



THE CONFERENCE BOARD

News Release

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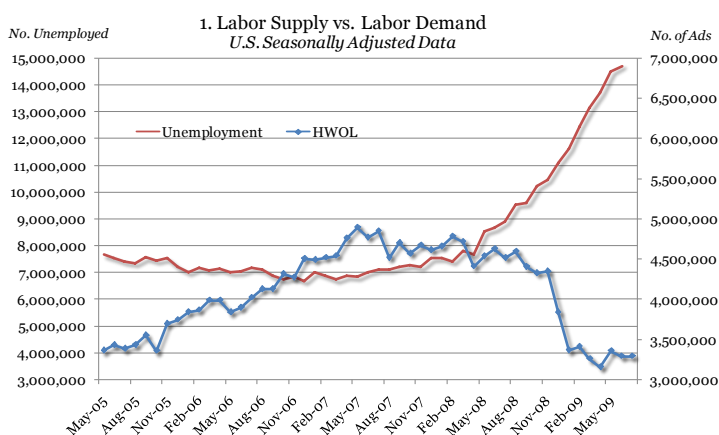
Release #5358

Online Job Demand Holds Steady in July, The Conference Board Reports

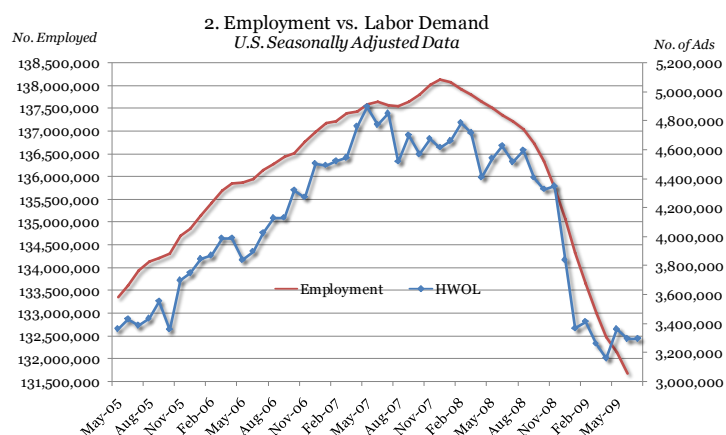
- **Online job demand, which has been basically flat since February, edged up by 700 in July.**
- **States: Larger States in the South continue to show modest strength while the trend is still down in the West.**
- **Occupations: Advertised vacancies in Sales and related occupations increase in July, but for every online advertised vacancy, there are 4 unemployed workers seeking jobs in this field.**

NEW YORK, August 3, 2009...Online advertised vacancies inched up by 700 to 3,295,500 in July, according to **The Conference Board Help-Wanted Online Data Series (HWOL)TM** released today. Nationally, online job demand has been relatively flat over the last several months after sharp declines in December 2008 and January 2009. Nationally, there were over four unemployed looking for work for every online advertised vacancy, as the number of unemployed increased even as the number of advertised vacancies held steady.

“Online job demand has held relatively steady at around 3.3 million advertised vacancies per month for the last six months,” said Gad Levanon, Senior Economist at The Conference Board. The monthly number of advertised vacancies in 2009 continues to average about 1.2 million below the monthly average of 4.5 million in 2008. (Chart 1) “While we are not seeing declines, the sluggish nature of labor demand is another indication that the path to recovery is likely to remain a long haul,” he said.



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

Regional and State Highlights

- Modest strength for last few months seen in several large States in the South including North Carolina, Virginia and Maryland.
- Large States in the West continue a downward trend.
- Among the 20 most populous states, unemployed people outnumber advertised vacancies (Supply/Demand) and range from a low of 2.0 to 1 (Maryland) to 10.7 to 1 (Michigan).

| Location | Total Ads ¹ (Thousands) Jul-09 | M-O-M Change (Thousands) Jul-Jun 09 | Supply/ Demand Rate ² Jun-09 | Recent Trend ³ |
|----------------------|---|--|---|------------------------------|
| United States | 3,295.5 | 0.7 | 4.47 | ↓ 5/07 |
| NORTHEAST | 668.0 | 26.9 | 3.83 | |
| Massachusetts | 100.2 | -0.3 | 2.94 | ↓ 8/08 |
| New Jersey | 118.0 | 2.3 | 3.64 | → 1/09 |
| New York | 217.3 | 16.8 | 4.26 | → 1/09 |
| Pennsylvania | 124.7 | 6.8 | 4.55 | ↓ 2/08 |
| SOUTH | 1,199.3 | -3.3 | 4.20 | |
| Florida | 165.7 | -4.4 | 5.70 | → 1/09 |
| Georgia | 86.0 | -3.7 | 5.39 | → 1/09 |
| Maryland | 111.1 | 3.3 | 2.00 | → 1/09 |
| North Carolina | 80.7 | 1.4 | 6.33 | → 1/09 |
| Texas | 218.6 | 0.9 | 4.13 | ↓ 8/08 |
| Virginia | 137.4 | 4.7 | 2.25 | → 3/09 |
| MIDWEST | 631.6 | -7.1 | 5.53 | |
| Illinois | 119.3 | -3.9 | 5.54 | ↓ 8/08 |
| Michigan | 67.5 | -1.8 | 10.69 | → 1/09 |
| Minnesota | 58.2 | -0.1 | 4.27 | ↓ 2/08 |
| Missouri | 61.6 | -0.1 | 4.51 | ↓ 8/08 |
| Ohio | 100.4 | 0.9 | 6.65 | → 1/09 |
| Wisconsin | 61.9 | 2.4 | 4.68 | ↓ 3/08 |
| WEST | 798.3 | -14.3 | 4.56 | |
| Arizona | 65.5 | -3.2 | 3.99 | ↓ 5/07 |
| California | 360.6 | -3.3 | 5.90 | ↓ 6/07 |
| Colorado | 65.9 | -1.5 | 3.03 | ↓ 8/08 |
| Washington | 83.0 | -2.8 | 3.86 | ↓ 8/08 |

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

Looking at the overall trend in online job demand, the South showed the most positive development. In July, large States that continued to show modest increases include Virginia (4,700), Maryland (3,300), and North Carolina (1,400). Texas, which has been slower to show growth in labor demand, was virtually unchanged in July, up 900. Among the smaller states in the South, Oklahoma (500) and Alabama (400) increased very modestly in July. Florida and Georgia, which have been relatively flat over the last few months, declined 4,400 and 3,700, respectively. Louisiana (-4,300), Kentucky (-3,100), West Virginia (-2,000), and Arkansas (-1,500) also declined in July. (Table A and Table 3).

In the Northeast, Massachusetts (-300) was practically unchanged in July. New York showed the largest increase (16,800). Pennsylvania (6,800) showed the next largest increase and was followed by New Jersey (2,300). Among the states with smaller populations in the region, Maine dropped 700 in July, but overall has shown a flat trend since January.

The overall trend in the larger States in the West continued to be down in July. California dipped (-3,300) followed by Arizona (-3,200), Washington (-2,800), and Colorado (-1,500). Arizona's loss offset the majority of its June gain. Colorado's loss offset close to half of its June gain. While the monthly declines in labor demand have moderated in California, the overall trend continues to be down for all of 2009. Among the states with smaller populations, Hawaii and New Mexico declined by 1,400 and 900, respectively. Nevada was unchanged, dipping by 100 in July.

In the Midwest, Minnesota and Missouri were virtually unchanged, both declining 100. Illinois declined by 3,900 and Michigan decreased by 1,800. Partially offsetting these declines were increases in Wisconsin (2,400), and Ohio (900). 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 June (the latest month for which unemployment numbers are available) was at 4.47, up slightly from 4.32 in May and indicating that there are now nearly 4.5 unemployed workers for every online advertised vacancy. Among the states, the highest Supply/Demand rate, and the highest recorded since the HWOL series began in May 2005, is in Michigan (10.69), or close to 11 unemployed people for every advertised vacancy. Other states where there are over 6 unemployed for every advertised vacancy are Indiana (7.40), Kentucky (6.69), Ohio (6.65), North Carolina (6.33), and South Carolina (6.17). North Dakota (1.25) and Alaska (1.66) 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).

OCCUPATIONAL HIGHLIGHTS

- **Sales and Related occupations and Management occupations experienced largest July increases in job demand.**
- **Labor demand continues to remain well below year-ago levels for most occupations.**

Sales and related occupations (up 11,700) and Management (up 9,400) experienced the largest July increases in online advertised vacancies and are occupations that have shown an upward trend over the last few months.

Ads for Sales and related occupations at 375,600 in July have been on an upward trend since February 2009, when there was a steep increase. The sales occupations with the largest July increases include First-Line Retail Supervisors/Managers, Wholesale and Manufacturing Sales Representatives, and Retail Salespeople. “However, looking at the Supply/Demand rate in June (the latest month for which unemployment data are available) there are over four unemployed people for every advertised vacancy in this occupational category,” said Levanon. (Table B and Table 7).

“Based on the number of unemployed relative to the number of advertised vacancies, workers looking for jobs in the management field will find it somewhat easier than those looking for sales positions,” said Levanon. In June, there were fewer than two unemployed (1.7) for every online advertised vacancy. Advertised vacancies in Management occupations have trended upward since May and in July, there were 413,000 Management jobs advertised online. The Management jobs with the largest July increases include Medical and Health Services Managers, Sales Managers and Marketing Managers.

