.8	9.9	16.2%
New York, NY	245.1	271.5	273.2	11.5%	163.5	173.5	174.8	6.9%
Rochester, NY	11.4	14.6	14.1	24.3%	7.4	10.0	9.4	27.2%
Charlotte, NC	28.9	35.1	35.7	23.9%	18.7	23.2	23.5	25.3%
Cincinnati, OH	23.2	30.9	30.9	33.1%	14.6	19.7	19.6	34.3%
Cleveland, OH	27.4	40.5	44.7	62.9%	18.2	27.6	27.9	53.5%
Columbus, OH	26.8	35.1	35.9	34.0%	17.6	23.1	23.6	34.3%
Oklahoma City, OK	15.0	19.9	20.4	35.3%	10.2	13.9	14.2	38.8%
Portland, OR	29.5	32.9	36.4	23.4%	19.8	21.7	24.7	25.2%
Philadelphia, PA	77.5	85.1	87.2	12.5%	47.5	50.7	51.9	9.2%
Pittsburgh, PA	34.6	38.5	40.7	17.6%	23.5	26.6	29.0	23.3%
Providence, RI	21.5	23.6	25.3	17.6%	15.0	16.6	16.8	12.1%
Memphis, TN	12.5	15.9	16.0	28.2%	7.2	10.0	9.9	36.7%
Nashville, TN	20.4	25.9	29.6	44.9%	12.7	16.9	20.3	59.6%
Austin, TX	26.3	28.8	32.2	22.5%	17.1	19.1	19.4	13.8%
Dallas, TX	81.3	99.6	102.2	25.7%	47.3	59.1	55.3	17.0%
Houston, TX	58.3	65.7	78.6	34.8%	33.1	38.2	39.1	18.0%
San Antonio, TX	26.3	30.4	31.9	21.2%	17.7	21.7	22.1	24.8%
Salt Lake City, UT	18.8	20.8	25.1	33.5%	11.9	13.9	18.2	53.1%
Richmond, VA	16.3	20.0	21.1	29.6%	10.6	13.5	14.1	33.3%
Virginia Beach, VA	19.8	22.7	24.3	22.4%	13.2	15.9	16.7	26.8%
Seattle-Tacoma, WA	60.8	69.3	74.6	22.7%	40.4	45.5	52.5	29.7%
Milwaukee, WI	25.4	33.8	34.7	36.6%	16.1	20.5	21.3	31.8%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

Table 6: MSA Labor Supply /Labor Demand Indicators, Not Seasonally Adjusted							
Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	May-10	Apr-11	May-11	Mar-11	Mar-11	Mar-11	Mar-11
Birmingham, AL	1.95	2.59	2.79	8.4	43.5	12.5	3.48
Phoenix, AZ	2.24	2.63	2.66	8.7	185.4	58.3	3.18
Tucson, AZ	2.14	2.91	2.93	8.5	41.9	13.0	3.22
Los Angeles, CA	2.28	2.50	2.63	11.4	732.8	165.7	4.42
Riverside, CA	1.33	1.58	1.57	13.9	243.6	26.9	9.07
Sacramento, CA	1.94	2.13	2.34	12.7	129.7	22.7	5.73
San Diego, CA	2.55	2.83	3.05	10.2	159.0	44.7	3.56
San Francisco, CA	3.80	4.28	4.36	10.0	221.3	96.8	2.29
San Jose, CA	4.41	5.21	5.27	10.6	95.5	48.3	1.98
Denver, CO	2.92	3.14	3.64	9.3	127.6	45.6	2.80
Hartford, CT	3.57	4.10	4.39	9.3	56.0	27.0	2.07
Washington, DC	4.82	4.89	5.15	5.8	178.2	152.5	1.17
Jacksonville, FL	2.52	3.22	3.22	10.2	69.1	20.2	3.42
Miami, FL	1.96	2.21	2.40	10.9	314.6	63.4	4.96
Orlando, FL	2.83	3.22	3.27	10.4	116.6	35.9	3.25
Tampa, FL	2.77	3.37	3.32	11.0	142.7	42.1	3.39
Atlanta, GA	2.40	2.99	3.45	9.8	260.3	79.7	3.27
Honolulu, HI	2.80	3.02	3.18	5.1	22.5	12.9	1.75
Chicago, IL	2.34	2.67	2.87	8.9	429.1	124.6	3.45
Indianapolis, IN	2.42	3.16	3.21	8.1	71.1	24.3	2.93
Louisville, KY	2.11	2.65	2.66	10.2	65.3	15.5	4.21
New Orleans, LA	2.18	2.72	2.79	7.9	42.5	13.2	3.22
