THE CONFERENCE BOARD

News Release

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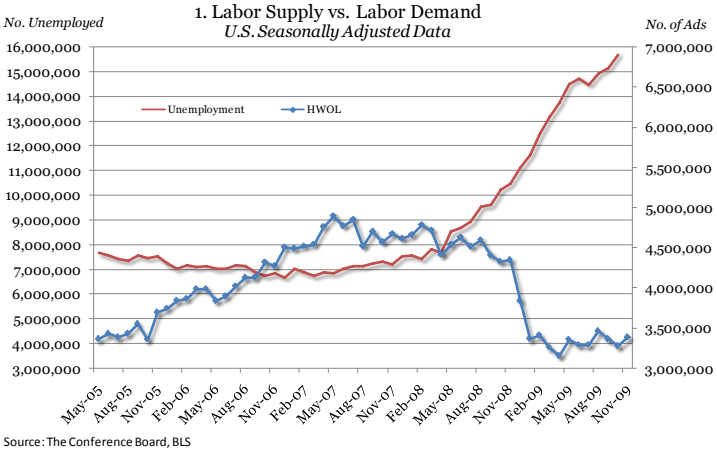
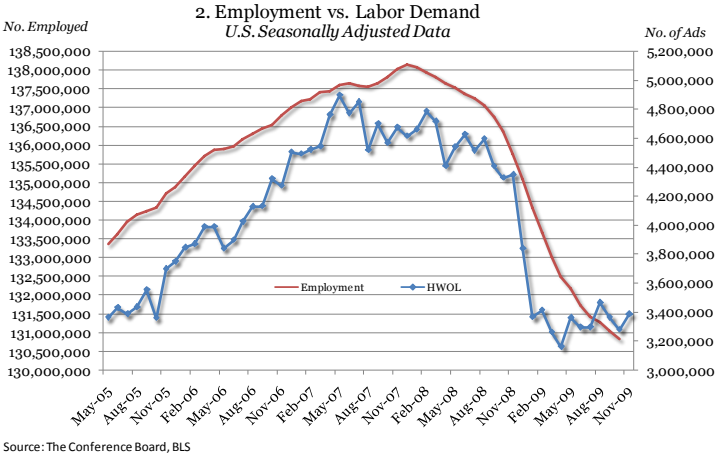
Online Job Demand Up 106,500 in November, The Conference Board Reports

- **November increase in job demand offsets October's drop of 83,200**
- **Job demand has averaged a modest increase of 32,000 per month since the low point in April 2009**
- **Occupations: Healthcare support occupations stand out as an occupation group in continued demand throughout the recession**

NEW YORK, December 2, 2009…Online advertised vacancies rose by 106,500 to 3,386,000 in November, according to **The Conference Board Help-Wanted OnLine Data Series (HWOL)™** released today. Online labor demand has been modestly positive since the low point in April 2009, with average monthly increases of about 32,000. In November, there were 2.2 advertised vacancies for every 100 people in the labor force – a slight rise since October (2.1 advertised vacancies per 100).

"Since April, when labor demand bottomed, monthly gains can only be described as sluggish," said Gad Levanon, Senior Economist at The Conference Board. "We have yet to see a significant increase in employers' demand for labor, and, until we see job openings pick up, it will be hard to bring down the unemployment rate. The gap between the number of unemployed and the number of advertised vacancies is about 12.3 million, with 4.8 unemployed for every online advertised vacancy." (Chart 1)





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

Regional and State Highlights

- **Trend in labor demand is flat in the larger states in the West and Mid-West**
- **Along the east coast, several large states show a modest upward trend in labor demand, including NY, NJ, GA, NC, VA, MD**

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

Location	Total Ads[1] (Thousands) Nov-09	M-O-M Change (Thousands) Nov-Oct 09	Supply/ Demand Rate[2] Oct-09	Recent Trend[3]
United States	**3,386.3**	**106.5**	**4.79**	→ **4/09**
NORTHEAST	**718.7**	**31.7**	**3.70**	
Massachusetts	118.3	16.0	3.01	→ 4/09
New Jersey	127.2	1.0	3.48	↑ 1/09
New York	232.2	10.4	3.93	↑ 4/09
Pennsylvania	128.5	4.3	4.52	→ 4/09
SOUTH	**1,192.3**	**6.1**	**4.38**	
Florida	174.0	10.3	6.27	→ 1/09
Georgia	95.5	4.2	5.29	↑ 1/09
Maryland	105.5	-2.1	2.00	↑ 4/09
North Carolina	85.2	1.6	5.93	↑ 4/09
Texas	223.9	10.0	4.71	→ 4/09
Virginia	138.1	-4.7	1.91	↑ 4/09
MIDWEST	**640.6**	**7.8**	**5.43**	
Illinois	126.8	7.5	6.13	→ 4/09
Michigan	68.9	-1.0	10.48	→ 7/09
Minnesota	61.9	-0.3	3.60	→ 4/09
Missouri	61.2	0.8	4.63	→ 4/09
Ohio	103.3	1.1	6.05	→ 4/09
Wisconsin	59.4	-5.8	3.92	→ 5/09
WEST	**817.5**	**30.0**	**4.90**	
Arizona	66.7	3.2	4.62	→ 4/09
California	387.0	24.6	6.33	→ 4/09
Colorado	65.2	-2.6	2.72	→ 4/09
Washington	90.7	2.6	3.76	→ 4/09

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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) .

In the South, November online advertised vacancies rose by 6,100, reflecting increases in all of the most populous Southern states except Virginia and Maryland. Florida gained 10,300 and Texas was up 10,000

with both States offsetting their October declines. Georgia and North Carolina gained 4,200 and 1,600, respectively, to continue this year's upward trends. Virginia lost 4,700, and Maryland fell by 2,100. (Table A). Among the less populous states in the South, in November Kentucky decreased by 600, Louisiana decreased by a modest 100, and advertised vacancies in Oklahoma increased by a modest 100. (Table 3).

The Northeast was the region with the largest increase in November, up 31,700, with advertised vacancies up in all of the larger states. Massachusetts posted the largest increase, up 16,000 to 118,300, in November. New York increased by 10,400 to 232,200. Online job demand in Pennsylvania, which has been relatively flat since April 2009, rose by 4,300 in November. New Jersey rose slightly by 1,000 to 127,200. Among the states with smaller populations, in November Connecticut increased by 1,900, Maine decreased by 1,000, and Rhode Island decreased by 900. New Hampshire decreased by 600, and Vermont decreased modestly (400).

The West, the region with the second largest November gain, was up 30,000. California rose 24,600 in November (Table A) and offset its September and October declines. Arizona gained 3,200 in November to just about offset its October loss, while Washington gained 2,600 and Colorado dropped 2,600. Among the states with smaller populations, Hawaii fell 2,700.

In the Midwest, Illinois gained 7,500 in November and about offset its September and October losses. Ohio gained 1,100 in November, and Missouri gained a mere 800.

The Supply/Demand rate for the U.S. in October (the latest month for which unemployment numbers are available) was at 4.79, up slightly from 4.50 in September and indicating that there are now 4.79 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate continues to be in Michigan (10.48), where there are nearly 11 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy are Kentucky (7.82), Mississippi (7.70), Indiana (6.41), California (6.33), Florida (6.27), Illinois (6.13), and Ohio (6.05). States with some of the lowest rates include Nebraska (1.69), Alaska (1.81), and South Dakota (1.83) (Table 4).

