



THE CONFERENCE BOARD

News Release

For further information:

Frank Tortorici (212) 339-0231
 Gad Levanon (212) 339-0317
 June Shelp (212) 339-0369

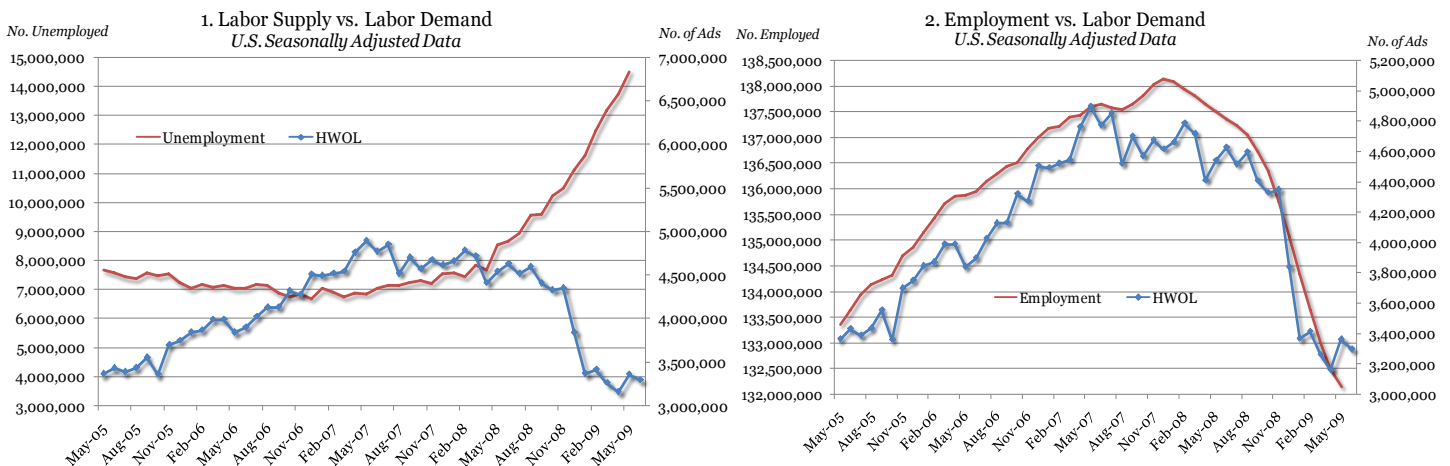
For Immediate Release 10:00 AM ET, Monday, June 29, 2009

The Conference Board Reports Online Job Demand Down 66,700 in June

- **Nationally, labor demand shows modest growth of 35,000 since March**
- **States show a mixed picture in June: 24 posting gains and 26 posting declines**
- **Modest growth in job demand evident in Florida and Georgia over last few months**
- **Occupations: June advertised vacancies for healthcare support occupations are running at the same level as last year**

NEW YORK, June 29, 2009...Online advertised vacancies declined 66,700 to 3,294,800 in June, according to **The Conference Board Help-Wanted Online Data Series (HWOL)TM** released today. In the five months since January, online labor demand has dropped a relatively modest 71,000, in sharp contrast to the 1,200,000 decline in the previous five months from August 2008 to January 2009.

“We are not out of the woods yet, but job demand has definitely stabilized since January,” said Gad Levanon, Senior Economist at The Conference Board. “Although there is some bounce in the monthly numbers, the number of online advertised vacancies has held steady in the last three months (up a modest 35,000) (Chart 1). Across the U.S., it is an increasingly mixed picture with some states, like Florida and Georgia, showing some modest gains, others such as New York, North Carolina holding steady, and some, like California and Pennsylvania, yet to show real improvement.” (Table A)



Source: The Conference Board, BLS

Source: The Conference Board, BLS

NOTE: New seasonal adjustment factors have been applied with this release. Seasonal factors are updated each year and applied to the entire national, regional, state and occupational data series. The release schedule, national historic table and technical notes to this series are available at The Conference Board website, www.conference-board.org/economics/helpwantedOnline.cfm. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**.

Regional and State Highlights

- Modest strength seen in the South in states like Florida and Georgia
- Among the 20 most populous states, unemployed people outnumber advertised vacancies (Supply/Demand) and range from a low of roughly 2 to 1 (Maryland) to about 10 to 1 (Michigan)

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Jun-09	M-O-M Change (Thousands) Jun-May 09	Supply/ Demand Rate ² May-09	Recent Trend ³
United States	3,294.8	-66.7	4.32	↓ 5/07
NORTHEAST	641.1	-18.1	3.60	
Massachusetts	100.5	-2.2	2.75	↓ 8/08
New Jersey	115.7	-2.6	3.38	→ 1/09
New York	200.6	-5.3	3.90	→ 1/09
Pennsylvania	117.9	-2.7	4.41	↓ 2/08
SOUTH	1,202.6	-3.4	4.06	
Florida	170.1	9.2	5.86	→ 1/09
Georgia	89.6	2.9	5.35	→ 1/09
Maryland	107.8	-1.4	1.95	→ 1/09
North Carolina	79.3	0.9	6.49	→ 1/09
Texas	217.8	-5.1	3.78	↓ 8/08
Virginia	132.7	0.1	2.25	→ 3/09
MIDWEST	638.7	-13.4	5.24	
Illinois	123.2	1.9	5.53	↓ 8/08
Michigan	69.2	0.8	9.95	→ 1/09
Minnesota	58.3	-2.3	4.00	↓ 2/08
Missouri	61.6	-1.8	4.29	↓ 8/08
Ohio	99.5	0.7	6.54	→ 1/09
Wisconsin	59.5	-4.3	4.33	↓ 3/08
WEST	812.6	-10.3	4.45	
Arizona	68.7	4.6	4.04	↓ 5/07
California	364.0	-15.9	5.63	↓ 6/07
Colorado	67.4	3.4	3.22	↓ 8/08
Washington	85.8	-1.3	3.86	↓ 8/08

The Conference Board - All rights reserved.

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 number of advertised vacancies declined in June in all four regions of the country (Northeast, South, Midwest and West), ranging from a modest drop of 3,400 in the Southern region to 18,100 in the Northeast, 13,400 in the Midwest and 10,300 in the West. “The June data shows an almost even split between the number of states with increases (24) and the number with declines (26),” said Levanon. “But there are clear signs that the employers are advertising again for workers and in some states the trend over the last few months has improved.”

The June decrease of 3,400 in the Southern region reflected the contrasting movement of some of the largest states. Of these states, Florida experienced a sizeable gain, 9,200, and was followed by Georgia (2,900), North Carolina (900) and Virginia (100). Texas and Maryland both experienced declines, -5,100 and -1,400 respectively. Among the smaller states in the South, West Virginia (4,100), Kentucky (3,700) and Arkansas (1,600) increased in June. Oklahoma (-1,100) and Louisiana (-800) both declined in June and continued their relative flat trends since January. (Table A and Table 3)

In the Northeast, all four of the largest states posted declines in June. New York showing the largest decrease (5,300), however looking at the trend since January, job demand in New York is basically flat. New Jersey, which was down 2,600 in June, has experienced a modest increase of 1,700 over the last four months. Pennsylvania (-2,700) and Massachusetts (-2,200) decreased modestly in June, and both states continue their downward trend. Among the states with smaller populations in the region, Maine dropped a modest 100 in June and overall has shown a flat trend since January.

In the West, changes in labor demand among the four most populous states in June were split between increases in Arizona and Colorado and decreases in California and Washington. Arizona and Colorado increased 4,600 and 3,400 respectively and thereby returned to their levels at the beginning of the year, although still 40 percent below their levels in June 2008. California was down 15,900 in June and continued its downward trend. Washington reversed only a small number of last month’s gains with a decline of 1,300 jobs. Among the states with smaller populations, Hawaii and New Mexico are two states in the West where the trend has been steady since January. In June, Hawaii rose 800 while New Mexico was up 1,000.