Among the top 10 occupations in July with online advertised vacancies, the broad category of Arts, Design, Entertainment, Sports and Media rose 4,400 to 102,600; Healthcare Support was up 3,300 to 101,100; and Computer and Mathematical occupations rose a modest 1,100 to 397,800. Top 10 occupations with declines in job demand in July included the largest category, Healthcare Practitioner and Technical, which dipped 3,700 to 518,400. Business and Financial vacancies declined 5,100 to 177,600 and Architecture and Engineering vacancies dropped 4,000 to 117,700. Office and Administrative Support was down 1,700 in July to 339,600.

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 (0.6). On the other hand, in Sales and Related Occupations, there were about four people seeking jobs in this field for every online advertised vacancy (4.2) and there were nearly five unemployed looking for work in Office and Administrative Support positions for every advertised opening (4.8). For Management positions, there were almost two people looking for every advertised opening (1.7).

| Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted | | | | | |
|---|--------------------|-------------------|--------------------|--------------------------------|-------------------------|
| Occupation | Total Ads | M-O-M | Unemployed | Supply/ | Average |
| | (Thousands) | Change | (Thousands) | Demand Rate¹ | |
| | Jul-09 | Jul-Jun 09 | Jun-09 | Jun-09 | Hourly |
| | | | | | Wage² |
| Healthcare practitioners and technical | 518.4 | -3.7 | 190.5 | 0.36 | \$32.64 |
| Management | 413.0 | 9.4 | 700.6 | 1.74 | \$48.23 |
| Computer and mathematical science | 397.8 | 1.1 | 219.5 | 0.55 | \$35.82 |
| Sales and related | 375.6 | 11.7 | 1,540.1 | 4.23 | \$17.35 |
| Office and administrative support | 339.6 | -1.7 | 1,638.0 | 4.80 | \$15.49 |
| Business and financial operations | 177.6 | -5.1 | 370.1 | 2.03 | \$31.12 |
| Architecture and engineering | 117.7 | -4.0 | 200.5 | 1.65 | \$34.34 |
| Arts, design, entertainment, sports, and media | 102.6 | 4.4 | 258.3 | 2.63 | \$24.36 |
| Healthcare support | 101.1 | 3.3 | 251.5 | 2.57 | \$12.66 |
| Installation, maintenance, and repair | 87.4 | -0.8 | 526.2 | 5.97 | \$19.82 |

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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

- **48 of top 52 Metro areas post over-the-year declines in job demand in July.**
- **Honolulu labor demand up 2,400 over last year’s levels, Providence and Baltimore gain 600 each, and Virginia Beach gains 100.**

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 | |
|------------------------------|---------------|---------------------------------|---------------|---------------------------------------|---------------|
| | Jul-09 | | Jul-09 | | Jun-09 |
| New York, NY | 211.09 | Washington, DC | 5.12 | Washington, DC | 1.34 |
| Washington, DC | 153.96 | Baltimore, MD | 4.5 | Salt Lake City, UT | 1.62 |
| Los Angeles, CA | 137.64 | Salt Lake City, UT | 3.39 | Baltimore, MD | 1.85 |
| Chicago, IL | 92.56 | San Francisco, CA | 3.28 | Oklahoma City, OK | 1.88 |
| Boston, MA | 78.28 | Boston, MA | 3.15 | Honolulu, HI | 2.25 |
| San Francisco, CA | 74.26 | Las Vegas, NV | 3.11 | Austin, TX | 2.41 |
| Dallas, TX | 67.28 | Oklahoma City, OK | 3.1 | San Antonio, TX | 2.44 |
| Philadelphia, PA | 64.07 | Hartford, CT | 3.09 | Boston, MA | 2.61 |
| Baltimore, MD | 62.21 | San Jose, CA | 3.09 | Hartford, CT | 2.63 |
| Atlanta, GA | 56.72 | Seattle-Tacoma, WA | 2.96 | New Orleans, LA | 2.65 |

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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 July, only 4 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 12,500 ads, was well above last year’s level (23.8 percent). Providence, with 18,000, gained 600 advertised vacancies compared to last year. Baltimore, with 62,000, gained 600. Virginia Beach, with 19,700, gained a modest 100. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was about 17 percent below its July 2008 level, and the Los Angeles metro area was 25 percent below its July 2008 level. Washington, D.C. was down 4,600, or 2.9 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 Detroit, MI, where there are nearly 12 unemployed people for every advertised vacancy (11.9), Riverside (10.1), Miami (6.6), Chicago (5.7), and Sacramento (5.5). Supply/Demand rate data are for June 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 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 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 52 large metropolitan areas, but it is The Conference Board's intent to provide seasonally adjusted data for large metro areas in the future.

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

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

The Conference Board

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Publication Schedule, Help Wanted Online Data Series

| Data for the Month | Release Date |
|---------------------------|---------------------|
| 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) |
|-----------------------|------------------------------------|----------------|----------------|--------------------------|----------------------------------|----------------|----------------|--------------------------|
| | Jul-08 | Jun-09 | Jul-09 | Jul-Jun 09 | Jul-08 | Jun-09 | Jul-09 | Jul-Jun 09 |
| United States | 4,516.1 | 3,294.8 | 3,295.5 | 0.7 | 2,964.8 | 1,949.4 | 1,978.9 | 29.5 |
| New England | 288.4 | 208.1 | 207.4 | -0.7 | 173.7 | 116.7 | 121.7 | 5.0 |
| Middle Atlantic | 623.3 | 433.0 | 460.6 | 27.7 | 409.8 | 272.9 | 297.2 | 24.3 |
| South Atlantic | 906.6 | 727.0 | 729.2 | 2.2 | 589.8 | 419.5 | 426.6 | 7.1 |
| East North Central | 553.8 | 395.4 | 392.1 | -3.2 | 347.0 | 237.7 | 239.4 | 1.7 |
| East South Central | 178.4 | 150.2 | 147.0 | -3.2 | 116.6 | 83.2 | 81.5 | -1.7 |
| West North Central | 329.4 | 243.3 | 239.5 | -3.8 | 211.4 | 134.2 | 133.4 | -0.8 |
| West South Central | 475.8 | 325.4 | 323.1 | -2.4 | 326.9 | 190.0 | 187.0 | -3.0 |
| Mountain | 401.8 | 282.5 | 273.3 | -9.2 | 282.6 | 162.8 | 163.6 | 0.7 |
| Pacific | 760.0 | 530.1 | 525.0 | -5.1 | 507.1 | 332.9 | 329.6 | -3.2 |

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Seasonally Adjusted

| Location ² | Total Ads Rate ¹ (Percent) | | | New Ads Rate ¹ (Percent) | | |
|-----------------------|---------------------------------------|-------------|-------------|-------------------------------------|-------------|-------------|
| | Jul-08 | Jun-09 | Jul-09 | Jul-08 | Jun-09 | Jul-09 |
| United States | 2.92 | 2.13 | 2.13 | 1.92 | 1.26 | 1.28 |
| New England | 3.76 | 2.71 | 2.71 | 2.27 | 1.52 | 1.59 |
| Middle Atlantic | 3.03 | 2.09 | 2.22 | 1.99 | 1.31 | 1.43 |
| South Atlantic | 3.07 | 2.47 | 2.48 | 2.00 | 1.43 | 1.45 |
| East North Central | 2.31 | 1.66 | 1.65 | 1.45 | 1.00 | 1.01 |
| East South Central | 2.08 | 1.76 | 1.72 | 1.36 | 0.97 | 0.95 |
| West North Central | 3.01 | 2.22 | 2.19 | 1.93 | 1.23 | 1.22 |
| West South Central | 2.81 | 1.89 | 1.88 | 1.93 | 1.11 | 1.09 |
| Mountain | 3.60 | 2.54 | 2.46 | 2.53 | 1.47 | 1.47 |
| Pacific | 3.06 | 2.12 | 2.10 | 2.04 | 1.33 | 1.32 |