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

OCCUPATIONAL HIGHLIGHTS

- **Labor demand for Computer and Mathematical Science, Sales professions, and Business and Finance occupations rises in November**
- **Jobs for Healthcare Support occupations remained high throughout the recession, but in November the number of unemployed looking for work in this field escalated to 3 unemployed for every advertised vacancy**

Among the top 10 occupation groups, Computer and Mathematical Science occupations posted the largest November gain, up 35,400. Job demand was up in a wide variety of computer and math functions including web developers, computer systems analysts, and computer software engineers. Sales professions, which experienced the largest October gain, 46,100, rose an additional 16,000 in November. Job demand was up in a wide variety of sales functions including retail sales workers, sales representatives (wholesale and manufacturing), and financial services sales agents. Business and Finance,

which had increased 21,800 in October, increased another 13,200 in November and in large part reflected a continuing increased demand for management analysts.

Healthcare Practitioners and Technical occupations, the largest category in terms of volume, dropped 36,000 in November to 497,400. Labor demand for Healthcare Support occupations declined modestly in November, down 500 to 102,700. However, demand for Healthcare Support workers has remained relatively steady throughout the recession although the number of unemployed seeking work in this field has risen as the recession deepened. In October, the last month for which unemployment data are available, there were three unemployed for every advertised vacancy in healthcare support. Healthcare is a broad field, and the relative tightness of the labor market varies substantially from the higher-paying practitioner and technical jobs to the lower-paying support occupations. In October, the last month for which unemployment data are available, for every unemployed person looking for work in a practitioner or technical occupation, there were 3.7 advertised vacancies, and the average wage in these occupations is $32.64/hour. In contrast, the average wage for healthcare support occupations is $12.66/hour while the number of unemployed outnumbers advertised vacancies three to one. (Table B and Table 7).

Advertised vacancies in Management occupations were up 2,200 in November to 353,700. Individual occupations showing the largest increases included managers in finance and computer and information systems. The number of unemployed exceeds the number of advertised vacancies, and in October there were nearly three unemployed (2.68) for every online advertised vacancy in the management field.

Office and administrative support occupations dropped 4,800 in November to 329,600. Largely responsible was a decreased demand for executive secretaries and administrative assistants and receptionists and information clerks.

Supply/Demand rates indicated that, among the occupations with the largest number of online advertised vacancies, there is a significant difference in the number of unemployed seeking positions in these occupations. Among the top ten occupations advertised online, there were more vacancies than unemployed people seeking positions for Healthcare Practitioners (0.3) and Computer and Mathematical Science (0.4). On the other hand, in Sales and Related Occupations, there were four people seeking jobs in this field for every online advertised vacancy (4.0) and there were nearly six unemployed looking for work in Office and Administrative Support positions for every advertised opening (5.6).

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands) Nov-09	M-O-M Change (Thousands) Nov-Oct 09	Unemployed (Thousands) Oct-09	Supply/ Demand Rate[1] Oct-09	Average Hourly Wage[2]
Healthcare practitioners and technical	497.4	-36.0	143.7	0.27	$32.64
Computer and mathematical science	444.9	35.4	159.4	0.39	$35.82
Sales and related	430.8	16.0	1,671.7	4.03	$17.35
Management	353.7	2.2	941.5	2.68	$48.23
Office and administrative support	329.6	-4.8	1,875.2	5.61	$15.49
Business and financial operations	201.1	13.2	410.8	2.19	$31.12
Architecture and engineering	116.1	2.5	213.6	1.88	$34.34
Healthcare support	102.7	-0.5	309.1	3.00	$12.66
Arts, design, entertainment, sports, and media	93.2	-3.3	263.3	2.73	$24.36
Transportation and material moving	90.6	6.2	1,214.0	14.39	$15.12

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1. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
2. BLS Occupational Employment Statistics - May 2008 estimates.

METRO AREA HIGHLIGHTS

- **Washington, DC, Salt Lake City, and Baltimore have the lowest Supply/Demand rates**
- **Online advertised vacancies in Atlanta and Riverside rose since last year**
- **Online advertised vacancies in Washington, DC are at last year's levels**

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted					
Total Ads (Thousands)	Nov-09	Total Ads Rate (Percent)	Nov-09	Supply/Demand Rate[1]	Sep-09
New York, NY	251.04	Washington, DC	5.46	Washington, DC	1.13
Washington, DC	163.58	Baltimore, MD	4.38	Salt Lake City, UT	1.66
Los Angeles, CA	149.5	Boston, MA	3.86	Baltimore, MD	1.68
Chicago, IL	106.18	Salt Lake City, UT	3.74	Oklahoma City, OK	1.93
Boston, MA	96.37	San Francisco, CA	3.69	Honolulu, HI	2.26
San Francisco, CA	83.38	San Jose, CA	3.65	Hartford, CT	2.5
Dallas, TX	73.79	Hartford, CT	3.42	Denver, CO	2.54
Philadelphia, PA	72.26	Charlotte, NC	3.23	Pittsburgh, PA	2.56
Atlanta, GA	66.47	Seattle-Tacoma, WA	3.2	Boston, MA	2.56
Seattle-Tacoma, WA	61.34	Oklahoma City, OK	3.1	San Antonio, TX	2.57

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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 November, 49 of the 52 metropolitan areas for which data are reported separately posted over-the-year decreases in the number of online advertised vacancies. The two exceptions are Atlanta, with 66,500 vacancies, which gained 4,500 vacancies, and Riverside, CA, with 24,100, which gained 800. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was 4

percent below its November 2008 level and the Los Angeles metro area was about 12 percent below its November 2008 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., Salt Lake City, and Baltimore were the locations with the most favorable supply/demand rates, where the number of unemployed looking for work was only slightly larger than the number of advertised vacancies (Table C). On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies include Detroit, MI, where there are nearly 12 unemployed people for every advertised vacancy (11.9), Riverside (10.3), Miami (6.5), Los Angeles (5.5), Sacramento (5.5), Louisville (5.1), and Memphis (5.1). Supply/Demand rate data are for September 2009, the latest month for which unemployment data for local areas are available (Table C & Table 6).

PROGRAM NOTES

The Conference Board **Help-Wanted Online Data Series™** measures the number of new, first-time online jobs and jobs reposted from the previous month on more than 1,200 major Internet job boards and smaller job boards that serve niche markets and smaller geographic areas.

Like The Conference Board's long-running Help-Wanted Advertising Index of print ads (which was published for over 55 years and discontinued in October 2008 but continues to be available for research), the new online series is not a direct measure of job vacancies. The level of ads in both print and online may change for reasons not related to overall job demand.

With the November 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. Seasonally adjusted data for occupations was provided beginning with the July 1, 2009 release. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas, but it is The Conference Board's intent to provide seasonally adjusted data for large metro areas in the future.

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

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

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

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

Publication Schedule, Help Wanted Online Data Series

Data for the Month	Release Date
December, 2009	January 6, 2010*
January, 2010	February 1, 2010
February, 2010	March 1, 2010
March, 2010	March 31, 2010*
April, 2010	May 3, 2010
May, 2010	June 2, 2010*
June, 2010	June 30, 2010*
July, 2010	August 2, 2010
August, 2010	September 1, 2010*
September, 2010	September 29, 2010*
October, 2010	November 1, 2010
November, 2010	December 1, 2010*
December, 2010	January 5, 2011*

*Wednesday release due to holidays or data availability.

