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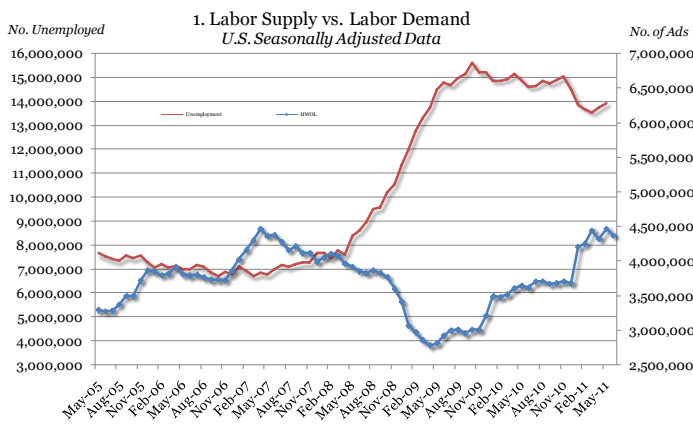
For Immediate Release 10:00 AM ET, Wednesday, June 29, 2011

Online Labor Demand Down 99,700 in June, The Conference Board Reports

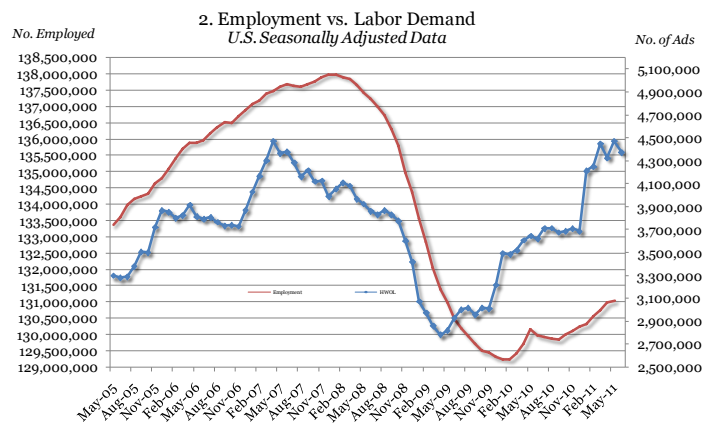
- Labor demand remains positive, but has slowed over the last few months (Chart 1)
- Construction and architecture and engineering post gains in June (Table B and Table 7)
- Supply/Demand rate at 3 unemployed for every vacancy is double the 1.5 rate before the recession

NEW YORK, June 29, 2011...Online advertised vacancies were down 99,700 in June to 4,371,500 according to *The Conference Board Help Wanted OnLine™ (HWOL)* Data Series released today. The June drop partially offsets the rise of 148,800 in May. The Supply/Demand rate stands at 3.11, indicating there were just over 3 unemployed for every online advertised vacancy in May, the latest monthly data available for unemployment.

“The national trend in labor demand, while still positive, has definitely slowed in the last few months as gains in one month are partially offset by a pullback in advertised vacancies in the next,” said June Shelp, Vice President at The Conference Board. “The pattern over the last few months is beginning to look like the very slow growth in labor demand in 2010. After the large increase of 526,000 in January, average monthly job growth over the next five months has been choppy and has averaged about 33,000/month. The current number of advertised vacancies is close to the monthly 4.5 million posted just prior to the recession. However, in May there were just over 3 unemployed workers seeking jobs for each vacancy—double the number of 1.5 unemployed for every advertised vacancy just prior to the recession.”



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

REGIONAL AND STATE HIGHLIGHTS

In June:

- The drop in labor demand was widespread across the Nation with 43 of the 50 states down over the month
- Alabama, North Dakota, Maine, and Minnesota post modest gains while Arkansas, Rhode Island, and Wyoming are unchanged

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Jun-11	M-O-M Change (Thousands) Jun-May 11	Supply/ Demand Rate ² May-11	Recent Trend ³
United States	4,371.5	-99.7	3.11	↑ 11/09
NORTHEAST	836.9	-22.5	2.62	
Massachusetts	134.0	-3.0	1.94	↑ 9/10
New Jersey	139.6	-5.4	2.90	↑ 12/10
New York	260.0	-7.0	2.82	↑ 12/10
Pennsylvania	166.3	-6.1	2.73	↑ 11/09
SOUTH	1,446.6	-62.8	3.24	
Florida	232.2	-14.7	3.97	↑ 12/10
Georgia	126.1	-7.0	3.46	↑ 9/10
Maryland	113.9	-6.4	1.70	↑ 9/10
North Carolina	110.1	-7.8	3.69	↑ 12/10
Texas	291.3	-21.7	3.15	↑ 10/09
Virginia	139.6	-2.4	1.78	↑ 5/10
MIDWEST	941.1	-27.5	2.89	
Illinois	167.6	-9.9	3.30	↑ 12/10
Michigan	122.4	-0.9	3.96	↑ 11/09
Minnesota	109.0	0.3	1.80	↑ 11/09
Missouri	81.7	-3.0	3.17	↑ 12/10
Ohio	169.6	-2.2	2.96	↑ 11/09
Wisconsin	89.2	-6.1	2.39	↑ 11/09
WEST	977.2	-50.4	3.57	
Arizona	77.6	-15.3	3.14	↑ 9/09
California	481.6	-0.8	4.39	↑ 10/09
Colorado	78.1	-6.5	2.76	↑ 7/09
Washington	109.6	-6.6	2.73	↑ 12/10

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

Among the regions, the **South** was down 62,800, reflecting lower labor demand in all of the larger States in the region for June. Texas declined 21,700 to 291,300, and Florida was down 14,700 to 232,200. Among the other large States, North Carolina and Georgia were down 7,800 and 7,000 respectively while Maryland posted a drop of 6,400 and Virginia dipped 2,400. Among the smaller states in the South, Alabama rose 800 and Arkansas was unchanged with 26,800 online advertised vacancies in both May and June. Other States with a smaller numbers of advertised vacancies in June included Tennessee (-2,200) and West Virginia (-1,800) (See Table A and Table 3).

In June, the **West** declined 50,400. The largest monthly drop in advertised vacancies was in Arizona, down 15,300 to a total of 77,600. After seven months of growth, advertised vacancies in Arizona have dropped for the last two months. Washington State and Colorado posted declines of 6,600 and 6,500 respectively. California dipped very slightly, by 800, or less than 0.2 percent, to 481,600. Other States in the West posting declines included Utah, down 5,100, Nevada, down 2,500, and Montana, down 1,700. With 7,800 advertised vacancies, Wyoming was one of the States with no change in June (See Table 3 for other States in the region).

The **Midwest** slipped by 27,500 with declines in a number of its larger States including Illinois, which declined 9,900 to 167,600 in June, and Wisconsin, down 6,100. Other large States with smaller numbers of online advertised vacancies in June included Missouri, down 3,000, Ohio, down 2,200, and Michigan, which dipped by 900 to 122,400. Minnesota rose modestly, up 300 to 109,000. Among the less populous States in the region, Iowa and Indiana were down 1,300 and 1,200 respectively. North Dakota, with a gain of 400 to 13,600 advertised vacancies, was the only one of the smaller States in the region with a June increase while Nebraska and South Dakota posted declines of 900 and 400 respectively (Table 3).

In June, the **Northeast** declined by 22,500, reflecting drops in all of the largest States in the region. New York declined by 7,000, the third month of decline for the State (each decline in the 7,000 range), bringing the number of online advertised vacancies to 260,000. Pennsylvania was down 6,100, and New Jersey dropped 5,400. This was New Jersey's first decline since February 2011. The Northeast includes the New England States, where Maine was up by 300 to 20,900 and Rhode Island was basically unchanged at 17,700. Among the other New England States, Massachusetts was down 3,000 and Connecticut dropped by 1,900. New Hampshire and Vermont dipped as well, down 600 and 500 respectively.

