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For further information:

Carol Courter 212-339-0232 / courter@conference-board.org
 Jonathan Liu 212-339-0257 / jonathan.liu@conference-board.org

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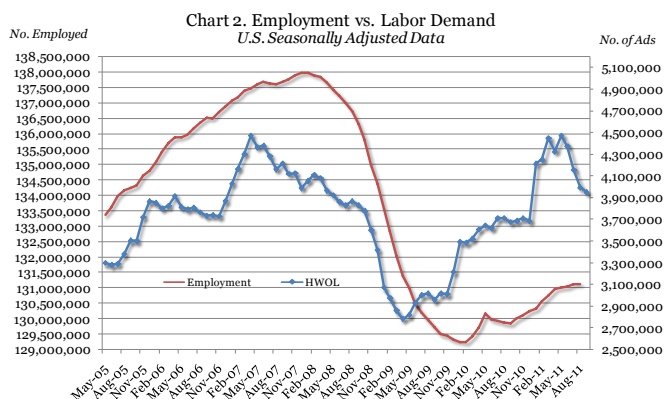
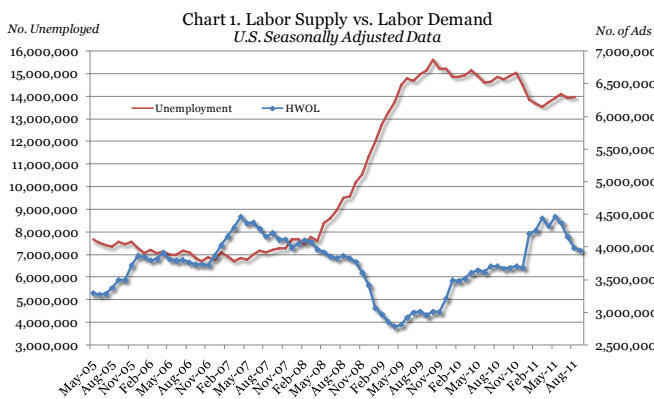
For Immediate Release 10:00 AM ET, Wednesday, September 28, 2011

Online Labor Demand Down 43,500 in September, The Conference Board Reports

- Labor demand retrenches in the 2nd and 3rd Quarters after an impressive start in Q1
- Since March, labor demand down by 500,000 (11 percent)
- Losses widespread across States and occupations
- Nationally, there are 10 million more unemployed (9.98 million) than advertised vacancies

NEW YORK, September 28, 2011... Online advertised vacancies were down 43,500 in September to 3,947,100, according to *The Conference Board Help Wanted OnLine® (HWOL)* Data Series released today. The September drop follows a decline of 164,000 in August and a decrease of 217,000 in July. The Supply/Demand rate stands at 3.50, indicating there were 3.5 unemployed for every online advertised vacancy in August, the latest monthly data available for unemployment.

“In the last six months, labor demand has experienced a drop of 500,000, cutting sharply into the gain of 763,000 at the beginning of the year,” said June Shelp, Vice President at The Conference Board. “This narrows the average monthly gain for 2011 to 29,000.” The slowdown, however, varies widely for different occupations. In legal occupations, labor demand stalled as early as the beginning of 2010, but in the last six months it has dropped 23 percent to 21,600 in September. In contrast, advertised vacancies for production workers gained steadily since mid-2009 until July 2011, but in the last two months, it dipped further. It is now down 10 percent to 117,000 in September. (See occupational detail section.)



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 September:

- Like the U.S., many States now have flat or downward trends
- The South and Midwest post modest gains while Northeast and West decline

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Sep-11	M-O-M Change (Thousands) Sep-Aug 11	Supply/ Demand Rate ² Aug-11	Recent Trend ³
United States	3,947.1	-43.5	3.50	↓ 3/11
NORTHEAST	761.3	-29.1	2.91	
Massachusetts	117.5	-3.2	2.14	↓ 3/11
New Jersey	130.1	-3.1	3.17	↓ 5/11
New York	230.6	-2.7	3.24	↓ 3/11
Pennsylvania	160.8	-18.5	2.88	→ 1/11
SOUTH	1,337.6	8.9	3.79	
Florida	218.3	1.4	4.55	↓ 5/11
Georgia	100.1	-1.5	4.75	↓ 5/11
Maryland	95.7	0.4	2.29	↓ 3/11
North Carolina	106.0	0.2	4.43	↓ 5/11
Texas	270.0	1.2	3.86	↓ 5/11
Virginia	128.1	-2.6	2.03	↓ 5/11
MIDWEST	874.5	3.1	3.42	
Illinois	139.2	-5.3	4.52	↓ 5/11
Michigan	113.8	2.1	4.70	↓ 5/11
Minnesota	96.5	-1.7	2.19	↓ 6/11
Missouri	81.1	-0.9	3.25	↓ 5/11
Ohio	161.5	4.1	3.40	↓ 5/11
Wisconsin	86.0	-1.0	2.76	↓ 5/11
WEST	877.6	-18.4	4.17	
Arizona	67.8	0.3	4.37	↓ 4/11
California	423.6	-16.8	4.94	↓ 3/11
Colorado	70.6	1.1	3.27	↓ 3/11
Washington	102.8	-5.1	2.98	↓ 5/11