Table 1: National/Regional Total Ads and New Ads (Levels), Seasonally Adjusted								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location[3]	Nov-08	Oct-09	Nov-09	Nov-Oct 09	Nov-08	Oct-09	Nov-09	Nov-Oct 09
United States	**4,347.5**	**3,279.8**	**3,386.3**	**106.5**	**2,601.5**	**1,994.4**	**1,978.3**	**-16.0**
New England	278.3	215.5	230.0	14.5	159.2	126.2	136.8	10.6
Middle Atlantic	574.5	471.5	488.7	17.2	361.0	300.5	307.0	6.5
South Atlantic	880.9	731.1	745.9	14.8	527.6	434.0	435.4	1.5
East North Central	554.8	400.4	408.7	8.3	325.4	243.5	233.9	-9.6
East South Central	190.3	143.7	134.6	-9.1	120.1	79.0	71.1	-7.9
West North Central	341.9	232.4	231.9	-0.5	195.2	133.7	126.8	-6.9
West South Central	433.7	311.4	311.8	0.4	269.7	182.8	176.8	-5.9
Mountain	358.4	265.8	262.6	-3.2	221.7	166.3	155.4	-10.9
Pacific	708.6	521.7	554.9	33.2	426.9	327.1	342.5	15.4

Source: The Conference Board

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

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

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

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted						
	Total Ads Rate[1] (Percent)			New Ads Rate[1] (Percent)		
Location[2]	Nov-08	Oct-09	Nov-09	Nov-08	Oct-09	Nov-09
United States	**2.81**	**2.13**	**2.20**	**1.68**	**1.30**	**1.28**
New England	3.61	2.80	2.99	2.07	1.64	1.78
Middle Atlantic	2.78	2.29	2.37	1.74	1.46	1.49
South Atlantic	2.97	2.50	2.55	1.78	1.49	1.49
East North Central	2.33	1.70	1.74	1.36	1.04	0.99
East South Central	2.22	1.71	1.60	1.40	0.94	0.84
West North Central	3.12	2.12	2.12	1.78	1.22	1.16
West South Central	2.54	1.80	1.81	1.58	1.06	1.02
Mountain	3.19	2.41	2.38	1.97	1.51	1.41
Pacific	2.82	2.10	2.24	1.70	1.32	1.38

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								
	Total Ads[1] (Thousands)			M-O-M Change (Thousands)	New Ads[2] (Thousands)			M-O-M Change (Thousands)
Location	Nov-08	Oct-09	Nov-09	Nov-Oct 09	Nov-08	Oct-09	Nov-09	Nov-Oct 09
United States	**4,347.5**	**3,279.8**	**3,386.3**	**106.5**	**2,601.5**	**1,994.4**	**1,978.3**	**-16.0**
Alabama	64.4	42.5	41.3	-1.2	40.1	20.4	19.0	-1.4
Alaska	24.6	17.6	17.1	-0.5	14.8	9.0	9.0	-0.1
Arkansas	33.9	25.5	20.7	-4.8	22.2	14.0	10.5	-3.5
Arizona	84.7	63.5	66.7	3.2	52.9	39.6	41.1	1.4
California	483.5	362.4	387.0	24.6	294.9	233.4	247.2	13.7
Colorado	88.9	67.8	65.2	-2.6	56.3	43.0	39.9	-3.1
Connecticut	70.1	51.1	53.1	1.9	40.0	29.9	30.8	0.9
Delaware	17.9	14.3	14.3	0.0	10.3	8.3	7.7	-0.5
Florida	202.6	163.7	174.0	10.3	135.3	111.3	117.2	5.9
Georgia	107.6	91.3	95.5	4.2	67.4	54.5	57.1	2.6
Hawaii	21.8	16.5	13.8	-2.7	17.1	10.1	9.3	-0.8
Iowa	56.7	36.0	35.7	-0.3	29.4	18.0	16.2	-1.8
Idaho	22.5	19.9	14.3	-5.7	15.1	13.5	9.3	-4.2
Illinois	156.8	119.3	126.8	7.5	83.9	66.4	69.9	3.5
Indiana	64.7	47.7	45.9	-1.8	40.0	28.9	25.2	-3.7
Kansas	42.9	27.9	28.0	0.1	23.7	14.7	13.9	-0.8
Kentucky	38.9	29.7	29.1	-0.6	26.2	18.0	17.2	-0.8
Louisiana	55.4	34.6	34.5	-0.1	37.4	20.6	20.3	-0.3
Massachusetts	132.5	102.4	118.3	16.0	74.8	59.5	71.7	12.1
Maryland	128.7	107.6	105.5	-2.1	71.5	58.1	54.8	-3.3
Maine	20.5	17.2	16.2	-1.0	10.9	9.1	8.4	-0.7
Michigan	90.6	69.9	68.9	-1.0	61.1	46.2	43.1	-3.1
Minnesota	85.4	62.2	61.9	-0.3	48.6	37.9	37.1	-0.8
Missouri	81.4	60.4	61.2	0.8	50.2	36.5	35.7	-0.8
Mississippi	21.8	16.3	13.5	-2.8	12.3	9.1	6.5	-2.6
Montana	17.8	12.0	12.0	0.0	8.8	6.0	5.6	-0.4
North Carolina	106.8	83.6	85.2	1.6	68.8	53.0	52.8	-0.2
North Dakota	16.0	7.7	6.4	-1.3	8.5	4.5	3.2	-1.2
Nebraska	39.3	28.5	25.8	-2.7	25.9	16.8	15.4	-1.3
New Hampshire	23.7	18.1	17.5	-0.6	13.6	11.2	10.4	-0.9
New Jersey	149.5	126.2	127.2	1.0	94.7	79.2	77.5	-1.7
New Mexico	34.3	24.5	23.0	-1.6	22.1	14.7	12.9	-1.8
Nevada	45.5	40.8	40.0	-0.8	31.2	26.8	26.4	-0.4
New York	260.3	221.8	232.2	10.4	167.0	145.0	151.6	6.6
Ohio	141.6	102.2	103.3	1.1	90.5	65.5	63.1	-2.4
Oklahoma	50.6	37.3	37.4	0.1	29.8	21.6	21.0	-0.6
Oregon	53.2	41.2	43.7	2.5	31.5	25.8	26.4	0.6
Pennsylvania	163.7	124.2	128.5	4.3	99.9	77.8	78.6	0.7
Rhode Island	18.4	16.1	15.2	-0.9	11.5	10.1	9.5	-0.6
South Carolina	56.5	44.1	44.1	-0.1	31.2	24.7	23.4	-1.2
South Dakota	15.8	12.1	10.1	-2.0	7.3	5.4	4.4	-1.0
Tennessee	67.7	53.8	52.4	-1.4	43.7	31.6	29.8	-1.8
Texas	300.0	213.9	223.9	10.0	186.7	125.6	129.7	4.1
Utah	52.3	34.7	34.7	0.0	33.1	20.6	20.4	-0.1
Virginia	148.8	142.8	138.1	-4.7	80.7	78.5	73.2	-5.3
Vermont	12.9	10.0	9.6	-0.4	7.2	5.7	5.3	-0.3
Washington	121.8	88.1	90.7	2.6	72.0	51.5	53.1	1.7
Wisconsin	95.0	65.2	59.4	-5.8	52.6	37.2	34.0	-3.1
West Virginia	22.8	16.7	12.1	-4.6	14.3	9.3	6.1	-3.2
Wyoming	12.3	8.2	6.8	-1.4	6.7	4.4	3.1	-1.3

Source: The Conference Board

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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.

