



THE CONFERENCE BOARD

News Release

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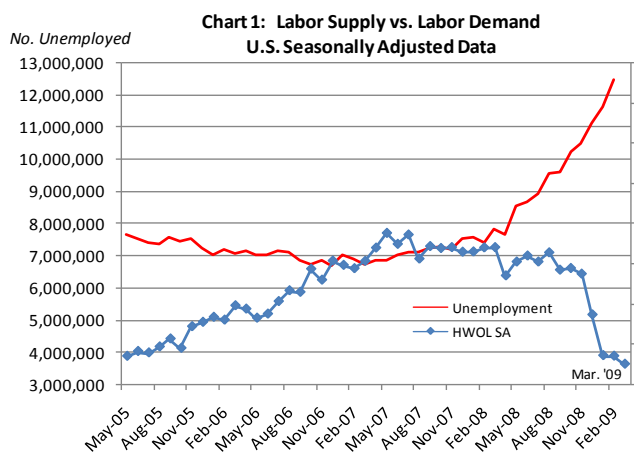
Release #5318

The Conference Board Reports Online Job Demand Down 100,000 in March

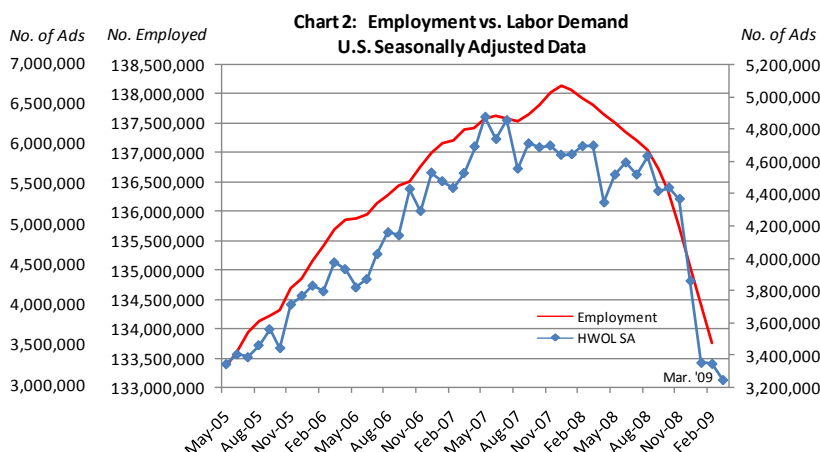
- **Job demand drops 100,000 in March after dipping only 6,600 in February**
- **February and March losses slow significantly from the sharp 1 million loss in December and January**
- **Historical data for May 2005 through July 2007 have been revised (see page 5)**
- **Outlook: March's numbers are evidence that the downturn in the labor market has not reversed yet**

March 30, 2009...Online advertised vacancies dropped 100,000 to 3,248,000 in March, according to **The Conference Board Help-Wanted Online Data Series (HWOL)TM** released today. The March loss follows sharp drops of 507,000 in December and 506,000 in January and a very modest dip of 6,600 in February. This has resulted in a decline of over 1,120,000 advertised vacancies, or over 25 percent, in the last four months.

“The March numbers indicate that we are not at the bottom of the employment cycle but that the declines in labor demand may be slowing,” said Gad Levanon, Senior Economist at The Conference Board. “The March decline is significant but substantially less than the 500,000 monthly drops we were seeing in December and January. When the Federal employment numbers are released this Friday, we still expect a very large drop and last month’s gap of 9 million between labor demand (HWOL) and supply (Unemployment) will widen further.” (Chart 1).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

“The next two months, April and May, are when employers typically ratchet up their spring hiring, and these months will be a good indication of whether labor demand is beginning to turn around,” Levanon noted. In March, there were slightly over 2 advertised vacancies for every 100 people in the labor force compared to slightly over 3 vacancies per 100 in March 2008. (Table 2)

REGIONAL/STATE HIGHLIGHTS

- **Advertised vacancies up in 16 of the 50 States in March**
- **No State has a favorable Supply/Demand rate (fewer unemployed persons than advertised vacancies)**

Location	Total Ads ¹ (Thousands) Mar-09	M-O-M Change (Thousands) Mar-Feb 09	Supply/ Demand Rate ² Feb-09	Recent Trend ³
United States	3,248.2	-100.0	3.72	↓ 5/07
NORTHEAST	627.2	-39.6	3.30	
Massachusetts	99.9	-8.9	2.45	↓ 8/08
New Jersey	110.9	-1.1	3.30	↓ 3/08
New York	184.9	-14.6	3.82	↓ 8/08
Pennsylvania	119.9	-8.6	3.76	↓ 2/08
SOUTH	1,154.6	-14.4	3.84	
Florida	165.1	8.9	5.59	↓ 5/07
Georgia	84.6	0.4	5.29	↓ 10/07
Maryland	102.3	-4.5	1.88	↓ 11/08
North Carolina	74.8	-1.2	6.46	↓ 8/08
Texas	212.5	-16.5	3.36	↓ 8/08
Virginia	120.5	-8.7	2.14	↓ 5/07
MIDWEST	662.2	-17.8	4.41	
Illinois	123.6	-6.0	4.40	↓ 8/08
Michigan	71.9	2.1	8.37	↓ 11/08
Minnesota	65.6	1.4	3.71	↓ 2/08
Missouri	59.9	-0.7	4.14	↓ 8/08
Ohio	101.5	0.7	5.61	↓ 2/08
Wisconsin	68.4	-3.5	3.36	↓ 3/08
WEST	802.2	-39.9	3.96	
Arizona	63.6	-2.4	3.55	↓ 5/07
California	372.7	-19.8	4.97	↓ 6/07
Colorado	63.8	-1.9	2.98	↓ 8/08
Washington	85.3	-8.9	3.17	↓ 8/08

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1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
3. Recent trend is The Conference Board Economists' indication of the direction of the overall trend in online job demand from the date indicated (month/year) .

The national picture continued to be negative in March with online labor demand declining in all four regions (Table A). However, there are some brighter areas in the South and Midwest including Florida, Minnesota, and Michigan, where the number of advertised vacancies was up over the month. All of the most populous states in the West and Northeast posted decreases, as did many of the most populous states in the South and half of those in the Midwest.

The 14,400 drop in the South reflected a mixture of declines in states like Texas and Virginia, which more than offset increases in other states like Florida, Georgia, Tennessee and West Virginia. Texas posted the largest March decline (-16,500). Virginia was next (-8,700) and was followed by Maryland (-4,500). North Carolina continued its downward trend with a modest decline of 1,200. Other populous states in the South posted gains: 8,900 in Florida and a modest 400 in Georgia. Smaller states like Tennessee (up 1,100) and West Virginia (up 1,200) also posted gains in March (Table A and Table 3).

Among the larger states in the Northeast region, New York posted the largest decrease in labor demand (-14,600). Massachusetts posted the next largest decrease (-8,900) and was followed by Pennsylvania (-8,600) and New Jersey (-1,100).

In the West, California and Arizona have shown downward trends since Summer 2007 and also posted declines in March – California -19,800 and Arizona -2,400. Labor demand in Washington and Colorado began to turn down in Summer 2008 and was down 8,900 and 1,900 respectively in March.

In the Midwest region, Michigan continued its February gain with a March increase of 2,100. Minnesota posted a gain of 1,400. Missouri continued its decline (-700 in March). Wisconsin dropped 3,500. Illinois, which had increased by 4,400 in February, dropped 6,000. Ohio, which had gained a modest 300 in February, gained 700 in March.

Among the states with smaller populations, states with modest declines in March were Vermont (-200), Oregon (-400), Montana (-600), Mississippi (-700), North Dakota (-800) and Wyoming (-800) (Table 3).