Source: The Conference Board

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

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

| Location | Total Ads ¹ (Thousands) | | | M-O-M Change (Thousands) | New Ads ² (Thousands) | | | M-O-M Change (Thousands) |
|----------------------|------------------------------------|----------------|----------------|--------------------------|----------------------------------|----------------|----------------|--------------------------|
| | Jul-08 | Jun-09 | Jul-09 | Jul-Jun 09 | Jul-08 | Jun-09 | Jul-09 | Jul-Jun 09 |
| United States | 4,516.1 | 3,294.8 | 3,295.5 | 0.7 | 2,964.8 | 1,949.4 | 1,978.9 | 29.5 |
| Alabama | 55.6 | 42.2 | 42.6 | 0.4 | 35.7 | 20.9 | 21.5 | 0.6 |
| Alaska | 19.6 | 18.3 | 19.1 | 0.8 | 13.0 | 8.6 | 9.3 | 0.7 |
| Arkansas | 29.9 | 28.2 | 26.7 | -1.5 | 20.6 | 15.2 | 14.6 | -0.6 |
| Arizona | 105.7 | 68.7 | 65.5 | -3.2 | 74.1 | 40.6 | 39.4 | -1.1 |
| California | 530.1 | 364.0 | 360.6 | -3.3 | 357.3 | 238.4 | 234.1 | -4.2 |
| Colorado | 108.8 | 67.4 | 65.9 | -1.5 | 79.4 | 40.3 | 39.9 | -0.5 |
| Connecticut | 69.1 | 46.7 | 46.5 | -0.3 | 40.3 | 26.0 | 26.8 | 0.8 |
| Delaware | 18.0 | 13.6 | 13.5 | -0.1 | 10.8 | 7.1 | 7.4 | 0.3 |
| Florida | 237.2 | 170.1 | 165.7 | -4.4 | 175.4 | 113.8 | 111.1 | -2.7 |
| Georgia | 119.2 | 89.6 | 86.0 | -3.7 | 80.5 | 53.1 | 50.9 | -2.2 |
| Hawaii | 19.6 | 17.0 | 15.7 | -1.4 | 14.8 | 10.4 | 9.9 | -0.5 |
| Iowa | 46.4 | 37.1 | 35.9 | -1.2 | 29.5 | 19.3 | 17.8 | -1.4 |
| Idaho | 24.2 | 17.3 | 16.5 | -0.8 | 17.1 | 10.2 | 10.1 | -0.1 |
| Illinois | 165.2 | 123.2 | 119.3 | -3.9 | 97.9 | 70.4 | 68.4 | -2.0 |
| Indiana | 57.4 | 46.4 | 44.3 | -2.0 | 36.8 | 25.3 | 25.2 | -0.1 |
| Kansas | 40.8 | 33.5 | 32.3 | -1.3 | 23.9 | 17.9 | 16.2 | -1.8 |
| Kentucky | 39.0 | 33.8 | 30.7 | -3.1 | 25.3 | 20.5 | 18.4 | -2.1 |
| Louisiana | 45.7 | 40.4 | 36.1 | -4.3 | 30.9 | 24.3 | 21.5 | -2.8 |
| Massachusetts | 144.2 | 100.5 | 100.2 | -0.3 | 87.0 | 57.4 | 59.3 | 1.9 |
| Maryland | 122.1 | 107.8 | 111.1 | 3.3 | 72.4 | 56.2 | 58.1 | 1.9 |
| Maine | 20.3 | 16.9 | 16.2 | -0.7 | 12.1 | 8.8 | 8.7 | -0.1 |
| Michigan | 88.5 | 69.2 | 67.5 | -1.8 | 60.0 | 45.2 | 45.6 | 0.4 |
| Minnesota | 87.8 | 58.3 | 58.2 | -0.1 | 55.7 | 34.0 | 36.0 | 2.0 |
| Missouri | 84.5 | 61.6 | 61.6 | -0.1 | 58.0 | 37.0 | 37.6 | 0.5 |
| Mississippi | 19.6 | 20.3 | 18.4 | -1.9 | 12.1 | 9.8 | 8.7 | -1.1 |
| Montana | 17.2 | 14.1 | 13.5 | -0.7 | 10.7 | 6.0 | 6.4 | 0.4 |
| North Carolina | 105.8 | 79.3 | 80.7 | 1.4 | 70.4 | 50.0 | 51.0 | 1.0 |
| North Dakota | 15.3 | 12.4 | 10.3 | -2.1 | 10.1 | 5.3 | 4.8 | -0.5 |
| Nebraska | 36.5 | 28.0 | 28.4 | 0.4 | 25.0 | 16.1 | 16.7 | 0.7 |
| New Hampshire | 23.1 | 17.9 | 18.3 | 0.4 | 14.4 | 10.5 | 11.2 | 0.7 |
| New Jersey | 157.8 | 115.7 | 118.0 | 2.3 | 102.1 | 68.5 | 74.5 | 6.0 |
| New Mexico | 32.1 | 27.4 | 26.6 | -0.9 | 21.2 | 15.4 | 15.6 | 0.2 |
| Nevada | 49.6 | 43.0 | 42.9 | -0.1 | 35.5 | 26.7 | 27.7 | 1.1 |
| New York | 276.0 | 200.6 | 217.3 | 16.8 | 182.6 | 131.3 | 143.4 | 12.1 |
| Ohio | 139.9 | 99.5 | 100.4 | 0.9 | 92.1 | 62.9 | 64.7 | 1.8 |
| Oklahoma | 51.4 | 39.6 | 40.1 | 0.5 | 32.0 | 23.1 | 22.2 | -0.8 |
| Oregon | 60.6 | 43.1 | 45.0 | 1.9 | 40.1 | 25.9 | 27.3 | 1.4 |
| Pennsylvania | 188.2 | 117.9 | 124.7 | 6.8 | 123.7 | 72.5 | 78.6 | 6.1 |
| Rhode Island | 19.0 | 15.5 | 15.8 | 0.3 | 12.6 | 9.3 | 10.1 | 0.8 |
| South Carolina | 53.3 | 42.9 | 41.3 | -1.7 | 31.8 | 23.6 | 22.7 | -1.0 |
| South Dakota | 16.7 | 12.5 | 11.7 | -0.8 | 10.4 | 5.0 | 5.0 | 0.0 |
| Tennessee | 63.6 | 54.9 | 54.7 | -0.2 | 43.2 | 32.0 | 32.7 | 0.7 |
| Texas | 346.9 | 217.8 | 218.6 | 0.9 | 241.6 | 127.1 | 127.3 | 0.2 |
| Utah | 50.6 | 34.3 | 32.7 | -1.6 | 35.4 | 19.8 | 18.8 | -1.0 |
| Virginia | 147.4 | 132.7 | 137.4 | 4.7 | 84.9 | 68.2 | 73.1 | 4.9 |
| Vermont | 12.1 | 9.8 | 9.8 | 0.0 | 7.3 | 5.5 | 5.6 | 0.1 |
| Washington | 127.9 | 85.8 | 83.0 | -2.8 | 80.0 | 48.4 | 47.9 | -0.6 |
| Wisconsin | 105.0 | 59.5 | 61.9 | 2.4 | 60.3 | 33.6 | 35.5 | 1.9 |
| West Virginia | 16.4 | 24.0 | 22.0 | -2.0 | 10.9 | 13.7 | 14.3 | 0.6 |
| Wyoming | 10.7 | 8.3 | 7.6 | -0.8 | 6.0 | 4.1 | 3.8 | -0.4 |

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.

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 |
|----------------------|--|-------------|-------------|-----------------------------------|---------------------------|--------------------------|-------------------------------------|
| | Jul-08 | Jun-09 | Jul-09 | Jun-09 | Jun-09 | Jun-09 | Jun-09 |
| United States | 2.92 | 2.13 | 2.13 | 9.50 | 14,729.00 | 3,294.80 | 4.47 |
| Alabama | 2.57 | 1.98 | 2.00 | 10.10 | 215.62 | 42.20 | 5.11 |
| Alaska | 5.47 | 5.09 | 5.32 | 8.40 | 30.38 | 18.30 | 1.66 |
| Arkansas | 2.18 | 2.06 | 1.95 | 7.20 | 98.76 | 28.20 | 3.50 |
| Arizona | 3.36 | 2.18 | 2.08 | 8.70 | 274.25 | 68.70 | 3.99 |
| California | 2.88 | 1.97 | 1.95 | 11.60 | 2,146.21 | 364.00 | 5.90 |
| Colorado | 3.98 | 2.50 | 2.44 | 7.60 | 204.03 | 67.40 | 3.03 |
| Connecticut | 3.68 | 2.49 | 2.47 | 8.00 | 149.76 | 46.70 | 3.20 |
| Delaware | 4.08 | 3.11 | 3.08 | 8.40 | 36.88 | 13.60 | 2.71 |
| Florida | 2.57 | 1.85 | 1.80 | 10.60 | 970.08 | 170.10 | 5.70 |
| Georgia | 2.46 | 1.88 | 1.80 | 10.10 | 483.39 | 89.60 | 5.39 |
| Hawaii | 2.99 | 2.64 | 2.43 | 7.40 | 47.75 | 17.00 | 2.80 |
| Iowa | 2.77 | 2.20 | 2.13 | 6.20 | 104.12 | 37.10 | 2.81 |
| Idaho | 3.21 | 2.31 | 2.21 | 8.40 | 62.70 | 17.30 | 3.62 |
| Illinois | 2.47 | 1.85 | 1.79 | 10.30 | 683.26 | 123.20 | 5.54 |
| Indiana | 1.77 | 1.44 | 1.38 | 10.70 | 342.96 | 46.40 | 7.40 |
| Kansas | 2.73 | 2.21 | 2.12 | 7.00 | 105.84 | 33.50 | 3.16 |
| Kentucky | 1.91 | 1.63 | 1.48 | 10.90 | 226.12 | 33.80 | 6.69 |
| Louisiana | 2.21 | 1.95 | 1.75 | 6.80 | 140.86 | 40.40 | 3.49 |
| Massachusetts | 4.21 | 2.94 | 2.93 | 8.60 | 295.59 | 100.50 | 2.94 |
| Maryland | 4.07 | 3.65 | 3.76 | 7.30 | 215.19 | 107.80 | 2.00 |
| Maine | 2.87 | 2.41 | 2.32 | 8.50 | 59.86 | 16.90 | 3.54 |
| Michigan | 1.80 | 1.42 | 1.38 | 15.20 | 740.07 | 69.20 | 10.69 |
| Minnesota | 2.99 | 1.97 | 1.97 | 8.40 | 249.10 | 58.30 | 4.27 |
| Missouri | 2.81 | 2.06 | 2.06 | 9.30 | 278.28 | 61.60 | 4.51 |
| Mississippi | 1.49 | 1.57 | 1.42 | 9.00 | 116.34 | 20.30 | 5.72 |
| Montana | 3.40 | 2.83 | 2.69 | 6.40 | 31.90 | 14.10 | 2.26 |
| North Carolina | 2.33 | 1.74 | 1.77 | 11.00 | 502.26 | 79.30 | 6.33 |
| North Dakota | 4.14 | 3.39 | 2.82 | 4.20 | 15.46 | 12.40 | 1.25 |
| Nebraska | 3.67 | 2.84 | 2.88 | 5.00 | 49.06 | 28.00 | 1.75 |
| New Hampshire | 3.12 | 2.42 | 2.48 | 6.80 | 50.09 | 17.90 | 2.81 |
| New Jersey | 3.51 | 2.54 | 2.59 | 9.20 | 420.79 | 115.70 | 3.64 |
| New Mexico | 3.35 | 2.88 | 2.78 | 6.80 | 64.95 | 27.40 | 2.37 |
| Nevada | 3.61 | 3.07 | 3.07 | 12.00 | 167.41 | 43.00 | 3.89 |
| New York | 2.85 | 2.05 | 2.22 | 8.70 | 854.22 | 200.60 | 4.26 |
| Ohio | 2.34 | 1.67 | 1.68 | 11.10 | 661.75 | 99.50 | 6.65 |
| Oklahoma | 2.94 | 2.23 | 2.26 | 6.30 | 112.14 | 39.60 | 2.83 |
| Oregon | 3.09 | 2.18 | 2.27 | 12.20 | 241.96 | 43.10 | 5.61 |
| Pennsylvania | 2.94 | 1.83 | 1.94 | 8.30 | 537.03 | 117.90 | 4.55 |
| Rhode Island | 3.34 | 2.73 | 2.77 | 12.40 | 70.67 | 15.50 | 4.55 |
| South Carolina | 2.47 | 1.96 | 1.88 | 12.10 | 264.96 | 42.90 | 6.17 |
| South Dakota | 3.77 | 2.79 | 2.62 | 5.10 | 22.61 | 12.50 | 1.81 |
| Tennessee | 2.09 | 1.81 | 1.80 | 10.80 | 328.19 | 54.90 | 5.98 |
| Texas | 2.96 | 1.82 | 1.83 | 7.50 | 899.74 | 217.80 | 4.13 |
| Utah | 3.66 | 2.50 | 2.38 | 5.70 | 78.05 | 34.30 | 2.28 |
| Virginia | 3.57 | 3.19 | 3.30 | 7.20 | 298.87 | 132.70 | 2.25 |
| Vermont | 3.41 | 2.74 | 2.74 | 7.10 | 25.44 | 9.80 | 2.59 |
| Washington | 3.68 | 2.41 | 2.33 | 9.30 | 330.77 | 85.80 | 3.86 |
| Wisconsin | 3.41 | 1.92 | 2.00 | 9.00 | 278.32 | 59.50 | 4.68 |
| West Virginia | 2.03 | 3.04 | 2.78 | 9.20 | 72.83 | 24.00 | 3.03 |
| Wyoming | 3.64 | 2.87 | 2.61 | 5.90 | 17.24 | 8.30 | 2.06 |