The Supply/Demand rate for the U.S. in May (the latest month for which unemployment numbers are available) stood at 3.11, indicating that there are just over three unemployed workers for every online advertised vacancy. Nationally, there are 9.4 million more unemployed workers than advertised vacancies. The number of advertised vacancies exceeded the number of unemployed only in North Dakota, where the Supply/Demand rate was 0.91. States with the next lowest rates included Nebraska (1.38), Alaska (1.46), New Hampshire (1.48), and South Dakota (1.52) (Table 4). The State with the highest Supply/Demand rate is Mississippi (7.80), where there are nearly 8 unemployed workers for every online advertised vacancy. There are a number of States in which there are over four unemployed for every advertised vacancy; these include Kentucky (5.14), Alabama (4.59), California (4.39), South Carolina (4.29), and West Virginia (4.11).

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

OCCUPATIONAL HIGHLIGHTS

- In June, dips in labor demand in 14 of the 22 broad occupational groups more than offset increases in the remaining 8 categories
 - Dips occurred in labor demand in the top five occupation groups averaging more than 450,000 monthly ads (Table B)
 - Occupational groups with June increases included Construction, Personal care & service, and Education, training, and library

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Seasonally Adjusted					
Occupation	Total Ads (Thousands)	M-O-M Change (Thousands)	Unemployed (Thousands)	Supply/ Demand Rate ¹	Average Hourly Wage ²
	Jun-11	Jun-May 11	May-11	May-11	
Computer and mathematical science	601.0	-7.2	139.1	0.23	\$37.13
Sales and related	578.3	-23.5	1,620.4	2.69	\$17.69
Healthcare practitioners and technical	548.7	-16.5	209.9	0.37	\$34.27
Office and administrative support	456.1	-20.6	1,636.0	3.43	\$16.09
Management	453.1	-14.8	740.8	1.58	\$50.69
Business and financial operations	264.1	-5.9	363.5	1.35	\$32.54
Transportation and material moving	199.3	-11.2	1,073.8	5.10	\$15.70
Architecture and engineering	175.5	0.8	163.9	0.94	\$36.32
Installation, maintenance, and repair	152.2	-0.8	382.5	2.50	\$20.58
Food preparation and serving related	135.8	-2.5	946.7	6.84	\$10.21

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

2. BLS Occupational Employment Statistics - May 2010 estimates.

Changes for the Month of June

In June, online advertised vacancies declined in the five broad occupational categories that average over 450,000 advertised vacancies per month (Table B). June declines in these groups ranged from a low of just over one percent in **Computer and mathematical science** occupations (down 7,200 to 601,000 advertised vacancies) to just over four percent in **Office and administrative support** (down 20,600 to 456,100) and **Sales and Related** occupations (down 23,500 to 578,300 ads). Customer service representatives, tellers, first-line supervisors / managers of retail sales workers, and sales representatives in services are among the positions in Office and administrative support and Sales and related that experienced declines. **Management occupations** were down 14,800, reflecting, in part, fewer advertised vacancies for managers in marketing, health services and sales. **Healthcare practitioners and technical** occupations declined 16,500 in June. Healthcare practitioners' occupations that saw declines included physical therapists, general internists, and family and general practitioners.

Occupational groups with increases in labor demand in June included **Construction and extraction**, up 3,800, and **Architecture and engineering**, up 800. Construction ads that had significant increases included first-line supervisors/managers, electricians, and carpenters, while architecture and engineering advertised vacancies for industrial engineers as well as aerospace and petroleum engineers rose in June. Also posting modest increases in June were **Education, training, and library** and **Personal care and service**, both up 1,500.

Supply/Demand for Selected Occupations

“In June, workers in 3 of 22 of the major occupation groups are finding the number of advertised vacancies is at the highest level since the HWOL series began in June 2005,” said Shelp. (HWOL does not include a separate category for the 23rd major occupation group, military occupations). The previous monthly highs for these three major occupational groups were as follows: **Education, training, and library**, June 2007; **Building and grounds cleaning and maintenance**, December 2005; and **Personal Care and Service**, February 2008.

Although the number of online advertised vacancies in these occupations is at new highs, the number of unemployed seeking jobs in these three occupational categories is widely different and is reflected in the variation in their Supply/demand rates. In **Education, Training, and Library** occupations (a Supply/Demand rate of 3.8), there are nearly 4 unemployed job-seekers for every advertised vacancy. This is in sharp contrast to just over 13 job-seekers for every advertised vacancy for **Building and grounds cleaning & maintenance** occupations (a Supply/Demand rate of 13.7). In **Personal Care and Service** there are 6.3 job-seekers per vacancy. Supply/demand rates are for May 2011, the latest data available for unemployment.

For other major occupation groups, the number of advertised openings remains below their previous monthly highs. In **Business and financial operations** and **Office and administrative support**, for example, the respective numbers of online advertised vacancies have increased since the end of the recession but remain below their pre-recession levels. Advertised vacancies for **Legal occupations** have stalled and in June were 24,100, a monthly number that is in line with the average monthly volume since the official end of the recession in June 2009.

METRO AREA HIGHLIGHTS

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

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate ¹	
	Jun-11		Jun-11		Apr-11
New York, NY	263.44	San Jose, CA	5.59	Washington, DC	1.09
Los Angeles, CA	170.32	Washington, DC	5.06	Oklahoma City, OK	1.28
Washington, DC	154.68	San Francisco, CA	4.53	Honolulu, HI	1.53
Chicago, IL	131.62	Boston, MA	4.27	Boston, MA	1.62
Boston, MA	108.47	Minneapolis-St. Paul, MN	4.24	Minneapolis-St. Paul, MN	1.67
San Francisco, CA	99.76	Cleveland, OH	4.20	Baltimore, MD	1.78
Dallas, TX	96.17	Charlotte, NC	4.19	Milwaukee, WI	1.80
Atlanta, GA	88.44	Hartford, CT	4.15	San Jose, CA	1.93
Philadelphia, PA	84.60	Baltimore, MD	4.13	Salt Lake City, UT	1.98
Minneapolis-St. Paul, †	78.16	Milwaukee, WI	4.06	Columbus, OH	2.00

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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 June, all of the 52 metropolitan areas for which data are reported separately posted over-the-year increases in the number of online advertised vacancies. Among the three metro areas with the largest numbers of advertised vacancies, the New York metro area was 8.7 percent above its June 2010 level, the Los Angeles metro area was 17.1 percent above last year's level, and the Washington, D.C. metro area was 6.4 percent above its June 2010 level (Table C & Table 5).

The number of unemployed exceeded the number of advertised vacancies in all of the 52 metro areas for which information is reported separately. Washington, DC continues to have the most favorable Supply/Demand rate (1.09) with about one advertised vacancy for every unemployed worker. Oklahoma City, Honolulu, Boston, Minneapolis-St. Paul, Baltimore, and Milwaukee were metropolitan locations where there were just fewer than two unemployed looking for work for every advertised vacancy (Table C). On the other hand, metro areas in which the respective number of unemployed is substantially above the number of online advertised vacancies include Riverside, CA — where there are over eight unemployed people for every advertised vacancy (8.40) — Sacramento (5.60), Miami (5.05), and Los Angeles (4.43). Supply/Demand rate data are for April 2011, the latest month for which unemployment data for local areas are available (Table C & Table 6).