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Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location	Nov-08	Oct-09	Nov-09	Oct-09	Oct-09	Oct-09	Oct-09
United States	**2.81**	**2.13**	**2.20**	**10.2**	**15,700.00**	**3,279.8**	**4.79**
Alabama	2.98	2.04	1.99	10.9	226.79	42.5	5.34
Alaska	6.85	4.91	4.76	8.9	31.88	17.6	1.81
Arkansas	2.47	1.86	1.51	7.6	103.91	25.5	4.08
Arizona	2.67	2.02	2.12	9.3	293.12	63.5	4.62
California	2.61	1.98	2.11	12.5	2,293.04	362.4	6.33
Colorado	3.24	2.55	2.45	6.9	184.26	67.8	2.72
Connecticut	3.71	2.69	2.79	8.8	166.68	51.1	3.26
Delaware	4.02	3.34	3.34	8.7	37.09	14.3	2.59
Florida	2.18	1.78	1.90	11.2	1,026.55	163.7	6.27
Georgia	2.21	1.93	2.02	10.2	482.70	91.3	5.29
Hawaii	3.31	2.55	2.13	7.2	46.66	16.5	2.83
Iowa	3.38	2.13	2.12	6.7	112.72	36.0	3.14
Idaho	2.97	2.64	1.89	9.0	67.85	19.9	3.41
Illinois	2.36	1.80	1.91	11.0	731.78	119.3	6.13
Indiana	2.00	1.53	1.48	9.8	305.78	47.7	6.41
Kansas	2.85	1.82	1.83	6.8	104.51	27.9	3.75
Kentucky	1.89	1.44	1.41	11.2	232.49	29.7	7.82
Louisiana	2.63	1.67	1.67	7.4	152.54	34.6	4.41
Massachusetts	3.86	2.97	3.44	8.9	307.92	102.4	3.01
Maryland	4.28	3.67	3.59	7.3	215.22	107.6	2.00
Maine	2.89	2.45	2.31	8.2	57.17	17.2	3.33
Michigan	1.85	1.44	1.42	15.1	733.01	69.9	10.48
Minnesota	2.90	2.11	2.10	7.6	223.53	62.2	3.60
Missouri	2.70	2.01	2.04	9.3	279.81	60.4	4.63
Mississippi	1.66	1.27	1.05	9.8	125.47	16.3	7.70
Montana	3.52	2.42	2.42	6.4	31.88	12.0	2.65
North Carolina	2.34	1.85	1.88	11.0	496.28	83.6	5.93
North Dakota	4.31	2.12	1.76	4.2	15.15	7.7	1.98
Nebraska	3.93	2.90	2.63	4.9	47.99	28.5	1.69
New Hampshire	3.20	2.46	2.38	6.8	50.52	18.1	2.79
New Jersey	3.31	2.79	2.81	9.7	439.21	126.2	3.48
New Mexico	3.55	2.56	2.40	7.9	75.23	24.5	3.07
Nevada	3.25	2.94	2.88	13.0	179.88	40.8	4.41
New York	2.67	2.28	2.39	9.0	872.04	221.8	3.93
Ohio	2.37	1.74	1.76	10.5	618.34	102.2	6.05
Oklahoma	2.87	2.10	2.11	7.1	126.64	37.3	3.39
Oregon	2.69	2.10	2.23	11.3	222.03	41.2	5.39
Pennsylvania	2.54	1.96	2.03	8.8	560.84	124.2	4.52
Rhode Island	3.25	2.82	2.67	12.9	73.68	16.1	4.58
South Carolina	2.59	2.03	2.03	12.1	262.96	44.1	5.96
South Dakota	3.55	2.72	2.27	5.0	22.22	12.1	1.83
Tennessee	2.22	1.80	1.76	10.5	314.25	53.8	5.84
Texas	2.54	1.77	1.86	8.3	1,006.70	213.9	4.71
Utah	3.75	2.55	2.55	6.5	88.87	34.7	2.56
Virginia	3.57	3.45	3.34	6.6	273.01	142.8	1.91
Vermont	3.61	2.80	2.70	6.5	23.30	10.0	2.33
Washington	3.47	2.48	2.56	9.3	330.90	88.1	3.76
Wisconsin	3.07	2.14	1.95	8.4	255.75	65.2	3.92
West Virginia	2.84	2.12	1.53	8.5	67.20	16.7	4.02
Wyoming	4.19	2.80	2.32	7.4	21.64	8.2	2.64

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.