Baltimore, MD	3.46	3.90	4.40	7.4	103.0	55.7	1.85
Boston, MA	3.82	4.02	4.39	7.1	179.5	101.9	1.76
Detroit, MI	1.96	2.81	3.06	11.8	238.8	54.9	4.35
Minneapolis-St. Paul, MN	2.92	3.79	4.35	6.8	125.2	67.4	1.86
Kansas City, MO	2.74	3.23	3.42	8.9	91.7	29.8	3.08
St. Louis, MO	2.32	2.73	2.96	9.3	134.0	36.4	3.68
Las Vegas, NV	2.75	3.38	3.99	13.3	127.1	31.9	3.98
Buffalo, NY	2.42	2.93	2.64	8.1	46.3	15.4	3.00
New York, NY	2.59	2.88	2.90	8.4	788.0	266.8	2.95
Rochester, NY	2.17	2.80	2.71	7.7	40.2	13.4	3.01
Charlotte, NC	3.31	4.12	4.20	10.4	88.4	32.0	2.76
Cincinnati, OH	2.07	2.77	2.78	8.9	99.2	28.3	3.51
Cleveland, OH	2.55	3.77	4.17	8.3	88.5	37.7	2.35
Columbus, OH	2.78	3.66	3.74	7.6	73.0	33.3	2.19
Oklahoma City, OK	2.64	3.54	3.62	5.2	29.0	18.0	1.62
Portland, OR	2.49	2.75	3.05	9.6	114.9	33.2	3.46
Philadelphia, PA	2.62	2.90	2.97	8.5	250.8	78.5	3.19
Pittsburgh, PA	2.86	3.21	3.38	7.4	89.4	35.5	2.52
Providence, RI	3.03	3.34	3.57	11.9	84.4	22.0	3.83
Memphis, TN	2.04	2.61	2.62	9.9	60.7	14.5	4.18
Nashville, TN	2.51	3.13	3.58	8.3	69.0	23.8	2.90
Austin, TX	2.90	3.15	3.52	6.8	62.5	29.4	2.12
Dallas, TX	2.54	3.08	3.16	8.1	261.6	97.9	2.67
Houston, TX	2.02	2.25	2.69	8.3	241.8	67.9	3.56
San Antonio, TX	2.66	3.06	3.20	7.3	72.8	29.7	2.45
Salt Lake City, UT	3.11	3.47	4.18	7.3	43.7	20.3	2.15
Richmond, VA	2.47	3.06	3.24	7.0	46.0	19.5	2.35
Virginia Beach, VA	2.39	2.78	2.97	7.0	57.6	21.3	2.71
Seattle-Tacoma, WA	3.20	3.68	3.97	9.2	173.9	68.7	2.53
Milwaukee, WI	3.23	4.21	4.32	8.1	64.9	31.0	2.10

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted							
Occupation ²	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	May-10	Apr-11	May-11	May-Apr 11	Apr-11	Apr-11	
Total	3,643.7	4,322.3	4,471.2	148.9	13,747.0	3.2	\$21.35
Management	379.2	443.3	467.9	24.6	631.1	1.4	\$50.69
Business and financial operations	212.3	247.0	270.0	23.1	441.5	1.8	\$32.54
Computer and mathematical science	471.3	583.1	608.2	25.1	131.6	0.2	\$37.13
Architecture and engineering	119.8	167.8	174.7	6.9	127.2	0.8	\$36.32
Life, physical, and social science	60.4	67.9	69.8	1.9	40.3	0.6	\$31.92
Community and social services	50.2	58.6	53.3	-5.4	153.9	2.6	\$20.76
Legal	26.7	24.6	24.8	0.2	50.7	2.1	\$46.60
Education, training, and library	85.2	95.7	97.8	2.1	398.0	4.2	\$24.25
Arts, design, entertainment, sports, and media	94.0	100.3	107.8	7.6	222.0	2.2	\$25.14
Healthcare practitioners and technical	520.5	568.5	565.1	-3.4	209.9	0.4	\$34.27
Healthcare support	117.8	129.1	133.2	4.1	249.4	1.9	\$12.94
Protective service	29.9	35.2	36.0	0.8	191.0	5.4	\$20.43