The downward trend in employer demand coupled with the monthly increases in unemployment is creating a widening gap in the supply/demand balance in most States and making it increasingly difficult for the unemployed to find jobs. The Supply/Demand rate for the U.S. has been increasing and in February (the latest month for which unemployment numbers are available) was at 3.72, up from 3.46 in January, or close to 4 unemployed for every online advertised vacancy.

The highest Supply/Demand rate is in Michigan (8.37), or over 8 unemployed people for every advertised vacancy. Other states where there are over 5 unemployed for every advertised vacancy include Indiana (6.70), Kentucky (6.66), Mississippi (6.58), North Carolina (6.46), South Carolina (5.74), Ohio (5.61), Florida (5.59) and Tennessee (5.59) (Table 4).

It should be noted that the Supply/Demand rates only provide 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

- **Labor demand down over 30 percent from year ago levels for a wide range of occupations**
- **Job demand is hard hit in Management; Office & Administrative Support; Computer & Mathematical Jobs; Business & Finance; and Architecture & Engineering**
- **Online job demand for Healthcare Support occupations shows strength with modest increase of 5,000**

The widespread nature of the downturn in the economy remains evident in the large number of occupations where online advertised vacancies in March were 30 percent or more below levels in March 2008. The list of occupations experiencing severe declines in labor demand included both high-paying occupations like Management where wages average over \$46.00/hour to lower-paying occupations like Office & Administrative Support at \$15.00/hour.

In March, there were 365,500 online advertised vacancies for management positions – a decline of 173,000, 32 percent from last March’s level. Demand for office and administrative support positions dropped 172,000 to 309,200 and was 36 percent below the March 2008 level (Table B and Table 7). Computer and mathematical job ads were down 158,800 to 381,300 over the same period. Other categories showing severe declines included business & finance (-83,600), architecture and engineering (-70,800), and healthcare practitioners and technical (-57,200).

In the healthcare field, job demand for healthcare support workers was up slightly (5,000) to 94,700.

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Not Seasonally Adjusted					
	Total Ads (Thousands)	Y-O-Y Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate¹	Average Hourly Wage²
Occupation	Mar-09	Mar 09-08	Feb-09	Feb-09	
Healthcare practitioners and technical	498.7	-57.2	189.0	0.36	\$31.26
Computer and mathematical	381.3	-158.8	198.0	0.45	\$34.71
Sales and related	369.2	-8.2	1,438.0	3.95	\$16.94
Management	365.5	-173.0	734.0	1.80	\$46.22
Office and administrative support	309.2	-172.0	1,545.0	4.52	\$15.00
Business and financial operations	176.2	-83.6	284.0	1.41	\$30.01
Architecture and engineering	126.9	-70.8	156.0	1.04	\$33.11
Healthcare support	94.7	5.0	199.0	2.16	\$12.31
Arts, design, entertainment, sports, and media	78.6	-9.7	183.0	2.08	\$23.27
Installation, maintenance, and repair	77.3	-26.5	445.0	5.49	\$19.20

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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 2007 estimates.

METRO AREA HIGHLIGHTS

- 50 of top 52 Metro areas post over-the-year declines in job demand in March
- Oklahoma City labor demand up 1,200 over last year's levels, and Honolulu gains 1,100 advertised vacancies

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	
	Mar-09		Mar-09	Jan-09	
New York, NY	176.39	Washington, DC	4.27	Washington, DC	1.32
Washington, DC	128.30	Baltimore, MD	3.68	Salt Lake City, UT	1.62
Los Angeles, CA	126.29	Salt Lake City, UT	3.06	Baltimore, MD	2.01
Chicago, IL	83.50	Hartford, CT	2.99	Oklahoma City, OK	2.07
Boston, MA	71.01	Oklahoma City, OK	2.91	Milwaukee, WI	2.23
San Francisco, CA	65.11	San Francisco, CA	2.85	Honolulu, HI	2.36
Dallas, TX	63.74	Boston, MA	2.85	New Orleans, LA	2.43
Philadelphia, PA	56.58	San Jose, CA	2.81	Boston, MA	2.55
Houston, TX	53.60	Las Vegas, NV	2.63	Hartford, CT	2.75
Baltimore, MD	51.15	Seattle-Tacoma, WA	2.61	Seattle-Tacoma, WA	2.81

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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 March, 50 of the 52 metropolitan areas for which data are reported separately posted declines in the number of online advertised vacancies from last March. Honolulu with 10,400 ads was well above levels of last year (12.6 percent), and Oklahoma City, with 16,500, gained 1,200 ads compared to last year. The New York metro area, while continuing to post the largest number of advertised vacancies (176,400), had 125,500 fewer ads than in March 2008. Washington, D.C., with the next highest number of advertised vacancies, was down 26,400. Los Angeles, next in line, was down 66,700 (Table C and Table 5).

In no metro area did the number of advertised vacancies exceed the number of unemployed. On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies are Riverside, CA, where there are over 13 unemployed people for every advertised vacancy (13.4), Detroit (11.4), Sacramento (5.9), Providence (5.8), Los Angeles (5.7), Louisville (5.6), Portland (5.6), Tampa (5.5) and Miami (5.5). Supply/Demand rate data are for January 2009, the latest month for which unemployment data for local areas are available. (Table C and Table 6).

Note: Revision to Historical Data

Historical data for May 2005 through July 2007 have been revised to incorporate an improved Standard Occupational Coding (SOC) methodology; revised data for August 2007 forward had been released earlier. With the completion of the SOC coding update for the full historical series, testing has now started for the production of seasonally adjusted occupational time series data for Table 7 of the HWOL press release.

PROGRAM NOTES

The Conference Board **Help-Wanted Online Data Series**TM 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 July 2008 and continues to be available for research), the new online series is not a direct measure of job vacancies. The level of ads in both print and online may change for reasons not related to overall job demand.

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas and occupations. It is The Conference Board's intent to provide seasonally adjusted data for both large metro areas and occupations 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

Non-partisan and not-for-profit, The Conference Board is the world's leading business membership and research organization. The Conference Board produces The Consumer Confidence Index and the Leading Economic Indicators for the U.S. and other major nations. These barometers can have a major impact on the financial markets. The Conference Board also produces a wide range of authoritative reports on corporate governance and ethics, human resources and diversity, executive compensation and corporate citizenship. Our conference and council programs bring together more than 10,000 senior executives each year to share insights and learn from each other. Visit The Conference Board's website at www.conference-board.org.

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Publication Schedule, Help Wanted Online Data Series

<u>Data for the Month</u>	<u>Release Date</u>
April, 2009	May 4, 2009
May, 2009	June 1, 2009
June, 2009	June 29, 2009
July, 2009	August 3, 2009
August, 2009	August 31, 2009
September, 2009	September 28, 2009
October, 2009	November 2, 2009
November, 2009	December 2, 2009*
December, 2009	January 6, 2010*

*Wednesday release due to holidays or data availability.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Mar-08	Feb-09	Mar-09	Mar-Feb 09	Mar-08	Feb-09	Mar-09	Mar-Feb 09
United States	4,698.5	3,348.2	3,248.2	-100.0	3,044.3	1,987.7	1,949.3	-38.4
New England	308.8	223.7	211.0	-12.7	195.7	127.1	125.1	-2.0
Middle Atlantic	670.7	443.1	416.2	-26.9	434.9	277.7	268.3	-9.4
South Atlantic	922.7	693.5	692.0	-1.6	585.4	406.7	407.5	0.8
East North Central	579.8	423.4	411.6	-11.9	351.3	246.3	239.9	-6.5
East South Central	164.8	144.0	145.2	1.2	104.4	80.0	81.3	1.3
West North Central	321.9	256.6	250.6	-6.0	200.9	136.7	138.6	1.9
West South Central	476.1	331.5	317.4	-14.1	318.6	194.7	196.3	1.6
Mountain	438.0	276.4	267.4	-9.0	302.9	166.3	160.6	-5.7
Pacific	811.4	565.7	534.8	-30.9	549.7	351.1	330.9	-20.2