PROGRAM NOTES

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

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

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

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

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

The Conference Board

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Publication Schedule, Help Wanted Online Data Series

Data for the Month	Release Date
July, 2011	August 1, 2011
August, 2011	August 31, 2011*
September, 2011	September 28, 2011*
October, 2011	October 31, 2011
November, 2011	November 30, 2011*
December, 2011	January 4, 2012*

*Wednesday release due to holidays or data availability.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jun-10	May-11	Jun-11	Jun-May 11	Jun-10	May-11	Jun-11	Jun-May 11
United States	3,616.4	4,471.2	4,371.5	-99.7	2,193.1	2,698.0	2,736.6	38.6
New England	239.6	276.1	270.6	-5.5	142.9	156.7	164.0	7.4
Middle Atlantic	501.8	583.3	566.3	-17.0	317.7	366.5	358.7	-7.8
South Atlantic	743.4	899.6	863.4	-36.3	454.2	542.6	531.4	-11.2
East North Central	473.8	637.0	617.5	-19.5	278.3	362.4	372.0	9.6
East South Central	144.8	180.7	177.7	-3.0	84.1	110.1	112.8	2.7
West North Central	253.4	331.6	323.6	-8.0	145.4	195.8	193.5	-2.3
West South Central	347.5	429.1	405.5	-23.6	204.2	247.2	244.2	-2.9
Mountain	250.5	337.1	302.2	-34.9	155.8	211.9	188.6	-23.2
Pacific	565.6	690.5	675.0	-15.6	357.4	441.3	438.0	-3.3

Source: The Conference Board

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

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

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Jun-10	May-11	Jun-11	Jun-10	May-11	Jun-11
United States	2.35	2.91	2.84	1.43	1.76	1.78
New England	3.09	3.55	3.48	1.84	2.02	2.11
Middle Atlantic	2.45	2.85	2.77	1.55	1.79	1.76
South Atlantic	2.54	3.07	2.94	1.55	1.85	1.81
East North Central	2.01	2.72	2.64	1.18	1.55	1.59
East South Central	1.69	2.06	2.02	0.98	1.25	1.29
West North Central	2.32	3.01	2.94	1.33	1.78	1.76
West South Central	2.01	2.46	2.33	1.18	1.42	1.40
Mountain	2.26	3.05	2.73	1.40	1.91	1.70
Pacific	2.29	2.81	2.75	1.45	1.80	1.78

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)
	Jun-10	May-11	Jun-11	Jun-May 11	Jun-10	May-11	Jun-11	Jun-May 11
United States	3,616.4	4,471.2	4,371.5	-99.7	2,193.1	2,698.0	2,736.6	38.6
Alabama	36.9	45.0	45.9	0.8	21.7	27.4	29.0	1.7
Alaska	16.2	18.3	17.3	-1.1	9.0	10.8	10.0	-0.7
Arizona	66.6	92.9	77.6	-15.3	41.0	55.8	47.6	-8.2
Arkansas	21.9	26.8	26.8	0.0	12.9	16.3	16.7	0.3
California	400.2	482.4	481.6	-0.8	252.5	300.6	313.0	12.4
Colorado	67.5	84.5	78.1	-6.5	42.6	50.6	48.8	-1.8
Connecticut	58.2	64.6	62.6	-1.9	33.3	37.5	35.7	-1.8
Delaware	13.1	16.3	15.7	-0.6	7.8	9.8	10.2	0.4
Florida	202.8	246.9	232.2	-14.7	133.6	158.6	155.3	-3.2
Georgia	97.0	133.2	126.1	-7.0	55.3	72.7	70.6	-2.1
Hawaii	13.1	15.9	15.3	-0.6	9.3	11.7	11.5	-0.2
Idaho	15.1	23.7	22.8	-0.9	9.5	17.8	14.5	-3.3
Illinois	145.1	177.5	167.6	-9.9	79.0	89.6	92.6	2.9
Indiana	52.1	67.6	66.4	-1.2	28.9	38.8	41.0	2.2
Iowa	35.4	43.4	42.0	-1.3	17.4	23.5	22.6	-0.8
Kansas	29.1	36.2	34.9	-1.3	15.9	19.7	19.9	0.2
Kentucky	33.5	40.3	39.3	-1.0	19.2	23.5	24.2	0.8
Louisiana	35.4	43.6	42.4	-1.2	21.0	26.3	27.5	1.2
Maine	18.4	20.6	20.9	0.3	9.5	11.0	11.7	0.7
Maryland	93.0	120.3	113.9	-6.4	53.1	67.2	62.3	-4.9
Massachusetts	117.6	137.0	134.0	-3.0	70.6	73.8	79.7	5.9
Michigan	86.9	123.3	122.4	-0.9	54.7	71.3	77.2	5.9
Minnesota	73.5	108.8	109.0	0.3	44.1	64.7	64.7	0.0
Mississippi	15.6	17.8	17.6	-0.1	8.5	10.3	11.2	1.0
Missouri	68.0	84.7	81.7	-3.0	41.2	53.8	52.6	-1.2
Montana	13.1	16.0	14.2	-1.7	6.2	7.8	7.5	-0.3
Nebraska	26.4	29.7	28.8	-0.9	16.4	19.4	19.2	-0.2
Nevada	35.1	49.2	46.7	-2.5	24.4	31.4	30.3	-1.0
New Hampshire	19.6	24.2	23.6	-0.6	12.3	15.2	15.7	0.5
New Jersey	129.1	145.1	139.6	-5.4	82.9	93.7	92.8	-0.9
New Mexico	21.0	24.1	22.0	-2.1	13.2	16.1	14.7	-1.4
New York	228.9	267.0	260.0	-7.0	148.9	166.9	164.8	-2.1
North Carolina	92.7	117.9	110.1	-7.8	59.6	77.1	74.1	-3.0
North Dakota	9.6	13.1	13.6	0.4	4.8	7.2	7.2	-0.1
Ohio	119.4	171.7	169.6	-2.2	75.3	105.5	108.8	3.3
Oklahoma	37.7	45.1	44.1	-1.0	23.8	28.7	29.0	0.3
Oregon	45.1	56.5	50.4	-6.1	29.1	37.7	33.3	-4.4
Pennsylvania	143.4	172.4	166.3	-6.1	85.3	106.5	100.3	-6.2
Rhode Island	15.7	17.8	17.7	0.0	10.1	11.6	12.1	0.5
South Carolina	43.5	50.1	48.6	-1.6	25.5	31.8	31.7	-0.1
South Dakota	11.4	14.1	13.7	-0.4	5.1	6.7	6.7	0.0
Tennessee	58.7	76.8	74.6	-2.2	34.5	49.9	48.0	-1.9
Texas	251.8	313.1	291.3	-21.7	146.1	174.4	170.6	-3.7
Utah	26.0	38.9	33.8	-5.1	16.3	27.1	21.7	-5.4
Vermont	9.8	11.9	11.4	-0.5	5.8	7.0	7.4	0.5
Virginia	122.1	142.1	139.6	-2.4	70.1	83.2	82.5	-0.7
Washington	90.3	116.2	109.6	-6.6	57.4	79.7	70.1	-9.7
West Virginia	13.0	16.4	14.6	-1.8	7.2	8.5	8.6	0.0
Wisconsin	68.8	95.3	89.2	-6.1	39.7	55.0	51.2	-3.8
Wyoming	6.6	7.8	7.8	0.0	3.4	4.5	4.3	-0.1

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.