In the Midwest, Wisconsin declined by 4,300, Minnesota decreased by 2,300, and Missouri declined by 1,800. Illinois experienced the largest increase (1,900) and was followed by Michigan (800) and Ohio (700). Ohio continues to be the Midwest state where drops in labor demand have leveled off over the last couple of months.

The Supply/Demand rate for the U.S. in May (the latest month for which unemployment numbers are available) was at 4.32, down slightly from 4.40 in April but still indicating that there are more than 4 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate is in Michigan (9.95), or nearly 10 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy include Indiana (7.73), Kentucky (7.33), Ohio (6.54), North Carolina (6.49), and Mississippi (6.30). North Dakota (1.41) and Nebraska (1.44) have some of the lowest rates. (Table 4).

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

OCUPATIONAL HIGHLIGHTS

- **Online advertised vacancies rise in June for the occupational category Arts, Design, Entertainment, Sports and are in line with year ago levels**
- **Construction and Legal among the categories that are unchanged in June but well below year ago levels**
- **Labor Demand dips in June for Sales occupations and several white collar occupational categories including Computer and Mathematical**

Almost half of the 66,700 monthly decline in June in online advertised vacancies reflects decreases in Computer and Mathematical Science (-19,900), Sales and Related (-11,700) occupations. Advertised vacancies in both of these occupations are over 30 percent below levels of a year ago. Other large occupation groups with declines in June were Health Practitioners and Technical occupations (-10,400), and Architecture and Engineering (-10,000). (Table B & Table 7)

While online advertised vacancies in most of these broad occupational categories continue to run well below year ago levels, there are a few exceptions. Art, design, entertainment, sports and media posted 98,200 advertised vacancies in June, exactly in line with the June 2008 level. Healthcare support occupations at 97,800 were slightly above (600) last year's level.

Supply/Demand rates indicated that, among the occupations with the largest number of online advertised vacancies, there is a significant difference in the number of unemployed seeking positions in these occupations. Among the top ten occupations advertised online, there were more vacancies than unemployed people seeking positions for healthcare practitioners (0.4) and computer and mathematical science (0.4). On the other hand, in sales and related occupations, there were about four people seeking jobs in this field for every online advertised vacancy (4.3) and there were nearly five unemployed looking for work in office and administrative support positions for every advertised opening (4.7). For management positions, there were almost two people looking for every advertised opening (1.6).

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

Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Jun-09	Jun-May 09	May-09	May-09	
Healthcare practitioners and technical	523.2	-10.4	209.3	0.39	\$32.64
Management	402.4	-5.5	669.3	1.64	\$48.23
Computer and mathematical science	395.4	-19.9	169.8	0.41	\$35.82
Sales and related	363.7	-11.7	1,607.0	4.28	\$17.35
Office and administrative support	342.6	-2.6	1,626.3	4.71	\$15.49
Business and financial operations	182.4	-7.0	331.6	1.75	\$31.12
Architecture and engineering	121.7	-10.0	223.6	1.70	\$34.34
Arts, design, entertainment, sports, and media	98.3	6.7	250.3	2.73	\$24.36
Healthcare support	97.8	-3.8	230.9	2.27	\$12.66
Installation, maintenance, and repair	88.8	1.4	467.9	5.35	\$19.82

The Conference Board - All rights reserved.

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

2. BLS Occupational Employment Statistics - May 2008 estimates.

METRO AREA HIGHLIGHTS

- **49 of top 52 Metro areas post over-the-year declines in job demand in June**
- **Honolulu labor demand up 2,900 over last year's levels, Providence gains 1,200, and Virginia Beach gains 200**

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 Rate¹	
Jun-09		Jun-09		Apr-09	
New York, NY	211.37	Washington, DC	4.95	Washington, DC	1.16
Washington, DC	148.70	Baltimore, MD	4.38	Salt Lake City, UT	1.53
Los Angeles, CA	145.96	Salt Lake City, UT	3.63	Oklahoma City, OK	1.68
Chicago, IL	96.48	San Francisco, CA	3.33	Baltimore, MD	1.72
Boston, MA	80.01	Las Vegas, NV	3.31	New Orleans, LA	1.94
San Francisco, CA	75.94	Oklahoma City, OK	3.27	San Antonio, TX	2.03
Dallas, TX	68.74	Boston, MA	3.22	Honolulu, HI	2.21
Philadelphia, PA	62.17	San Jose, CA	3.19	Austin, TX	2.22
Baltimore, MD	60.47	Hartford, CT	3.16	Boston, MA	2.28
Seattle-Tacoma, WA	58.73	Seattle-Tacoma, WA	3.10	Hartford, CT	2.47

The Conference Board - All rights reserved.

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 June, only 3 of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies. Honolulu, with 13,700 ads, was well above last year's level (27.4 percent). Providence, with 19,700, gained 1,200 advertised vacancies compared to last year. Virginia Beach, with 21,300, gained 200. Among the three metro areas with the largest numbers of advertised vacancies, the New York and the Los Angeles metro areas were about 25 percent below June 2008 levels. Washington, D.C. was down 14,300, or 8.8 percent, from last year's level. (Table C & Table 5).

The number of unemployed exceeded the number of advertised vacancies in all of the 52 metro areas for which information is reported separately. Washington, D.C. and Salt Lake City were the locations with the most favorable supply/demand rates, where the number of unemployed looking for work was only slightly larger than the number of advertised vacancies. (Table C) On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA, where there are nearly 10 unemployed people for every advertised vacancy (9.7), Detroit (9.6), Portland (5.9), Sacramento (5.6), Chicago (5.4), Miami (5.3) and Los Angeles (5.0). Supply/Demand rate data are for April 2009, the latest month for which unemployment data for local areas are available. (Table C & Table 6).

Note: New Seasonal Factors for all Seasonally Adjusted Series

With the release of June 2009 data, new seasonal adjustment factors have been applied to the national, regional, state and occupation time series. In addition there was an adjustment to the May 2009 data as a result of a program improvement.

With the release of May 2009 data, the occupational data in Table B and Table 7 are now seasonally adjusted. Unemployment data for these tables are from the Bureau of Labor Statistics' Current Population Survey and are seasonally adjusted by The Conference Board in order to provide comparable data to calculate Supply/Demand rates for occupations. The Supply/Demand rate is the number of unemployed in the occupation divided by the number of advertised vacancies in the occupation.

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. Seasonally adjusted data for occupations is provided beginning with the June 1, 2009 release. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for the 52 large metropolitan areas, but it is The Conference Board's intent to provide seasonally adjusted data for large metro areas in the future.

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

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

The Conference Board

The Conference Board is a global, independent business-membership and research association working in the public interest. Our mission is unique: To provide the world's leading organizations with the practical knowledge they need to improve their performance AND better serve society. The Conference Board is a non-advocacy, not-for-profit entity holding 501 (c) (3) tax-exempt status in the United States.

WANTED Technologies Corporation

WANTED is a leading supplier of real-time sales and business intelligence solutions for the media classified and recruitment industries. Using its proprietary On-Demand data mining, lead generation and CRM (Customer Relationship Management) integrated technologies, WANTED aggregates real-time data from thousands of online job boards, real estate and newspaper sites, as well as corporate Web sites on a daily basis.

WANTED's data is used to optimize sales and to implement marketing strategies within the classified ad departments of major media organizations, as well as by staffing firms, advertising agencies and human resources specialists. For more information, please visit: <http://www.wantedtech.com>.