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Table 5: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted								
	Total Ads[1] (Thousands)			Percent Change Y-O-Y	New Ads[2] (Thousands)			Percent Change Y-O-Y
Location[3]	Nov-08	Oct-09	Nov-09	Nov 08-09	Nov-08	Oct-09	Nov-09	Nov 08-09
Birmingham, AL	17.5	12.1	12.2	-30.0%	10.9	6.1	6.1	-43.5%
Phoenix, AZ	50.9	44.3	46.7	-8.3%	30.0	28.3	29.5	-1.6%
Tucson, AZ	15.9	11.2	11.4	-28.5%	10.3	7.3	7.2	-30.0%
Los Angeles, CA	169.6	139.3	149.5	-11.9%	106.8	95.9	105.0	-1.7%
Riverside, CA	23.3	24.1	24.1	3.2%	14.4	16.4	16.4	14.1%
Sacramento, CA	26.8	21.2	22.0	-17.8%	15.3	13.3	13.9	-8.8%
San Diego, CA	49.2	40.4	42.2	-14.3%	29.3	26.3	27.4	-6.4%
San Francisco, CA	103.4	80.3	83.4	-19.3%	59.3	51.7	53.3	-10.1%
San Jose, CA	41.9	31.3	33.3	-20.6%	20.4	16.8	18.1	-11.3%
Denver, CO	47.6	37.1	38.3	-19.6%	27.2	22.9	23.3	-14.4%
Hartford, CT	27.7	19.0	20.1	-27.5%	16.3	11.7	12.3	-24.7%
Washington, DC	163.6	164.5	163.6	0.0%	83.3	85.2	83.1	-0.2%
Jacksonville, FL	21.0	16.1	16.9	-19.4%	14.5	10.8	11.3	-22.2%
Miami, FL	54.0	48.0	51.4	-4.9%	32.7	31.3	33.6	2.8%
Orlando, FL	31.8	26.7	28.6	-10.0%	22.8	19.0	20.4	-10.6%
Tampa, FL	32.2	30.9	32.0	-0.8%	18.6	20.8	21.3	14.4%
Atlanta, GA	62.0	59.1	66.5	7.2%	35.0	36.7	41.6	18.8%
Honolulu, HI	18.7	11.8	12.3	-34.5%	14.8	8.3	8.7	-41.5%
Chicago, IL	115.4	99.0	106.2	-8.0%	58.4	56.2	61.0	4.4%
Indianapolis, IN	27.7	21.8	22.5	-18.9%	17.5	12.8	12.4	-28.9%
Louisville, KY	17.5	13.1	13.3	-24.1%	11.9	8.3	8.2	-30.9%
New Orleans, LA	20.2	12.3	12.8	-36.6%	13.2	7.5	7.9	-40.2%
Baltimore, MD	70.0	60.3	60.1	-14.2%	41.7	34.2	33.5	-19.7%
Boston, MA	104.1	84.2	96.4	-7.4%	57.5	51.5	59.3	3.2%
Detroit, MI	37.4	31.6	33.5	-10.4%	24.3	21.7	22.3	-8.5%
Minneapolis-St. Paul, MN	64.9	47.0	48.2	-25.7%	36.6	29.0	29.5	-19.5%
Kansas City, MO	36.6	24.3	25.7	-29.8%	22.3	14.7	15.5	-30.6%
St. Louis, MO	39.8	31.9	32.9	-17.3%	24.3	19.8	20.1	-17.3%
Las Vegas, NV	31.9	29.3	30.0	-5.7%	22.2	19.9	20.8	-6.3%
Buffalo, NY	17.6	14.3	14.3	-18.9%	12.2	9.5	9.2	-24.7%
New York, NY	261.4	239.1	251.0	-4.0%	170.9	162.0	169.2	-1.0%
Rochester, NY	13.5	10.5	11.6	-14.3%	8.8	6.9	7.5	-15.6%
Charlotte, NC	30.3	25.6	27.6	-9.0%	18.5	17.0	17.6	-5.0%
Cincinnati, OH	35.3	23.4	24.7	-30.1%	21.5	14.0	14.2	-33.7%
Cleveland, OH	39.6	27.0	27.2	-31.5%	22.5	16.4	16.3	-27.6%
Columbus, OH	29.7	25.2	25.5	-14.2%	18.1	16.5	16.2	-10.5%
Oklahoma City, OK	22.1	16.9	17.8	-19.4%	14.3	10.3	10.7	-25.1%
Portland, OR	33.7	28.5	30.7	-8.9%	18.7	17.4	18.5	-1.2%
Philadelphia, PA	84.7	69.5	72.3	-14.7%	47.3	42.7	42.8	-9.5%
Pittsburgh, PA	42.5	34.2	36.3	-14.6%	28.3	23.0	24.5	-13.2%
Providence, RI	22.0	18.1	18.1	-17.6%	14.4	12.3	12.2	-15.6%
Memphis, TN	20.2	11.9	12.0	-40.8%	13.9	7.2	7.0	-49.8%
Nashville, TN	20.8	19.8	20.4	-1.9%	12.8	12.2	12.5	-2.0%
Austin, TX	29.9	25.1	26.5	-11.4%	18.1	16.0	16.4	-9.3%
Dallas, TX	86.8	69.3	73.8	-15.0%	48.2	39.7	41.9	-13.0%
Houston, TX	80.0	55.8	59.7	-25.3%	44.7	31.4	33.8	-24.4%
San Antonio, TX	29.0	26.0	26.8	-7.7%	18.3	16.7	17.1	-7.0%
Salt Lake City, UT	31.8	22.0	22.3	-29.8%	20.1	13.2	13.6	-32.6%
Richmond, VA	20.8	16.9	16.5	-20.3%	12.6	11.0	10.1	-19.4%
Virginia Beach, VA	20.2	20.0	19.8	-1.6%	11.9	13.0	12.3	3.2%
Seattle-Tacoma, WA	80.6	59.8	61.3	-23.9%	45.1	35.8	35.9	-20.4%
Milwaukee, WI	40.1	25.4	23.8	-40.5%	20.6	14.2	14.2	-31.1%

Source: The Conference Board

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

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

3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

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Table 6: MSA Labor Supply /Labor Demand Indicators, Not Seasonally Adjusted							
	Total Ads Rate[1] (Percent)			Unemployment Rate[2]	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate[3]
Location[4]	Nov-08	Oct-09	Nov-09	Sep-09	Sep-09	Sep-09	Sep-09
Birmingham, AL	3.31	2.38	2.41	10.2	51.7	12.4	4.16
Phoenix, AZ	2.38	2.09	2.20	8.6	182.9	45.4	4.03
Tucson, AZ	3.26	2.30	2.32	8.4	40.9	11.6	3.51
Los Angeles, CA	2.55	2.13	2.28	11.9	778.2	141.2	5.51
Riverside, CA	1.30	1.35	1.35	14.2	252.6	24.5	10.32
Sacramento, CA	2.51	2.01	2.09	11.8	124.4	22.7	5.48
San Diego, CA	3.11	2.59	2.71	10.2	159.8	41.2	3.88
San Francisco, CA	4.52	3.55	3.69	10.4	235.2	81.2	2.90
San Jose, CA	4.57	3.43	3.65	11.8	107.5	29.6	3.63
Denver, CO	3.39	2.72	2.81	7.1	96.3	37.9	2.54
Hartford, CT	4.66	3.22	3.42	8.3	48.7	19.5	2.50
Washington, DC	5.42	5.49	5.46	6.2	185.4	164.7	1.13
Jacksonville, FL	3.06	2.35	2.48	10.7	73.2	17.1	4.27
Miami, FL	1.89	1.67	1.79	10.9	311.7	47.7	6.54
Orlando, FL	2.83	2.39	2.56	11.5	128.2	27.5	4.66
Tampa, FL	2.42	2.34	2.42	11.7	154.3	32.0	4.82
Atlanta, GA	2.27	2.23	2.50	10.5	277.8	61.6	4.51
Honolulu, HI	4.10	2.63	2.74	6.3	28.2	12.5	2.26
Chicago, IL	2.37	2.04	2.19	10.0	487.1	104.3	4.67
Indianapolis, IN	3.08	2.45	2.53	7.7	68.6	21.9	3.14
Louisville, KY	2.79	2.07	2.10	10.0	63.5	12.5	5.09
New Orleans, LA	3.74	2.35	2.44	7.3	38.1	13.2	2.90
Baltimore, MD	5.00	4.39	4.38	7.6	104.0	61.9	1.68
Boston, MA	4.16	3.38	3.86	8.8	219.3	85.7	2.56
Detroit, MI	1.79	1.51	1.60	17.3	360.9	30.3	11.90
Minneapolis-St. Paul, MN	3.51	2.55	2.62	7.3	135.1	45.7	2.96
Kansas City, MO	3.54	2.30	2.43	8.9	93.9	24.7	3.80
St. Louis, MO	2.79	2.24	2.31	9.9	141.8	32.4	4.38
Las Vegas, NV	3.18	2.90	2.97	13.9	141.0	30.3	4.65
Buffalo, NY	3.01	2.45	2.46	8.4	48.7	14.9	3.28
New York, NY	2.76	2.52	2.64	9.3	882.8	236.6	3.73
Rochester, NY	2.51	1.97	2.16	8.0	42.8	11.1	3.87
Charlotte, NC	3.52	3.00	3.23	11.6	99.1	25.4	3.91
Cincinnati, OH	3.15	2.12	2.23	9.2	102.2	23.1	4.42
Cleveland, OH	3.71	2.55	2.57	8.3	88.1	26.1	3.37
Columbus, OH	3.08	2.65	2.67	8.2	78.2	25.3	3.09
Oklahoma City, OK	3.86	2.93	3.10	5.9	33.9	17.6	1.93
Portland, OR	2.84	2.43	2.62	10.9	127.4	28.7	4.44
Philadelphia, PA	2.82	2.36	2.45	8.8	259.2	70.2	3.69
Pittsburgh, PA	3.47	2.83	3.00	7.6	91.3	35.7	2.56
Providence, RI	3.14	2.57	2.58	12.4	87.0	19.3	4.50
Memphis, TN	3.27	1.95	1.95	9.9	61.0	12.1	5.06
Nashville, TN	2.61	2.53	2.61	9.3	72.6	20.2	3.59
Austin, TX	3.41	2.78	2.93	7.2	65.1	24.9	2.61
Dallas, TX	2.75	2.15	2.28	8.3	269.6	70.8	3.81
Houston, TX	2.85	1.97	2.11	8.5	241.5	56.6	4.26
San Antonio, TX	3.05	2.67	2.75	7.1	69.5	27.1	2.57
Salt Lake City, UT	5.16	3.69	3.74	6.0	36.1	21.8	1.66
Richmond, VA	3.22	2.64	2.57	7.7	49.8	17.0	2.92
Virginia Beach, VA	2.44	2.41	2.39	6.7	55.8	20.0	2.79
Seattle-Tacoma, WA	4.31	3.12	3.20	9.1	173.6	61.4	2.83
Milwaukee, WI	4.99	3.26	3.06	8.5	66.4	24.1	2.76

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.