Table 4: State Labor Supply/Labor Demand Indicators, Seasonally Adjusted							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-10	May-11	Jun-11	May-11	May-11	May-11	May-11
United States	2.35	2.91	2.84	9.1	13,914.00	4,471.2	3.11
Alabama	1.74	2.08	2.12	9.6	206.81	45.0	4.59
Alaska	4.49	5.04	4.75	7.4	26.79	18.3	1.46
Arizona	2.10	2.91	2.43	9.1	291.58	92.9	3.14
Arkansas	1.62	1.96	1.96	7.8	106.86	26.8	3.99
California	2.20	2.67	2.67	11.7	2,117.26	482.4	4.39
Colorado	2.51	3.14	2.90	8.7	233.16	84.5	2.76
Connecticut	3.07	3.41	3.31	9.1	172.53	64.6	2.67
Delaware	3.08	3.82	3.68	8.0	33.96	16.3	2.08
Florida	2.20	2.67	2.51	10.6	979.53	246.9	3.97
Georgia	2.07	2.84	2.69	9.8	460.17	133.2	3.46
Hawaii	2.08	2.51	2.41	6.0	38.13	15.9	2.39
Idaho	2.00	3.09	2.97	9.4	71.66	23.7	3.03
Illinois	2.19	2.69	2.54	8.9	584.97	177.5	3.30
Indiana	1.65	2.17	2.13	8.2	254.67	67.6	3.77
Iowa	2.12	2.58	2.50	6.0	100.87	43.4	2.33
Kansas	1.94	2.40	2.32	6.6	99.69	36.2	2.75
Kentucky	1.61	1.90	1.85	9.8	206.91	40.3	5.14
Louisiana	1.70	2.12	2.06	8.2	169.77	43.6	3.89
Maine	2.64	2.95	2.99	7.7	53.81	20.6	2.61
Maryland	3.12	4.02	3.81	6.8	204.08	120.3	1.70
Massachusetts	3.37	3.92	3.83	7.6	265.59	137.0	1.94
Michigan	1.81	2.60	2.59	10.3	487.77	123.3	3.96
Minnesota	2.48	3.65	3.66	6.6	196.27	108.8	1.80
Mississippi	1.19	1.31	1.31	10.3	138.57	17.8	7.80
Missouri	2.26	2.79	2.69	8.9	269.04	84.7	3.17
Montana	2.64	3.19	2.84	7.3	36.74	16.0	2.30
Nebraska	2.70	3.00	2.91	4.1	40.93	29.7	1.38
Nevada	2.60	3.75	3.56	12.1	159.27	49.2	3.24
New Hampshire	2.63	3.26	3.18	4.8	35.69	24.2	1.48
New Jersey	2.86	3.22	3.10	9.4	421.31	145.1	2.90
New Mexico	2.20	2.55	2.33	6.9	65.49	24.1	2.71
New York	2.37	2.79	2.71	7.9	752.09	267.0	2.82
North Carolina	2.05	2.62	2.45	9.7	435.36	117.9	3.69
North Dakota	2.60	3.52	3.63	3.2	11.96	13.1	0.91
Ohio	2.03	2.91	2.88	8.6	508.03	171.7	2.96
Oklahoma	2.15	2.60	2.54	5.3	91.93	45.1	2.04
Oregon	2.27	2.84	2.53	9.3	185.54	56.5	3.28
Pennsylvania	2.26	2.72	2.62	7.4	470.74	172.4	2.73
Rhode Island	2.72	3.12	3.11	10.9	61.96	17.8	3.49
South Carolina	2.01	2.33	2.25	10.0	215.34	50.1	4.29
South Dakota	2.57	3.14	3.05	4.8	21.52	14.1	1.52
Tennessee	1.92	2.44	2.37	9.7	304.71	76.8	3.97
Texas	2.08	2.55	2.37	8.0	985.66	313.1	3.15
Utah	1.90	2.86	2.48	7.3	99.68	38.9	2.56
Vermont	2.72	3.28	3.13	5.4	19.53	11.9	1.64
Virginia	2.92	3.38	3.32	6.0	252.43	142.1	1.78
Washington	2.56	3.34	3.15	9.1	316.85	116.2	2.73
West Virginia	1.67	2.10	1.87	8.6	67.54	16.4	4.11
Wisconsin	2.25	3.10	2.91	7.4	227.78	95.3	2.39
Wyoming	2.23	2.65	2.65	6.0	17.50	7.8	2.25

Source: The Conference Board

1. Total ads rate is calculated as a percent of the most currently available BLS civilian labor force data. Ad rates represent the number of ads per 100 persons in the civilian labor force.
2. Unemployment data are from the Bureau of Labor Statistics Current Population Statistics and Local Area Unemployment Statistics programs.
3. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.

Table 5: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change Y-O-Y	New Ads ² (Thousands)			Percent Change Y-O-Y
	Jun-10	May-11	Jun-11	Jun 10-11	Jun-10	May-11	Jun-11	Jun 10-11
Birmingham, AL	10.1	14.4	14.9	46.4%	6.1	9.8	9.6	57.7%
Phoenix, AZ	45.8	56.9	51.1	11.6%	27.7	35.6	31.1	12.2%
Tucson, AZ	10.2	14.4	12.7	24.3%	6.7	10.4	8.9	33.5%
Los Angeles, CA	145.4	168.9	170.3	17.1%	94.5	107.5	111.3	17.8%
Riverside, CA	22.9	27.6	26.5	15.8%	14.5	18.3	17.9	23.9%
Sacramento, CA	20.3	23.9	25.6	26.0%	13.0	15.4	17.0	31.0%
San Diego, CA	39.4	47.6	47.8	21.1%	25.9	30.9	32.8	26.7%
San Francisco, CA	85.0	96.5	99.8	17.4%	56.0	63.8	67.3	20.2%
San Jose, CA	39.9	47.4	50.1	25.6%	22.9	27.2	31.0	35.5%
Denver, CO	40.3	50.0	46.2	14.5%	24.9	28.9	27.0	8.8%
Hartford, CT	21.3	26.4	24.9	16.7%	12.5	15.6	14.2	14.1%
Washington, DC	145.4	158.2	154.7	6.4%	83.3	88.9	84.8	1.9%
Jacksonville, FL	17.3	21.9	21.5	23.9%	11.4	15.5	15.1	32.5%
Miami, FL	55.1	69.3	61.9	12.3%	33.9	38.5	34.1	0.7%
Orlando, FL	30.9	36.8	33.8	9.3%	21.5	26.0	24.0	11.6%
Tampa, FL	35.8	43.0	41.1	14.8%	23.0	28.5	27.4	19.3%
Atlanta, GA	64.3	91.4	88.4	37.5%	36.7	49.3	48.5	32.0%
Honolulu, HI	11.5	14.2	13.9	20.5%	8.8	11.4	11.2	27.0%
Chicago, IL	113.1	138.1	131.6	16.4%	60.0	70.6	68.9	14.9%
Indianapolis, IN	21.3	28.1	27.8	31.0%	12.1	17.4	17.6	46.2%
Louisville, KY	13.6	17.1	17.3	27.3%	7.8	10.5	11.0	40.7%
New Orleans, LA	11.6	15.0	14.7	27.0%	7.4	10.4	10.3	39.3%
Baltimore, MD	45.8	61.2	57.2	24.8%	27.9	38.7	34.6	24.3%
Boston, MA	94.9	111.7	108.5	14.3%	56.7	62.6	63.6	12.2%
Detroit, MI	40.6	62.0	60.5	49.0%	26.0	36.7	37.9	45.9%
Minneapolis-St. Paul, MN	53.8	80.0	78.2	45.2%	32.7	50.8	47.3	44.5%
Kansas City, MO	28.0	35.4	34.7	24.2%	16.9	23.0	22.6	34.1%
St. Louis, MO	32.4	42.4	40.0	23.3%	20.2	28.4	25.9	28.7%
Las Vegas, NV	25.9	38.0	36.4	40.4%	18.6	24.7	23.7	27.0%
Buffalo, NY	13.6	15.0	14.6	7.4%	8.4	9.9	9.6	15.3%
New York, NY	242.4	273.2	263.4	8.7%	157.5	174.8	168.4	7.0%
Rochester, NY	10.9	14.1	13.6	24.4%	7.1	9.4	9.1	28.5%
Charlotte, NC	29.0	35.7	35.7	22.9%	18.3	23.5	23.9	30.6%
Cincinnati, OH	23.7	30.9	31.2	31.7%	14.3	19.6	20.4	42.1%
Cleveland, OH	28.7	44.7	45.3	57.9%	18.9	27.9	29.3	55.2%
Columbus, OH	26.6	35.9	35.5	33.7%	16.9	23.6	23.6	40.0%
Oklahoma City, OK	16.3	20.4	20.1	23.4%	11.2	14.2	13.8	23.9%
Portland, OR	30.5	36.4	34.0	11.3%	20.1	24.7	22.4	11.6%
Philadelphia, PA	77.2	87.2	84.6	9.6%	44.6	51.9	48.7	9.1%
Pittsburgh, PA	34.2	40.7	37.8	10.3%	22.3	29.0	26.0	16.4%
Providence, RI	21.1	25.3	24.5	16.1%	14.0	16.8	16.6	18.5%
Memphis, TN	12.7	16.0	15.8	24.3%	7.4	9.9	10.1	37.3%
Nashville, TN	20.8	29.6	27.6	33.1%	13.0	20.3	18.0	38.5%
Austin, TX	26.6	32.2	29.6	11.2%	16.7	19.4	18.2	8.8%
Dallas, TX	82.3	102.2	96.2	16.8%	46.4	55.3	54.1	16.7%
Houston, TX	60.7	78.6	73.9	21.8%	34.1	39.1	37.9	11.0%
San Antonio, TX	26.1	31.9	30.3	15.8%	17.2	22.1	21.4	24.5%
Salt Lake City, UT	16.8	25.1	22.1	31.8%	10.7	18.2	14.3	33.7%
Richmond, VA	16.9	21.1	20.2	19.8%	10.8	14.1	13.5	24.8%
Virginia Beach, VA	19.5	24.3	23.5	20.4%	12.6	16.7	15.6	24.5%
Seattle-Tacoma, WA	60.0	74.6	67.6	12.6%	39.1	52.5	42.7	9.3%
Milwaukee, WI	26.1	34.7	32.5	24.4%	16.1	21.3	19.5	21.4%