Publication Schedule, Help Wanted Online Data Series

<u>Data for the Month</u>	<u>Release Date</u>
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)
	Jun-08	May-09	Jun-09	Jun-May 09	Jun-08	May-09	Jun-09	Jun-May 09
United States	4,626.8	3,361.5	3,294.8	-66.7	3,071.8	1,960.1	1,949.4	-10.7
New England	297.4	211.5	208.1	-3.5	179.9	125.2	116.7	-8.6
Middle Atlantic	630.9	447.7	433.0	-14.7	421.1	279.0	272.9	-6.2
South Atlantic	923.7	719.9	727.0	7.1	600.5	405.8	419.5	13.8
East North Central	564.4	401.0	395.4	-5.6	357.9	235.5	237.7	2.2
East South Central	175.9	153.2	150.2	-3.0	115.2	83.1	83.2	0.1
West North Central	339.4	251.1	243.3	-7.8	219.3	135.1	134.2	-0.9
West South Central	484.8	332.9	325.4	-7.4	338.1	193.7	190.0	-3.7
Mountain	420.6	273.4	282.5	9.1	299.0	159.7	162.8	3.1
Pacific	787.2	549.5	530.1	-19.4	539.5	333.3	332.9	-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.
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)		
	Jun-08	May-09	Jun-09	Jun-08	May-09	Jun-09
United States	3.00	2.17	2.12	1.99	1.26	1.26
New England	3.88	2.75	2.71	2.35	1.63	1.52
Middle Atlantic	3.07	2.15	2.08	2.05	1.34	1.31
South Atlantic	3.14	2.44	2.47	2.04	1.38	1.42
East North Central	2.35	1.68	1.66	1.49	0.99	1.00
East South Central	2.05	1.79	1.76	1.34	0.97	0.97
West North Central	3.11	2.29	2.22	2.01	1.23	1.22
West South Central	2.88	1.94	1.90	2.01	1.13	1.11
Mountain	3.78	2.45	2.53	2.69	1.43	1.46
Pacific	3.18	2.19	2.11	2.18	1.33	1.33

Source: The Conference Board

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

© 2009 The Conference Board. All rights reserved.

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)
	Jun-08	May-09	Jun-09	Jun-May 09	Jun-08	May-09	Jun-09	Jun-May 09
United States	4,626.8	3,361.5	3,294.8	-66.7	3,071.8	1,960.1	1,949.4	-10.7
Alabama	52.3	45.9	42.2	-3.8	32.6	23.0	20.9	-2.2
Alaska	19.5	19.0	18.3	-0.7	12.9	9.8	8.6	-1.2
Arkansas	30.1	26.6	28.2	1.6	19.3	14.8	15.2	0.4
Arizona	115.6	64.1	68.7	4.6	83.3	38.0	40.6	2.6
California	548.0	379.9	364.0	-15.9	380.6	237.2	238.4	1.2
Colorado	112.7	64.0	67.4	3.4	85.4	39.2	40.3	1.1
Connecticut	70.5	51.2	46.7	-4.4	41.9	29.1	26.0	-3.0
Delaware	18.3	13.8	13.6	-0.2	10.8	7.4	7.1	-0.3
Florida	238.4	160.9	170.1	9.2	175.0	104.7	113.8	9.1
Georgia	128.6	86.7	89.6	2.9	88.9	49.3	53.1	3.8
Hawaii	21.8	16.2	17.0	0.8	16.9	9.9	10.4	0.4
Iowa	46.6	38.7	37.1	-1.6	29.7	18.7	19.3	0.6
Idaho	26.0	16.6	17.3	0.8	18.7	9.6	10.2	0.7
Illinois	170.2	121.3	123.2	1.9	102.9	68.4	70.4	1.9
Indiana	57.3	44.2	46.4	2.1	36.9	24.1	25.3	1.2
Kansas	41.5	31.4	33.5	2.1	24.9	15.6	17.9	2.3
Kentucky	40.7	30.1	33.8	3.7	26.1	17.4	20.5	3.1
Louisiana	46.6	41.2	40.4	-0.8	32.3	24.9	24.3	-0.6
Massachusetts	149.0	102.7	100.5	-2.2	90.5	60.3	57.4	-2.9
Maryland	126.3	109.2	107.8	-1.4	74.8	55.1	56.2	1.1
Maine	21.8	17.0	16.9	-0.1	13.1	8.6	8.8	0.1
Michigan	89.6	68.5	69.2	0.8	62.1	43.9	45.2	1.2
Minnesota	97.2	60.6	58.3	-2.3	61.3	34.2	34.0	-0.3
Missouri	86.6	63.4	61.6	-1.8	60.3	37.5	37.0	-0.4
Mississippi	20.0	20.0	20.3	0.3	12.6	9.6	9.8	0.3
Montana	17.7	13.0	14.1	1.2	10.5	5.7	6.0	0.3
North Carolina	109.2	78.4	79.3	0.9	77.0	49.9	50.0	0.1
North Dakota	14.9	11.4	12.4	1.0	9.3	4.8	5.3	0.4
Nebraska	35.7	30.2	28.0	-2.2	24.2	17.0	16.1	-0.9
New Hampshire	23.0	18.6	17.9	-0.8	14.6	10.9	10.5	-0.4
New Jersey	160.7	118.4	115.7	-2.6	104.1	72.9	68.5	-4.4
New Mexico	31.8	26.4	27.4	1.0	21.7	14.6	15.4	0.8
Nevada	54.3	43.0	43.0	0.0	38.5	27.0	26.7	-0.3
New York	281.2	205.8	200.6	-5.3	189.2	132.4	131.3	-1.1
Ohio	142.4	98.8	99.5	0.7	93.9	61.8	62.9	1.1
Oklahoma	48.9	40.7	39.6	-1.1	31.6	22.7	23.1	0.4
Oregon	61.2	44.2	43.1	-1.1	42.0	26.0	25.9	-0.1
Pennsylvania	190.6	120.6	117.9	-2.7	126.8	73.9	72.5	-1.4
Rhode Island	19.3	15.2	15.5	0.3	13.2	9.4	9.3	0.0
South Carolina	54.2	44.5	42.9	-1.6	33.5	23.7	23.6	0.0
South Dakota	17.5	12.9	12.5	-0.4	10.4	5.2	5.0	-0.2
Tennessee	64.0	54.8	54.9	0.1	43.8	32.3	32.0	-0.3
Texas	359.4	222.9	217.8	-5.1	253.5	129.5	127.1	-2.4
Utah	50.1	35.6	34.3	-1.3	36.0	20.0	19.8	-0.2
Virginia	147.8	132.6	132.7	0.1	83.4	67.3	68.2	0.9
Vermont	12.9	10.0	9.8	-0.2	8.0	5.3	5.5	0.2
Washington	134.7	87.1	85.8	-1.3	85.1	48.7	48.4	-0.3
Wisconsin	109.1	63.8	59.5	-4.3	61.4	34.8	33.6	-1.2
West Virginia	17.3	20.0	24.0	4.1	10.8	10.8	13.7	2.9
Wyoming	10.0	8.0	8.3	0.3	5.9	3.8	4.1	0.3