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 |
|--------------------------|------------------------------------|--------|--------|----------------------|----------------------------------|--------|--------|----------------------|
| | Jul-08 | Jun-09 | Jul-09 | Jul 08-09 | Jul-08 | Jun-09 | Jul-09 | Jul 08-09 |
| Birmingham, AL | 17.5 | 12.6 | 12.4 | -28.7% | 10.9 | 6.4 | 6.3 | -42.1% |
| Phoenix, AZ | 71.6 | 44.3 | 42.7 | -40.4% | 48.6 | 26.9 | 25.8 | -46.8% |
| Tucson, AZ | 15.6 | 11.8 | 11.1 | -28.8% | 10.5 | 7.1 | 6.7 | -36.3% |
| Los Angeles, CA | 183.2 | 146 | 137.6 | -24.9% | 122 | 100.9 | 92.8 | -23.9% |
| Riverside, CA | 24.5 | 24.5 | 23.4 | -4.3% | 16.6 | 16.2 | 15.4 | -7.3% |
| Sacramento, CA | 28.1 | 22.4 | 21.4 | -24.0% | 17.8 | 13.7 | 13 | -26.8% |
| San Diego, CA | 53.1 | 42.8 | 41 | -22.7% | 33.7 | 26.8 | 25.4 | -24.7% |
| San Francisco, CA | 116.8 | 75.9 | 74.3 | -36.4% | 72.9 | 47.9 | 46.2 | -36.6% |
| San Jose, CA | 49.8 | 29.3 | 28.2 | -43.4% | 26.3 | 14.8 | 14.6 | -44.5% |
| Denver, CO | 66.4 | 39.7 | 37.1 | -44.2% | 47.5 | 22.8 | 21.5 | -54.7% |
| Hartford, CT | 27.2 | 18.7 | 18.4 | -32.1% | 16.6 | 10.9 | 10.8 | -34.6% |
| Washington, DC | 158.6 | 148.7 | 154 | -2.9% | 87.4 | 72 | 75.2 | -14.0% |
| Jacksonville, FL | 20.7 | 19 | 18 | -13.2% | 14.1 | 12.5 | 11.7 | -17.1% |
| Miami, FL | 85 | 46.3 | 45.1 | -46.9% | 63.6 | 28.9 | 28 | -56.0% |
| Orlando, FL | 31 | 29.7 | 28.9 | -6.9% | 21.6 | 20.8 | 19.8 | -8.0% |
| Tampa, FL | 33.6 | 34.1 | 32 | -4.5% | 19.9 | 22.5 | 20.4 | 2.3% |
| Atlanta, GA | 83.7 | 58.3 | 56.7 | -32.3% | 54.4 | 35.6 | 33.6 | -38.2% |
| Honolulu, HI | 10.1 | 13.7 | 12.5 | 23.8% | 6.9 | 9.4 | 8.5 | 22.0% |
| Chicago, IL | 122.9 | 96.5 | 92.6 | -24.7% | 67.3 | 54.3 | 51.3 | -23.8% |
| Indianapolis, IN | 26 | 21.4 | 20.6 | -20.6% | 16.1 | 12 | 11.6 | -28.1% |
| Louisville, KY | 16.5 | 14.5 | 13.3 | -18.9% | 10.3 | 9.3 | 8.2 | -20.7% |
| New Orleans, LA | 18.6 | 14.8 | 13.5 | -27.6% | 12.1 | 8.8 | 8 | -33.6% |
| Baltimore, MD | 61.6 | 60.5 | 62.2 | 1.0% | 36.9 | 33.5 | 33.7 | -8.7% |
| Boston, MA | 111.8 | 80 | 78.3 | -30.0% | 64.7 | 46.9 | 45.3 | -29.9% |
| Detroit, MI | 38.4 | 30.6 | 29 | -24.4% | 25.8 | 20.9 | 19.9 | -22.6% |
| Minneapolis-St. Paul, MN | 66.6 | 42.2 | 42 | -37.0% | 40.9 | 25.2 | 25.5 | -37.6% |
| Kansas City, MO | 35.6 | 26.6 | 25.9 | -27.4% | 23.1 | 16.2 | 15.3 | -33.8% |
| St. Louis, MO | 42.4 | 34.5 | 32.6 | -23.1% | 27.7 | 21.4 | 19.4 | -29.9% |
| Las Vegas, NV | 35.4 | 33.4 | 31.5 | -10.8% | 24.9 | 21.4 | 20.2 | -19.0% |
| Buffalo, NY | 14.6 | 13.9 | 14 | -3.9% | 9.8 | 9.2 | 9.1 | -7.8% |
| New York, NY | 253.4 | 211.4 | 211.1 | -16.7% | 162.5 | 140.1 | 139.8 | -14.0% |
| Rochester, NY | 13.4 | 10 | 10.2 | -24.0% | 9.1 | 6.6 | 6.8 | -25.5% |
| Charlotte, NC | 31.1 | 24.4 | 23.8 | -23.5% | 19.5 | 15.7 | 15.3 | -21.6% |
| Cincinnati, OH | 31.2 | 24 | 22.3 | -28.3% | 19 | 14.4 | 12.9 | -31.8% |
| Cleveland, OH | 39 | 24.8 | 25.3 | -35.0% | 23.1 | 15.2 | 15.1 | -34.6% |
| Columbus, OH | 29.5 | 24.5 | 23 | -22.0% | 18.8 | 15.7 | 14.7 | -21.8% |
| Oklahoma City, OK | 19.4 | 18.7 | 17.8 | -8.3% | 12.4 | 11.5 | 10.5 | -15.2% |
| Portland, OR | 37.1 | 28 | 27.8 | -25.0% | 23.5 | 16.9 | 16.4 | -30.4% |
| Philadelphia, PA | 99.8 | 62.2 | 64.1 | -35.8% | 61.9 | 36.2 | 37.8 | -38.9% |
| Pittsburgh, PA | 40.8 | 32.9 | 31.9 | -21.9% | 27.5 | 21.9 | 21.2 | -22.7% |
| Providence, RI | 17.4 | 19.7 | 18 | 3.8% | 10.6 | 13.4 | 12.1 | 13.9% |
| Memphis, TN | 15.7 | 14.2 | 13.3 | -14.9% | 10.4 | 8.5 | 7.8 | -25.4% |
| Nashville, TN | 22.4 | 20.4 | 19.7 | -12.3% | 14.1 | 12.2 | 11.7 | -17.1% |
| Austin, TX | 46.3 | 26.4 | 25.5 | -44.9% | 34.1 | 17.1 | 15.7 | -54.0% |
| Dallas, TX | 109.4 | 68.7 | 67.3 | -38.5% | 72.4 | 39.5 | 37.8 | -47.7% |
| Houston, TX | 90.9 | 56 | 53.5 | -41.2% | 60.3 | 31.8 | 29.5 | -51.0% |
| San Antonio, TX | 30.9 | 27.6 | 25.7 | -16.6% | 20.7 | 17.5 | 15.6 | -24.7% |
| Salt Lake City, UT | 30.7 | 22.1 | 20.7 | -32.5% | 21.3 | 13.1 | 12.2 | -42.9% |
| Richmond, VA | 20.1 | 16 | 15.4 | -23.4% | 12.1 | 9.9 | 9.6 | -21.1% |
| Virginia Beach, VA | 19.6 | 21.3 | 19.7 | 0.5% | 12.4 | 12.6 | 12.2 | -2.2% |
| Seattle-Tacoma, WA | 86.3 | 58.7 | 56.4 | -34.6% | 49.7 | 33.7 | 32.2 | -35.1% |
| Milwaukee, WI | 43.6 | 20 | 22.3 | -48.9% | 23.4 | 12.3 | 13.1 | -44.2% |