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

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

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Jun-10	May-11	Jun-11	Apr-11	Apr-11	Apr-11	Apr-11
Birmingham, AL	1.96	2.76	2.85	8.4	43.7	13.4	3.27
Phoenix, AZ	2.15	2.67	2.40	8.1	173.7	56.2	3.09
Tucson, AZ	2.09	2.93	2.58	7.9	39.0	14.3	2.73
Los Angeles, CA	2.27	2.61	2.63	11.0	711.0	160.4	4.43
Riverside, CA	1.29	1.59	1.53	13.4	232.3	27.6	8.40
Sacramento, CA	1.96	2.35	2.53	12.0	121.8	21.8	5.60
San Diego, CA	2.54	3.07	3.08	9.8	151.5	44.2	3.43
San Francisco, CA	3.81	4.38	4.53	9.5	208.7	94.7	2.20
San Jose, CA	4.45	5.29	5.59	10.1	90.3	46.8	1.93
Denver, CO	2.91	3.63	3.36	8.3	114.0	43.1	2.64
Hartford, CT	3.54	4.40	4.15	8.9	53.3	24.7	2.16
Washington, DC	4.72	5.17	5.06	5.4	164.6	150.3	1.09
Jacksonville, FL	2.51	3.21	3.16	9.7	66.2	21.9	3.03
Miami, FL	1.92	2.39	2.13	11.1	322.2	63.8	5.05
Orlando, FL	2.75	3.29	3.02	9.9	111.3	36.2	3.08
Tampa, FL	2.74	3.33	3.18	10.5	136.3	43.5	3.13
Atlanta, GA	2.42	3.46	3.34	9.7	255.4	79.2	3.22
Honolulu, HI	2.63	3.17	3.11	4.6	20.6	13.5	1.53
Chicago, IL	2.30	2.87	2.74	8.7	418.8	128.5	3.26
Indianapolis, IN	2.36	3.21	3.18	7.6	66.1	27.7	2.39
Louisville, KY	2.10	2.63	2.67	9.6	62.3	17.0	3.67
New Orleans, LA	2.10	2.79	2.73	7.2	39.0	14.7	2.66
Baltimore, MD	3.27	4.42	4.13	7.0	96.6	54.2	1.78
Boston, MA	3.69	4.40	4.27	6.5	165.3	102.2	1.62
Detroit, MI	1.94	3.12	3.04	11.1	221.3	57.1	3.88
Minneapolis-St. Paul, MN	2.91	4.34	4.24	6.3	116.0	69.7	1.67
Kansas City, MO	2.66	3.42	3.36	8.1	83.9	33.4	2.51
St. Louis, MO	2.22	2.94	2.77	8.5	123.0	39.2	3.14
Las Vegas, NV	2.67	4.05	3.88	12.1	113.3	32.2	3.52
Buffalo, NY	2.34	2.65	2.58	7.6	42.9	16.7	2.58
New York, NY	2.55	2.91	2.81	8.1	759.1	271.5	2.80
Rochester, NY	2.05	2.69	2.58	7.2	37.8	14.6	2.59
Charlotte, NC	3.36	4.19	4.19	10.3	87.8	35.1	2.50
Cincinnati, OH	2.09	2.77	2.79	8.4	94.3	30.9	3.05
Cleveland, OH	2.63	4.14	4.20	7.6	82.1	40.5	2.03
Columbus, OH	2.74	3.74	3.70	7.3	70.2	35.1	2.00
Oklahoma City, OK	2.84	3.62	3.56	4.5	25.5	19.9	1.28
Portland, OR	2.58	3.06	2.85	8.8	105.1	32.9	3.20
Philadelphia, PA	2.60	2.98	2.90	8.0	233.0	85.1	2.74
Pittsburgh, PA	2.80	3.39	3.15	6.5	78.4	38.5	2.03
Providence, RI	2.95	3.59	3.47	10.9	77.0	23.6	3.26
Memphis, TN	2.05	2.59	2.56	10.1	62.4	15.9	3.92
Nashville, TN	2.53	3.55	3.32	8.7	72.1	25.9	2.79
Austin, TX	2.92	3.50	3.23	6.5	59.8	28.8	2.08
Dallas, TX	2.56	3.13	2.95	7.7	250.2	99.6	2.51
Houston, TX	2.09	2.69	2.53	8.0	232.3	65.7	3.54
San Antonio, TX	2.63	3.21	3.05	7.0	70.1	30.4	2.30
Salt Lake City, UT	2.77	4.19	3.69	6.9	41.2	20.8	1.98
Richmond, VA	2.56	3.27	3.13	6.6	42.5	20.0	2.13
Virginia Beach, VA	2.34	2.96	2.87	6.5	53.3	22.7	2.34
Seattle-Tacoma, WA	3.18	4.03	3.65	8.6	159.2	69.3	2.30
Milwaukee, WI	3.27	4.34	4.06	7.6	60.9	33.8	1.80