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Table 7: National Labor Supply/Labor Demand by Occupation[1], Seasonally Adjusted							
	Total Ads (Thousands)			M-O-M Change (Thousands)	Unemployed[3] (Thousands)	Supply/ Demand Rate[4]	Average Hourly Wage[5]
Occupation[2]	Nov-08	Oct-09	Nov-09	Nov-Oct 09	Oct-09	Oct-09	
Total	4,347.5	3,279.8	3,386.3	106.5	15,700.0	4.8	$20.32
Management	497.8	351.5	353.7	2.2	941.5	2.7	$48.23
Business and financial operations	251.8	187.9	201.1	13.2	410.8	2.2	$31.12
Computer and mathematical science	534.9	409.5	444.9	35.4	159.4	0.4	$35.82
Architecture and engineering	180.1	113.5	116.1	2.5	213.6	1.9	$34.34
Life, physical, and social science	85.1	68.6	66.8	-1.8	61.2	0.9	$30.90
Community and social services	43.4	41.0	41.4	0.4	103.2	2.5	$20.09
Legal	25.7	23.3	23.1	-0.3	58.7	2.5	$44.36
Education, training, and library	71.8	67.8	68.5	0.7	435.2	6.4	$23.30
Arts, design, entertainment, sports, and media	94.8	96.5	93.2	-3.3	263.3	2.7	$24.36
Healthcare practitioners and technical	604.7	533.3	497.4	-36.0	143.7	0.3	$32.64
Healthcare support	106.0	103.2	102.7	-0.5	309.1	3.0	$12.66
Protective service	29.7	25.9	24.5	-1.4	133.4	5.2	$19.33
Food preparation and serving related	85.3	77.3	79.8	2.5	1,088.0	14.1	$9.72
Building and grounds cleaning and maintenance	38.6	34.4	35.3	0.9	806.5	23.5	$11.72
Personal care and service	56.6	54.0	59.0	5.0	492.9	9.1	$11.59
Sales and related	384.8	414.8	430.8	16.0	1,671.7	4.0	$17.35
Office and administrative support	513.1	334.3	329.6	-4.8	1,875.2	5.6	$15.49
Farming, fishing, and forestry	5.9	4.5	4.5	0.0	218.1	49.0	$11.32
Construction and extraction	54.2	41.0	43.8	2.8	2,169.3	52.9	$20.36
Installation, maintenance, and repair	95.6	84.1	86.3	2.2	488.5	5.8	$19.82
Production	100.6	67.5	67.5	0.0	1,321.7	19.6	$15.54
Transportation and material moving	104.3	84.4	90.6	6.2	1,214.0	14.4	$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.

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Table 8: State Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Nov-09	Average Hourly Wage[2]	Total Ads Nov-09	Average Hourly Wage[2]	Total Ads Nov-09	Average Hourly Wage[2]
United States	**585,145**	**$39.69**	**1,410,425**	**$29.24**	**305,324**	**$11.87**
Alabama	5,547	$36.51	14,363	$25.85	4,365	$9.92
Alaska	2,290	$35.32	8,169	$29.55	1,722	$14.22
Arizona	9,822	$35.17	29,588	$27.31	6,243	$11.87
Arkansas	2,622	$32.01	8,779	$23.68	2,149	$9.79
California	72,453	$44.56	165,505	$33.79	27,360	$13.12
Colorado	10,728	$39.29	26,903	$30.45	6,067	$12.30
Connecticut	10,729	$35.10	21,607	$31.55	4,282	$13.79
Delaware	2,696	$41.13	6,400	$31.64	1,104	$12.38
Florida	25,417	$35.96	62,764	$27.41	20,700	$11.52
Georgia	17,198	$39.55	42,150	$27.08	7,855	$10.77
Hawaii	2,248	$35.11	4,848	$27.86	1,792	$13.31
Idaho	1,967	$32.31	5,207	$25.45	1,868	$10.93
Illinois	27,854	$39.85	52,559	$30.61	9,537	$12.65
Indiana	7,548	$35.76	18,203	$25.62	4,161	$10.75
Iowa	5,003	$32.14	14,484	$23.45	3,905	$10.68
Kansas	3,947	$34.55	12,302	$24.52	3,033	$10.59
Kentucky	4,437	$33.56	11,716	$25.00	2,646	$10.30
Louisiana	4,908	$32.90	11,926	$24.48	3,704	$10.05
Maine	1,919	$33.02	6,695	$25.13	2,417	$11.40
Maryland	17,931	$42.22	53,872	$32.68	7,429	$12.85
Massachusetts	25,129	$45.51	51,034	$33.25	8,855	$13.97
Michigan	11,315	$38.47	27,913	$29.59	7,393	$11.74
Minnesota	11,811	$38.01	25,212	$29.21	5,163	$12.08
Mississippi	1,928	$32.09	6,287	$23.34	1,310	$9.75
Missouri	9,312	$35.89	24,966	$25.95	7,106	$10.73
Montana	1,379	$28.99	4,613	$21.97	1,511	$10.44
Nebraska	4,012	$26.68	10,136	$24.27	3,207	$10.37
Nevada	5,164	$37.54	14,237	$28.53	5,877	$12.34
New Hampshire	2,410	$39.79	7,211	$27.97	1,950	$12.18
New Jersey	23,902	$45.79	51,070	$32.61	12,202	$14.27
New Mexico	2,979	$34.70	10,891	$26.99	2,397	$10.45
New York	47,729	$48.34	90,245	$32.30	19,827	$13.90
North Carolina	13,464	$38.43	34,837	$26.03	8,110	$10.68
North Dakota	834	$32.90	2,276	$22.94	557	$10.34
Ohio	18,124	$36.98	41,833	$27.99	9,337	$11.30
Oklahoma	5,133	$31.01	15,191	$23.60	4,358	$10.06
Oregon	6,656	$36.17	18,634	$28.09	4,695	$12.23
Pennsylvania	22,307	$36.95	51,047	$27.96	13,049	$11.75
Rhode Island	2,396	$40.79	5,771	$30.33	1,805	$12.63
South Carolina	5,126	$35.79	17,131	$25.39	5,020	$10.29
South Dakota	1,253	$30.43	4,107	$22.38	1,662	$10.01
Tennessee	8,044	$34.33	21,399	$25.13	5,206	$10.42
Texas	39,121	$38.80	96,656	$27.99	18,066	$10.37
Utah	4,784	$27.74	13,315	$25.93	3,609	$10.87
Vermont	1,373	$27.79	4,098	$25.70	1,242	$12.31
Virginia	28,377	$33.86	72,718	$31.75	8,257	$11.81
Washington	14,910	$31.95	41,543	$31.29	8,165	$13.61
West Virginia	1,458	$29.93	5,977	$23.03	1,469	$9.57
Wisconsin	8,876	$34.96	23,958	$27.48	6,665	$11.54
Wyoming	799	$32.73	3,124	$24.41	595	$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.