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.
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)		
	Mar-08	Feb-09	Mar-09	Mar-08	Feb-09	Mar-09
United States	3.05	2.17	2.11	1.98	1.29	1.26
New England	4.04	2.91	2.74	2.56	1.65	1.63
Middle Atlantic	3.28	2.15	2.02	2.12	1.35	1.30
South Atlantic	3.14	2.35	2.34	1.99	1.38	1.38
East North Central	2.42	1.78	1.73	1.47	1.04	1.01
East South Central	1.93	1.68	1.70	1.22	0.93	0.95
West North Central	2.95	2.35	2.29	1.84	1.25	1.27
West South Central	2.84	1.95	1.86	1.90	1.14	1.15
Mountain	3.97	2.47	2.39	2.74	1.48	1.43
Pacific	3.29	2.26	2.13	2.23	1.40	1.32

Source: The Conference Board

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

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Mar-08	Feb-09	Mar-09	Mar-Feb 09	Mar-08	Feb-09	Mar-09	Mar-Feb 09
United States	4,698.5	3,348.2	3,248.2	-100.0	3,044.3	1,987.7	1,949.3	-38.4
Alabama	47.7	47.8	47.9	0.1	29.3	23.6	24.5	0.9
Alaska	17.4	21.3	17.7	-3.5	11.9	10.7	9.5	-1.2
Arkansas	28.8	24.3	25.8	1.5	17.5	13.9	15.0	1.2
Arizona	125.9	66.0	63.6	-2.4	86.7	39.6	38.9	-0.6
California	568.3	392.5	372.7	-19.8	388.9	247.3	235.4	-12.0
Colorado	112.9	65.7	63.8	-1.9	83.3	39.9	39.5	-0.4
Connecticut	76.8	52.9	49.7	-3.2	45.4	29.0	28.9	-0.1
Delaware	20.3	14.0	12.7	-1.3	11.8	7.7	7.3	-0.4
Florida	230.9	156.2	165.1	8.9	159.5	105.7	109.0	3.3
Georgia	130.3	84.2	84.6	0.4	85.5	50.7	50.7	0.0
Hawaii	18.4	15.0	15.8	0.8	13.6	10.5	10.5	0.0
Iowa	41.4	42.0	39.8	-2.2	26.5	20.0	19.6	-0.4
Idaho	22.8	17.2	16.0	-1.2	16.0	10.4	9.9	-0.5
Illinois	175.6	129.6	123.6	-6.0	106.0	76.7	69.5	-7.1
Indiana	56.9	45.3	46.0	0.7	35.7	24.9	25.7	0.8
Kansas	42.3	30.9	29.6	-1.3	25.4	15.7	15.4	-0.4
Kentucky	37.9	28.8	29.6	0.8	23.7	17.2	17.5	0.4
Louisiana	49.7	42.2	40.5	-1.6	31.1	25.8	26.2	0.4
Massachusetts	149.8	108.7	99.9	-8.9	98.9	64.8	60.7	-4.1
Maryland	126.5	106.8	102.3	-4.5	76.0	55.6	53.7	-1.9
Maine	24.0	16.9	16.9	0.0	15.1	9.1	9.0	-0.1
Michigan	88.9	69.8	71.9	2.1	59.0	46.2	47.3	1.1
Minnesota	101.4	64.3	65.6	1.4	60.3	35.4	37.9	2.4
Missouri	76.8	60.6	59.9	-0.7	50.9	36.2	36.4	0.2
Mississippi	16.8	18.3	17.6	-0.7	10.1	9.3	8.9	-0.4
Montana	21.3	15.0	14.5	-0.6	10.9	6.7	6.4	-0.3
North Carolina	108.0	76.0	74.8	-1.2	72.2	48.3	48.2	0.0
North Dakota	12.4	12.3	11.5	-0.8	7.7	5.8	5.5	-0.3
Nebraska	32.8	31.7	29.8	-2.0	22.2	18.0	17.4	-0.6
New Hampshire	25.9	19.5	19.8	0.3	15.7	11.2	11.6	0.4
New Jersey	172.6	112.0	110.9	-1.1	109.6	69.9	72.1	2.2
New Mexico	34.7	25.3	26.5	1.2	23.5	15.0	15.6	0.6
Nevada	60.8	42.0	38.7	-3.3	41.8	28.5	25.0	-3.5
New York	294.8	199.6	184.9	-14.6	192.6	131.6	121.8	-9.8
Ohio	143.4	100.9	101.5	0.7	91.6	61.0	62.8	1.7
Oklahoma	45.3	39.4	39.9	0.5	28.6	22.4	23.5	1.1
Oregon	64.7	42.8	42.4	-0.4	44.3	27.1	26.4	-0.7
Pennsylvania	202.6	128.5	119.9	-8.6	132.1	78.2	74.2	-4.0
Rhode Island	20.0	15.8	14.7	-1.1	13.0	9.9	9.2	-0.7
South Carolina	51.7	42.0	40.8	-1.1	32.2	22.6	22.5	0.0
South Dakota	13.4	13.4	13.9	0.5	8.0	4.8	6.6	1.7
Tennessee	62.9	49.4	50.5	1.1	42.3	29.8	31.1	1.3
Texas	352.4	229.0	212.5	-16.5	241.5	133.1	132.3	-0.8
Utah	45.0	37.1	34.6	-2.6	33.2	22.1	20.4	-1.7
Virginia	147.4	129.2	120.5	-8.7	86.1	68.4	66.3	-2.1
Vermont	13.2	11.1	11.0	-0.2	7.5	5.9	5.7	-0.2
Washington	141.4	94.2	85.3	-8.9	90.9	55.8	49.1	-6.7
Wisconsin	114.6	71.8	68.4	-3.5	58.7	37.4	34.7	-2.7
West Virginia	18.3	18.5	19.6	1.2	10.0	9.2	9.9	0.7
Wyoming	11.4	9.3	8.5	-0.8	6.1	4.9	4.4	-0.5

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.