Food preparation and serving related	111.8	135.3	138.3	3.0	1,146.5	8.5	\$10.21
Building and grounds cleaning and maintenance	45.6	54.3	59.0	4.7	727.8	13.4	\$12.16
Personal care and service	59.0	66.7	69.9	3.2	494.2	7.4	\$11.82
Sales and related	508.6	578.8	601.7	23.0	1,446.5	2.5	\$17.69
Office and administrative support	385.2	459.8	476.7	16.9	1,612.5	3.5	\$16.09
Farming, fishing, and forestry	4.1	4.2	4.8	0.6	206.1	48.5	\$11.70
Construction and extraction	53.5	63.2	69.0	5.7	1,343.6	21.3	\$21.09
Installation, maintenance, and repair	119.2	148.0	152.9	4.9	458.1	3.1	\$20.58
Production	91.9	126.4	129.6	3.2	1,042.4	8.2	\$16.24
Transportation and material moving	137.1	204.8	210.5	5.7	1,161.2	5.7	\$15.70

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 2010 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-11	Wage ²	May-11	Wage ²	May-11	Wage ²
United States	750,216	\$41.56	1,735,263	\$30.49	483,346	\$12.42
Alabama	5,199	\$38.77	15,669	\$27.47	4,481	\$10.81
Alaska	2,267	\$38.63	7,473	\$33.02	2,557	\$14.68
Arizona	16,082	\$37.11	35,362	\$29.16	10,192	\$12.65
Arkansas	3,465	\$33.62	9,217	\$24.51	2,872	\$10.36
California	92,343	\$46.79	205,078	\$35.75	42,186	\$13.78
Colorado	13,660	\$40.53	33,749	\$31.71	9,844	\$12.78
Connecticut	13,696	\$47.26	25,653	\$30.64	5,489	\$14.27
Delaware	3,216	\$43.68	6,796	\$32.78	1,664	\$12.53
Florida	34,452	\$36.88	86,678	\$28.83	37,200	\$11.97
Georgia	24,030	\$42.02	56,259	\$27.94	12,048	\$11.26
Hawaii	2,170	\$37.04	4,752	\$29.01	3,015	\$13.78
Idaho	2,806	\$32.68	8,132	\$25.75	3,868	\$11.23
Illinois	35,585	\$40.22	69,212	\$31.17	15,761	\$13.02
Indiana	9,993	\$36.74	22,974	\$26.25	6,733	\$11.34
Iowa	4,959	\$20.64	15,962	\$24.77	4,896	\$11.16
Kansas	5,184	\$14.65	13,987	\$25.84	3,674	\$11.13
Kentucky	5,360	\$34.54	14,735	\$26.01	4,149	\$10.79
Louisiana	5,629	\$35.30	13,879	\$26.15	5,647	\$10.94
Maine	2,292	\$33.87	8,070	\$26.91	3,745	\$11.77
Maryland	20,815	\$44.13	53,044	\$33.04	12,139	\$13.45
Massachusetts	27,225	\$47.86	58,692	\$34.34	14,919	\$14.71
Michigan	17,087	\$39.36	46,645	\$29.72	14,588	\$7.66
Minnesota	19,797	\$39.60	42,331	\$30.07	10,482	\$12.30
Mississippi	2,158	\$32.42	6,306	\$23.13	1,645	\$10.25
Missouri	11,332	\$36.46	29,108	\$29.17	10,460	\$11.04
Montana	1,533	\$30.33	5,409	\$23.42	2,484	\$11.07
Nebraska	3,727	\$35.36	10,486	\$25.50	3,901	\$11.08
Nevada	6,160	\$39.05	15,909	\$30.68	9,118	\$13.18
New Hampshire	3,108	\$28.04	9,261	\$29.12	3,264	\$12.66
New Jersey	27,086	\$48.29	56,483	\$33.63	16,678	\$14.42
New Mexico	2,979	\$36.83	10,417	\$28.60	2,896	\$11.31