Source: The Conference Board

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

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

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted

Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-08	May-09	Jun-09	May-09	May-09	May-09	May-09
United States	3.00	2.17	2.12	9.40	14,511.00	3,361.50	4.32
Alabama	2.42	2.16	1.98	9.80	208.92	45.90	4.55
Alaska	5.47	5.27	5.09	8.40	30.20	19.00	1.59
Arkansas	2.20	1.95	2.07	7.00	95.17	26.60	3.58
Arizona	3.70	2.03	2.18	8.20	258.99	64.10	4.04
California	2.98	2.05	1.96	11.50	2,138.04	379.90	5.63
Colorado	4.13	2.35	2.48	7.60	205.82	64.00	3.22
Connecticut	3.77	2.71	2.48	8.00	150.31	51.20	2.94
Delaware	4.14	3.15	3.11	8.10	35.62	13.80	2.58
Florida	2.59	1.74	1.84	10.20	942.66	160.90	5.86
Georgia	2.66	1.82	1.88	9.70	463.88	86.70	5.35
Hawaii	3.33	2.50	2.62	7.40	47.84	16.20	2.95
Iowa	2.78	2.30	2.21	5.80	96.91	38.70	2.50
Idaho	3.45	2.21	2.31	7.80	58.82	16.60	3.55
Illinois	2.54	1.82	1.85	10.10	671.37	121.30	5.53
Indiana	1.78	1.37	1.44	10.60	341.69	44.20	7.73
Kansas	2.78	2.05	2.19	7.00	106.99	31.40	3.41
Kentucky	1.99	1.45	1.63	10.60	220.57	30.10	7.33
Louisiana	2.25	1.99	1.95	6.60	136.14	41.20	3.31
Massachusetts	4.35	2.99	2.93	8.20	282.62	102.70	2.75
Maryland	4.21	3.69	3.65	7.20	212.49	109.20	1.95
Maine	3.09	2.42	2.41	8.30	57.98	17.00	3.41
Michigan	1.81	1.41	1.43	14.10	681.74	68.50	9.95
Minnesota	3.32	2.05	1.97	8.20	242.03	60.60	4.00
Missouri	2.88	2.11	2.05	9.00	272.44	63.40	4.29
Mississippi	1.52	1.53	1.55	9.60	126.20	20.00	6.30
Montana	3.50	2.59	2.82	6.30	31.58	13.00	2.44
North Carolina	2.41	1.72	1.74	11.10	508.83	78.40	6.49
North Dakota	4.03	3.09	3.36	4.40	16.05	11.40	1.41
Nebraska	3.59	3.07	2.85	4.40	43.44	30.20	1.44
New Hampshire	3.12	2.52	2.41	6.50	48.15	18.60	2.58
New Jersey	3.58	2.59	2.54	8.80	400.61	118.40	3.38
New Mexico	3.32	2.76	2.86	6.50	62.62	26.40	2.37
Nevada	3.96	3.06	3.06	11.30	158.48	43.00	3.68
New York	2.91	2.11	2.05	8.20	802.44	205.80	3.90
Ohio	2.38	1.65	1.66	10.80	645.56	98.80	6.54
Oklahoma	2.80	2.30	2.24	6.30	111.72	40.70	2.75
Oregon	3.14	2.21	2.15	12.40	248.09	44.20	5.61
Pennsylvania	2.98	1.87	1.82	8.20	531.57	120.60	4.41
Rhode Island	3.40	2.69	2.75	12.10	68.46	15.20	4.49
South Carolina	2.52	2.02	1.95	12.10	266.20	44.50	5.98
South Dakota	3.94	2.88	2.80	5.00	22.50	12.90	1.75
Tennessee	2.11	1.80	1.80	10.70	326.45	54.80	5.96
Texas	3.08	1.86	1.82	7.10	843.55	222.90	3.78
Utah	3.63	2.57	2.48	5.40	74.83	35.60	2.10
Virginia	3.59	3.18	3.18	7.10	298.08	132.60	2.25
Vermont	3.63	2.77	2.72	7.30	26.48	10.00	2.65
Washington	3.89	2.44	2.40	9.40	335.98	87.10	3.86
Wisconsin	3.55	2.06	1.92	8.90	276.30	63.80	4.33
West Virginia	2.14	2.51	3.02	8.60	68.54	20.00	3.43
Wyoming	3.43	2.75	2.86	5.00	14.73	8.00	1.83