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
	Mar-08	Feb-09	Mar-09	Feb-09	Feb-09	Feb-09	Feb-09
United States	3.05	2.17	2.11	8.10	12,467.00	3,348.20	3.72
Alabama	2.20	2.22	2.23	8.40	180.55	47.80	3.78
Alaska	4.88	5.92	4.94	8.00	28.79	21.30	1.35
Arkansas	2.11	1.78	1.89	6.60	90.47	24.30	3.72
Arizona	4.07	2.09	2.01	7.40	234.43	66.00	3.55
California	3.11	2.12	2.01	10.50	1,949.52	392.50	4.97
Colorado	4.15	2.40	2.33	7.20	195.82	65.70	2.98
Connecticut	4.11	2.80	2.63	7.40	139.81	52.90	2.64
Delaware	4.61	3.19	2.89	7.40	32.58	14.00	2.32
Florida	2.52	1.69	1.78	9.40	873.77	156.20	5.59
Georgia	2.70	1.75	1.75	9.30	445.50	84.20	5.29
Hawaii	2.82	2.31	2.43	6.50	42.25	15.00	2.82
Iowa	2.47	2.51	2.38	4.90	82.51	42.00	1.96
Idaho	3.03	2.28	2.13	6.80	50.86	17.20	2.96
Illinois	2.61	1.96	1.87	8.60	570.08	129.60	4.40
Indiana	1.76	1.39	1.41	9.40	303.33	45.30	6.70
Kansas	2.84	2.05	1.97	5.90	89.46	30.90	2.89
Kentucky	1.87	1.39	1.43	9.20	191.99	28.80	6.66
Louisiana	2.41	2.02	1.94	5.70	119.47	42.20	2.83
Massachusetts	4.38	3.17	2.91	7.80	266.55	108.70	2.45
Maryland	4.23	3.58	3.43	6.70	200.47	106.80	1.88
Maine	3.41	2.38	2.38	8.00	56.45	16.90	3.33
Michigan	1.79	1.44	1.48	12.00	584.21	69.80	8.37
Minnesota	3.47	2.19	2.23	8.10	238.33	64.30	3.71
Missouri	2.55	2.01	1.99	8.30	250.53	60.60	4.14
Mississippi	1.28	1.38	1.33	9.10	120.24	18.30	6.58
Montana	4.21	2.99	2.87	6.00	29.98	15.00	1.99
North Carolina	2.39	1.67	1.64	10.70	491.07	76.00	6.46
North Dakota	3.37	3.30	3.10	4.30	16.14	12.30	1.32
Nebraska	3.31	3.20	3.00	4.20	41.99	31.70	1.32
New Hampshire	3.50	2.63	2.67	5.30	39.29	19.50	2.02
New Jersey	3.85	2.49	2.46	8.20	370.03	112.00	3.30
New Mexico	3.64	2.64	2.77	5.40	51.69	25.30	2.04
Nevada	4.49	2.99	2.75	10.10	141.06	42.00	3.36
New York	3.06	2.06	1.91	7.80	762.64	199.60	3.82
Ohio	2.40	1.69	1.70	9.40	566.00	100.90	5.61
Oklahoma	2.61	2.24	2.27	5.50	96.22	39.40	2.44
Oregon	3.33	2.15	2.13	10.80	216.54	42.80	5.06
Pennsylvania	3.19	1.99	1.86	7.50	482.53	128.50	3.76
Rhode Island	3.52	2.81	2.62	10.50	59.66	15.80	3.77
South Carolina	2.43	1.92	1.87	11.00	241.05	42.00	5.74
South Dakota	3.03	3.00	3.13	4.60	20.47	13.40	1.53
Tennessee	2.07	1.63	1.66	9.10	276.31	49.40	5.59
Texas	3.04	1.94	1.80	6.50	769.34	229.00	3.36
Utah	3.27	2.67	2.49	5.10	70.45	37.10	1.90
Virginia	3.60	3.12	2.91	6.60	276.47	129.20	2.14
Vermont	3.72	3.12	3.07	7.00	25.22	11.10	2.26
Washington	4.10	2.67	2.42	8.40	299.04	94.20	3.17
Wisconsin	3.72	2.32	2.21	7.70	241.52	71.80	3.36
West Virginia	2.26	2.31	2.46	6.00	48.09	18.50	2.60
Wyoming	3.93	3.18	2.91	3.90	11.53	9.30	1.24

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
	Mar-08	Feb-09	Mar-09	Mar 08-09	Mar-08	Feb-09	Mar-09	Mar 08-09
Birmingham, AL	14.6	12.6	11.5	-21.3%	9.2	6.7	6.2	-32.5%
Phoenix, AZ	86.8	40.2	37.6	-56.7%	61.1	25.2	23.4	-61.7%
Tucson, AZ	15.7	11.2	10.3	-34.5%	10.7	7.3	6.5	-39.1%
Los Angeles, CA	193.0	136.4	126.3	-34.6%	134.2	92.1	84.9	-36.7%
Riverside, CA	23.8	22.5	20.9	-12.4%	16.2	15.1	13.5	-16.9%
Sacramento, CA	28.0	21.3	19.4	-30.8%	19.6	13.5	12.1	-38.3%
San Diego, CA	53.7	39.7	36.2	-32.7%	36.4	25.6	23.1	-36.5%
San Francisco, CA	121.4	76.3	65.1	-46.4%	82.7	47.6	40.3	-51.3%
San Jose, CA	51.2	29.0	25.9	-49.4%	30.0	15.1	13.8	-53.9%
Denver, CO	68.7	35.8	34.4	-49.9%	51.5	21.6	21.0	-59.3%
Hartford, CT	23.8	20.4	17.6	-25.8%	15.0	11.5	10.5	-30.1%
Washington, DC	154.7	141.0	128.3	-17.1%	91.6	72.2	66.9	-27.0%
Jacksonville, FL	20.5	15.6	15.4	-25.0%	13.4	10.8	10.2	-24.0%
Miami, FL	79.9	45.1	43.2	-46.0%	58.9	29.7	27.9	-52.7%
Orlando, FL	32.2	23.7	24.0	-25.4%	21.7	17.0	16.9	-21.9%
Tampa, FL	34.1	26.0	25.6	-24.9%	20.8	16.2	15.5	-25.4%
Atlanta, GA	91.3	50.4	47.7	-47.8%	59.9	31.2	28.6	-52.2%
Honolulu, HI	9.3	11.1	10.4	12.6%	6.7	8.1	7.4	10.2%
Chicago, IL	134.1	92.5	83.5	-37.8%	77.2	55.5	46.5	-39.8%
Indianapolis, IN	24.2	19.0	18.2	-24.5%	15.3	11.0	10.6	-31.0%
Louisville, KY	15.9	11.6	11.1	-30.0%	9.8	7.5	6.9	-29.7%
New Orleans, LA	21.7	14.4	13.0	-40.1%	12.4	8.8	8.1	-34.6%
Baltimore, MD	63.8	55.2	51.2	-19.8%	39.6	31.7	28.5	-28.1%
Boston, MA	113.9	79.5	71.0	-37.7%	72.4	45.5	41.4	-42.8%
Detroit, MI	36.9	28.1	27.4	-25.6%	25.1	19.2	18.3	-27.1%
Minneapolis-St. Paul, MN	74.1	40.3	38.1	-48.6%	43.8	24.1	23.7	-45.9%
Kansas City, MO	31.1	22.4	21.2	-31.9%	20.4	13.5	12.7	-37.4%
St. Louis, MO	39.7	29.0	27.9	-29.6%	25.8	17.8	17.3	-33.1%
Las Vegas, NV	42.4	29.7	26.7	-37.1%	27.7	20.1	17.1	-38.3%
Buffalo, NY	16.6	12.5	11.5	-30.6%	10.9	8.3	7.5	-31.0%
New York, NY	301.9	197.6	176.4	-41.6%	191.0	131.1	116.1	-39.2%
Rochester, NY	13.1	9.8	8.8	-32.6%	8.6	6.5	5.7	-33.6%
Charlotte, NC	32.4	21.8	20.1	-37.9%	21.0	13.6	12.5	-40.4%
Cincinnati, OH	29.4	22.0	21.2	-28.0%	18.3	13.0	12.7	-30.4%
Cleveland, OH	36.7	24.6	23.3	-36.4%	22.1	14.4	13.4	-39.5%
Columbus, OH	33.4	21.3	21.5	-35.7%	22.7	13.7	14.1	-37.7%
Oklahoma City, OK	15.3	16.5	16.5	7.8%	9.8	10.1	10.2	4.5%
Portland, OR	39.5	23.7	22.6	-42.9%	26.5	14.9	14.0	-47.2%
Philadelphia, PA	119.9	63.1	56.6	-52.8%	75.4	36.6	32.8	-56.6%
Pittsburgh, PA	39.8	31.4	29.8	-25.0%	26.7	21.4	20.1	-24.6%
Providence, RI	19.0	16.4	15.4	-19.3%	12.4	10.8	9.9	-20.1%
Memphis, TN	15.5	12.1	11.6	-25.5%	9.7	7.7	7.1	-27.5%
Nashville, TN	22.2	16.3	16.4	-26.1%	14.7	10.2	10.2	-31.0%
Austin, TX	50.8	22.5	21.9	-56.8%	36.8	14.4	14.1	-61.8%
Dallas, TX	115.8	68.3	63.7	-45.0%	76.4	40.0	37.7	-50.7%
Houston, TX	91.1	58.9	53.6	-41.1%	60.3	33.9	30.7	-49.0%
San Antonio, TX	31.9	23.5	22.2	-30.3%	21.1	15.2	14.2	-32.6%
Salt Lake City, UT	26.1	21.2	19.0	-27.5%	19.5	13.0	11.6	-40.5%
Richmond, VA	22.7	15.1	14.0	-38.3%	14.4	9.5	8.5	-40.7%
Virginia Beach, VA	19.4	18.5	18.3	-6.0%	11.6	11.4	11.1	-4.1%
Seattle-Tacoma, WA	92.9	56.9	48.8	-47.4%	56.8	32.0	26.6	-53.1%
Milwaukee, WI	46.8	21.4	17.5	-62.6%	23.9	12.4	10.9	-54.5%