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

In September, the **Northeast** posted a decline of 29,100, reflecting drops in all of its large States. Pennsylvania experienced the largest drop, 18,500, cancelling earlier gains in July and August. Massachusetts dropped 3,200, New Jersey fell 3,100, and New York lost 2,700. Among the smaller States in the region, New Hampshire and Connecticut dropped by small margins, 300 and 200 respectively, while Vermont and Rhode Island gained 500 and 100 respectively (See Table A and Table 3).

Labor demand in the **West** was down 18,400 in September and was led by the region's largest State, California, which declined 16,800 to a total of 423,600. Washington State lost 5,100. Colorado rose 1,100, and Arizona gained a mere 300. Among the small States in the West, New Mexico gained 1,200, Utah gained 600, Idaho rose 500, and Nevada lost 1,000 (See Table 3 for other States in the region).

The **South** posted a gain of 8,900, reflecting slight gains in four out of six of its large States in September. Florida experienced the largest gain, 1,400. Next was Texas with a gain of 1,200. Maryland rose 400, and North Carolina gained 200. The region's large States posting declines were Virginia, down 2,600 to 128,100, and Georgia, down 1,500 to 100,100. Among the smaller States in the South, Alabama gained 1,900, Oklahoma rose 1,400, and Arkansas gained 100 while Tennessee dipped 100.

In September, the **Midwest** was up 3,100, reflecting a gain of 4,100 in Ohio and a 2,100 increase in Michigan. Illinois experienced the largest September drop, 5,300. The region's other States with declines included Minnesota, down 1,700, Wisconsin, down 1,000, and Missouri, down 900. Among the less populous States in the region, Indiana and North Dakota experienced gains of 2,000 and 900 respectively, and Iowa and South Dakota fell 1,700 and 1,000 respectively (Table 3).

The Supply/Demand rate for the U.S. in August (the latest month for which unemployment numbers are available) stood at 3.50, indicating that there are 3.5 unemployed workers for every online advertised vacancy. Nationally, there are 10 million (9.98 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 0.94. States with the next lowest rates included South Dakota (1.39), Nebraska (1.54), Alaska (1.69), Vermont (1.78), and New Hampshire (1.89) (Table 4). The State with the highest Supply/Demand rate is Mississippi (7.39), where there are over 7 unemployed workers for every online advertised vacancy. There are a few other States in which there are over five unemployed for every advertised vacancy. These include Alabama (5.29), South Carolina (5.29), and Kentucky (5.08).

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 September:

- Demand for workers in Sales and Related, Management, and Computer and Mathematical Science drops
- Demand for Healthcare Practitioners and Technical occupations and Office and Administrative Support rises

Occupation	Total Ads (Thousands) Sep-11	M-O-M Change (Thousands) Sep-Aug 11	Unemployed (Thousands) Aug-11	Supply/ Demand Rate ¹ Aug-11	Average Hourly Wage ²
Healthcare practitioners and technical	531.6	17.9	245.6	0.48	\$34.27
Computer and mathematical science	518.8	-13.4	154.0	0.29	\$37.13
Sales and related	502.0	-20.0	1,480.3	2.84	\$17.69
Office and administrative support	438.6	17.0	1,675.8	3.97	\$16.09
Management	377.9	-17.7	731.6	1.85	\$50.69
Business and financial operations	235.1	1.9	323.8	1.39	\$32.54
Transportation and material moving	190.0	-2.0	1,226.1	6.39	\$15.70
Installation, maintenance, and repair	145.2	-3.8	481.6	3.23	\$20.58
Architecture and engineering	141.2	-10.1	130.3	0.86	\$36.32
Food preparation and serving related	120.2	-7.3	1,009.4	7.92	\$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 September

Among the top 10 occupation groups with the largest numbers of online advertised vacancies, **Healthcare Practitioners and Technical** occupations posted the largest increase, 17,900, to 531,600 (Table B). Largely responsible for the gain were increased vacancies for Registered Nurses. The number of advertised vacancies in this occupational category continues to outnumber job-seekers by over two to one (0.48 S/D based on August data, the latest unemployment data available) (See Table 7 for the data for all of the 2-digit Standard Occupational Classifications).