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
	Jun-08	May-09	Jun-09	Jun 08-09	Jun-08	May-09	Jun-09	Jun 08-09
Birmingham, AL	17.0	13.5	12.6	-25.8%	10.9	7.1	6.4	-41.3%
Phoenix, AZ	80.3	44.1	44.3	-44.8%	57.7	27.3	26.9	-53.4%
Tucson, AZ	16.5	12.0	11.8	-28.4%	12.0	7.1	7.1	-41.2%
Los Angeles, CA	200.3	146.1	146.0	-27.1%	138.9	100.0	100.9	-27.4%
Riverside, CA	25.9	24.4	24.5	-5.3%	18.3	15.9	16.2	-11.1%
Sacramento, CA	29.4	23.1	22.4	-23.7%	19.5	14.2	13.7	-29.8%
San Diego, CA	54.9	42.9	42.8	-22.1%	35.6	27.2	26.8	-24.9%
San Francisco, CA	125.3	77.7	75.9	-39.4%	82.4	48.6	47.9	-41.9%
San Jose, CA	53.9	29.4	29.3	-45.6%	29.9	15.0	14.8	-50.7%
Denver, CO	74.8	39.7	39.7	-47.0%	56.6	24.0	22.8	-59.6%
Hartford, CT	28.8	19.9	18.7	-35.0%	18.6	11.7	10.9	-41.4%
Washington, DC	163.0	151.7	148.7	-8.8%	90.4	76.2	72.0	-20.3%
Jacksonville, FL	21.6	18.3	19.0	-12.2%	15.1	12.0	12.5	-17.6%
Miami, FL	88.4	48.8	46.3	-47.6%	67.4	30.2	28.9	-57.1%
Orlando, FL	32.8	29.0	29.7	-9.5%	23.1	20.4	20.8	-10.1%
Tampa, FL	34.2	31.7	34.1	-0.1%	21.4	20.4	22.5	5.3%
Atlanta, GA	92.7	57.6	58.3	-37.1%	64.1	35.3	35.6	-44.4%
Honolulu, HI	10.8	13.8	13.7	27.4%	7.8	9.7	9.4	20.8%
Chicago, IL	131.6	97.9	96.5	-26.7%	76.0	54.1	54.3	-28.5%
Indianapolis, IN	27.1	20.7	21.4	-21.0%	17.4	11.9	12.0	-31.0%
Louisville, KY	17.1	13.5	14.5	-15.5%	11.1	8.7	9.3	-16.4%
New Orleans, LA	20.1	15.6	14.8	-26.5%	13.8	9.6	8.8	-36.4%
Baltimore, MD	65.5	62.9	60.5	-7.6%	40.8	35.1	33.5	-18.1%
Boston, MA	121.2	82.4	80.0	-34.0%	73.8	48.4	46.9	-36.5%
Detroit, MI	41.6	30.7	30.6	-26.4%	29.9	21.0	20.9	-29.9%
Minneapolis-St. Paul, MN	76.4	45.5	42.2	-44.7%	48.9	28.2	25.2	-48.4%
Kansas City, MO	38.1	25.9	26.6	-30.3%	26.2	15.8	16.2	-38.2%
St. Louis, MO	45.3	33.8	34.5	-23.8%	31.3	20.7	21.4	-31.6%
Las Vegas, NV	40.7	33.0	33.4	-18.1%	29.2	21.8	21.4	-26.7%
Buffalo, NY	15.3	14.6	13.9	-8.8%	11.0	9.5	9.2	-16.3%
New York, NY	280.9	219.4	211.4	-24.8%	187.4	146.3	140.1	-25.3%
Rochester, NY	13.7	10.6	10.0	-27.3%	9.6	7.1	6.6	-31.1%
Charlotte, NC	35.3	24.4	24.4	-30.8%	23.4	15.7	15.7	-33.1%
Cincinnati, OH	34.3	23.0	24.0	-30.2%	22.6	13.7	14.4	-36.1%
Cleveland, OH	42.8	24.9	24.8	-42.0%	26.7	15.1	15.2	-42.9%
Columbus, OH	32.9	24.4	24.5	-25.4%	21.7	15.8	15.7	-27.8%
Oklahoma City, OK	18.8	19.2	18.7	-0.8%	12.7	11.7	11.5	-9.6%
Portland, OR	40.3	27.1	28.0	-30.5%	27.3	16.3	16.9	-37.8%
Philadelphia, PA	109.5	66.0	62.2	-43.2%	71.7	38.8	36.2	-49.5%
Pittsburgh, PA	43.5	34.2	32.9	-24.4%	30.4	23.6	21.9	-28.0%
Providence, RI	18.5	19.3	19.7	6.5%	11.9	13.1	13.4	12.8%
Memphis, TN	16.7	14.0	14.2	-15.1%	11.7	8.5	8.5	-27.3%
Nashville, TN	24.5	19.7	20.4	-16.9%	16.4	12.2	12.2	-25.9%
Austin, TX	54.7	25.9	26.4	-51.7%	43.0	16.8	17.1	-60.3%
Dallas, TX	120.7	70.8	68.7	-43.0%	85.0	41.3	39.5	-53.6%
Houston, TX	98.7	58.3	56.0	-43.3%	68.8	32.4	31.8	-53.7%
San Antonio, TX	34.5	27.7	27.6	-19.8%	24.4	17.3	17.5	-28.2%
Salt Lake City, UT	31.3	22.2	22.1	-29.4%	22.9	13.7	13.1	-42.6%
Richmond, VA	21.7	16.4	16.0	-26.0%	13.7	10.3	9.9	-27.7%
Virginia Beach, VA	21.1	22.1	21.3	0.8%	14.1	13.2	12.6	-10.8%
Seattle-Tacoma, WA	92.5	57.1	58.7	-36.5%	55.7	32.8	33.7	-39.5%
Milwaukee, WI	47.8	25.0	20.0	-58.1%	26.9	13.7	12.3	-54.3%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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
	Jun-08	May-09	Jun-09	Apr-09	Apr-09	Apr-09	Apr-09
Birmingham, AL	3.18	2.63	2.46	7.7	39.5	12.3	3.22
Phoenix, AZ	3.81	2.08	2.09	6.8	145.0	38.9	3.72
Tucson, AZ	3.44	2.47	2.43	6.5	31.7	11.1	2.84
Los Angeles, CA	3.04	2.21	2.21	10.1	670.4	134.1	5.00
Riverside, CA	1.44	1.35	1.36	12.6	227.1	23.3	9.73
Sacramento, CA	2.78	2.18	2.11	10.8	114.6	20.6	5.58
San Diego, CA	3.51	2.72	2.72	9.1	143.2	38.6	3.71
San Francisco, CA	5.53	3.40	3.33	9.3	212.7	68.1	3.12
San Jose, CA	5.97	3.21	3.19	10.9	100.4	27.0	3.71
Denver, CO	5.29	2.84	2.84	7.5	104.3	34.2	3.05
Hartford, CT	4.83	3.36	3.16	7.7	45.6	18.4	2.47
Washington, DC	5.34	5.05	4.95	5.6	168.8	145.6	1.16
Jacksonville, FL	3.12	2.68	2.79	9.2	62.8	16.5	3.80
Miami, FL	3.10	1.72	1.64	8.5	240.8	45.7	5.27
Orlando, FL	2.92	2.61	2.67	9.7	107.8	26.0	4.15
Tampa, FL	2.58	2.41	2.60	10.1	132.7	27.2	4.88
Atlanta, GA	3.36	2.16	2.18	9.1	244.2	49.0	4.98
Honolulu, HI	2.36	3.07	3.06	5.7	25.6	11.6	2.21
Chicago, IL	2.63	2.01	1.98	9.8	475.5	87.4	5.44
Indianapolis, IN	2.94	2.34	2.41	8.2	72.7	19.5	3.73
Louisville, KY	2.66	2.15	2.30	9.3	58.7	12.5	4.69
New Orleans, LA	3.73	2.97	2.81	5.3	28.1	14.5	1.94
Baltimore, MD	4.61	4.56	4.38	7.1	97.3	56.5	1.72
Boston, MA	4.79	3.31	3.22	7.2	179.1	78.6	2.28
Detroit, MI	1.94	1.49	1.48	13.5	279.4	29.1	9.61
Minneapolis-St. Paul, MN	4.12	2.48	2.30	7.8	143.5	40.1	3.58
Kansas City, MO	3.61	2.48	2.54	7.8	81.2	22.6	3.60
St. Louis, MO	3.09	2.39	2.43	8.0	113.4	30.9	3.67
Las Vegas, NV	4.13	3.28	3.31	10.4	104.7	29.9	3.50
Buffalo, NY	2.57	2.50	2.39	8.5	49.4	13.9	3.55
New York, NY	2.95	2.30	2.22	7.6	727.4	195.3	3.72
Rochester, NY	2.53	1.96	1.85	7.4	39.9	10.2	3.92
Charlotte, NC	4.09	2.86	2.86	11.4	96.8	22.1	4.38
Cincinnati, OH	3.00	2.06	2.14	9.1	101.6	23.6	4.30
Cleveland, OH	3.88	2.34	2.33	9.0	96.2	24.5	3.93
Columbus, OH	3.36	2.55	2.56	8.2	78.5	23.2	3.38
Oklahoma City, OK	3.28	3.36	3.27	5.4	30.8	18.3	1.68
Portland, OR	3.46	2.27	2.35	11.6	138.6	23.6	5.88
Philadelphia, PA	3.66	2.21	2.08	7.6	226.6	61.6	3.68
Pittsburgh, PA	3.53	2.83	2.72	6.9	83.0	31.8	2.61
Providence, RI	2.62	2.78	2.83	11.4	79.0	17.4	4.54
Memphis, TN	2.67	2.29	2.32	9.0	54.9	12.4	4.44
Nashville, TN	3.03	2.51	2.60	8.7	68.3	16.8	4.06
Austin, TX	6.30	2.91	2.97	5.8	51.5	23.2	2.22
Dallas, TX	3.83	2.24	2.18	6.6	209.1	68.0	3.08
Houston, TX	3.52	2.08	2.00	6.3	176.7	53.7	3.29
San Antonio, TX	3.60	2.89	2.88	5.4	52.2	25.7	2.03
Salt Lake City, UT	5.10	3.64	3.63	5.0	30.4	19.8	1.53
Richmond, VA	3.29	2.52	2.47	7.6	49.6	15.6	3.19
Virginia Beach, VA	2.53	2.67	2.57	6.5	54.1	20.7	2.61
Seattle-Tacoma, WA	5.00	3.02	3.10	8.0	151.5	51.4	2.95
Milwaukee, WI	5.88	3.17	2.54	8.9	70.3	21.3	3.30

Source: The Conference Board

- Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.
- Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.
- 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.
- 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
	Jun-08	May-09	Jun-09	Jun-May 09	May-09	May-09	
Total	4,626.8	3,361.5	3,294.8	-66.7	14,511.0	4.3	\$20.32
Management	583.7	407.8	402.4	-5.5	669.3	1.6	\$48.23
Business and financial operations	293.7	189.3	182.4	-7.0	331.6	1.8	\$31.12
Computer and mathematical science	623.3	415.3	395.4	-19.9	169.8	0.4	\$35.82
Architecture and engineering	209.2	131.7	121.7	-10.0	223.6	1.7	\$34.34
Life, physical, and social science	95.7	67.3	64.5	-2.8	47.9	0.7	\$30.90
Community and social services	47.7	42.6	41.3	-1.2	119.3	2.8	\$20.09
Legal	28.6	19.3	19.1	-0.2	61.2	3.2	\$44.36
Education, training, and library	80.6	71.3	67.5	-3.8	335.6	4.7	\$23.30
Arts, design, entertainment, sports, and media	98.3	91.7	98.3	6.7	250.3	2.7	\$24.36
Healthcare practitioners and technical	564.9	533.7	523.2	-10.4	209.3	0.4	\$32.64
Healthcare support	97.2	101.6	97.8	-3.8	230.9	2.3	\$12.66
Protective service	31.6	27.4	27.4	0.0	194.7	7.1	\$19.33
Food preparation and serving related	104.9	78.4	76.0	-2.4	1,045.8	13.3	\$9.72
Building and grounds cleaning and maintenance	46.1	35.8	36.4	0.5	785.3	21.9	\$11.72
Personal care and service	62.2	58.6	59.1	0.5	471.5	8.0	\$11.59
Sales and related	449.0	375.4	363.7	-11.7	1,607.0	4.3	\$17.35
Office and administrative support	528.1	345.3	342.6	-2.6	1,626.3	4.7	\$15.49
Farming, fishing, and forestry	6.6	6.0	5.9	-0.2	145.4	24.1	\$11.32
Construction and extraction	66.4	46.8	46.6	-0.2	1,907.7	40.7	\$20.36
Installation, maintenance, and repair	120.5	87.4	88.8	1.4	467.9	5.4	\$19.82
Production	119.3	70.0	67.8	-2.1	1,474.8	21.1	\$15.54
Transportation and material moving	124.9	80.6	80.2	-0.5	1,287.0	16.0	\$15.12

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
4. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2008 estimates.