Source: The Conference Board

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

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

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Mar-08	Feb-09	Mar-09	Jan-09	Jan-09	Jan-09	Jan-09
Birmingham, AL	2.71	2.44	2.21	7.4	38.4	11.1	3.47
Phoenix, AZ	4.17	1.90	1.77	6.7	142.2	35.5	4.00
Tucson, AZ	3.42	2.30	2.11	6.5	31.8	9.8	3.23
Los Angeles, CA	2.93	2.07	1.92	10.0	659.8	116.2	5.68
Riverside, CA	1.32	1.24	1.15	11.8	213.6	15.9	13.41
Sacramento, CA	2.62	2.00	1.82	10.4	110.5	18.9	5.86
San Diego, CA	3.47	2.52	2.29	8.6	135.1	34.6	3.90
San Francisco, CA	5.40	3.35	2.85	8.4	192.3	66.6	2.89
San Jose, CA	5.75	3.14	2.81	9.4	86.9	26.6	3.27
Denver, CO	4.91	2.57	2.48	7.4	103.0	31.8	3.24
Hartford, CT	4.01	3.46	2.99	7.9	46.8	17.0	2.75
Washington, DC	5.15	4.70	4.27	5.5	166.4	126.4	1.32
Jacksonville, FL	3.06	2.29	2.26	8.5	58.1	13.1	4.45
Miami, FL	2.83	1.60	1.53	7.6	214.9	39.3	5.47
Orlando, FL	2.92	2.14	2.16	9.0	99.6	19.4	5.13
Tampa, FL	2.54	1.97	1.94	9.7	127.5	23.2	5.50
Atlanta, GA	3.29	1.86	1.76	8.7	234.8	44.6	5.26
Honolulu, HI	2.03	2.47	2.32	5.2	23.4	9.9	2.36
Chicago, IL	2.70	1.91	1.73	8.4	404.1	76.1	5.31
Indianapolis, IN	2.70	2.13	2.05	8.0	70.8	16.5	4.30
Louisville, KY	2.54	1.86	1.78	9.4	58.8	10.5	5.60
New Orleans, LA	4.27	2.71	2.45	5.5	29.3	12.1	2.43
Baltimore, MD	4.55	3.97	3.68	7.1	98.5	49.0	2.01
Boston, MA	4.59	3.19	2.85	7.2	179.3	70.4	2.55
Detroit, MI	1.75	1.37	1.33	13.0	268.4	23.5	11.43
Minneapolis-St. Paul, MN	4.01	2.23	2.10	7.8	140.5	38.8	3.62
Kansas City, MO	3.00	2.16	2.04	8.2	85.2	20.2	4.21
St. Louis, MO	2.76	2.03	1.96	9.1	129.7	25.6	5.07
Las Vegas, NV	4.30	2.92	2.63	10.0	101.7	24.8	4.10
Buffalo, NY	2.87	2.12	1.95	9.0	53.1	10.5	5.05
New York, NY	3.24	2.09	1.87	7.3	691.5	165.7	4.17
Rochester, NY	2.49	1.83	1.65	8.0	42.7	8.6	4.95
Charlotte, NC	3.86	2.54	2.35	10.5	89.8	19.2	4.67
Cincinnati, OH	2.64	1.98	1.91	8.4	92.9	19.8	4.71
Cleveland, OH	3.41	2.35	2.23	7.6	80.0	22.7	3.52
Columbus, OH	3.49	2.25	2.27	7.6	71.7	19.7	3.65
Oklahoma City, OK	2.77	2.90	2.91	5.2	29.2	14.1	2.07
Portland, OR	3.40	2.00	1.90	9.8	116.4	20.9	5.57
Philadelphia, PA	4.07	2.11	1.89	7.5	224.5	56.5	3.97
Pittsburgh, PA	3.34	2.57	2.45	7.3	89.1	26.3	3.39
Providence, RI	2.71	2.35	2.20	11.5	80.4	13.9	5.78
Memphis, TN	2.52	1.98	1.89	8.8	53.7	9.9	5.43
Nashville, TN	2.81	2.08	2.09	8.0	62.4	14.1	4.43
Austin, TX	5.91	2.57	2.51	6.4	55.7	19.2	2.90
Dallas, TX	3.72	2.17	2.02	7.1	222.3	58.3	3.81
Houston, TX	3.30	2.10	1.91	6.5	183.0	54.0	3.39
San Antonio, TX	3.42	2.48	2.35	6.3	59.3	19.6	3.02
Salt Lake City, UT	4.26	3.42	3.06	4.6	28.4	17.5	1.62
Richmond, VA	3.48	2.34	2.17	6.9	44.6	13.5	3.31
Virginia Beach, VA	2.35	2.25	2.22	6.7	54.9	15.5	3.54
Seattle-Tacoma, WA	5.01	3.04	2.61	7.5	140.8	50.1	2.81
Milwaukee, WI	5.90	2.70	2.20	7.1	56.2	25.2	2.23

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, Not Seasonally Adjusted

Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Mar-08	Feb-09	Mar-09	Feb-09	Feb-09	
Total	4,485.2	3,352.1	3,100.7	13,699	4.1	\$19.56
Management	538.5	408.1	365.5	734	1.8	\$46.22
Business and financial operations	259.8	202.0	176.2	284	1.4	\$30.01
Computer and mathematical	540.1	439.7	381.3	198	0.5	\$34.71
Architecture and engineering	197.7	149.8	126.9	156	1.0	\$33.11
Life, physical, and social science	82.5	71.4	63.3	43	0.6	\$29.82
Community and social services	44.0	39.6	37.0	78	2.0	\$19.49
Legal	29.7	19.6	18.7	60	3.1	\$42.53
Education, training, and library	65.5	61.5	56.6	212	3.4	\$22.41
Arts, design, entertainment, sports, and media	88.3	88.0	78.6	183	2.1	\$23.27
Healthcare practitioners and technical	555.9	523.3	498.7	189	0.4	\$31.26
Healthcare support	89.7	92.1	94.7	199	2.2	\$12.31
Protective service	28.9	24.0	24.3	187	7.8	\$18.63
Food preparation and serving related	93.9	62.3	66.2	968	15.5	\$9.35
Building and grounds cleaning and maintenance	43.1	29.4	32.7	718	24.4	\$11.33
Personal care and service	54.6	50.6	50.2	344	6.8	\$11.53
Sales and related	377.4	363.9	369.2	1,438	4.0	\$16.94
Office and administrative support	481.2	341.9	309.2	1,545	4.5	\$15.00
Farming, fishing, and forestry	4.4	4.6	5.6	238	51.7	\$10.89
Construction and extraction	57.7	39.7	39.7	2,163	54.5	\$19.53
Installation, maintenance, and repair	103.8	81.1	77.3	445	5.5	\$19.20
Production	100.2	71.1	65.9	1,246	17.5	\$15.05
Transportation and material moving	113.0	72.6	71.1	1,223	16.8	\$14.75
Other/Uncoded	535.3	115.8	91.8	848	7.3	N/A