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Table 8: State Occupational Demand and Pay, Not Seasonally Adjusted - continued						
	Sales and Office		Construction and Maintenance		Production and Transportation	
Location	Total Ads Nov-09	Average Hourly Wage[1]	Total Ads Nov-09	Average Hourly Wage[1]	Total Ads Nov-09	Average Hourly Wage[1]
United States	**811,844**	**$16.20**	**136,732**	**$19.80**	**168,289**	**$15.33**
Alabama	10,026	$13.79	3,063	$17.12	4,252	$14.25
Alaska	3,408	$16.72	1,013	$26.46	751	$19.99
Arizona	17,225	$15.41	2,088	$17.80	2,325	$15.09
Arkansas	5,569	$13.46	1,233	$16.60	1,686	$13.79
California	96,487	$17.91	11,753	$21.18	15,143	$15.37
Colorado	15,674	$17.38	2,921	$19.76	2,775	$15.94
Connecticut	12,084	$19.02	1,914	$23.04	2,477	$16.68
Delaware	3,235	$16.44	552	$20.65	641	$15.70
Florida	50,900	$15.62	8,068	$17.33	7,306	$14.40
Georgia	19,925	$15.63	3,801	$17.79	4,496	$14.42
Hawaii	4,483	$15.83	777	$24.71	664	$16.27
Idaho	4,179	$14.33	860	$17.26	905	$14.18
Illinois	30,894	$17.04	3,980	$24.47	6,574	$15.75
Indiana	12,176	$15.08	1,823	$20.27	3,213	$15.75
Iowa	8,461	$14.61	2,366	$18.19	3,079	$14.94
Kansas	6,738	$14.80	1,326	$18.78	1,749	$15.23
Kentucky	8,113	$14.18	1,344	$18.15	2,059	$15.38
Louisiana	9,695	$13.39	1,875	$17.91	2,225	$15.93
Maine	3,760	$14.75	805	$17.91	1,132	$15.03
Maryland	20,158	$16.91	3,728	$20.55	3,655	$16.33
Massachusetts	24,874	$18.69	3,609	$23.80	4,734	$16.52
Michigan	18,356	$16.16	3,429	$21.78	4,693	$17.04
Minnesota	15,428	$17.00	2,269	$22.39	3,698	$16.20
Mississippi	3,293	$13.23	752	$16.07	1,039	$13.62
Missouri	15,949	$15.31	2,954	$20.41	4,003	$14.99
Montana	3,044	$13.57	893	$18.35	812	$15.31
Nebraska	7,088	$14.09	1,659	$17.85	1,704	$15.12
Nevada	11,569	$15.54	1,727	$22.52	1,665	$15.02
New Hampshire	4,672	$16.36	969	$19.83	1,266	$15.57
New Jersey	31,877	$18.30	4,539	$23.36	6,201	$15.84
New Mexico	5,210	$13.71	991	$17.14	955	$14.96
New York	59,455	$18.49	7,409	$23.70	9,795	$16.57
North Carolina	19,999	$15.16	3,866	$17.31	4,040	$14.09
North Dakota	1,832	$13.65	542	$18.71	590	$15.58
Ohio	26,346	$15.60	4,410	$20.16	6,402	$15.52
Oklahoma	9,680	$13.44	2,235	$17.23	2,343	$14.15
Oregon	11,473	$16.45	1,900	$20.44	2,574	$15.39
Pennsylvania	31,255	$15.99	5,519	$20.12	7,528	$15.50
Rhode Island	3,881	$16.37	633	$21.39	839	$14.89
South Carolina	10,747	$14.18	2,530	$16.82	2,868	$14.45
South Dakota	2,912	$13.42	969	$16.11	853	$13.31
Tennessee	12,936	$14.58	2,507	$17.42	3,633	$14.42
Texas	52,628	$15.28	9,814	$16.78	10,754	$14.53
Utah	9,880	$14.77	1,583	$18.39	1,993	$14.78
Vermont	2,019	$15.45	506	$18.38	702	$15.35
Virginia	22,481	$16.26	4,075	$19.10	4,038	$15.24
Washington	19,305	$17.57	3,235	$22.75	3,769	$17.40
West Virginia	3,491	$12.82	838	$18.14	895	$14.43
Wisconsin	14,461	$15.57	2,968	$20.95	5,110	$15.59
Wyoming	1,403	$13.86	419	$20.53	400	$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.