© 2009 The Conference Board. All rights reserved.

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
	Jun-09	Wage ²	Jun-09	Wage ²	Jun-09	Wage ²
United States	602784.0	\$39.69	1354155	\$29.24	309392.0	\$11.87
Alabama	6,249.0	\$36.51	16,208.0	\$25.85	4,207.0	\$9.92
Alaska	2,679.0	\$35.32	9,987.0	\$29.55	2,223.0	\$14.22
Arizona	11,830.0	\$35.17	29,640.0	\$27.31	5,393.0	\$11.87
Arkansas	3,745.0	\$32.01	10,826.0	\$23.68	2,556.0	\$9.79
California	74,476.0	\$44.56	152,242.0	\$33.79	28,616.0	\$13.12
Colorado	12,499.0	\$39.29	28,030.0	\$30.45	6,212.0	\$12.30
Connecticut	10,355.0	\$35.10	19,278.0	\$31.55	4,083.0	\$13.79
Delaware	2,744.0	\$41.13	5,586.0	\$31.64	1,127.0	\$12.38
Florida	28,788.0	\$35.96	60,908.0	\$27.41	17,689.0	\$11.52
Georgia	17,214.0	\$39.55	38,472.0	\$27.08	6,898.0	\$10.77
Hawaii	2,740.0	\$35.11	6,162.0	\$27.86	1,987.0	\$13.31
Idaho	2,383.0	\$32.31	6,588.0	\$25.45	2,518.0	\$10.93
Illinois	27,185.0	\$39.85	48,550.0	\$30.61	9,447.0	\$12.65
Indiana	8,301.0	\$35.76	17,609.0	\$25.62	3,994.0	\$10.75
Iowa	5,355.0	\$32.14	15,233.0	\$23.45	4,520.0	\$10.68
Kansas	4,688.0	\$34.55	14,118.0	\$24.52	3,061.0	\$10.59
Kentucky	5,185.0	\$33.56	13,517.0	\$25.00	2,961.0	\$10.30
Louisiana	6,487.0	\$32.90	14,584.0	\$24.48	4,206.0	\$10.05
Maine	2,254.0	\$33.02	7,290.0	\$25.13	2,137.0	\$11.40
Maryland	17,897.0	\$42.22	52,694.0	\$32.68	7,372.0	\$12.85
Massachusetts	21,708.0	\$45.51	44,665.0	\$33.25	8,871.0	\$13.97
Michigan	11,902.0	\$38.47	24,930.0	\$29.59	7,957.0	\$11.74
Minnesota	11,668.0	\$38.01	22,247.0	\$29.21	4,894.0	\$12.08
Mississippi	2,860.0	\$32.09	8,238.0	\$23.34	1,740.0	\$9.75
Missouri	10,225.0	\$35.89	23,889.0	\$25.95	6,992.0	\$10.73
Montana	1,740.0	\$28.99	5,915.0	\$21.97	1,919.0	\$10.44
Nebraska	4,471.0	\$26.68	11,225.0	\$24.27	2,987.0	\$10.37
Nevada	6,063.0	\$37.54	16,527.0	\$28.53	6,487.0	\$12.34
New Hampshire	2,652.0	\$39.79	7,932.0	\$27.97	1,959.0	\$12.18
New Jersey	23,729.0	\$45.79	44,588.0	\$32.61	12,340.0	\$14.27
New Mexico	3,864.0	\$34.70	12,969.0	\$26.99	2,490.0	\$10.45
New York	42,921.0	\$48.34	71,191.0	\$32.30	19,641.0	\$13.90
North Carolina	13,499.0	\$38.43	34,889.0	\$26.03	7,886.0	\$10.68
North Dakota	1,590.0	\$32.90	4,377.0	\$22.94	1,254.0	\$10.34
Ohio	17,608.0	\$36.98	39,766.0	\$27.99	9,948.0	\$11.30
Oklahoma	5,861.0	\$31.01	15,459.0	\$23.60	4,331.0	\$10.06
Oregon	7,271.0	\$36.17	18,026.0	\$28.09	5,584.0	\$12.23
Pennsylvania	21,267.0	\$36.95	45,737.0	\$27.96	11,701.0	\$11.75
Rhode Island	3,082.0	\$40.79	6,165.0	\$30.33	2,058.0	\$12.63
South Carolina	6,152.0	\$35.79	17,605.0	\$25.39	5,333.0	\$10.29
South Dakota	1,553.0	\$30.43	4,765.0	\$22.38	1,706.0	\$10.01
Tennessee	9,309.0	\$34.33	22,852.0	\$25.13	5,169.0	\$10.42
Texas	40,509.0	\$38.80	89,515.0	\$27.99	18,878.0	\$10.37
Utah	5,556.0	\$27.74	13,044.0	\$25.93	3,529.0	\$10.87
Vermont	1,435.0	\$27.79	4,812.0	\$25.70	1,274.0	\$12.31
Virginia	26,963.0	\$33.86	67,500.0	\$31.75	8,114.0	\$11.81
Washington	15,190.0	\$31.95	40,004.0	\$31.29	9,018.0	\$13.61
West Virginia	2,808.0	\$29.93	9,637.0	\$23.03	2,877.0	\$9.57
Wisconsin	9,125.0	\$34.96	23,111.0	\$27.48	6,316.0	\$11.54
Wyoming	1,081.0	\$32.73	4,090.0	\$24.41	645.0	\$11.24