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. 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 |
|--------------------------|--|--------|--------|-----------------------------------|---------------------------|--------------------------|-------------------------------------|
| | Jul-08 | Jun-09 | Jul-09 | Jun-09 | Jun-09 | Jun-09 | Jun-09 |
| Birmingham, AL | 3.27 | 2.46 | 2.43 | 10.1 | 52.6 | 12.6 | 4.17 |
| Phoenix, AZ | 3.39 | 2.1 | 2.02 | 8.2 | 174.7 | 44.3 | 3.94 |
| Tucson, AZ | 3.22 | 2.42 | 2.28 | 8.2 | 40 | 11.8 | 3.39 |
| Los Angeles, CA | 2.75 | 2.21 | 2.09 | 10.8 | 715.4 | 146 | 4.9 |
| Riverside, CA | 1.36 | 1.37 | 1.31 | 13.7 | 247.7 | 24.5 | 10.11 |
| Sacramento, CA | 2.64 | 2.13 | 2.03 | 11.6 | 123.2 | 22.4 | 5.5 |
| San Diego, CA | 3.36 | 2.74 | 2.63 | 10.1 | 158 | 42.8 | 3.69 |
| San Francisco, CA | 5.1 | 3.36 | 3.28 | 10.3 | 233.8 | 75.9 | 3.08 |
| San Jose, CA | 5.46 | 3.21 | 3.09 | 11.8 | 108.7 | 29.3 | 3.71 |
| Denver, CO | 4.72 | 2.84 | 2.65 | 7.9 | 111.2 | 39.7 | 2.8 |
| Hartford, CT | 4.51 | 3.14 | 3.09 | 8.2 | 49.1 | 18.7 | 2.63 |
| Washington, DC | 5.12 | 4.94 | 5.12 | 6.6 | 199.8 | 148.7 | 1.34 |
| Jacksonville, FL | 2.97 | 2.77 | 2.62 | 10.5 | 72.3 | 19 | 3.81 |
| Miami, FL | 2.95 | 1.62 | 1.58 | 10.7 | 305.5 | 46.3 | 6.6 |
| Orlando, FL | 2.73 | 2.68 | 2.61 | 10.8 | 120.3 | 29.7 | 4.06 |
| Tampa, FL | 2.5 | 2.58 | 2.42 | 11.1 | 147.5 | 34.1 | 4.32 |
| Atlanta, GA | 3.02 | 2.19 | 2.13 | 10.7 | 285.2 | 58.3 | 4.89 |
| Honolulu, HI | 2.21 | 3.05 | 2.78 | 6.9 | 30.9 | 13.7 | 2.25 |
| Chicago, IL | 2.45 | 1.96 | 1.88 | 11 | 551.2 | 96.5 | 5.71 |
| Indianapolis, IN | 2.81 | 2.38 | 2.3 | 8.7 | 79.2 | 21.4 | 3.7 |
| Louisville, KY | 2.58 | 2.28 | 2.1 | 10.5 | 68 | 14.5 | 4.69 |
| New Orleans, LA | 3.46 | 2.81 | 2.57 | 7.3 | 39.2 | 14.8 | 2.65 |
| Baltimore, MD | 4.31 | 4.37 | 4.5 | 8 | 111.9 | 60.5 | 1.85 |
| Boston, MA | 4.43 | 3.22 | 3.15 | 8.3 | 208.9 | 80 | 2.61 |
| Detroit, MI | 1.8 | 1.47 | 1.39 | 17.1 | 364 | 30.6 | 11.9 |
| Minneapolis-St. Paul, MN | 3.56 | 2.3 | 2.29 | 8.5 | 156.5 | 42.2 | 3.71 |
| Kansas City, MO | 3.34 | 2.52 | 2.45 | 8.7 | 93.1 | 26.6 | 3.5 |
| St. Louis, MO | 2.91 | 2.41 | 2.28 | 9.9 | 142.6 | 34.5 | 4.13 |
| Las Vegas, NV | 3.57 | 3.29 | 3.11 | 12.3 | 124.9 | 33.4 | 3.74 |
| Buffalo, NY | 2.45 | 2.38 | 2.4 | 8.9 | 53.2 | 13.9 | 3.83 |
| New York, NY | 2.64 | 2.22 | 2.21 | 8.8 | 851.4 | 211.4 | 4.03 |
| Rochester, NY | 2.47 | 1.84 | 1.89 | 8.4 | 46.3 | 10 | 4.65 |
| Charlotte, NC | 3.6 | 2.86 | 2.79 | 12.4 | 105.6 | 24.4 | 4.33 |
| Cincinnati, OH | 2.71 | 2.14 | 1.99 | 10.1 | 114.6 | 24 | 4.78 |
| Cleveland, OH | 3.51 | 2.3 | 2.35 | 10.1 | 110.2 | 24.8 | 4.44 |
| Columbus, OH | 3 | 2.55 | 2.39 | 9.1 | 88.8 | 24.5 | 3.62 |
| Oklahoma City, OK | 3.4 | 3.26 | 3.1 | 6 | 35.1 | 18.7 | 1.88 |
| Portland, OR | 3.15 | 2.35 | 2.34 | 11.7 | 138.3 | 28 | 4.93 |
| Philadelphia, PA | 3.3 | 2.07 | 2.13 | 8.7 | 260.9 | 62.2 | 4.2 |
| Pittsburgh, PA | 3.28 | 2.69 | 2.6 | 7.7 | 95 | 32.9 | 2.89 |
| Providence, RI | 2.46 | 2.82 | 2.59 | 12.1 | 85.7 | 19.7 | 4.36 |
| Memphis, TN | 2.49 | 2.32 | 2.18 | 10.3 | 64.1 | 14.2 | 4.52 |
| Nashville, TN | 2.77 | 2.58 | 2.49 | 10 | 80.1 | 20.4 | 3.93 |
| Austin, TX | 5.32 | 2.95 | 2.85 | 7.1 | 63.7 | 26.4 | 2.41 |
| Dallas, TX | 3.46 | 2.17 | 2.12 | 8.2 | 263 | 68.7 | 3.83 |
| Houston, TX | 3.23 | 2 | 1.91 | 8 | 227.1 | 56 | 4.06 |
| San Antonio, TX | 3.22 | 2.87 | 2.67 | 6.9 | 67.4 | 27.6 | 2.44 |
| Salt Lake City, UT | 4.96 | 3.62 | 3.39 | 5.9 | 35.8 | 22.1 | 1.62 |
| Richmond, VA | 3.05 | 2.45 | 2.36 | 8.4 | 55.1 | 16 | 3.43 |
| Virginia Beach, VA | 2.32 | 2.54 | 2.36 | 7.4 | 62.7 | 21.3 | 2.95 |
| Seattle-Tacoma, WA | 4.64 | 3.08 | 2.96 | 9.3 | 176.8 | 58.7 | 3.01 |
| Milwaukee, WI | 5.35 | 2.55 | 2.84 | 9.8 | 78.5 | 20 | 3.92 |

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data.

2. Unemployment data are from the Bureau of Labor Statistics CPS and LAUS programs.

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

4. The Conference Board uses the OMB county-based MSA definitions for its data whereas the Bureau of Labor Statistics uses the OMB alternative NECTA (New England City and Town Areas) MSA definition. This will result in small comparison differences for some metropolitan areas in New England states.

Table 7: National Labor Supply/Labor Demand by Occupation¹, Seasonally Adjusted

| Occupation ² | Total Ads (Thousands) | | | M-O-M Change (Thousands) | Unemployed ³ (Thousands) | Supply/ Demand Rate ⁴ | Average Hourly Wage ⁵ |
|--|--------------------------|---------|---------|-----------------------------|--|-------------------------------------|--|
| | Jul-08 | Jun-09 | Jul-09 | Jul-Jun 09 | Jun-09 | Jun-09 | |
| Total | 4,516.1 | 3,294.8 | 3,295.5 | 0.7 | 14,729.0 | 4.5 | \$20.32 |
| Management | 577.4 | 403.6 | 413.0 | 9.4 | 700.6 | 1.7 | \$48.23 |
| Business and financial operations | 283.0 | 182.7 | 177.6 | -5.1 | 370.1 | 2.0 | \$31.12 |
| Computer and mathematical science | 608.7 | 396.7 | 397.8 | 1.1 | 219.5 | 0.6 | \$35.82 |
| Architecture and engineering | 211.1 | 121.7 | 117.7 | -4.0 | 200.5 | 1.6 | \$34.34 |
| Life, physical, and social science | 94.3 | 64.6 | 66.9 | 2.2 | 51.2 | 0.8 | \$30.90 |
| Community and social services | 49.2 | 41.3 | 42.3 | 1.0 | 114.2 | 2.8 | \$20.09 |
| Legal | 27.4 | 19.1 | 21.3 | 2.2 | 70.1 | 3.7 | \$44.36 |
| Education, training, and library | 84.0 | 67.6 | 71.3 | 3.7 | 321.0 | 4.7 | \$23.30 |
| Arts, design, entertainment, sports, and media | 101.0 | 98.2 | 102.6 | 4.4 | 258.3 | 2.6 | \$24.36 |
| Healthcare practitioners and technical | 592.0 | 522.2 | 518.4 | -3.7 | 190.5 | 0.4 | \$32.64 |
| Healthcare support | 103.4 | 97.8 | 101.1 | 3.3 | 251.5 | 2.6 | \$12.66 |
| Protective service | 34.6 | 27.1 | 26.6 | -0.6 | 199.6 | 7.4 | \$19.33 |
| Food preparation and serving related | 103.3 | 76.0 | 79.7 | 3.7 | 1,026.2 | 13.5 | \$9.72 |
| Building and grounds cleaning and maintenance | 47.4 | 36.3 | 36.9 | 0.6 | 796.9 | 22.0 | \$11.72 |
| Personal care and service | 64.1 | 58.8 | 58.8 | 0.0 | 526.8 | 9.0 | \$11.59 |
| Sales and related | 447.8 | 363.9 | 375.6 | 11.7 | 1,540.1 | 4.2 | \$17.35 |
| Office and administrative support | 517.7 | 341.3 | 339.6 | -1.7 | 1,638.0 | 4.8 | \$15.49 |
| Farming, fishing, and forestry | 7.2 | 5.8 | 5.5 | -0.3 | 182.8 | 31.5 | \$11.32 |
| Construction and extraction | 69.1 | 46.2 | 45.7 | -0.5 | 1,940.1 | 42.0 | \$20.36 |
| Installation, maintenance, and repair | 116.5 | 88.2 | 87.4 | -0.8 | 526.2 | 6.0 | \$19.82 |
| Production | 120.6 | 68.4 | 68.1 | -0.2 | 1,555.0 | 22.8 | \$15.54 |
| Transportation and material moving | 128.5 | 80.0 | 78.8 | -1.2 | 1,114.9 | 13.9 | \$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 Pay¹, Not Seasonally Adjusted