Demand for **Office and Administrative Support** occupations rose 17,000 to 438,600. This followed an August drop of 30,000. Occupations that underwent increases in September included Customer Service Representatives, Receptionists and Information Clerks, General Office Clerks, and Executive Secretaries and Administrative Assistants. The number of unemployed in these occupations remains above the number of advertised vacancies with nearly 4 (3.97) unemployed for every advertised vacancy.

In September, labor demand for **Sales and Related** workers declined by 20,000 to 502,000. This decline, following an August drop of 47,800, was led by a decrease in demand for Wholesale and Manufacturing Sales Representatives, First-Line Supervisors/Managers of Retail Sales Workers, and Retail Salespeople. The number of unemployed in

this occupational category continues to outnumber the number of advertised vacancies by close to 3 to 1 (S/D of 2.84).

Labor demand for **Management** workers declined in September by 17,700 to 377,900, led largely by a decrease in demand for Marketing Managers, Branch or Department Financial Managers, and Sales Managers. Demand for workers in this occupational category has fallen 90,000 since May. There are close to 2 unemployed for every advertised vacancy in this occupational category (S/D of 1.85).

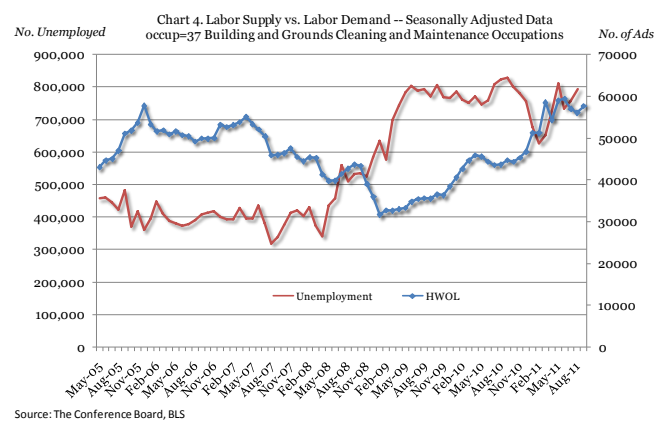
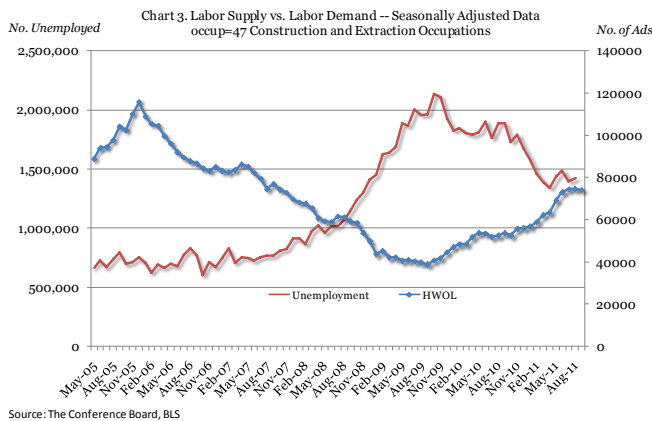
Labor demand for **Computer and Mathematical Science** workers declined in September by 13,400 to 518,800, led largely by a decrease in demand for Web Developers, Database Administrators, Computer Systems Analysts, Computer Programmers, and Network and Computer Systems Administrators. This occupational category has experienced a drop of 89,000 vacancies since May; however, job opportunities still remain favorable in this occupational category with about 3 ads for every job-seeker (S/D of 0.29).

Architecture and Engineering occupations posted a September drop of 10,100, contributing to a third-quarter drop of 34,000; however, job opportunities still remain favorable in this occupational category with just over 1 ad for every job-seeker (S/D of 0.86). Responsible for the September decline are Industrial Engineers and Electrical Engineers.

Longer View of Labor Demand for Selected Occupations

“The slowdown in labor demand over the last six months varies by occupation,” said Shelp. “Some occupations stalled early and are now declining; others have just stalled over the last few months and yet others are holding steady either at or below their pre-recession levels.” Advertised vacancies in **Production** stalled over the last few months after rising steadily since mid-2009. In contrast, advertised vacancies in **Legal** stalled early in 2010 and have declined sharply in the last six months.

Construction and **Building and grounds cleaning and maintenance** occupations are both holding relatively steady. **Construction** occupations showed gains but still remained well below their pre-recession highs while **Building and grounds** is now in line with labor demand levels prior to the official beginning of the recession in December 2007. However, in both of these occupational groups the number of unemployed is still well in excess of the number of advertised vacancies. In August 2011, the latest available data for unemployment, there were just over 14 unemployed job-seekers for every advertised vacancy in building and grounds and 19 job-seekers for every ad in construction. (See charts below).