New York	60,838	\$50.55	98,286	\$24.69	28,470	\$14.32
North Carolina	16,996	\$40.64	47,272	\$27.70	13,848	\$11.20
North Dakota	1,317	\$33.91	4,131	\$23.88	1,421	\$11.11
Ohio	24,288	\$38.09	61,137	\$28.45	18,110	\$11.63
Oklahoma	5,131	\$32.80	14,377	\$24.85	5,380	\$10.81
Oregon	8,077	\$37.86	22,179	\$29.64	6,926	\$12.86
Pennsylvania	29,309	\$40.05	59,868	\$29.47	20,469	\$12.40
Rhode Island	2,503	\$43.60	6,560	\$31.80	3,100	\$13.17
South Carolina	5,719	\$37.26	18,158	\$26.50	7,094	\$10.95
South Dakota	1,395	\$31.95	4,756	\$23.27	1,805	\$10.60
Tennessee	10,850	\$36.06	26,325	\$26.01	8,521	\$11.03
Texas	53,371	\$40.99	121,001	\$29.71	30,309	\$11.28
Utah	5,113	\$35.46	13,573	\$26.76	3,969	\$11.52
Vermont	1,401	\$36.75	5,026	\$27.18	1,848	\$12.86
Virginia	25,448	\$43.99	66,720	\$33.02	13,966	\$12.38
Washington	20,946	\$42.92	52,348	\$32.35	11,820	\$14.20
West Virginia	1,708	\$31.67	5,586	\$24.17	1,716	\$10.24
Wisconsin	13,379	\$36.73	33,660	\$28.44	10,432	\$11.66
Wyoming	854	\$35.20	3,084	\$26.22	710	\$12.24

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 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-11	Wage ¹	May-11	Wage ¹	May-11	Wage ¹
United States	1,102,326	\$16.71	244,919	\$20.48	355,280	\$15.96
Alabama	12,521	\$14.47	3,225	\$18.05	5,400	\$15.05
Alaska	4,798	\$17.58	1,471	\$27.74	1,232	\$20.77
Arizona	26,010	\$16.30	5,271	\$18.74	5,410	\$16.06
Arkansas	7,326	\$14.09	1,862	\$16.80	3,466	\$6.78
California	120,651	\$18.32	18,510	\$21.78	26,731	\$16.11
Colorado	22,457	\$17.80	5,078	\$20.66	5,705	\$16.53
Connecticut	14,909	\$19.71	3,096	\$24.00	4,834	\$17.37
Delaware	3,791	\$17.07	781	\$21.31	1,171	\$15.73
Florida	75,096	\$16.01	16,233	\$17.86	14,521	\$15.07
Georgia	29,865	\$15.97	6,592	\$18.66	9,395	\$14.99
Hawaii	5,491	\$16.27	996	\$26.00	905	\$17.85
Idaho	6,890	\$15.05	1,995	\$18.15	2,352	\$14.64
Illinois	41,981	\$17.45	6,613	\$24.16	14,224	\$16.42
Indiana	17,821	\$15.50	4,381	\$20.67	9,475	\$15.85
Iowa	10,637	\$15.03	3,552	\$18.83	6,408	\$15.34
Kansas	9,433	\$15.27	2,250	\$19.33	3,443	\$8.91
Kentucky	10,439	\$14.61	2,595	\$18.51	5,235	\$16.13
Louisiana	12,987	\$14.08	3,828	\$18.44	4,890	\$17.14
Maine	5,098	\$14.96	1,216	\$18.72	1,660	\$15.67
Maryland	26,760	\$17.43	5,709	\$21.59	6,448	\$16.98
Massachusetts	30,332	\$19.41	5,638	\$24.68	8,542	\$17.08
Michigan	30,224	\$16.29	8,047	\$21.15	13,405	\$17.06
Minnesota	24,422	\$17.34	5,801	\$22.64	10,853	\$16.51
Mississippi	4,869	\$13.40	1,234	\$16.72	2,204	\$14.04
Missouri	23,837	\$15.45	5,922	\$20.93	9,384	\$15.42
Montana	3,868	\$14.18	1,460	\$19.09	1,562	\$15.90