| Location | Management and Business/Financial | | Professional & Related | | Service | |
|----------------------|-----------------------------------|-------------------|------------------------|-------------------|-----------------|-------------------|
| | Total Ads | Average Hourly | Total Ads | Average Hourly | Total Ads | Average Hourly |
| | Jul-09 | Wage ² | Jul-09 | Wage ² | Jul-09 | Wage ² |
| United States | 577064.0 | \$39.69 | 1335143.0 | \$29.24 | 295379.0 | \$11.87 |
| Alabama | 5938.0 | \$36.51 | 15253.0 | \$25.85 | 4514.0 | \$9.92 |
| Alaska | 2579.0 | \$35.32 | 9615.0 | \$29.55 | 2017.0 | \$14.22 |
| Arizona | 10671.0 | \$35.17 | 28843.0 | \$27.31 | 5027.0 | \$11.87 |
| Arkansas | 3581.0 | \$32.01 | 10754.0 | \$23.68 | 2733.0 | \$9.79 |
| California | 69894.0 | \$44.56 | 144996.0 | \$33.79 | 26412.0 | \$13.12 |
| Colorado | 11375.0 | \$39.29 | 26108.0 | \$30.45 | 5790.0 | \$12.30 |
| Connecticut | 9714.0 | \$35.10 | 19070.0 | \$31.55 | 3875.0 | \$13.79 |
| Delaware | 2524.0 | \$41.13 | 6139.0 | \$31.64 | 1150.0 | \$12.38 |
| Florida | 26971.0 | \$35.96 | 58260.0 | \$27.41 | 17066.0 | \$11.52 |
| Georgia | 16357.0 | \$39.55 | 37444.0 | \$27.08 | 6526.0 | \$10.77 |
| Hawaii | 2299.0 | \$35.11 | 5927.0 | \$27.86 | 1775.0 | \$13.31 |
| Idaho | 2124.0 | \$32.31 | 6556.0 | \$25.45 | 2166.0 | \$10.93 |
| Illinois | 25381.0 | \$39.85 | 45971.0 | \$30.61 | 9114.0 | \$12.65 |
| Indiana | 7661.0 | \$35.76 | 17339.0 | \$25.62 | 3829.0 | \$10.75 |
| Iowa | 4905.0 | \$32.14 | 15053.0 | \$23.45 | 4378.0 | \$10.68 |
| Kansas | 4500.0 | \$34.55 | 13848.0 | \$24.52 | 3093.0 | \$10.59 |
| Kentucky | 4615.0 | \$33.56 | 13181.0 | \$25.00 | 2771.0 | \$10.30 |
| Louisiana | 5519.0 | \$32.90 | 13607.0 | \$24.48 | 3605.0 | \$10.05 |
| Maine | 2143.0 | \$33.02 | 7307.0 | \$25.13 | 1957.0 | \$11.40 |
| Maryland | 18077.0 | \$42.22 | 55884.0 | \$32.68 | 7723.0 | \$12.85 |
| Massachusetts | 20760.0 | \$45.51 | 43302.0 | \$33.25 | 8038.0 | \$13.97 |
| Michigan | 10851.0 | \$38.47 | 23968.0 | \$29.59 | 7451.0 | \$11.74 |
| Minnesota | 11355.0 | \$38.01 | 23147.0 | \$29.21 | 4898.0 | \$12.08 |
| Mississippi | 2536.0 | \$32.09 | 7863.0 | \$23.34 | 1654.0 | \$9.75 |
| Missouri | 9643.0 | \$35.89 | 23628.0 | \$25.95 | 7104.0 | \$10.73 |
| Montana | 1613.0 | \$28.99 | 6126.0 | \$21.97 | 1840.0 | \$10.44 |
| Nebraska | 4278.0 | \$26.68 | 11172.0 | \$24.27 | 3078.0 | \$10.37 |
| Nevada | 5679.0 | \$37.54 | 16423.0 | \$28.53 | 5954.0 | \$12.34 |
| New Hampshire | 2683.0 | \$39.79 | 7737.0 | \$27.97 | 1857.0 | \$12.18 |
| New Jersey | 22883.0 | \$45.79 | 44605.0 | \$32.61 | 11045.0 | \$14.27 |
| New Mexico | 3566.0 | \$34.70 | 12581.0 | \$26.99 | 2465.0 | \$10.45 |
| New York | 44837.0 | \$48.34 | 72861.0 | \$32.30 | 18554.0 | \$13.90 |
| North Carolina | 12762.0 | \$38.43 | 33976.0 | \$26.03 | 7429.0 | \$10.68 |
| North Dakota | 1297.0 | \$32.90 | 3946.0 | \$22.94 | 968.0 | \$10.34 |
| Ohio | 16766.0 | \$36.98 | 39186.0 | \$27.99 | 9786.0 | \$11.30 |
| Oklahoma | 5529.0 | \$31.01 | 14790.0 | \$23.60 | 4291.0 | \$10.06 |
| Oregon | 6861.0 | \$36.17 | 18109.0 | \$28.09 | 5292.0 | \$12.23 |
| Pennsylvania | 21752.0 | \$36.95 | 46260.0 | \$27.96 | 11693.0 | \$11.75 |
| Rhode Island | 2768.0 | \$40.79 | 6078.0 | \$30.33 | 1991.0 | \$12.63 |
| South Carolina | 5846.0 | \$35.79 | 17315.0 | \$25.39 | 5259.0 | \$10.29 |
| South Dakota | 1427.0 | \$30.43 | 4876.0 | \$22.38 | 1709.0 | \$10.01 |
| Tennessee | 8849.0 | \$34.33 | 22005.0 | \$25.13 | 5028.0 | \$10.42 |
| Texas | 38338.0 | \$38.80 | 88178.0 | \$27.99 | 17627.0 | \$10.37 |
| Utah | 5231.0 | \$27.74 | 12404.0 | \$25.93 | 3127.0 | \$10.87 |
| Vermont | 1372.0 | \$27.79 | 4579.0 | \$25.70 | 1257.0 | \$12.31 |
| Virginia | 27619.0 | \$33.86 | 70813.0 | \$31.75 | 8163.0 | \$11.81 |
| Washington | 14365.0 | \$31.95 | 38197.0 | \$31.29 | 8318.0 | \$13.61 |
| West Virginia | 2693.0 | \$29.93 | 10071.0 | \$23.03 | 2449.0 | \$9.57 |
| Wisconsin | 9264.0 | \$34.96 | 23885.0 | \$27.48 | 6619.0 | \$11.54 |
| Wyoming | 904.0 | \$32.73 | 4041.0 | \$24.41 | 647.0 | \$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 |
| | Jul-09 | Wage ¹ | Jul-09 | Wage ¹ | Jul-09 | Wage ¹ |
| United States | 684748.0 | \$16.20 | 145271.0 | \$19.80 | 151512.0 | \$15.33 |
| Alabama | 10272.0 | \$13.79 | 3132.0 | \$17.12 | 3613.0 | \$14.25 |
| Alaska | 3251.0 | \$16.72 | 1135.0 | \$26.46 | 812.0 | \$19.99 |
| Arizona | 13658.0 | \$15.41 | 2422.0 | \$17.80 | 2034.0 | \$15.09 |
| Arkansas | 5817.0 | \$13.46 | 1379.0 | \$16.60 | 1718.0 | \$13.79 |
| California | 84184.0 | \$17.91 | 12517.0 | \$21.18 | 14779.0 | \$15.37 |
| Colorado | 13355.0 | \$17.38 | 3195.0 | \$19.76 | 2921.0 | \$15.94 |
| Connecticut | 9720.0 | \$19.02 | 1706.0 | \$23.04 | 1947.0 | \$16.68 |
| Delaware | 2444.0 | \$16.44 | 499.0 | \$20.65 | 571.0 | \$15.70 |
| Florida | 40922.0 | \$15.62 | 8801.0 | \$17.33 | 6784.0 | \$14.40 |
| Georgia | 16892.0 | \$15.63 | 4119.0 | \$17.79 | 3997.0 | \$14.42 |
| Hawaii | 4080.0 | \$15.83 | 803.0 | \$24.71 | 697.0 | \$16.27 |
| Idaho | 3973.0 | \$14.33 | 1081.0 | \$17.26 | 875.0 | \$14.18 |
| Illinois | 25217.0 | \$17.04 | 3959.0 | \$24.47 | 5598.0 | \$15.75 |
| Indiana | 10275.0 | \$15.08 | 1945.0 | \$20.27 | 2578.0 | \$15.75 |
| Iowa | 7742.0 | \$14.61 | 2319.0 | \$18.19 | 2774.0 | \$14.94 |
| Kansas | 6558.0 | \$14.80 | 1564.0 | \$18.78 | 1877.0 | \$15.23 |
| Kentucky | 6963.0 | \$14.18 | 1517.0 | \$18.15 | 1810.0 | \$15.38 |
| Louisiana | 9056.0 | \$13.39 | 1988.0 | \$17.91 | 2119.0 | \$15.93 |
| Maine | 3046.0 | \$14.75 | 866.0 | \$17.91 | 1065.0 | \$15.03 |
| Maryland | 16519.0 | \$16.91 | 4232.0 | \$20.55 | 3609.0 | \$16.33 |
| Massachusetts | 18250.0 | \$18.69 | 3135.0 | \$23.80 | 3537.0 | \$16.52 |
| Michigan | 15930.0 | \$16.16 | 3526.0 | \$21.78 | 3742.0 | \$17.04 |
| Minnesota | 12066.0 | \$17.00 | 2160.0 | \$22.39 | 2951.0 | \$16.20 |
| Mississippi | 3912.0 | \$13.23 | 1098.0 | \$16.07 | 1277.0 | \$13.62 |
| Missouri | 14257.0 | \$15.31 | 3457.0 | \$20.41 | 3393.0 | \$14.99 |
| Montana | 2740.0 | \$13.57 | 876.0 | \$18.35 | 722.0 | \$15.31 |
| Nebraska | 6497.0 | \$14.09 | 1812.0 | \$17.85 | 1635.0 | \$15.12 |
| Nevada | 9825.0 | \$15.54 | 1902.0 | \$22.52 | 1535.0 | \$15.02 |
| New Hampshire | 3685.0 | \$16.36 | 811.0 | \$19.83 | 918.0 | \$15.57 |
| New Jersey | 24051.0 | \$18.30 | 4026.0 | \$23.36 | 4719.0 | \$15.84 |
| New Mexico | 5178.0 | \$13.71 | 1186.0 | \$17.14 | 1043.0 | \$14.96 |
| New York | 46329.0 | \$18.49 | 7609.0 | \$23.70 | 8518.0 | \$16.57 |
| North Carolina | 15804.0 | \$15.16 | 4117.0 | \$17.31 | 3516.0 | \$14.09 |
| North Dakota | 2162.0 | \$13.65 | 988.0 | \$18.71 | 720.0 | \$15.58 |
| Ohio | 21496.0 | \$15.60 | 4507.0 | \$20.16 | 5391.0 | \$15.52 |
| Oklahoma | 9000.0 | \$13.44 | 2899.0 | \$17.23 | 2397.0 | \$14.15 |
| Oregon | 9571.0 | \$16.45 | 2007.0 | \$20.44 | 2085.0 | \$15.39 |
| Pennsylvania | 26532.0 | \$15.99 | 5123.0 | \$20.12 | 6306.0 | \$15.50 |
| Rhode Island | 2989.0 | \$16.37 | 595.0 | \$21.39 | 734.0 | \$14.89 |
| South Carolina | 8405.0 | \$14.18 | 2583.0 | \$16.82 | 2427.0 | \$14.45 |
| South Dakota | 2375.0 | \$13.42 | 930.0 | \$16.11 | 830.0 | \$13.31 |
| Tennessee | 11371.0 | \$14.58 | 2603.0 | \$17.42 | 2956.0 | \$14.42 |
| Texas | 45193.0 | \$15.28 | 11699.0 | \$16.78 | 10835.0 | \$14.53 |
| Utah | 8516.0 | \$14.77 | 1684.0 | \$18.39 | 1917.0 | \$14.78 |
| Vermont | 1648.0 | \$15.45 | 498.0 | \$18.38 | 520.0 | \$15.35 |
| Virginia | 19567.0 | \$16.26 | 4486.0 | \$19.10 | 3943.0 | \$15.24 |
| Washington | 15407.0 | \$17.57 | 3765.0 | \$22.75 | 3539.0 | \$17.40 |
| West Virginia | 4422.0 | \$12.82 | 1187.0 | \$18.14 | 1119.0 | \$14.43 |
| Wisconsin | 12787.0 | \$15.57 | 2672.0 | \$20.95 | 4410.0 | \$15.59 |
| Wyoming | 1333.0 | \$13.86 | 391.0 | \$20.53 | 328.0 | \$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.