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2008 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-09	Wage ¹	Jun-09	Wage ¹	Jun-09	Wage ¹
United States	725724.0	\$16.20	152012.0	\$19.80	158264.0	\$15.33
Alabama	10,700.0	\$13.79	2,758.0	\$17.12	3,273.0	\$14.25
Alaska	3,584.0	\$16.72	1,224.0	\$26.46	967.0	\$19.99
Arizona	14,663.0	\$15.41	2,809.0	\$17.80	2,197.0	\$15.09
Arkansas	6,662.0	\$13.46	1,473.0	\$16.60	1,823.0	\$13.79
California	88,960.0	\$17.91	12,975.0	\$21.18	15,689.0	\$15.37
Colorado	15,015.0	\$17.38	3,502.0	\$19.76	3,299.0	\$15.94
Connecticut	10,110.0	\$19.02	1,982.0	\$23.04	2,093.0	\$16.68
Delaware	2,631.0	\$16.44	521.0	\$20.65	604.0	\$15.70
Florida	43,591.0	\$15.62	8,770.0	\$17.33	6,781.0	\$14.40
Georgia	17,907.0	\$15.63	4,150.0	\$17.79	4,133.0	\$14.42
Hawaii	4,530.0	\$15.83	1,056.0	\$24.71	808.0	\$16.27
Idaho	4,259.0	\$14.33	1,190.0	\$17.26	936.0	\$14.18
Illinois	26,994.0	\$17.04	3,942.0	\$24.47	5,769.0	\$15.75
Indiana	11,118.0	\$15.08	1,959.0	\$20.27	2,686.0	\$15.75
Iowa	8,902.0	\$14.61	2,612.0	\$18.19	2,789.0	\$14.94
Kansas	7,118.0	\$14.80	1,611.0	\$18.78	1,833.0	\$15.23
Kentucky	7,964.0	\$14.18	1,487.0	\$18.15	1,803.0	\$15.38
Louisiana	10,687.0	\$13.39	2,347.0	\$17.91	2,282.0	\$15.93
Maine	3,422.0	\$14.75	923.0	\$17.91	1,101.0	\$15.03
Maryland	16,938.0	\$16.91	4,298.0	\$20.55	3,595.0	\$16.33
Massachusetts	18,409.0	\$18.69	3,569.0	\$23.80	4,052.0	\$16.52
Michigan	17,340.0	\$16.16	3,708.0	\$21.78	3,921.0	\$17.04
Minnesota	13,038.0	\$17.00	2,412.0	\$22.39	3,071.0	\$16.20
Mississippi	4,317.0	\$13.23	1,246.0	\$16.07	1,340.0	\$13.62
Missouri	15,288.0	\$15.31	3,384.0	\$20.41	3,630.0	\$14.99
Montana	2,767.0	\$13.57	1,032.0	\$18.35	744.0	\$15.31
Nebraska	6,759.0	\$14.09	1,957.0	\$17.85	1,782.0	\$15.12
Nevada	10,613.0	\$15.54	1,999.0	\$22.52	1,769.0	\$15.02
New Hampshire	3,721.0	\$16.36	904.0	\$19.83	1,057.0	\$15.57
New Jersey	24,800.0	\$18.30	4,454.0	\$23.36	5,458.0	\$15.84
New Mexico	5,486.0	\$13.71	1,382.0	\$17.14	1,039.0	\$14.96
New York	46,349.0	\$18.49	7,693.0	\$23.70	8,661.0	\$16.57
North Carolina	17,278.0	\$15.16	4,383.0	\$17.31	3,766.0	\$14.09
North Dakota	2,742.0	\$13.65	1,394.0	\$18.71	948.0	\$15.58
Ohio	23,373.0	\$15.60	4,573.0	\$20.16	5,445.0	\$15.52
Oklahoma	9,917.0	\$13.44	2,751.0	\$17.23	2,566.0	\$14.15
Oregon	9,942.0	\$16.45	2,192.0	\$20.44	2,196.0	\$15.39
Pennsylvania	26,013.0	\$15.99	5,223.0	\$20.12	6,553.0	\$15.50
Rhode Island	3,311.0	\$16.37	722.0	\$21.39	869.0	\$14.89
South Carolina	9,238.0	\$14.18	2,679.0	\$16.82	2,506.0	\$14.45
South Dakota	2,633.0	\$13.42	974.0	\$16.11	829.0	\$13.31
Tennessee	12,282.0	\$14.58	2,749.0	\$17.42	2,974.0	\$14.42
Texas	48,946.0	\$15.28	11,923.0	\$16.78	11,224.0	\$14.53
Utah	8,956.0	\$14.77	1,897.0	\$18.39	1,996.0	\$14.78
Vermont	1,776.0	\$15.45	488.0	\$18.38	538.0	\$15.35
Virginia	20,334.0	\$16.26	4,904.0	\$19.10	4,153.0	\$15.24
Washington	16,150.0	\$17.57	4,084.0	\$22.75	3,591.0	\$17.40
West Virginia	4,974.0	\$12.82	1,068.0	\$18.14	1,185.0	\$14.43
Wisconsin	12,447.0	\$15.57	2,435.0	\$20.95	4,173.0	\$15.59
Wyoming	1,438.0	\$13.86	452.0	\$20.53	355.0	\$17.63

Source: The Conference Board

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

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

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-09	Wage ²	Jun-09	Wage ²	Jun-09	Wage ²
United States	602784.0	\$39.69	1354155	\$29.24	309392.0	\$11.87
Birmingham, AL	1,929.0	\$38.72	4,091.0	\$26.20	1,292.0	\$10.41
Phoenix, AZ	8,292.0	\$35.75	18,052.0	\$27.84	3,073.0	\$11.90
Tucson, AZ	1,634.0	\$35.26	4,636.0	\$28.28	1,316.0	\$11.87
Los Angeles, CA	28,384.0	\$44.75	51,278.0	\$33.52	10,775.0	\$12.80
Riverside, CA	3,671.0	\$39.08	7,399.0	\$29.74	2,555.0	\$12.50
Sacramento, CA	3,872.0	\$38.34	8,841.0	\$34.29	1,790.0	\$13.18
San Diego, CA	7,736.0	\$42.67	16,938.0	\$33.26	3,400.0	\$12.44
San Francisco, CA	17,520.0	\$49.63	32,236.0	\$36.87	4,966.0	\$14.47
San Jose, CA	5,961.0	\$54.66	15,783.0	\$42.71	1,135.0	\$13.50
Denver, CO	8,003.0	\$40.69	14,640.0	\$31.98	3,409.0	\$12.39
Hartford, CT	3,916.0	\$41.57	6,807.0	\$32.15	1,502.0	\$13.78
Washington, DC	35,208.0	\$37.90	75,458.0	\$37.79	7,215.0	\$13.75
Jacksonville, FL	3,269.0	\$35.85	5,863.0	\$26.93	1,930.0	\$11.29
Miami, FL	8,510.0	\$38.42	16,375.0	\$30.75	4,210.0	\$12.39
Orlando, FL	5,134.0	\$35.74	9,047.0	\$26.75	3,054.0	\$11.08
Tampa, FL	5,747.0	\$35.91	12,524.0	\$28.00	3,380.0	\$11.22
Atlanta, GA	12,499.0	\$41.46	24,847.0	\$29.11	3,817.0	\$11.31
Honolulu, HI	2,101.0	\$35.57	4,101.0	\$31.89	1,654.0	\$12.95
Chicago, IL	22,740.0	\$41.85	36,525.0	\$33.84	7,090.0	\$12.93
Indianapolis, IN	4,326.0	\$36.93	7,310.0	\$27.90	1,623.0	\$11.41
Louisville, KY	2,465.0	\$35.91	4,901.0	\$26.23	1,260.0	\$10.66
New Orleans, LA	2,299.0	\$34.56	5,222.0	\$26.65	1,691.0	\$10.65
Baltimore, MD	9,577.0	\$40.99	29,691.0	\$32.10	4,546.0	\$13.08
Boston, MA	17,649.0	\$46.83	34,233.0	\$34.01	6,543.0	\$14.20
Detroit, MI	5,338.0	\$41.01	9,665.0	\$30.71	3,666.0	\$12.05
Minneapolis-St. Paul, MN	9,041.0	\$40.37	15,500.0	\$30.92	3,344.0	\$12.61
Kansas City, MO	4,084.0	\$37.34	9,642.0	\$27.75	2,609.0	\$11.54
St. Louis, MO	6,216.0	\$37.90	12,496.0	\$28.05	3,385.0	\$11.28
Las Vegas, NV	4,340.0	\$38.00	11,478.0	\$28.36	5,196.0	\$12.53
Buffalo, NY	2,308.0	\$37.29	3,467.0	\$26.82	1,590.0	\$11.88
New York, NY	46,979.0	\$50.57	77,212.0	\$34.55	19,877.0	\$14.63
Rochester, NY	1,481.0	\$39.79	2,823.0	\$27.57	1,263.0	\$11.93
Charlotte, NC	4,925.0	\$41.05	8,840.0	\$27.63	2,097.0	\$11.19
Cincinnati, OH	4,327.0	\$37.96	8,612.0	\$28.68	2,056.0	\$11.54
Cleveland, OH	4,116.0	\$38.86	9,207.0	\$28.77	2,743.0	\$11.82
Columbus, OH	4,466.0	\$36.74	8,328.0	\$30.01	2,335.0	\$11.88
Oklahoma City, OK	2,835.0	\$31.56	6,131.0	\$25.50	1,727.0	\$10.45
Portland, OR	4,821.0	\$38.56	10,507.0	\$30.44	2,867.0	\$12.71
Philadelphia, PA	12,579.0	\$41.65	23,710.0	\$30.97	5,982.0	\$12.88
Pittsburgh, PA	5,588.0	\$35.14	10,913.0	\$27.88	3,694.0	\$11.25
Providence, RI	3,126.0	\$40.64	6,848.0	\$29.42	2,644.0	\$12.67
Memphis, TN	2,604.0	\$36.94	4,908.0	\$26.55	1,103.0	\$10.83
Nashville, TN	3,465.0	\$36.16	8,073.0	\$25.90	1,740.0	\$10.81
Austin, TX	4,231.0	\$38.67	11,399.0	\$29.23	2,180.0	\$10.85
Dallas, TX	14,659.0	\$41.10	26,812.0	\$30.11	4,497.0	\$10.99
Houston, TX	10,738.0	\$51.06	20,899.0	\$30.74	4,346.0	\$10.45
San Antonio, TX	4,543.0	\$34.42	10,674.0	\$26.14	3,159.0	\$10.16
Salt Lake City, UT	3,513.0	\$35.61	8,174.0	\$28.39	1,943.0	\$11.36
Richmond, VA	2,934.0	\$30.49	6,000.0	\$28.73	1,486.0	\$11.56
Virginia Beach, VA	3,018.0	\$35.50	7,611.0	\$27.36	2,396.0	\$11.12
Seattle-Tacoma, WA	10,916.0	\$43.11	26,801.0	\$33.75	5,000.0	\$14.09
Milwaukee, WI	3,511.0	\$38.01	6,955.0	\$29.80	2,170.0	\$12.08