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 Statistics program.
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 2007 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
	Mar-09	Wage ²	Mar-09	Wage ²	Mar-09	Wage ²
United States	541678.0	\$38.11	1261117	\$28.12	268115.0	\$11.50
Alabama	5,795.0	\$35.22	15,348.0	\$24.97	4,410.0	\$9.52
Alaska	2,309.0	\$34.11	7,621.0	\$28.28	1,773.0	\$14.00
Arizona	9,437.0	\$33.80	27,012.0	\$25.74	5,127.0	\$11.44
Arkansas	3,390.0	\$30.47	8,613.0	\$22.61	2,353.0	\$9.47
California	67,842.0	\$42.29	146,436.0	\$32.17	23,563.0	\$12.71
Colorado	10,697.0	\$38.05	26,662.0	\$29.23	5,094.0	\$11.90
Connecticut	9,597.0	\$43.14	18,917.0	\$30.53	3,590.0	\$13.44
Delaware	2,318.0	\$38.23	5,324.0	\$30.29	1,039.0	\$11.98
Florida	25,131.0	\$35.01	58,440.0	\$26.73	17,241.0	\$11.30
Georgia	15,011.0	\$37.76	33,902.0	\$25.94	5,859.0	\$10.49
Hawaii	2,065.0	\$34.25	5,062.0	\$27.21	1,561.0	\$13.12
Idaho	1,889.0	\$29.99	5,388.0	\$24.41	1,826.0	\$10.27
Illinois	26,076.0	\$38.17	46,956.0	\$28.87	8,087.0	\$12.16
Indiana	6,821.0	\$34.28	17,533.0	\$24.51	3,492.0	\$10.36
Iowa	4,901.0	\$31.25	12,737.0	\$22.81	3,833.0	\$10.19
Kansas	3,762.0	\$33.43	11,697.0	\$23.66	2,653.0	\$10.17
Kentucky	4,195.0	\$32.93	10,800.0	\$24.05	2,518.0	\$9.94
Louisiana	5,626.0	\$31.18	13,303.0	\$23.28	3,916.0	\$9.50
Maine	2,009.0	\$32.25	6,135.0	\$24.19	1,747.0	\$11.14
Maryland	16,179.0	\$40.52	50,801.0	\$31.66	6,938.0	\$12.37
Massachusetts	21,120.0	\$43.68	41,178.0	\$31.99	7,118.0	\$13.54
Michigan	10,775.0	\$37.86	24,279.0	\$28.95	6,813.0	\$11.65
Minnesota	11,378.0	\$37.09	24,455.0	\$28.30	4,556.0	\$11.86
Mississippi	2,298.0	\$31.00	6,340.0	\$22.60	1,539.0	\$9.27
Missouri	8,436.0	\$34.49	21,739.0	\$25.22	6,077.0	\$10.41
Montana	1,453.0	\$27.97	4,815.0	\$20.77	1,465.0	\$9.94
Nebraska	4,022.0	\$31.79	10,151.0	\$23.85	2,794.0	\$10.10
Nevada	5,401.0	\$36.47	13,484.0	\$27.74	4,895.0	\$11.72
New Hampshire	2,507.0	\$37.75	7,872.0	\$26.84	1,659.0	\$11.73
New Jersey	22,451.0	\$44.15	42,807.0	\$31.63	9,482.0	\$13.87
New Mexico	3,669.0	\$33.53	10,793.0	\$26.38	2,105.0	\$9.86
New York	37,709.0	\$46.13	66,440.0	\$31.04	15,238.0	\$13.55
North Carolina	11,849.0	\$37.09	29,084.0	\$25.19	6,660.0	\$10.34
North Dakota	1,306.0	\$31.73	3,804.0	\$22.27	1,172.0	\$9.96
Ohio	15,964.0	\$35.55	37,152.0	\$27.28	8,807.0	\$10.97
Oklahoma	5,345.0	\$29.88	13,648.0	\$22.47	4,211.0	\$9.62
Oregon	6,192.0	\$34.67	16,148.0	\$27.08	3,995.0	\$11.85
Pennsylvania	20,182.0	\$35.31	46,388.0	\$26.74	10,570.0	\$11.27
Rhode Island	2,310.0	\$39.67	5,276.0	\$29.25	1,561.0	\$12.37
South Carolina	5,406.0	\$34.24	16,135.0	\$24.51	4,731.0	\$9.87
South Dakota	1,461.0	\$29.33	4,302.0	\$21.61	1,844.0	\$9.50
Tennessee	7,535.0	\$33.44	19,294.0	\$24.32	4,694.0	\$10.04
Texas	36,899.0	\$37.28	81,858.0	\$27.04	17,893.0	\$10.02
Utah	4,659.0	\$33.83	11,906.0	\$25.35	3,116.0	\$10.50
Vermont	1,305.0	\$33.94	4,194.0	\$24.78	1,145.0	\$11.77
Virginia	22,864.0	\$39.40	60,188.0	\$30.52	6,924.0	\$11.38
Washington	13,482.0	\$39.80	37,896.0	\$29.95	7,202.0	\$13.29
West Virginia	2,132.0	\$28.72	6,864.0	\$22.26	2,103.0	\$9.19
Wisconsin	9,827.0	\$34.06	26,121.0	\$26.25	6,553.0	\$11.18
Wyoming	831.0	\$30.42	3,976.0	\$22.94	656.0	\$10.54