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
	Jun-10	May-11	Jun-11	Jun-May 11	May-11	May-11	
Total	3,616.4	4,471.2	4,371.5	-99.7	13,914.0	3.1	\$21.35
Management	380.8	467.9	453.1	-14.8	740.8	1.6	\$50.69
Business and financial operations	210.9	270.0	264.1	-5.9	363.5	1.3	\$32.54
Computer and mathematical science	471.4	608.2	601.0	-7.2	139.1	0.2	\$37.13
Architecture and engineering	122.2	174.7	175.5	0.8	163.9	0.9	\$36.32
Life, physical, and social science	60.1	69.8	67.1	-2.7	51.3	0.7	\$31.92
Community and social services	49.0	53.3	53.2	0.0	151.1	2.8	\$20.76
Legal	25.2	24.8	24.1	-0.7	51.1	2.1	\$46.60
Education, training, and library	82.9	97.8	99.3	1.5	367.4	3.8	\$24.25
Arts, design, entertainment, sports, and media	90.7	107.8	107.0	-0.8	203.1	1.9	\$25.14
Healthcare practitioners and technical	525.3	565.1	548.7	-16.5	209.9	0.4	\$34.27
Healthcare support	114.5	133.2	128.5	-4.8	311.1	2.3	\$12.94
Protective service	29.0	36.0	36.4	0.4	172.0	4.8	\$20.43
Food preparation and serving related	110.0	138.3	135.8	-2.5	946.7	6.8	\$10.21
Building and grounds cleaning and maintenance	44.3	59.0	59.4	0.5	810.5	13.7	\$12.16
Personal care and service	57.1	69.9	71.4	1.5	439.8	6.3	\$11.82
Sales and related	501.0	601.7	578.3	-23.5	1,620.4	2.7	\$17.69
Office and administrative support	378.7	476.7	456.1	-20.6	1,636.0	3.4	\$16.09
Farming, fishing, and forestry	3.8	4.8	4.9	0.0	153.8	31.7	\$11.70
Construction and extraction	53.4	69.0	72.8	3.8	1,437.7	20.8	\$21.09
Installation, maintenance, and repair	118.0	152.9	152.2	-0.8	382.5	2.5	\$20.58
Production	92.3	129.6	127.0	-2.6	1,093.1	8.4	\$16.24
Transportation and material moving	140.1	210.5	199.3	-11.2	1,073.8	5.1	\$15.70

Source: The Conference Board

1. Approximately 95% of all ads are coded to the 6-digit SOC level.
2. Occupational categories use the 2000 OMB Standard Occupational Classification system (SOC definitions).
3. Unemployment data are from the Bureau of Labor Statistics' Current Population Survey and seasonally adjusted by The Conference Board.
4. Supply/Demand rate is the number of Unemployed persons divided by the number of total ads and reflects the latest month for which unemployment data is available.
5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2010 estimates.

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Table 8: State Occupational Demand and Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-11	Wage ²	Jun-11	Wage ²	Jun-11	Wage ²
United States	742,453	\$41.56	1,725,338	\$30.49	463,105	\$12.42
Alabama	5,449	\$38.77	15,799	\$27.47	4,455	\$10.81
Alaska	2,119	\$38.63	7,004	\$33.02	2,302	\$14.68
Arizona	12,622	\$37.11	30,325	\$29.16	8,281	\$12.65
Arkansas	3,456	\$33.62	9,037	\$24.51	2,829	\$10.36
California	94,588	\$46.79	212,111	\$35.75	42,548	\$13.78
Colorado	12,931	\$40.53	32,046	\$31.71	9,243	\$12.78
Connecticut	13,694	\$47.26	25,311	\$30.64	5,520	\$14.27
Delaware	2,996	\$43.68	6,524	\$32.78	1,511	\$12.53
Florida	33,824	\$36.88	81,219	\$28.83	31,916	\$11.97
Georgia	24,002	\$42.02	54,715	\$27.94	10,712	\$11.26
Hawaii	2,170	\$37.04	4,538	\$29.01	3,127	\$13.78
Idaho	2,654	\$32.68	7,841	\$25.75	3,815	\$11.23
Illinois	34,275	\$40.22	65,925	\$31.17	14,534	\$13.02
Indiana	9,457	\$36.74	21,965	\$26.25	6,507	\$11.34
Iowa	4,994	\$20.64	15,451	\$24.77	4,633	\$11.16
Kansas	4,981	\$14.65	13,935	\$25.84	3,377	\$11.13
Kentucky	5,301	\$34.54	14,482	\$26.01	4,004	\$10.79
Louisiana	5,616	\$35.30	13,330	\$26.15	5,228	\$10.94
Maine	2,335	\$33.87	8,202	\$26.91	3,689	\$11.77
Maryland	19,180	\$44.13	49,454	\$33.04	11,180	\$13.45
Massachusetts	27,026	\$47.86	59,297	\$34.34	13,982	\$14.71
Michigan	17,367	\$39.36	45,891	\$29.72	14,315	\$7.66
Minnesota	19,871	\$39.60	41,836	\$30.07	9,610	\$12.30
Mississippi	2,142	\$32.42	6,374	\$23.13	1,548	\$10.25
Missouri	10,842	\$36.46	27,999	\$29.17	9,782	\$11.04
Montana	1,534	\$30.33	5,137	\$23.42	2,446	\$11.07
Nebraska	3,658	\$35.36	10,393	\$25.50	3,835	\$11.08
Nevada	5,927	\$39.05	15,169	\$30.68	8,321	\$13.18
New Hampshire	3,005	\$28.04	9,512	\$29.12	3,026	\$12.66
New Jersey	26,125	\$48.29	54,927	\$33.63	15,934	\$14.42
New Mexico	2,684	\$36.83	9,703	\$28.60	2,753	\$11.31
New York	60,359	\$50.55	96,304	\$24.69	27,886	\$14.32
North Carolina	16,527	\$40.64	44,587	\$27.70	12,676	\$11.20
North Dakota	1,414	\$33.91	4,194	\$23.88	1,467	\$11.11
Ohio	24,904	\$38.09	60,129	\$28.45	17,489	\$11.63
Oklahoma	5,223	\$32.80	13,661	\$24.85	5,091	\$10.81
Oregon	7,612	\$37.86	20,605	\$29.64	6,673	\$12.86
Pennsylvania	29,136	\$40.05	59,931	\$29.47	18,654	\$12.40
Rhode Island	2,656	\$43.60	6,737	\$31.80	2,983	\$13.17
South Carolina	5,576	\$37.26	17,585	\$26.50	6,433	\$10.95
South Dakota	1,367	\$31.95	4,563	\$23.27	1,782	\$10.60
Tennessee	10,031	\$36.06	25,115	\$26.01	8,092	\$11.03
Texas	50,567	\$40.99	115,601	\$29.71	27,987	\$11.28
Utah	4,498	\$35.46	11,843	\$26.76	3,656	\$11.52
Vermont	1,431	\$36.75	5,047	\$27.18	1,857	\$12.86
Virginia	25,532	\$43.99	65,847	\$33.02	13,094	\$12.38
Washington	20,497	\$42.92	51,603	\$32.35	10,857	\$14.20
West Virginia	1,670	\$31.67	5,369	\$24.17	1,694	\$10.24
Wisconsin	12,481	\$36.73	31,503	\$28.44	9,955	\$11.66
Wyoming	946	\$35.20	3,044	\$26.22	702	\$12.24