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.

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

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-09	Wage ¹	Jun-09	Wage ¹	Jun-09	Wage ¹
United States	725724.0	\$16.20	152012.0	\$19.80	158264.0	\$15.33
Birmingham, AL	3,283.0	\$15.36	733.0	\$18.14	872.0	\$14.58
Phoenix, AZ	10,211.0	\$15.93	1,624.0	\$18.20	1,465.0	\$15.22
Tucson, AZ	2,540.0	\$14.24	739.0	\$17.76	488.0	\$14.31
Los Angeles, CA	38,348.0	\$17.84	4,257.0	\$22.21	6,336.0	\$14.54
Riverside, CA	7,173.0	\$15.73	1,387.0	\$20.68	1,492.0	\$14.90
Sacramento, CA	5,194.0	\$17.51	1,047.0	\$22.36	1,016.0	\$16.07
San Diego, CA	10,134.0	\$17.33	1,519.0	\$22.03	1,638.0	\$15.25
San Francisco, CA	14,699.0	\$20.71	2,057.0	\$26.88	2,268.0	\$17.93
San Jose, CA	4,361.0	\$22.31	597.0	\$25.00	728.0	\$16.83
Denver, CO	8,608.0	\$18.60	1,937.0	\$20.27	1,691.0	\$16.16
Hartford, CT	4,149.0	\$18.55	853.0	\$23.10	849.0	\$17.18
Washington, DC	19,959.0	\$18.69	3,721.0	\$21.75	2,870.0	\$17.08
Jacksonville, FL	4,861.0	\$16.05	1,301.0	\$18.05	959.0	\$15.26
Miami, FL	12,493.0	\$16.41	1,623.0	\$18.57	1,512.0	\$14.80
Orlando, FL	8,489.0	\$15.27	1,517.0	\$17.73	1,123.0	\$14.19
Tampa, FL	8,303.0	\$15.82	1,626.0	\$17.05	1,227.0	\$13.76
Atlanta, GA	10,934.0	\$17.03	2,167.0	\$19.12	2,245.0	\$15.43
Honolulu, HI	3,752.0	\$15.84	874.0	\$25.30	695.0	\$16.47
Chicago, IL	20,462.0	\$17.82	2,731.0	\$25.82	4,221.0	\$16.05
Indianapolis, IN	5,283.0	\$16.73	916.0	\$20.73	1,136.0	\$15.70
Louisville, KY	3,780.0	\$15.36	702.0	\$19.19	813.0	\$17.01
New Orleans, LA	3,433.0	\$14.42	784.0	\$18.33	712.0	\$16.28
Baltimore, MD	9,972.0	\$17.09	2,559.0	\$20.31	2,155.0	\$16.62
Boston, MA	14,114.0	\$19.45	2,533.0	\$24.51	2,813.0	\$16.81
Detroit, MI	7,450.0	\$17.33	1,780.0	\$23.81	1,650.0	\$18.60
Minneapolis-St. Paul, MN	9,271.0	\$18.36	1,685.0	\$24.38	2,065.0	\$17.04
Kansas City, MO	6,295.0	\$16.69	1,344.0	\$21.53	1,677.0	\$15.92
St. Louis, MO	8,044.0	\$16.49	1,538.0	\$23.13	1,664.0	\$16.31
Las Vegas, NV	8,253.0	\$15.58	1,501.0	\$22.85	1,240.0	\$14.72
Buffalo, NY	4,179.0	\$15.66	796.0	\$20.51	1,041.0	\$16.16
New York, NY	45,515.0	\$19.58	6,232.0	\$25.16	7,931.0	\$16.78
Rochester, NY	2,513.0	\$15.97	779.0	\$19.41	769.0	\$14.84
Charlotte, NC	5,336.0	\$16.88	1,158.0	\$18.45	1,100.0	\$15.16
Cincinnati, OH	5,846.0	\$16.85	1,005.0	\$20.05	1,296.0	\$15.54
Cleveland, OH	5,446.0	\$16.27	1,105.0	\$21.89	1,398.0	\$16.04
Columbus, OH	5,953.0	\$16.34	1,137.0	\$20.15	1,311.0	\$15.29
Oklahoma City, OK	4,774.0	\$13.86	1,317.0	\$17.99	1,092.0	\$13.76
Portland, OR	6,146.0	\$17.58	1,310.0	\$22.11	1,362.0	\$16.17
Philadelphia, PA	12,760.0	\$17.64	2,405.0	\$22.64	2,904.0	\$16.35
Pittsburgh, PA	7,789.0	\$15.49	1,687.0	\$19.06	1,970.0	\$15.54
Providence, RI	4,168.0	\$16.10	951.0	\$21.48	1,156.0	\$14.79
Memphis, TN	3,351.0	\$15.32	687.0	\$18.07	913.0	\$14.51
Nashville, TN	4,565.0	\$15.55	945.0	\$18.14	861.0	\$15.53
Austin, TX	5,382.0	\$16.09	1,165.0	\$18.02	1,119.0	\$13.64
Dallas, TX	14,822.0	\$16.83	2,604.0	\$17.41	2,999.0	\$14.76
Houston, TX	11,768.0	\$16.46	3,134.0	\$17.70	2,861.0	\$15.71
San Antonio, TX	5,674.0	\$14.10	1,465.0	\$15.69	1,105.0	\$13.14
Salt Lake City, UT	5,471.0	\$15.87	1,045.0	\$18.70	1,238.0	\$15.10
Richmond, VA	3,392.0	\$16.90	920.0	\$19.27	732.0	\$14.97
Virginia Beach, VA	4,589.0	\$14.63	1,589.0	\$18.19	1,246.0	\$15.50
Seattle-Tacoma, WA	10,159.0	\$18.87	2,135.0	\$24.27	1,980.0	\$18.38
Milwaukee, WI	4,555.0	\$17.14	896.0	\$23.03	1,313.0	\$16.02

Source: The Conference Board

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