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Table 9: MSA Occupational Demand and Pay[1], Not Seasonally Adjusted						
	Management and Business/Financial		Professional & Related		Service	
Location	Total Ads Nov-09	Average Hourly Wage[2]	Total Ads Nov-09	Average Hourly Wage[2]	Total Ads Nov-09	Average Hourly Wage[2]
United States	**585,145**	**$39.69**	**1,410,425**	**$29.24**	**305,324**	**$11.87**
Birmingham, AL	1,745	$38.72	3,795	$26.20	1,306	$10.41
Phoenix, AZ	6,763	$35.75	19,647	$27.84	3,924	$11.90
Tucson, AZ	1,485	$35.26	4,373	$28.28	1,457	$11.87
Los Angeles, CA	27,132	$44.75	56,657	$33.52	10,831	$12.80
Riverside, CA	3,135	$39.08	7,558	$29.74	2,713	$12.50
Sacramento, CA	3,691	$38.34	8,184	$34.29	1,695	$13.18
San Diego, CA	6,784	$42.67	17,573	$33.26	3,130	$12.44
San Francisco, CA	18,668	$49.63	36,281	$36.87	5,016	$14.47
San Jose, CA	6,559	$54.66	18,682	$42.71	1,144	$13.50
Denver, CO	7,116	$40.69	15,015	$31.98	3,012	$12.39
Hartford, CT	3,816	$41.57	7,829	$32.15	1,598	$13.78
Washington, DC	38,224	$37.90	85,823	$37.79	7,670	$13.75
Jacksonville, FL	2,549	$35.85	5,816	$26.93	1,739	$11.29
Miami, FL	8,043	$38.42	17,562	$30.75	5,406	$12.39
Orlando, FL	4,038	$35.74	8,831	$26.75	3,121	$11.08
Tampa, FL	4,673	$35.91	12,393	$28.00	3,348	$11.22
Atlanta, GA	13,138	$41.46	29,385	$29.11	5,064	$11.31
Honolulu, HI	1,850	$35.57	3,664	$31.89	1,517	$12.95
Chicago, IL	23,701	$41.85	41,422	$33.84	7,529	$12.93
Indianapolis, IN	4,076	$36.93	7,836	$27.90	1,893	$11.41
Louisville, KY	2,024	$35.91	4,824	$26.23	1,151	$10.66
New Orleans, LA	1,908	$34.56	4,160	$26.65	1,683	$10.65
Baltimore, MD	9,058	$40.99	29,752	$32.10	4,453	$13.08
Boston, MA	21,217	$46.83	41,357	$34.01	6,831	$14.20
Detroit, MI	5,359	$41.01	12,241	$30.71	3,387	$12.05
Minneapolis-St. Paul, MN	9,673	$40.37	18,634	$30.92	3,651	$12.61
Kansas City, MO	3,801	$37.34	9,351	$27.75	2,704	$11.54
St. Louis, MO	5,485	$37.90	12,784	$28.05	3,173	$11.28
Las Vegas, NV	3,721	$38.00	9,573	$28.36	4,552	$12.53
Buffalo, NY	2,110	$37.29	3,982	$26.82	1,527	$11.88
New York, NY	52,275	$50.57	95,973	$34.55	20,628	$14.63
Rochester, NY	1,617	$39.79	3,782	$27.57	1,300	$11.93
Charlotte, NC	5,403	$41.05	10,504	$27.63	2,380	$11.19
Cincinnati, OH	4,543	$37.96	8,719	$28.68	2,123	$11.54
Cleveland, OH	4,748	$38.86	10,570	$28.77	2,688	$11.82
Columbus, OH	4,403	$36.74	9,343	$30.01	2,144	$11.88
Oklahoma City, OK	2,341	$31.56	6,213	$25.50	1,877	$10.45
Portland, OR	4,691	$38.56	12,551	$30.44	2,495	$12.71
Philadelphia, PA	13,541	$41.65	28,953	$30.97	6,420	$12.88
Pittsburgh, PA	6,173	$35.14	11,836	$27.88	4,208	$11.25
Providence, RI	2,535	$40.64	6,340	$29.42	2,184	$12.67
Memphis, TN	1,854	$36.94	4,410	$26.55	975	$10.83
Nashville, TN	3,345	$36.16	8,112	$25.90	1,813	$10.81
Austin, TX	4,260	$38.67	12,005	$29.23	2,028	$10.85
Dallas, TX	14,935	$41.10	29,991	$30.11	4,670	$10.99
Houston, TX	11,108	$51.06	24,547	$30.74	4,440	$10.45
San Antonio, TX	3,882	$34.42	11,357	$26.14	2,921	$10.16
Salt Lake City, UT	3,136	$35.61	8,372	$28.39	2,271	$11.36
Richmond, VA	2,795	$30.49	6,503	$28.73	1,572	$11.56
Virginia Beach, VA	2,772	$35.50	7,278	$27.36	2,171	$11.12
Seattle-Tacoma, WA	11,158	$43.11	28,298	$33.75	4,609	$14.09
Milwaukee, WI	3,787	$38.01	8,585	$29.80	2,493	$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.

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Table 9: MSA Occupational Demand and Pay, Not Seasonally Adjusted - continued						
	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
Location	Nov-09	Wage[1]	Nov-09	Wage[1]	Nov-09	Wage[1]
United States	**811,844**	**$16.20**	**136,732**	**$19.80**	**168,289**	**$15.33**
Birmingham, AL	3,358	$15.36	750	$18.14	1,064	$14.58
Phoenix, AZ	12,637	$15.93	1,251	$18.20	1,552	$15.22
Tucson, AZ	2,866	$14.24	440	$17.76	483	$14.31
Los Angeles, CA	40,565	$17.84	4,049	$22.21	5,958	$14.54
Riverside, CA	7,460	$15.73	1,164	$20.68	1,436	$14.90
Sacramento, CA	6,116	$17.51	956	$22.36	928	$16.07
San Diego, CA	11,123	$17.33	1,316	$22.03	1,422	$15.25
San Francisco, CA	17,610	$20.71	1,982	$26.88	2,381	$17.93
San Jose, CA	5,171	$22.31	574	$25.00	808	$16.83
Denver, CO	9,394	$18.60	1,651	$20.27	1,480	$16.16
Hartford, CT	4,700	$18.55	797	$23.10	1,018	$17.18
Washington, DC	23,854	$18.69	3,231	$21.75	2,836	$17.08
Jacksonville, FL	4,697	$16.05	875	$18.05	796	$15.26
Miami, FL	15,670	$16.41	1,651	$18.57	1,780	$14.80
Orlando, FL	9,292	$15.27	1,314	$17.73	1,179	$14.19
Tampa, FL	8,499	$15.82	1,299	$17.05	1,193	$13.76
Atlanta, GA	13,298	$17.03	1,895	$19.12	2,466	$15.43
Honolulu, HI	3,697	$15.84	619	$25.30	554	$16.47
Chicago, IL	24,556	$17.82	2,687	$25.82	4,788	$16.05
Indianapolis, IN	6,060	$16.73	859	$20.73	1,325	$15.70
Louisville, KY	3,707	$15.36	561	$19.19	790	$17.01
New Orleans, LA	3,339	$14.42	677	$18.33	690	$16.28
Baltimore, MD	11,608	$17.09	2,250	$20.31	2,086	$16.62
Boston, MA	19,665	$19.45	2,582	$24.51	3,459	$16.81
Detroit, MI	8,492	$17.33	1,568	$23.81	1,817	$18.60
Minneapolis-St. Paul, MN	11,445	$18.36	1,588	$24.38	2,494	$17.04
Kansas City, MO	6,786	$16.69	1,128	$21.53	1,526	$15.92
St. Louis, MO	8,088	$16.49	1,238	$23.13	1,583	$16.31
Las Vegas, NV	9,128	$15.58	1,177	$22.85	1,067	$14.72
Buffalo, NY	4,548	$15.66	787	$20.51	1,099	$16.16
New York, NY	61,539	$19.58	6,135	$25.16	8,861	$16.78
Rochester, NY	3,110	$15.97	674	$19.41	887	$14.84
Charlotte, NC	6,580	$16.88	1,026	$18.45	1,176	$15.16
Cincinnati, OH	6,509	$16.85	931	$20.05	1,419	$15.54
Cleveland, OH	6,068	$16.27	1,124	$21.89	1,562	$16.04
Columbus, OH	6,690	$16.34	875	$20.15	1,571	$15.29
Oklahoma City, OK	4,782	$13.86	1,173	$17.99	980	$13.76
Portland, OR	7,516	$17.58	1,134	$22.11	1,769	$16.17
Philadelphia, PA	16,471	$17.64	2,509	$22.64	3,309	$16.35
Pittsburgh, PA	9,267	$15.49	1,776	$19.06	2,302	$15.54
Providence, RI	4,756	$16.10	869	$21.48	1,048	$14.79
Memphis, TN	2,923	$15.32	598	$18.07	932	$14.51
Nashville, TN	4,934	$15.55	769	$18.14	1,071	$15.53
Austin, TX	5,841	$16.09	865	$18.02	915	$13.64
Dallas, TX	17,800	$16.83	2,391	$17.41	3,029	$14.76
Houston, TX	13,517	$16.46	2,482	$17.70	2,698	$15.71
San Antonio, TX	5,823	$14.10	1,177	$15.69	1,162	$13.14
Salt Lake City, UT	6,140	$15.87	862	$18.70	1,189	$15.10
Richmond, VA	4,062	$16.90	623	$19.27	714	$14.97
Virginia Beach, VA	4,745	$14.63	1,247	$18.19	1,218	$15.50
Seattle-Tacoma, WA	12,684	$18.87	1,685	$24.27	2,072	$18.38
Milwaukee, WI	5,785	$17.14	995	$23.03	1,814	$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.

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