Source: The Conference Board

1. The six occupational categories in tables 8 and 9 are the SOC manual's Intermediate and High-Level Aggregations.
2. Wage data are from the BLS Occupational Employment Statistics program's May 2010 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-11	Wage ¹	Jun-11	Wage ¹	Jun-11	Wage ¹
United States	1,060,991	\$16.71	257,941	\$20.48	353,396	\$15.96
Alabama	13,022	\$14.47	3,556	\$18.05	5,704	\$15.05
Alaska	4,726	\$17.58	1,404	\$27.74	1,156	\$20.77
Arizona	20,610	\$16.30	4,857	\$18.74	4,803	\$16.06
Arkansas	7,568	\$14.09	2,231	\$16.80	3,795	\$6.78
California	118,770	\$18.32	19,661	\$21.78	27,164	\$16.11
Colorado	20,529	\$17.80	5,127	\$20.66	5,558	\$16.53
Connecticut	13,577	\$19.71	3,115	\$24.00	4,496	\$17.37
Delaware	3,692	\$17.07	854	\$21.31	1,111	\$15.73
Florida	70,124	\$16.01	15,313	\$17.86	13,639	\$15.07
Georgia	28,489	\$15.97	6,850	\$18.66	9,248	\$14.99
Hawaii	5,159	\$16.27	996	\$26.00	897	\$17.85
Idaho	6,878	\$15.05	2,061	\$18.15	2,318	\$14.64
Illinois	39,817	\$17.45	6,695	\$24.16	13,962	\$16.42
Indiana	17,076	\$15.50	4,614	\$20.67	9,489	\$15.85
Iowa	10,138	\$15.03	3,541	\$18.83	6,121	\$15.34
Kansas	9,106	\$15.27	2,338	\$19.33	3,456	\$8.91
Kentucky	9,975	\$14.61	2,916	\$18.51	5,286	\$16.13
Louisiana	12,879	\$14.08	4,012	\$18.44	4,817	\$17.14
Maine	4,936	\$14.96	1,335	\$18.72	1,669	\$15.67
Maryland	24,634	\$17.43	5,855	\$21.59	6,099	\$16.98
Massachusetts	27,753	\$19.41	5,794	\$24.68	7,910	\$17.08
Michigan	29,368	\$16.29	9,142	\$21.15	13,353	\$17.06
Minnesota	24,166	\$17.34	6,453	\$22.64	10,498	\$16.51
Mississippi	5,160	\$13.40	1,369	\$16.72	2,230	\$14.04
Missouri	22,641	\$15.45	6,652	\$20.93	9,127	\$15.42
Montana	3,690	\$14.18	1,516	\$19.09	1,441	\$15.90
Nebraska	7,220	\$14.89	2,271	\$18.57	2,908	\$15.61
Nevada	14,613	\$15.90	2,712	\$24.10	2,756	\$16.43
New Hampshire	5,466	\$16.70	1,680	\$9.28	2,314	\$16.17
New Jersey	33,472	\$18.57	6,813	\$24.78	9,498	\$9.71
New Mexico	5,542	\$14.38	1,544	\$17.86	1,502	\$16.08
New York	60,999	\$19.24	11,592	\$24.42	14,936	\$17.29
North Carolina	27,584	\$15.81	8,528	\$18.05	9,835	\$14.68
North Dakota	3,526	\$14.36	1,833	\$20.01	2,254	\$16.38
Ohio	41,361	\$15.85	12,047	\$20.29	21,084	\$15.68
Oklahoma	12,139	\$13.97	4,573	\$17.77	6,219	\$15.04
Oregon	12,376	\$16.74	3,130	\$21.18	4,371	\$16.01
Pennsylvania	39,523	\$16.70	10,711	\$20.55	17,085	\$16.24
Rhode Island	4,375	\$17.39	1,073	\$21.75	1,554	\$15.61
South Carolina	13,150	\$14.72	4,003	\$17.66	5,308	\$15.23
South Dakota	3,318	\$13.79	1,448	\$16.97	1,721	\$13.94
Tennessee	20,203	\$15.14	5,902	\$18.20	9,498	\$14.87
Texas	75,312	\$16.19	19,735	\$18.08	25,225	\$15.51
Utah	10,629	\$15.23	1,924	\$19.37	2,603	\$15.84
Vermont	2,339	\$15.97	874	\$19.06	1,082	\$15.54
Virginia	28,233	\$16.79	7,206	\$19.70	7,145	\$15.93
Washington	22,951	\$17.89	5,028	\$13.48	6,031	\$18.13
West Virginia	4,118	\$13.25	1,416	\$18.95	2,009	\$15.19
Wisconsin	20,893	\$15.93	6,041	\$21.29	12,596	\$16.21
Wyoming	1,713	\$14.91	636	\$21.97	737	\$19.58

Source: The Conference Board

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

Table 9: MSA Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-11	Wage ²	Jun-11	Wage ²	Jun-11	Wage ²
United States	742,453	\$41.56	1,725,338	\$30.49	463,105	\$12.42
Birmingham, AL	1,874	\$14.45	4,240	\$28.30	1,498	\$11.40
Phoenix, AZ	8,476	\$37.84	19,143	\$29.89	4,846	\$12.65
Tucson, AZ	1,519	\$36.40	4,208	\$29.39	1,907	\$12.48
Los Angeles, CA	32,058	\$46.93	65,112	\$35.26	14,742	\$13.46
Riverside, CA	3,155	\$40.21	7,714	\$31.90	3,220	\$13.11
Sacramento, CA	4,581	\$41.02	10,700	\$28.63	2,109	\$13.91
San Diego, CA	7,676	\$44.85	20,928	\$33.99	4,736	\$10.41
San Francisco, CA	23,383	\$51.88	45,341	\$39.06	7,185	\$14.87
San Jose, CA	10,453	\$57.78	29,991	\$45.50	1,679	\$14.70
Denver, CO	8,524	\$42.13	17,638	\$33.65	4,259	\$12.85
Hartford, CT	5,107	\$44.15	9,589	\$32.92	1,958	\$14.18
Washington, DC	32,842	\$49.38	73,725	\$39.80	13,125	\$10.73
Jacksonville, FL	3,277	\$36.62	6,726	\$28.92	2,576	\$11.58
Miami, FL	10,786	\$39.82	20,407	\$29.89	6,815	\$12.67
Orlando, FL	4,391	\$19.84	9,713	\$28.18	4,897	\$9.58
Tampa, FL	5,984	\$36.80	15,132	\$29.90	4,866	\$11.90
Atlanta, GA	19,174	\$44.11	38,799	\$29.90	6,129	\$11.69
Honolulu, HI	1,808	\$37.40	3,475	\$29.25	2,592	\$13.49
Chicago, IL	28,805	\$41.95	49,780	\$32.53	11,170	\$13.33
Indianapolis, IN	4,560	\$37.42	8,137	\$28.17	2,735	\$11.95
Louisville, KY	2,541	\$36.93	5,600	\$27.22	1,788	\$9.81
New Orleans, LA	1,856	\$36.66	3,733	\$26.25	2,188	\$11.50
Baltimore, MD	8,664	\$42.48	21,498	\$33.45	6,423	\$13.66
Boston, MA	22,282	\$49.25	47,060	\$35.64	10,290	\$14.97
Detroit, MI	8,624	\$42.06	21,754	\$31.81	6,850	\$12.36
Minneapolis-St. Paul, MN	14,217	\$41.64	29,627	\$31.68	6,493	\$12.75
Kansas City, MO	4,874	\$38.35	11,177	\$28.28	3,581	\$9.80
St. Louis, MO	5,697	\$39.36	13,751	\$28.60	4,355	\$11.57
Las Vegas, NV	4,481	\$39.79	10,761	\$30.67	6,526	\$13.34
Buffalo, NY	1,672	\$38.91	3,563	\$27.78	2,074	\$12.50
New York, NY	61,852	\$53.19	100,930	\$34.12	26,317	\$14.91
Rochester, NY	1,739	\$41.51	3,945	\$27.96	1,652	\$12.46
Charlotte, NC	6,525	\$43.31	13,201	\$29.03	3,336	\$11.83
Cincinnati, OH	5,286	\$39.40	10,423	\$29.17	2,765	\$11.74
Cleveland, OH	6,629	\$39.12	16,880	\$28.96	4,680	\$12.34
Columbus, OH	5,669	\$38.61	11,954	\$30.34	3,569	\$12.09
Oklahoma City, OK	2,302	\$33.84	5,436	\$27.14	2,387	\$11.03
Portland, OR	5,300	\$40.68	13,429	\$31.59	3,448	\$13.24
Philadelphia, PA	16,876	\$44.67	32,753	\$29.69	8,227	\$13.50
Pittsburgh, PA	5,232	\$38.67	11,263	\$29.29	5,062	\$11.97
Providence, RI	3,176	\$42.82	8,201	\$29.59	3,790	\$13.22
Memphis, TN	2,083	\$38.50	5,203	\$27.61	1,452	\$11.59
Nashville, TN	4,402	\$37.46	8,473	\$26.80	2,880	\$11.17
Austin, TX	4,529	\$52.04	12,698	\$31.56	2,550	\$11.65
Dallas, TX	18,897	\$42.75	38,216	\$31.75	7,003	\$11.77
Houston, TX	14,837	\$44.91	28,225	\$32.90	5,212	\$11.41
San Antonio, TX	3,515	\$37.08	9,102	\$28.73	4,310	\$11.00
Salt Lake City, UT	3,062	\$37.06	7,702	\$28.69	2,200	\$11.94
Richmond, VA	3,121	\$39.55	7,713	\$29.01	2,148	\$12.11
Virginia Beach, VA	2,919	\$37.40	7,751	\$29.01	3,120	\$11.53
Seattle-Tacoma, WA	12,712	\$45.03	32,167	\$34.74	5,774	\$14.65
Milwaukee, WI	5,153	\$40.00	11,012	\$30.97	3,568	\$11.78