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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 |
| | Jul-09 | Wage ² | Jul-09 | Wage ² | Jul-09 | Wage ² |
| United States | 577064.0 | \$39.69 | 1335143.0 | \$29.24 | 295379.0 | \$11.87 |
| Birmingham, AL | 1892.0 | \$38.72 | 3952.0 | \$26.20 | 1349.0 | \$10.41 |
| Phoenix, AZ | 7655.0 | \$35.75 | 17936.0 | \$27.84 | 3013.0 | \$11.90 |
| Tucson, AZ | 1442.0 | \$35.26 | 4537.0 | \$28.28 | 1195.0 | \$11.87 |
| Los Angeles, CA | 26318.0 | \$44.75 | 49192.0 | \$33.52 | 10024.0 | \$12.80 |
| Riverside, CA | 3286.0 | \$39.08 | 7145.0 | \$29.74 | 2385.0 | \$12.50 |
| Sacramento, CA | 3692.0 | \$38.34 | 8365.0 | \$34.29 | 1714.0 | \$13.18 |
| San Diego, CA | 7292.0 | \$42.67 | 16187.0 | \$33.26 | 3300.0 | \$12.44 |
| San Francisco, CA | 17189.0 | \$49.63 | 31626.0 | \$36.87 | 4756.0 | \$14.47 |
| San Jose, CA | 5811.0 | \$54.66 | 15084.0 | \$42.71 | 1127.0 | \$13.50 |
| Denver, CO | 7539.0 | \$40.69 | 13865.0 | \$31.98 | 3095.0 | \$12.39 |
| Hartford, CT | 3830.0 | \$41.57 | 6848.0 | \$32.15 | 1470.0 | \$13.78 |
| Washington, DC | 36002.0 | \$37.90 | 79949.0 | \$37.79 | 7589.0 | \$13.75 |
| Jacksonville, FL | 3064.0 | \$35.85 | 5768.0 | \$26.93 | 1727.0 | \$11.29 |
| Miami, FL | 8166.0 | \$38.42 | 16373.0 | \$30.75 | 4007.0 | \$12.39 |
| Orlando, FL | 4993.0 | \$35.74 | 8801.0 | \$26.75 | 3032.0 | \$11.08 |
| Tampa, FL | 5355.0 | \$35.91 | 11847.0 | \$28.00 | 3369.0 | \$11.22 |
| Atlanta, GA | 11997.0 | \$41.46 | 24308.0 | \$29.11 | 3684.0 | \$11.31 |
| Honolulu, HI | 1841.0 | \$35.57 | 4034.0 | \$31.89 | 1469.0 | \$12.95 |
| Chicago, IL | 21543.0 | \$41.85 | 34854.0 | \$33.84 | 6968.0 | \$12.93 |
| Indianapolis, IN | 4082.0 | \$36.93 | 7092.0 | \$27.90 | 1555.0 | \$11.41 |
| Louisville, KY | 2104.0 | \$35.91 | 4853.0 | \$26.23 | 1216.0 | \$10.66 |
| New Orleans, LA | 2028.0 | \$34.56 | 4815.0 | \$26.65 | 1512.0 | \$10.65 |
| Baltimore, MD | 9697.0 | \$40.99 | 31356.0 | \$32.10 | 4674.0 | \$13.08 |
| Boston, MA | 17258.0 | \$46.83 | 33881.0 | \$34.01 | 5997.0 | \$14.20 |
| Detroit, MI | 4918.0 | \$41.01 | 9566.0 | \$30.71 | 3327.0 | \$12.05 |
| Minneapolis-St. Paul, MN | 9026.0 | \$40.37 | 16154.0 | \$30.92 | 3426.0 | \$12.61 |
| Kansas City, MO | 3991.0 | \$37.34 | 9223.0 | \$27.75 | 2753.0 | \$11.54 |
| St. Louis, MO | 5802.0 | \$37.90 | 12147.0 | \$28.05 | 3412.0 | \$11.28 |
| Las Vegas, NV | 4103.0 | \$38.00 | 11410.0 | \$28.36 | 4702.0 | \$12.53 |
| Buffalo, NY | 2467.0 | \$37.29 | 3583.0 | \$26.82 | 1508.0 | \$11.88 |
| New York, NY | 48208.0 | \$50.57 | 77902.0 | \$34.55 | 18432.0 | \$14.63 |
| Rochester, NY | 1523.0 | \$39.79 | 3004.0 | \$27.57 | 1242.0 | \$11.93 |
| Charlotte, NC | 4873.0 | \$41.05 | 9001.0 | \$27.63 | 1957.0 | \$11.19 |
| Cincinnati, OH | 4094.0 | \$37.96 | 8099.0 | \$28.68 | 2059.0 | \$11.54 |
| Cleveland, OH | 4317.0 | \$38.86 | 9885.0 | \$28.77 | 2759.0 | \$11.82 |
| Columbus, OH | 4114.0 | \$36.74 | 8084.0 | \$30.01 | 2229.0 | \$11.88 |
| Oklahoma City, OK | 2626.0 | \$31.56 | 5885.0 | \$25.50 | 1820.0 | \$10.45 |
| Portland, OR | 4748.0 | \$38.56 | 10796.0 | \$30.44 | 2763.0 | \$12.71 |
| Philadelphia, PA | 12925.0 | \$41.65 | 25155.0 | \$30.97 | 5853.0 | \$12.88 |
| Pittsburgh, PA | 5842.0 | \$35.14 | 10231.0 | \$27.88 | 3460.0 | \$11.25 |
| Providence, RI | 2942.0 | \$40.64 | 6649.0 | \$29.42 | 2375.0 | \$12.67 |
| Memphis, TN | 2409.0 | \$36.94 | 4743.0 | \$26.55 | 1175.0 | \$10.83 |
| Nashville, TN | 3509.0 | \$36.16 | 7809.0 | \$25.90 | 1635.0 | \$10.81 |
| Austin, TX | 4195.0 | \$38.67 | 11118.0 | \$29.23 | 2001.0 | \$10.85 |
| Dallas, TX | 13934.0 | \$41.10 | 27264.0 | \$30.11 | 4469.0 | \$10.99 |
| Houston, TX | 10387.0 | \$51.06 | 20287.0 | \$30.74 | 4065.0 | \$10.45 |
| San Antonio, TX | 4207.0 | \$34.42 | 10278.0 | \$26.14 | 2792.0 | \$10.16 |
| Salt Lake City, UT | 3473.0 | \$35.61 | 7556.0 | \$28.39 | 1784.0 | \$11.36 |
| Richmond, VA | 2927.0 | \$30.49 | 5808.0 | \$28.73 | 1464.0 | \$11.56 |
| Virginia Beach, VA | 2831.0 | \$35.50 | 7519.0 | \$27.36 | 2098.0 | \$11.12 |
| Seattle-Tacoma, WA | 10544.0 | \$43.11 | 25887.0 | \$33.75 | 4834.0 | \$14.09 |
| Milwaukee, WI | 3781.0 | \$38.01 | 7980.0 | \$29.80 | 2499.0 | \$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.