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 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 8: State Occupational Demand and Pay, 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
	Mar-09	Wage ¹	Mar-09	Wage ¹	Mar-09	Wage ¹
United States	678370.0	\$15.74	122624.0	\$19.08	136935.0	\$14.90
Alabama	11,281.0	\$13.56	2,990.0	\$16.26	4,102.0	\$13.58
Alaska	3,183.0	\$16.27	927.0	\$26.06	735.0	\$20.95
Arizona	13,746.0	\$14.89	2,136.0	\$17.08	1,995.0	\$14.71
Arkansas	5,893.0	\$12.93	1,185.0	\$16.12	1,408.0	\$13.45
California	80,535.0	\$17.38	10,915.0	\$20.39	13,055.0	\$14.87
Colorado	13,337.0	\$16.78	2,763.0	\$19.03	2,475.0	\$15.67
Connecticut	9,659.0	\$18.47	1,475.0	\$22.15	1,943.0	\$16.08
Delaware	2,567.0	\$15.88	430.0	\$19.64	493.0	\$15.22
Florida	42,016.0	\$15.15	6,557.0	\$16.57	5,967.0	\$13.89
Georgia	17,493.0	\$14.97	3,107.0	\$17.06	3,425.0	\$14.08
Hawaii	3,953.0	\$15.26	786.0	\$23.52	662.0	\$15.86
Idaho	3,866.0	\$13.61	863.0	\$16.49	677.0	\$13.67
Illinois	25,820.0	\$16.70	3,520.0	\$23.67	5,440.0	\$15.40
Indiana	9,792.0	\$14.56	1,628.0	\$19.62	2,251.0	\$15.37
Iowa	7,849.0	\$14.04	2,283.0	\$17.71	2,822.0	\$14.42
Kansas	6,079.0	\$14.45	1,275.0	\$18.31	1,374.0	\$14.76
Kentucky	6,361.0	\$13.86	1,149.0	\$17.31	1,574.0	\$14.49
Louisiana	9,873.0	\$13.02	2,108.0	\$16.97	2,185.0	\$15.06
Maine	3,102.0	\$14.38	639.0	\$17.11	740.0	\$14.42
Maryland	15,738.0	\$16.43	3,544.0	\$19.77	3,120.0	\$15.68
Massachusetts	17,329.0	\$18.10	2,651.0	\$23.02	3,395.0	\$16.18
Michigan	16,783.0	\$15.85	2,968.0	\$21.42	3,236.0	\$17.07
Minnesota	14,109.0	\$16.58	2,324.0	\$21.86	3,179.0	\$15.77
Mississippi	4,134.0	\$12.73	1,019.0	\$15.31	1,112.0	\$13.03
Missouri	13,272.0	\$14.85	2,452.0	\$19.67	3,040.0	\$14.78
Montana	2,476.0	\$13.01	913.0	\$17.71	616.0	\$14.52
Nebraska	6,098.0	\$13.81	1,515.0	\$17.40	1,614.0	\$15.05
Nevada	9,346.0	\$15.14	1,552.0	\$21.07	1,295.0	\$14.47
New Hampshire	3,667.0	\$15.69	583.0	\$18.92	789.0	\$15.15
New Jersey	22,385.0	\$17.89	3,327.0	\$23.10	4,156.0	\$15.43
New Mexico	4,975.0	\$13.11	901.0	\$16.13	840.0	\$14.42
New York	42,451.0	\$17.87	5,614.0	\$22.69	7,225.0	\$16.09
North Carolina	15,771.0	\$14.73	3,205.0	\$16.76	3,152.0	\$13.68
North Dakota	2,386.0	\$13.07	1,111.0	\$17.75	749.0	\$14.78
Ohio	22,194.0	\$15.20	3,597.0	\$19.61	4,956.0	\$15.19
Oklahoma	9,417.0	\$13.13	2,482.0	\$16.64	2,452.0	\$13.76
Oregon	8,529.0	\$15.97	1,559.0	\$19.64	1,573.0	\$14.95
Pennsylvania	24,497.0	\$15.43	4,239.0	\$19.45	5,888.0	\$15.11
Rhode Island	3,187.0	\$15.90	548.0	\$20.54	608.0	\$14.51
South Carolina	8,864.0	\$13.74	2,017.0	\$16.34	2,173.0	\$13.93
South Dakota	2,632.0	\$13.01	1,068.0	\$15.57	796.0	\$12.80
Tennessee	11,456.0	\$14.27	1,970.0	\$16.61	2,453.0	\$13.99
Texas	48,918.0	\$14.80	10,224.0	\$16.00	10,362.0	\$14.01
Utah	8,849.0	\$14.34	1,619.0	\$17.55	1,723.0	\$14.50
Vermont	1,716.0	\$14.99	361.0	\$17.80	463.0	\$15.00
Virginia	18,143.0	\$15.87	3,701.0	\$18.54	3,051.0	\$14.94
Washington	14,914.0	\$17.21	3,158.0	\$21.74	2,605.0	\$17.02
West Virginia	3,957.0	\$12.34	1,027.0	\$17.52	984.0	\$14.01
Wisconsin	12,955.0	\$15.31	2,588.0	\$20.31	4,557.0	\$15.17
Wyoming	1,471.0	\$13.08	408.0	\$19.62	353.0	\$17.12

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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Table 9: MSA Occupational Demand and Pay¹, Not Seasonally Adjusted

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Mar-09	Average Hourly Wage ²	Total Ads Mar-09	Average Hourly Wage ²	Total Ads Mar-09	Average Hourly Wage ²
United States	541678.0	\$38.11	1261117	\$28.12	268115.0	\$11.50
Birmingham, AL	1,575.0	\$37.60	3,606.0	\$25.09	1,215.0	\$10.00
Phoenix, AZ	6,077.0	\$34.48	16,177.0	\$26.07	2,881.0	\$11.51
Tucson, AZ	1,438.0	\$33.36	4,165.0	\$27.01	1,250.0	\$11.27
Los Angeles, CA	23,882.0	\$42.38	49,350.0	\$31.75	8,198.0	\$12.44
Riverside, CA	2,993.0	\$37.72	6,618.0	\$28.64	2,137.0	\$12.04
Sacramento, CA	3,488.0	\$36.04	8,089.0	\$30.26	1,444.0	\$12.61
San Diego, CA	5,839.0	\$40.44	15,734.0	\$31.59	2,564.0	\$11.89
San Francisco, CA	15,607.0	\$47.12	28,353.0	\$35.71	3,749.0	\$14.19
San Jose, CA	5,346.0	\$52.55	14,393.0	\$40.52	942.0	\$13.24
Denver, CO	6,586.0	\$39.54	13,974.0	\$30.58	2,612.0	\$12.16
Hartford, CT	3,749.0	\$39.97	6,989.0	\$31.50	1,283.0	\$13.44
Washington, DC	30,049.0	\$44.15	67,827.0	\$36.23	5,731.0	\$13.20
Jacksonville, FL	2,619.0	\$34.84	5,212.0	\$26.36	1,467.0	\$10.95
Miami, FL	7,677.0	\$37.20	15,637.0	\$27.70	4,233.0	\$11.94
Orlando, FL	3,812.0	\$34.37	8,101.0	\$26.31	2,487.0	\$10.84
Tampa, FL	3,869.0	\$34.83	11,034.0	\$27.01	2,487.0	\$10.87
Atlanta, GA	9,974.0	\$39.61	20,750.0	\$28.06	2,914.0	\$11.12
Honolulu, HI	1,551.0	\$34.72	3,272.0	\$28.32	1,181.0	\$12.83
Chicago, IL	19,880.0	\$39.96	32,879.0	\$30.28	5,367.0	\$12.50
Indianapolis, IN	3,320.0	\$35.73	7,043.0	\$26.72	1,412.0	\$11.01
Louisville, KY	1,824.0	\$34.64	4,097.0	\$25.32	1,104.0	\$10.39
New Orleans, LA	1,923.0	\$33.00	4,537.0	\$25.78	1,484.0	\$10.02
Baltimore, MD	7,511.0	\$39.64	26,451.0	\$30.74	3,760.0	\$11.17
Boston, MA	16,487.0	\$44.98	31,084.0	\$33.21	4,983.0	\$13.78
Detroit, MI	4,758.0	\$40.84	9,819.0	\$31.36	2,805.0	\$12.11
Minneapolis-St. Paul, MN	7,639.0	\$39.44	14,737.0	\$29.95	2,714.0	\$12.38
Kansas City, MO	3,324.0	\$35.98	8,145.0	\$26.94	1,986.0	\$11.06
St. Louis, MO	4,608.0	\$35.83	11,138.0	\$27.24	2,651.0	\$11.00
Las Vegas, NV	3,760.0	\$36.75	9,584.0	\$27.58	3,710.0	\$11.89
Buffalo, NY	1,706.0	\$35.63	3,369.0	\$25.80	1,248.0	\$11.56
New York, NY	39,820.0	\$48.39	68,411.0	\$33.31	13,816.0	\$14.26
Rochester, NY	1,359.0	\$38.50	2,982.0	\$27.16	921.0	\$11.61
Charlotte, NC	3,924.0	\$39.78	7,666.0	\$26.71	1,682.0	\$10.97
Cincinnati, OH	3,786.0	\$37.17	8,334.0	\$27.98	1,780.0	\$11.20
Cleveland, OH	3,865.0	\$37.01	9,292.0	\$28.30	2,445.0	\$11.59
Columbus, OH	3,919.0	\$35.49	8,021.0	\$29.07	2,101.0	\$11.44
Oklahoma City, OK	2,335.0	\$30.80	5,658.0	\$24.44	1,667.0	\$10.09
Portland, OR	3,999.0	\$36.74	9,135.0	\$29.05	1,984.0	\$12.29
Philadelphia, PA	11,416.0	\$39.65	23,926.0	\$29.60	4,764.0	\$12.45
Pittsburgh, PA	4,722.0	\$33.53	10,713.0	\$26.36	3,384.0	\$10.72
Providence, RI	2,449.0	\$39.34	5,738.0	\$28.35	1,803.0	\$12.34
Memphis, TN	1,898.0	\$36.03	4,371.0	\$25.83	939.0	\$10.44
Nashville, TN	2,829.0	\$34.85	6,455.0	\$25.07	1,460.0	\$10.60
Austin, TX	3,436.0	\$37.24	9,521.0	\$28.60	1,925.0	\$10.35
Dallas, TX	12,794.0	\$39.49	25,771.0	\$29.16	4,239.0	\$10.92
Houston, TX	10,528.0	\$40.36	19,896.0	\$29.42	4,292.0	\$10.11
San Antonio, TX	3,373.0	\$33.39	8,762.0	\$25.05	2,350.0	\$9.72
Salt Lake City, UT	2,949.0	\$35.04	7,039.0	\$27.96	1,666.0	\$11.03
Richmond, VA	2,401.0	\$36.64	5,654.0	\$28.00	1,283.0	\$11.12
Virginia Beach, VA	2,611.0	\$34.08	7,464.0	\$26.61	1,882.0	\$10.56
Seattle-Tacoma, WA	8,713.0	\$41.81	24,626.0	\$32.36	3,733.0	\$13.85
Milwaukee, WI	2,790.0	\$37.28	6,817.0	\$27.96	1,750.0	\$11.71