Since the beginning of the year, labor demand was down among a number of high-paying occupations. With the September declines, **Computer and Mathematical Science** occupations were down 4 percent (-23,000) since January while **Management** positions were down 11 percent (-48,000). **Community and Social Service** positions were down 15,000, a drop of 24 percent, since January. However, the job market was not as difficult for these job-seekers. Based on August data, there are about 2 unemployed for every advertised vacancy in Community and social service (2.10) and Management (1.85). In contrast, there are about 3 openings for every unemployed job-seeker in Computer and mathematical science (0.29). (See Table 7 for S/D rate and average hourly earnings by broad occupation group.)

METRO AREA HIGHLIGHTS

- **Washington, D.C., Oklahoma City, Boston, and Honolulu 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	
	Sep-11		Sep-11		Jul-11
New York, NY	243.16	Washington, DC	4.62	Washington, DC	1.32
Los Angeles, CA	155.89	San Jose, CA	4.56	Oklahoma City, OK	1.51
Washington, DC	144.34	San Francisco, CA	4.11	Boston, MA	1.84
Chicago, IL	113.65	Hartford, CT	3.98	Honolulu, HI	1.88
Boston, MA	97.01	Cleveland, OH	3.89	Minneapolis-St. Paul, MN	2.03
San Francisco, CA	91.71	Charlotte, NC	3.89	San Jose, CA	2.14
Dallas, TX	86.61	Minneapolis-St. Paul, MN	3.87	Salt Lake City, UT	2.15
Philadelphia, PA	78.05	Milwaukee, WI	3.83	Baltimore, MD	2.15
Minneapolis-St. Paul, MN	72.49	Boston, MA	3.79	Cleveland, OH	2.20
Atlanta, GA	67.99	Columbus, OH	3.67	Milwaukee, WI	2.27

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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 September, 42 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 down 8,100, or 3.3 percent, from its September 2010 level and the Washington, DC metro area was down 400, or 0.3 percent, from last year. In contrast, the Los Angeles metro area was up 4,000, or 2.6 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, DC continues to have the most favorable Supply/Demand rate (1.32) with about one advertised vacancy for every unemployed worker. Oklahoma City, Boston, and Honolulu were metropolitan locations where there were 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 nearly ten unemployed people for every advertised vacancy (9.91) — Miami (6.15), Sacramento (5.70), Detroit (5.26), and Los Angeles (5.03). Supply/Demand rate data are for July 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 August 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	
	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)
	Sep-10	Aug-11	Sep-11	Sep-Aug 11	Sep-10	Aug-11	Sep-11	Sep-Aug 11
United States	3,673.6	3,990.6	3,947.1	-43.5	2,171.0	2,495.5	2,542.8	47.3
New England	238.5	244.5	240.6	-3.8	141.8	150.1	154.0	3.9
Middle Atlantic	518.2	545.9	520.7	-25.2	311.1	331.7	344.8	13.1
South Atlantic	748.9	780.0	778.9	-1.1	450.4	502.0	502.7	0.6
East North Central	493.4	562.2	566.9	4.7	286.6	346.3	363.5	17.2
East South Central	152.7	170.8	173.4	2.7	87.7	110.1	112.1	2.1
West North Central	266.0	309.2	307.6	-1.7	153.6	187.0	192.4	5.4
West South Central	362.0	377.9	385.3	7.4	206.4	234.2	243.9	9.6
Mountain	254.2	271.4	272.8	1.4	160.4	177.7	182.7	5.0
Pacific	563.3	624.6	604.8	-19.8	348.5	394.4	400.3	5.9

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)		
	Sep-10	Aug-11	Sep-11	Sep-10	Aug-11	Sep-11
United States	2.38	2.60	2.57	1.41	1.62	1.66
New England	3.07	3.18	3.13	1.83	1.95	2.00
Middle Atlantic	2.54	2.69	2.56	1.52	1.63	1.70
South Atlantic	2.56	2.66	2.66	1.54	1.72	1.72
East North Central	2.10	2.41	2.43	1.22	1.49	1.56
East South Central	1.78	1.96	1.99	1.02	1.26	1.29
West North Central	2.44	2.82	2.80	1.41	1.70	1.75
West South Central	2.09	2.18	2.22	1.19	1.35	1.40
Mountain	2.30	2.48	2.49	1.45	1.62	1.67
Pacific	2.29	2.55	2.47	1.41	1.61	1.64