Source: The Conference Board

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

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

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jun-11	Wage ¹	Jun-11	Wage ¹	Jun-11	Wage ¹
United States	1,060,991	\$16.71	257,941	\$20.48	353,396	\$15.96
Birmingham, AL	4,692	\$16.03	1,156	\$18.79	1,597	\$15.06
Phoenix, AZ	13,558	\$16.93	3,101	\$9.56	2,940	\$16.31
Tucson, AZ	3,240	\$14.98	1,035	\$18.74	904	\$15.11
Los Angeles, CA	45,137	\$18.27	6,298	\$23.18	9,768	\$15.33
Riverside, CA	8,268	\$16.11	1,803	\$22.03	2,626	\$15.37
Sacramento, CA	5,911	\$17.91	1,363	\$22.85	1,516	\$16.73
San Diego, CA	11,200	\$17.93	1,994	\$22.97	2,221	\$15.81
San Francisco, CA	19,463	\$21.27	2,925	\$27.46	3,424	\$18.80
San Jose, CA	6,694	\$22.01	953	\$26.87	1,226	\$17.75
Denver, CO	11,073	\$19.00	2,690	\$20.98	2,730	\$16.85
Hartford, CT	5,446	\$18.75	1,301	\$24.06	1,800	\$17.61
Washington, DC	27,763	\$19.24	5,708	\$22.48	4,457	\$17.57
Jacksonville, FL	6,010	\$16.32	1,552	\$18.77	1,633	\$15.98
Miami, FL	19,454	\$16.92	2,839	\$18.76	2,474	\$15.38
Orlando, FL	10,723	\$15.47	2,476	\$18.13	2,019	\$15.31
Tampa, FL	10,914	\$16.30	2,526	\$17.90	2,181	\$14.11
Atlanta, GA	17,918	\$17.33	3,719	\$19.76	4,316	\$15.83
Honolulu, HI	4,529	\$16.47	873	\$27.08	806	\$18.48
Chicago, IL	30,399	\$18.23	4,489	\$25.35	9,260	\$16.64
Indianapolis, IN	7,794	\$9.67	1,945	\$21.41	3,022	\$15.80
Louisville, KY	4,379	\$6.59	1,240	\$19.02	2,050	\$17.34
New Orleans, LA	4,483	\$15.13	1,364	\$19.11	1,249	\$17.64
Baltimore, MD	14,162	\$17.67	3,591	\$21.36	3,555	\$17.42
Boston, MA	21,236	\$20.24	4,093	\$25.50	5,254	\$17.42
Detroit, MI	13,748	\$17.55	4,552	\$22.70	5,580	\$18.49
Minneapolis-St. Paul, MN	17,299	\$18.65	4,592	\$24.64	7,012	\$17.21
Kansas City, MO	9,563	\$16.89	2,654	\$22.03	3,392	\$16.24
St. Louis, MO	10,736	\$16.66	2,692	\$23.47	3,265	\$16.60
Las Vegas, NV	11,514	\$15.92	1,791	\$24.66	1,704	\$16.23
Buffalo, NY	4,428	\$16.12	1,294	\$21.16	1,722	\$16.21
New York, NY	58,246	\$20.28	8,778	\$26.14	11,187	\$17.36
Rochester, NY	3,295	\$16.07	1,268	\$20.17	1,827	\$15.62
Charlotte, NC	8,120	\$17.43	2,520	\$19.32	2,576	\$15.83
Cincinnati, OH	7,905	\$16.74	1,997	\$20.31	3,313	\$16.41
Cleveland, OH	9,869	\$16.81	2,836	\$21.76	5,027	\$16.22
Columbus, OH	9,000	\$16.49	2,383	\$20.45	3,489	\$15.45
Oklahoma City, OK	5,889	\$14.43	2,042	\$18.41	2,272	\$14.85
Portland, OR	7,649	\$17.90	1,791	\$22.76	2,849	\$16.73
Philadelphia, PA	18,565	\$18.50	4,304	\$23.26	5,284	\$17.20
Pittsburgh, PA	9,806	\$16.17	3,097	\$20.29	3,863	\$16.31
Providence, RI	5,842	\$16.97	1,494	\$21.76	2,202	\$15.56
Memphis, TN	4,256	\$15.83	1,115	\$19.21	1,971	\$15.41
Nashville, TN	7,582	\$16.05	1,931	\$18.80	2,715	\$15.46
Austin, TX	7,072	\$17.48	1,656	\$17.80	1,624	\$14.39
Dallas, TX	22,730	\$17.66	4,947	\$18.58	6,095	\$15.51
Houston, TX	17,438	\$17.27	3,931	\$19.33	5,466	\$17.19
San Antonio, TX	8,446	\$15.17	2,514	\$16.58	2,724	\$13.82
Salt Lake City, UT	6,631	\$16.32	1,226	\$19.33	1,670	\$16.05
Richmond, VA	4,677	\$17.27	1,449	\$19.78	1,431	\$15.58
Virginia Beach, VA	5,959	\$15.17	2,197	\$19.18	1,789	\$16.37
Seattle-Tacoma, WA	12,940	\$19.20	2,434	\$25.10	3,027	\$19.28
Milwaukee, WI	7,224	\$17.71	1,925	\$23.21	4,048	\$16.57

Source: The Conference Board

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