Nebraska	7,531	\$14.89	2,131	\$18.57	3,000	\$15.61
Nevada	15,331	\$15.90	2,779	\$24.10	2,917	\$16.43
New Hampshire	5,759	\$16.70	1,530	\$9.28	2,560	\$16.17
New Jersey	35,251	\$18.57	6,800	\$24.78	9,695	\$9.71
New Mexico	6,026	\$14.38	1,498	\$17.86	1,575	\$16.08
New York	64,150	\$19.24	11,182	\$24.42	14,842	\$17.29
North Carolina	28,846	\$15.81	7,619	\$18.05	9,854	\$14.68
North Dakota	3,373	\$14.36	1,608	\$20.01	2,065	\$16.38
Ohio	42,402	\$15.85	10,777	\$20.29	20,918	\$15.68
Oklahoma	12,323	\$13.97	4,322	\$17.77	6,168	\$15.04
Oregon	13,875	\$16.74	2,919	\$21.18	4,543	\$16.01
Pennsylvania	42,823	\$16.70	10,182	\$20.55	17,429	\$16.24
Rhode Island	4,432	\$17.39	1,051	\$21.75	1,596	\$15.61
South Carolina	13,997	\$14.72	3,775	\$17.66	5,303	\$15.23
South Dakota	3,265	\$13.79	1,458	\$16.97	1,731	\$13.94
Tennessee	21,141	\$15.14	5,388	\$18.20	9,153	\$14.87
Texas	80,022	\$16.19	19,892	\$18.08	25,342	\$15.51
Utah	12,281	\$15.23	2,078	\$19.37	2,756	\$15.84
Vermont	2,449	\$15.97	833	\$19.06	1,102	\$15.54
Virginia	29,294	\$16.79	6,891	\$19.70	7,315	\$15.93
Washington	24,382	\$17.89	4,746	\$13.48	6,306	\$18.13
West Virginia	4,336	\$13.25	1,229	\$18.95	2,061	\$15.19
Wisconsin	21,814	\$15.93	5,667	\$21.29	12,968	\$16.21
Wyoming	1,624	\$14.91	546	\$21.97	728	\$19.58

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads May-11	Average Hourly Wage ²	Total Ads May-11	Average Hourly Wage ²	Total Ads May-11	Average Hourly Wage ²
United States	750,216	\$41.56	1,735,263	\$30.49	483,346	\$12.42
Birmingham, AL	1,836	\$14.45	4,204	\$28.30	1,481	\$11.40
Phoenix, AZ	9,277	\$37.84	20,535	\$29.89	5,862	\$12.65
Tucson, AZ	1,659	\$36.40	4,793	\$29.39	2,221	\$12.48
Los Angeles, CA	31,768	\$46.93	63,910	\$35.26	14,286	\$13.46
Riverside, CA	3,294	\$40.21	7,640	\$31.90	3,544	\$13.11
Sacramento, CA	3,971	\$41.02	9,658	\$28.63	2,008	\$13.91
San Diego, CA	7,550	\$44.85	20,684	\$33.99	4,656	\$10.41
San Francisco, CA	22,466	\$51.88	43,213	\$39.06	7,282	\$14.87
San Jose, CA	9,884	\$57.78	28,109	\$45.50	1,627	\$14.70
Denver, CO	9,005	\$42.13	18,960	\$33.65	4,775	\$12.85
Hartford, CT	5,312	\$44.15	10,043	\$32.92	2,034	\$14.18
Washington, DC	33,477	\$49.38	74,488	\$39.80	13,964	\$10.73
Jacksonville, FL	3,242	\$36.62	6,568	\$28.92	2,753	\$11.58
Miami, FL	11,456	\$39.82	22,618	\$29.89	8,482	\$12.67
Orlando, FL	4,688	\$19.84	10,427	\$28.18	5,773	\$9.58
Tampa, FL	5,958	\$36.80	15,336	\$29.90	5,583	\$11.90
Atlanta, GA	19,353	\$44.11	39,798	\$29.90	6,757	\$11.69
Honolulu, HI	1,772	\$37.40	3,548	\$29.25	2,582	\$13.49
Chicago, IL	29,879	\$41.95	52,262	\$32.53	12,268	\$13.33