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)
	Sep-10	Aug-11	Sep-11	Sep-Aug 11	Sep-10	Aug-11	Sep-11	Sep-Aug 11
	United States	3,673.6	3,990.6	3,947.1	-43.5	2,171.0	2,495.5	2,542.8
Alabama	38.0	40.3	42.2	1.9	21.9	26.3	27.2	0.9
Alaska	15.5	16.7	15.7	-1.1	8.6	9.8	10.0	0.2
Arizona	67.6	67.5	67.8	0.3	42.3	43.2	42.6	-0.6
Arkansas	22.8	25.9	25.9	0.1	12.8	16.2	16.1	-0.1
California	404.5	440.4	423.6	-16.8	249.4	272.6	279.8	7.2
Colorado	67.9	69.5	70.6	1.1	42.1	45.5	47.4	1.9
Connecticut	57.3	55.7	55.5	-0.2	31.9	33.0	34.4	1.5
Delaware	14.5	14.1	14.8	0.7	8.5	8.9	9.0	0.1
Florida	206.1	216.9	218.3	1.4	133.2	153.1	152.5	-0.6
Georgia	97.0	101.6	100.1	-1.5	55.4	60.6	62.1	1.4
Hawaii	14.5	13.9	15.0	1.0	10.6	10.8	11.3	0.5
Idaho	16.6	19.2	19.6	0.5	11.2	13.6	14.7	1.1
Illinois	149.0	144.5	139.2	-5.3	78.5	80.6	84.8	4.3
Indiana	55.0	63.8	65.8	2.0	28.9	38.3	40.2	1.9
Iowa	37.8	42.2	40.5	-1.7	19.9	24.3	24.2	-0.1
Kansas	30.2	31.9	31.8	-0.1	16.3	18.2	18.6	0.4
Kentucky	35.8	39.0	40.5	1.5	20.3	24.9	25.6	0.7
Louisiana	41.2	40.5	43.4	2.9	23.5	25.8	28.6	2.8
Maine	17.4	19.2	18.6	-0.6	9.2	9.9	10.7	0.9
Maryland	90.9	95.4	95.7	0.4	53.0	58.1	59.2	1.1
Massachusetts	114.3	120.7	117.5	-3.2	68.7	74.5	74.8	0.3
Michigan	94.2	111.8	113.8	2.1	59.0	72.5	75.4	2.9
Minnesota	76.4	98.2	96.5	-1.7	46.3	60.2	59.5	-0.7
Mississippi	16.3	18.8	18.5	-0.3	9.7	11.6	11.1	-0.4
Missouri	70.2	82.0	81.1	-0.9	42.7	52.1	55.1	3.0
Montana	12.9	15.6	14.5	-1.1	6.2	8.6	9.2	0.6
Nebraska	26.3	27.4	27.6	0.2	16.0	17.4	19.1	1.8
Nevada	37.0	40.9	39.8	-1.0	24.7	28.3	27.9	-0.4
New Hampshire	20.8	20.8	20.5	-0.3	13.2	13.5	13.7	0.2
New Jersey	130.6	133.2	130.1	-3.1	81.5	86.1	87.2	1.1
New Mexico	21.1	21.4	22.6	1.2	13.2	13.9	15.2	1.3
New York	241.1	233.3	230.6	-2.7	144.2	145.2	154.6	9.4
North Carolina	98.3	105.8	106.0	0.2	61.3	71.2	73.0	1.8
North Dakota	11.6	13.8	14.7	0.9	6.0	7.2	8.0	0.8
Ohio	124.4	157.4	161.5	4.1	78.8	106.4	112.5	6.2
Oklahoma	40.0	43.0	44.5	1.4	24.8	28.0	29.9	1.9
Oregon	43.7	47.9	47.0	-0.9	27.8	31.8	32.4	0.6
Pennsylvania	147.1	179.2	160.8	-18.5	84.1	101.1	101.0	-0.1
Rhode Island	17.9	16.4	16.5	0.1	11.8	11.2	11.7	0.4
South Carolina	45.0	45.2	46.0	0.8	26.9	29.9	31.5	1.5
South Dakota	12.5	15.2	14.2	-1.0	6.1	7.6	7.6	0.0
Tennessee	62.5	72.3	72.2	-0.1	36.4	47.3	48.7	1.4
Texas	256.5	268.9	270.0	1.2	144.9	164.2	168.9	4.7
Utah	24.8	29.9	30.5	0.6	16.5	20.1	20.7	0.7
Vermont	10.9	11.9	12.3	0.5	6.8	7.4	8.4	1.0
Virginia	124.6	130.7	128.1	-2.6	71.1	77.7	74.5	-3.2
Washington	84.6	107.8	102.8	-5.1	52.1	70.5	66.7	-3.9
West Virginia	15.0	16.0	15.7	-0.3	8.1	9.6	9.9	0.3
Wisconsin	69.8	87.0	86.0	-1.0	40.1	48.0	49.2	1.2
Wyoming	6.1	7.0	6.9	-0.1	3.5	3.9	4.2	0.3