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

| Location | Sales and Office | | Construction and Maintenance | | Production and Transportation | |
|--------------------------|------------------|-------------------|------------------------------|-------------------|-------------------------------|-------------------|
| | Total Ads | Average Hourly | Total Ads | Average Hourly | Total Ads | Average Hourly |
| | Jul-09 | Wage ¹ | Jul-09 | Wage ¹ | Jul-09 | Wage ¹ |
| United States | 684,748.0 | \$16.20 | 145,271.0 | \$19.80 | 151,512.0 | \$15.33 |
| Birmingham, AL | 3,120.0 | \$15.36 | 807.0 | \$18.14 | 942.0 | \$14.58 |
| Phoenix, AZ | 9,699.0 | \$15.93 | 1529.0 | \$18.20 | 1362.0 | \$15.22 |
| Tucson, AZ | 2,501.0 | \$14.24 | 567.0 | \$17.76 | 453.0 | \$14.31 |
| Los Angeles, CA | 35,463.0 | \$17.84 | 4089.0 | \$22.21 | 5942.0 | \$14.54 |
| Riverside, CA | 6,860.0 | \$15.73 | 1296.0 | \$20.68 | 1455.0 | \$14.90 |
| Sacramento, CA | 5,071.0 | \$17.51 | 960.0 | \$22.36 | 937.0 | \$16.07 |
| San Diego, CA | 9,696.0 | \$17.33 | 1403.0 | \$22.03 | 1545.0 | \$15.25 |
| San Francisco, CA | 14,167.0 | \$20.71 | 2067.0 | \$26.88 | 2135.0 | \$17.93 |
| San Jose, CA | 4,224.0 | \$22.31 | 571.0 | \$25.00 | 744.0 | \$16.83 |
| Denver, CO | 7,825.0 | \$18.60 | 1845.0 | \$20.27 | 1532.0 | \$16.16 |
| Hartford, CT | 4,187.0 | \$18.55 | 734.0 | \$23.10 | 813.0 | \$17.18 |
| Washington, DC | 19,995.0 | \$18.69 | 3683.0 | \$21.75 | 2847.0 | \$17.08 |
| Jacksonville, FL | 4,615.0 | \$16.05 | 1222.0 | \$18.05 | 859.0 | \$15.26 |
| Miami, FL | 11,929.0 | \$16.41 | 1619.0 | \$18.57 | 1505.0 | \$14.80 |
| Orlando, FL | 8,150.0 | \$15.27 | 1480.0 | \$17.73 | 1224.0 | \$14.19 |
| Tampa, FL | 7,496.0 | \$15.82 | 1612.0 | \$17.05 | 1218.0 | \$13.76 |
| Atlanta, GA | 10,550.0 | \$17.03 | 2194.0 | \$19.12 | 2167.0 | \$15.43 |
| Honolulu, HI | 3,364.0 | \$15.84 | 677.0 | \$25.30 | 576.0 | \$16.47 |
| Chicago, IL | 19,489.0 | \$17.82 | 2847.0 | \$25.82 | 4183.0 | \$16.05 |
| Indianapolis, IN | 5,208.0 | \$16.73 | 916.0 | \$20.73 | 1096.0 | \$15.70 |
| Louisville, KY | 3,246.0 | \$15.36 | 698.0 | \$19.19 | 789.0 | \$17.01 |
| New Orleans, LA | 3,278.0 | \$14.42 | 745.0 | \$18.33 | 644.0 | \$16.28 |
| Baltimore, MD | 9,743.0 | \$17.09 | 2484.0 | \$20.31 | 2218.0 | \$16.62 |
| Boston, MA | 14,179.0 | \$19.45 | 2276.0 | \$24.51 | 2554.0 | \$16.81 |
| Detroit, MI | 6,984.0 | \$17.33 | 1679.0 | \$23.81 | 1534.0 | \$18.60 |
| Minneapolis-St. Paul, MN | 8,723.0 | \$18.36 | 1549.0 | \$24.38 | 1974.0 | \$17.04 |
| Kansas City, MO | 6,156.0 | \$16.69 | 1354.0 | \$21.53 | 1605.0 | \$15.92 |
| St. Louis, MO | 7,268.0 | \$16.49 | 1491.0 | \$23.13 | 1521.0 | \$16.31 |
| Las Vegas, NV | 7,631.0 | \$15.58 | 1371.0 | \$22.85 | 1040.0 | \$14.72 |
| Buffalo, NY | 4,292.0 | \$15.66 | 800.0 | \$20.51 | 923.0 | \$16.16 |
| New York, NY | 45,676.0 | \$19.58 | 5981.0 | \$25.16 | 7462.0 | \$16.78 |
| Rochester, NY | 2,653.0 | \$15.97 | 735.0 | \$19.41 | 739.0 | \$14.84 |
| Charlotte, NC | 4,907.0 | \$16.88 | 1162.0 | \$18.45 | 1081.0 | \$15.16 |
| Cincinnati, OH | 5,333.0 | \$16.85 | 885.0 | \$20.05 | 1261.0 | \$15.54 |
| Cleveland, OH | 5,263.0 | \$16.27 | 1043.0 | \$21.89 | 1355.0 | \$16.04 |
| Columbus, OH | 5,395.0 | \$16.34 | 1209.0 | \$20.15 | 1245.0 | \$15.29 |
| Oklahoma City, OK | 4,359.0 | \$13.86 | 1436.0 | \$17.99 | 1043.0 | \$13.76 |
| Portland, OR | 6,060.0 | \$17.58 | 1215.0 | \$22.11 | 1352.0 | \$16.17 |
| Philadelphia, PA | 13,082.0 | \$17.64 | 2377.0 | \$22.64 | 2788.0 | \$16.35 |
| Pittsburgh, PA | 7,784.0 | \$15.49 | 1617.0 | \$19.06 | 1802.0 | \$15.54 |
| Providence, RI | 3,687.0 | \$16.10 | 812.0 | \$21.48 | 964.0 | \$14.79 |
| Memphis, TN | 2,915.0 | \$15.32 | 730.0 | \$18.07 | 881.0 | \$14.51 |
| Nashville, TN | 4,372.0 | \$15.55 | 810.0 | \$18.14 | 896.0 | \$15.53 |
| Austin, TX | 5,291.0 | \$16.09 | 1209.0 | \$18.02 | 995.0 | \$13.64 |
| Dallas, TX | 13,922.0 | \$16.83 | 2779.0 | \$17.41 | 3193.0 | \$14.76 |
| Houston, TX | 11,260.0 | \$16.46 | 3007.0 | \$17.70 | 2717.0 | \$15.71 |
| San Antonio, TX | 5,248.0 | \$14.10 | 1416.0 | \$15.69 | 1065.0 | \$13.14 |
| Salt Lake City, UT | 5,270.0 | \$15.87 | 897.0 | \$18.70 | 1172.0 | \$15.10 |
| Richmond, VA | 3,286.0 | \$16.90 | 818.0 | \$19.27 | 719.0 | \$14.97 |
| Virginia Beach, VA | 4,202.0 | \$14.63 | 1384.0 | \$18.19 | 1093.0 | \$15.50 |
| Seattle-Tacoma, WA | 9,906.0 | \$18.87 | 1978.0 | \$24.27 | 1929.0 | \$18.38 |
| Milwaukee, WI | 4,999.0 | \$17.14 | 956.0 | \$23.03 | 1594.0 | \$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.

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