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 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads Mar-09	Average Hourly Wage ¹	Total Ads Mar-09	Average Hourly Wage ¹	Total Ads Mar-09	Average Hourly Wage ¹
United States	678370.0	\$15.74	122624.0	\$19.08	136935.0	\$14.90
Birmingham, AL	3,192.0	\$15.02	685.0	\$17.44	862.0	\$13.93
Phoenix, AZ	9,007.0	\$15.37	1,119.0	\$17.52	1,221.0	\$14.97
Tucson, AZ	2,171.0	\$13.86	520.0	\$17.08	421.0	\$13.63
Los Angeles, CA	31,545.0	\$17.30	3,440.0	\$21.27	5,190.0	\$14.05
Riverside, CA	6,359.0	\$15.32	940.0	\$19.77	1,222.0	\$14.33
Sacramento, CA	4,468.0	\$17.23	645.0	\$21.67	655.0	\$15.41
San Diego, CA	8,301.0	\$16.86	1,317.0	\$21.48	1,364.0	\$14.72
San Francisco, CA	12,316.0	\$20.11	1,592.0	\$25.76	1,736.0	\$17.79
San Jose, CA	3,807.0	\$21.77	460.0	\$24.34	516.0	\$16.76
Denver, CO	7,310.0	\$17.98	1,544.0	\$19.56	1,467.0	\$16.15
Hartford, CT	3,752.0	\$18.26	607.0	\$22.33	781.0	\$16.70
Washington, DC	17,109.0	\$18.10	2,848.0	\$20.88	2,121.0	\$16.78
Jacksonville, FL	4,083.0	\$15.26	795.0	\$17.37	696.0	\$14.83
Miami, FL	11,723.0	\$15.92	1,198.0	\$17.22	1,337.0	\$14.53
Orlando, FL	6,932.0	\$14.83	926.0	\$16.96	923.0	\$13.51
Tampa, FL	5,830.0	\$15.45	997.0	\$16.12	738.0	\$13.25
Atlanta, GA	9,611.0	\$16.22	1,421.0	\$18.15	1,603.0	\$15.24
Honolulu, HI	2,917.0	\$15.28	564.0	\$24.14	522.0	\$15.96
Chicago, IL	17,660.0	\$17.50	2,182.0	\$24.89	3,573.0	\$15.73
Indianapolis, IN	4,368.0	\$16.06	650.0	\$20.03	878.0	\$15.48
Louisville, KY	2,797.0	\$15.13	458.0	\$18.28	590.0	\$15.73
New Orleans, LA	3,293.0	\$14.08	662.0	\$17.61	678.0	\$15.33
Baltimore, MD	8,572.0	\$16.57	1,752.0	\$19.66	1,733.0	\$16.05
Boston, MA	12,618.0	\$18.83	1,819.0	\$23.65	2,259.0	\$16.51
Detroit, MI	6,773.0	\$17.10	1,184.0	\$23.48	1,260.0	\$18.78
Minneapolis-St. Paul, MN	8,836.0	\$17.87	1,315.0	\$23.75	1,945.0	\$16.55
Kansas City, MO	5,213.0	\$16.23	834.0	\$20.79	1,096.0	\$15.53
St. Louis, MO	6,430.0	\$16.02	994.0	\$22.35	1,358.0	\$16.08
Las Vegas, NV	6,693.0	\$15.13	1,013.0	\$21.18	910.0	\$14.17
Buffalo, NY	3,491.0	\$15.05	518.0	\$19.94	820.0	\$15.76
New York, NY	38,451.0	\$18.99	4,378.0	\$24.36	5,820.0	\$16.35
Rochester, NY	2,265.0	\$15.56	466.0	\$18.69	633.0	\$14.56
Charlotte, NC	4,480.0	\$16.53	814.0	\$17.78	857.0	\$14.82
Cincinnati, OH	4,930.0	\$16.41	741.0	\$19.66	1,074.0	\$15.15
Cleveland, OH	4,865.0	\$15.98	860.0	\$21.27	1,374.0	\$15.84
Columbus, OH	4,983.0	\$15.82	816.0	\$19.45	1,051.0	\$14.56
Oklahoma City, OK	4,309.0	\$13.71	1,048.0	\$17.23	966.0	\$13.81
Portland, OR	5,006.0	\$17.21	853.0	\$20.98	967.0	\$15.65
Philadelphia, PA	10,987.0	\$17.09	1,730.0	\$21.87	2,295.0	\$16.00
Pittsburgh, PA	7,094.0	\$15.00	1,283.0	\$19.55	1,741.0	\$15.13
Providence, RI	3,506.0	\$15.55	646.0	\$20.68	788.0	\$14.34
Memphis, TN	2,866.0	\$15.10	428.0	\$17.18	692.0	\$14.30
Nashville, TN	3,883.0	\$15.25	651.0	\$17.39	652.0	\$14.97
Austin, TX	4,765.0	\$15.74	758.0	\$16.12	796.0	\$13.30
Dallas, TX	14,724.0	\$16.30	2,211.0	\$16.90	2,640.0	\$14.38
Houston, TX	11,549.0	\$15.94	2,766.0	\$16.68	2,854.0	\$15.02
San Antonio, TX	5,232.0	\$13.71	1,054.0	\$15.14	879.0	\$12.53
Salt Lake City, UT	4,961.0	\$15.40	831.0	\$18.07	989.0	\$14.97
Richmond, VA	3,069.0	\$16.43	621.0	\$18.54	558.0	\$14.56
Virginia Beach, VA	3,747.0	\$14.59	1,169.0	\$17.67	935.0	\$14.93
Seattle-Tacoma, WA	8,019.0	\$18.43	1,399.0	\$23.19	1,298.0	\$17.93
Milwaukee, WI	3,976.0	\$16.81	659.0	\$22.40	1,090.0	\$15.70

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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