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
	Sep-10	Aug-11	Sep-11	Aug-11	Aug-11	Aug-11	Aug-11
United States	2.38	2.60	2.57	9.1	13,967.00	3,990.6	3.50
Alabama	1.80	1.86	1.95	9.9	213.41	40.3	5.29
Alaska	4.29	4.57	4.28	7.7	28.22	16.7	1.69
Arizona	2.13	2.14	2.15	9.3	294.98	67.5	4.37
Arkansas	1.69	1.92	1.92	8.3	112.01	25.9	4.33
California	2.23	2.45	2.35	12.1	2,175.38	440.4	4.94
Colorado	2.54	2.60	2.64	8.5	227.14	69.5	3.27
Connecticut	3.02	2.98	2.97	9.0	168.94	55.7	3.03
Delaware	3.43	3.32	3.48	8.1	34.51	14.1	2.45
Florida	2.23	2.36	2.37	10.7	987.01	216.9	4.55
Georgia	2.07	2.16	2.13	10.2	482.32	101.6	4.75
Hawaii	2.30	2.21	2.37	6.2	39.30	13.9	2.82
Idaho	2.18	2.53	2.59	9.2	70.00	19.2	3.65
Illinois	2.24	2.19	2.11	9.9	652.98	144.5	4.52
Indiana	1.76	2.05	2.11	8.7	271.07	63.8	4.25
Iowa	2.26	2.53	2.43	6.1	101.91	42.2	2.42
Kansas	2.01	2.13	2.13	6.7	99.68	31.9	3.13
Kentucky	1.72	1.86	1.93	9.5	198.08	39.0	5.08
Louisiana	1.97	1.99	2.14	7.2	146.67	40.5	3.62
Maine	2.50	2.76	2.67	7.6	52.60	19.2	2.75
Maryland	3.05	3.20	3.22	7.3	218.33	95.4	2.29
Massachusetts	3.27	3.48	3.38	7.4	258.11	120.7	2.14
Michigan	1.98	2.38	2.43	11.2	525.54	111.8	4.70
Minnesota	2.58	3.30	3.24	7.2	215.24	98.2	2.19
Mississippi	1.24	1.40	1.37	10.3	139.07	18.8	7.39
Missouri	2.34	2.71	2.68	8.8	266.60	82.0	3.25
Montana	2.59	3.12	2.90	7.8	39.07	15.6	2.50
Nebraska	2.70	2.77	2.79	4.2	42.03	27.4	1.54
Nevada	2.75	3.11	3.03	13.4	176.21	40.9	4.31
New Hampshire	2.80	2.81	2.77	5.3	39.28	20.8	1.89
New Jersey	2.91	2.96	2.89	9.4	421.68	133.2	3.17
New Mexico	2.21	2.31	2.43	6.6	61.40	21.4	2.86
New York	2.51	2.46	2.43	8.0	756.39	233.3	3.24
North Carolina	2.20	2.35	2.36	10.4	468.14	105.8	4.43
North Dakota	3.12	3.69	3.94	3.5	12.99	13.8	0.94
Ohio	2.11	2.69	2.76	9.1	535.65	157.4	3.40
Oklahoma	2.29	2.49	2.57	5.6	96.96	43.0	2.25
Oregon	2.20	2.40	2.36	9.6	190.77	47.9	3.99
Pennsylvania	2.33	2.84	2.55	8.2	516.19	179.2	2.88
Rhode Island	3.11	2.92	2.93	10.6	59.62	16.4	3.64
South Carolina	2.08	2.09	2.13	11.1	239.17	45.2	5.29
South Dakota	2.81	3.40	3.17	4.7	21.12	15.2	1.39
Tennessee	2.05	2.32	2.32	9.7	303.82	72.3	4.20
Texas	2.11	2.19	2.20	8.5	1,036.56	268.9	3.86
Utah	1.82	2.22	2.27	7.6	102.00	29.9	3.41
Vermont	3.03	3.29	3.43	5.9	21.07	11.9	1.78
Virginia	2.98	3.11	3.05	6.3	265.71	130.7	2.03
Washington	2.40	3.12	2.97	9.3	321.32	107.8	2.98
West Virginia	1.92	2.08	2.03	8.1	62.61	16.0	3.90
Wisconsin	2.29	2.85	2.81	7.9	239.92	87.0	2.76
Wyoming	2.09	2.40	2.37	5.8	17.01	7.0	2.43