Indianapolis, IN	4,580	\$37.42	8,131	\$28.17	2,847	\$11.95
Louisville, KY	2,572	\$36.93	5,523	\$27.22	1,734	\$9.81
New Orleans, LA	1,914	\$36.66	3,735	\$26.25	2,504	\$11.50
Baltimore, MD	9,312	\$42.48	23,391	\$33.45	6,929	\$13.66
Boston, MA	22,405	\$49.25	46,393	\$35.64	11,335	\$14.97
Detroit, MI	8,748	\$42.06	23,278	\$31.81	7,036	\$12.36
Minneapolis-St. Paul, MN	14,562	\$41.64	30,212	\$31.68	7,222	\$12.75
Kansas City, MO	5,016	\$38.35	11,051	\$28.28	3,763	\$9.80
St. Louis, MO	6,123	\$39.36	14,552	\$28.60	4,869	\$11.57
Las Vegas, NV	4,632	\$39.79	11,024	\$30.67	7,205	\$13.34
Buffalo, NY	1,798	\$38.91	3,709	\$27.78	2,205	\$12.50
New York, NY	62,860	\$53.19	104,585	\$34.12	27,366	\$14.91
Rochester, NY	1,706	\$41.51	4,207	\$27.96	1,811	\$12.46
Charlotte, NC	6,412	\$43.31	13,242	\$29.03	3,544	\$11.83
Cincinnati, OH	4,982	\$39.40	9,803	\$29.17	3,091	\$11.74
Cleveland, OH	6,434	\$39.12	17,047	\$28.96	4,634	\$12.34
Columbus, OH	5,675	\$38.61	12,075	\$30.34	3,719	\$12.09
Oklahoma City, OK	2,268	\$33.84	5,656	\$27.14	2,451	\$11.03
Portland, OR	5,548	\$40.68	14,431	\$31.59	3,731	\$13.24
Philadelphia, PA	16,970	\$44.67	32,980	\$29.69	8,938	\$13.50
Pittsburgh, PA	5,538	\$38.67	11,933	\$29.29	5,937	\$11.97
Providence, RI	3,136	\$42.82	8,337	\$29.59	4,041	\$13.22
Memphis, TN	2,197	\$38.50	5,214	\$27.61	1,452	\$11.59
Nashville, TN	5,016	\$37.46	9,296	\$26.80	3,164	\$11.17
Austin, TX	4,848	\$52.04	13,786	\$31.56	3,014	\$11.65
Dallas, TX	19,927	\$42.75	40,339	\$31.75	7,809	\$11.77
Houston, TX	15,562	\$44.91	29,702	\$32.90	5,820	\$11.41
San Antonio, TX	4,122	\$37.08	9,487	\$28.73	4,516	\$11.00
Salt Lake City, UT	3,618	\$37.06	8,686	\$28.69	2,413	\$11.94
Richmond, VA	3,268	\$39.55	8,100	\$29.01	2,308	\$12.11
Virginia Beach, VA	2,875	\$37.40	7,965	\$29.01	3,494	\$11.53
Seattle-Tacoma, WA	14,368	\$45.03	34,924	\$34.74	6,460	\$14.65
Milwaukee, WI	5,654	\$40.00	12,157	\$30.97	3,724	\$11.78

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 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	May-11	Wage ¹	May-11	Wage ¹	May-11	Wage ¹
United States	1,102,326	\$16.71	244,919	\$20.48	355,280	\$15.96
Birmingham, AL	4,421	\$16.03	1,135	\$18.79	1,496	\$15.06
Phoenix, AZ	15,663	\$16.93	3,310	\$9.56	3,237	\$16.31
Tucson, AZ	3,716	\$14.98	1,093	\$18.74	1,016	\$15.11
Los Angeles, CA	46,065	\$18.27	6,030	\$23.18	9,496	\$15.33
Riverside, CA	8,963	\$16.11	1,785	\$22.03	2,679	\$15.37
Sacramento, CA	5,975	\$17.91	1,220	\$22.85	1,418	\$16.73
San Diego, CA	11,622	\$17.93	1,774	\$22.97	2,230	\$15.81
San Francisco, CA	19,179	\$21.27	2,733	\$27.46	3,353	\$18.80