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
	Sep-10	Aug-11	Sep-11	Sep 10-11	Sep-10	Aug-11	Sep-11	Sep 10-11
	Birmingham, AL	11.3	13.6	13.6	20.4%	6.9	9.4	9.2
Phoenix, AZ	47.2	46.4	46.8	-0.8%	29.4	30.5	29.2	-0.5%
Tucson, AZ	11.0	11.6	12.1	9.5%	7.3	8.4	8.7	19.7%
Los Angeles, CA	151.9	160.8	155.9	2.6%	95.8	108.8	105.9	10.6%
Riverside, CA	24.3	27.4	26.6	9.4%	15.4	18.8	18.4	19.4%
Sacramento, CA	21.5	23.9	23.4	8.6%	13.3	15.9	15.2	14.2%
San Diego, CA	38.8	40.1	38.1	-1.9%	24.5	26.8	25.6	4.3%
San Francisco, CA	85.9	94.1	91.7	6.7%	54.2	63.2	61.7	13.9%
San Jose, CA	41.6	43.9	41.6	0.0%	23.6	26.2	24.6	4.3%
Denver, CO	41.5	41.5	41.4	-0.3%	25.1	28.4	27.5	9.6%
Hartford, CT	22.6	22.9	23.8	5.3%	13.0	14.8	15.5	19.0%
Washington, DC	144.7	145.4	144.3	-0.3%	85.8	89.2	86.0	0.3%
Jacksonville, FL	18.5	20.3	20.1	8.5%	12.3	14.6	14.5	17.9%
Miami, FL	54.4	55.8	57.0	4.8%	32.8	37.3	36.9	12.4%
Orlando, FL	30.7	32.1	32.3	5.2%	21.1	24.3	24.0	13.6%
Tampa, FL	35.9	37.2	37.3	3.8%	23.1	26.2	26.1	12.8%
Atlanta, GA	67.9	68.9	68.0	0.1%	39.0	43.2	42.1	7.8%
Honolulu, HI	11.6	12.6	12.8	10.4%	8.9	10.4	10.3	15.2%
Chicago, IL	123.9	116.5	113.6	-8.3%	64.6	70.0	68.3	5.8%
Indianapolis, IN	22.3	27.5	28.7	28.4%	12.7	18.3	19.3	51.2%
Louisville, KY	14.8	17.2	17.6	19.2%	8.5	11.5	11.5	35.0%
New Orleans, LA	13.1	13.6	14.2	8.4%	8.4	9.9	10.3	23.5%
Baltimore, MD	47.8	51.7	52.0	8.6%	29.9	34.7	34.6	16.0%
Boston, MA	95.0	100.0	97.0	2.1%	57.3	65.2	61.8	7.8%
Detroit, MI	47.0	56.8	58.9	25.4%	30.2	39.2	39.2	30.1%
Minneapolis-St. Paul, MN	60.1	70.4	72.5	20.6%	38.0	48.1	47.5	24.8%
Kansas City, MO	30.0	34.2	34.8	16.0%	18.3	23.5	24.0	30.7%
St. Louis, MO	35.5	39.3	37.6	6.0%	22.1	27.1	25.7	16.3%
Las Vegas, NV	26.9	29.3	29.4	9.4%	19.2	21.6	21.7	12.8%
Buffalo, NY	16.4	14.1	15.3	-6.5%	9.2	9.7	10.9	18.7%
New York, NY	251.3	248.6	243.2	-3.3%	153.0	165.7	160.8	5.1%
Rochester, NY	13.8	12.9	13.2	-4.5%	8.3	9.1	9.3	12.9%
Charlotte, NC	30.3	33.0	33.3	10.1%	18.6	23.3	23.1	23.8%
Cincinnati, OH	25.3	29.4	29.7	17.6%	15.1	20.3	19.8	30.9%
Cleveland, OH	33.5	40.7	42.9	28.2%	21.8	29.1	31.1	42.2%
Columbus, OH	28.1	34.2	35.6	27.0%	17.8	24.1	24.9	39.7%
Oklahoma City, OK	17.0	19.7	20.5	20.9%	11.1	13.9	14.7	32.6%
Portland, OR	29.9	33.8	32.3	7.9%	18.7	23.3	22.0	17.4%
Philadelphia, PA	79.7	81.4	78.1	-2.1%	45.3	50.1	48.7	7.5%
Pittsburgh, PA	37.1	43.8	40.7	9.7%	23.5	28.4	28.9	22.7%
Providence, RI	21.5	23.5	23.0	7.0%	14.2	16.9	16.6	16.8%
Memphis, TN	13.4	15.5	15.5	15.4%	7.5	10.3	10.2	35.6%
Nashville, TN	22.8	25.7	26.4	15.4%	13.8	17.7	18.5	33.9%
Austin, TX	27.1	27.7	27.4	1.2%	16.7	18.7	18.8	12.1%
Dallas, TX	85.5	86.7	86.6	1.3%	48.2	53.4	53.5	11.1%
Houston, TX	65.7	64.3	66.6	1.5%	36.2	38.8	41.1	13.5%
San Antonio, TX	27.4	28.4	28.5	4.0%	18.3	20.8	20.5	12.2%
Salt Lake City, UT	16.7	20.8	21.3	27.5%	11.0	14.5	14.5	31.5%
Richmond, VA	18.1	19.5	19.3	6.7%	11.4	13.7	13.4	18.3%
Virginia Beach, VA	19.6	21.0	20.5	4.3%	12.5	15.0	14.2	13.8%
Seattle-Tacoma, WA	59.9	61.3	60.0	0.1%	37.4	42.9	40.0	6.9%
Milwaukee, WI	27.5	30.1	31.1	13.1%	17.5	18.8	19.3	10.2%