San Jose, CA	6,582	\$22.01	867	\$26.87	1,171	\$17.75
Denver, CO	12,431	\$19.00	2,675	\$20.98	2,802	\$16.85
Hartford, CT	6,047	\$18.75	1,332	\$24.06	1,915	\$17.61
Washington, DC	29,398	\$19.24	5,366	\$22.48	4,468	\$17.57
Jacksonville, FL	6,269	\$16.32	1,558	\$18.77	1,754	\$15.98
Miami, FL	21,935	\$16.92	3,006	\$18.76	2,698	\$15.38
Orlando, FL	11,581	\$15.47	2,582	\$18.13	2,203	\$15.31
Tampa, FL	11,589	\$16.30	2,639	\$17.90	2,384	\$14.11
Atlanta, GA	19,029	\$17.33	3,538	\$19.76	4,409	\$15.83
Honolulu, HI	4,795	\$16.47	873	\$27.08	798	\$18.48
Chicago, IL	32,183	\$18.23	4,491	\$25.35	9,300	\$16.64
Indianapolis, IN	8,006	\$9.67	1,907	\$21.41	2,958	\$15.80
Louisville, KY	4,577	\$6.59	1,024	\$19.02	1,946	\$17.34
New Orleans, LA	4,451	\$15.13	1,323	\$19.11	1,258	\$17.64
Baltimore, MD	15,112	\$17.67	3,494	\$21.36	3,750	\$17.42
Boston, MA	23,348	\$20.24	4,006	\$25.50	5,809	\$17.42
Detroit, MI	14,182	\$17.55	3,929	\$22.70	5,426	\$18.49
Minneapolis-St. Paul, MN	17,645	\$18.65	4,027	\$24.64	7,353	\$17.21
Kansas City, MO	10,094	\$16.89	2,450	\$22.03	3,470	\$16.24
St. Louis, MO	11,432	\$16.66	2,476	\$23.47	3,485	\$16.60
Las Vegas, NV	11,981	\$15.92	1,782	\$24.66	1,783	\$16.23
Buffalo, NY	4,523	\$16.12	1,218	\$21.16	1,729	\$16.21
New York, NY	62,011	\$20.28	8,549	\$26.14	11,604	\$17.36
Rochester, NY	3,475	\$16.07	1,253	\$20.17	1,819	\$15.62
Charlotte, NC	8,356	\$17.43	2,070	\$19.32	2,630	\$15.83
Cincinnati, OH	8,316	\$16.74	1,822	\$20.31	3,384	\$16.41
Cleveland, OH	9,780	\$16.81	2,439	\$21.76	4,958	\$16.22
Columbus, OH	9,293	\$16.49	2,284	\$20.45	3,353	\$15.45
Oklahoma City, OK	5,849	\$14.43	2,072	\$18.41	2,354	\$14.85
Portland, OR	8,585	\$17.90	1,673	\$22.76	2,909	\$16.73
Philadelphia, PA	20,112	\$18.50	4,168	\$23.26	5,357	\$17.20
Pittsburgh, PA	10,942	\$16.17	2,898	\$20.29	4,000	\$16.31
Providence, RI	6,127	\$16.97	1,505	\$21.76	2,352	\$15.56
Memphis, TN	4,343	\$15.83	1,114	\$19.21	1,945	\$15.41
Nashville, TN	8,078	\$16.05	1,765	\$18.80	2,574	\$15.46
Austin, TX	7,801	\$17.48	1,582	\$17.80	1,632	\$14.39
Dallas, TX	24,740	\$17.66	4,785	\$18.58	6,317	\$15.51
Houston, TX	18,985	\$17.27	4,145	\$19.33	5,521	\$17.19
San Antonio, TX	8,699	\$15.17	2,677	\$16.58	2,719	\$13.82
Salt Lake City, UT	7,719	\$16.32	1,365	\$19.33	1,727	\$16.05
Richmond, VA	4,960	\$17.27	1,331	\$19.78	1,531	\$15.58
Virginia Beach, VA	6,149	\$15.17	2,149	\$19.18	1,874	\$16.37
Seattle-Tacoma, WA	14,647	\$19.20	2,432	\$25.10	3,309	\$19.28
Milwaukee, WI	7,616	\$17.71	1,846	\$23.21	4,167	\$16.57

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.