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
	Sep-10	Aug-11	Sep-11	Jul-11	Jul-11	Jul-11	Jul-11
	Birmingham, AL	2.20	2.57	2.57	9.3	49.2	13.7
Phoenix, AZ	2.21	2.19	2.20	8.7	185.0	45.6	4.05
Tucson, AZ	2.24	2.41	2.51	8.9	42.6	11.7	3.63
Los Angeles, CA	2.34	2.50	2.42	12.3	792.9	157.7	5.03
Riverside, CA	1.38	1.57	1.52	14.7	256.5	25.9	9.91
Sacramento, CA	2.08	2.32	2.27	12.5	128.6	22.6	5.70
San Diego, CA	2.49	2.54	2.41	10.5	166.4	39.2	4.25
San Francisco, CA	3.83	4.21	4.11	10.1	224.4	92.3	2.43
San Jose, CA	4.63	4.81	4.56	10.4	94.8	44.3	2.14
Denver, CO	3.00	3.00	2.99	8.6	118.7	39.7	2.99
Hartford, CT	3.78	3.82	3.98	9.3	55.7	22.8	2.45
Washington, DC	4.73	4.65	4.62	6.0	189.0	143.3	1.32
Jacksonville, FL	2.66	2.90	2.87	10.4	72.9	20.7	3.53
Miami, FL	1.88	1.91	1.95	11.3	328.7	53.4	6.15
Orlando, FL	2.70	2.82	2.84	10.4	118.5	32.0	3.70
Tampa, FL	2.73	2.83	2.84	11.1	145.5	38.3	3.80
Atlanta, GA	2.56	2.57	2.53	10.4	277.8	69.9	3.97
Honolulu, HI	2.65	2.81	2.86	5.4	24.2	12.9	1.88
Chicago, IL	2.55	2.38	2.32	10.3	502.4	116.7	4.31
Indianapolis, IN	2.52	3.08	3.21	8.0	71.8	28.0	2.56
Louisville, KY	2.32	2.63	2.69	9.5	62.0	17.2	3.61
New Orleans, LA	2.40	2.48	2.58	7.8	43.1	13.8	3.13
Baltimore, MD	3.44	3.64	3.66	8.0	113.2	52.6	2.15
Boston, MA	3.74	3.91	3.79	7.1	181.6	98.9	1.84
Detroit, MI	2.27	2.76	2.87	14.2	290.7	55.2	5.26
Minneapolis-St. Paul, MN	3.24	3.76	3.87	7.5	139.7	68.7	2.03
Kansas City, MO	2.90	3.25	3.31	8.5	88.9	33.4	2.66
St. Louis, MO	2.48	2.69	2.57	8.8	128.9	38.3	3.37
Las Vegas, NV	2.77	3.09	3.09	14.0	133.3	30.7	4.35
Buffalo, NY	2.85	2.43	2.64	7.7	44.8	13.8	3.25
New York, NY	2.67	2.61	2.55	8.6	821.8	247.9	3.31
Rochester, NY	2.63	2.42	2.48	7.5	39.7	12.7	3.11
Charlotte, NC	3.54	3.86	3.89	11.2	96.0	33.5	2.86
Cincinnati, OH	2.26	2.60	2.63	9.2	103.8	29.3	3.54
Cleveland, OH	3.09	3.69	3.89	8.2	90.7	41.1	2.20
Columbus, OH	2.91	3.53	3.67	8.2	79.2	33.2	2.39
Oklahoma City, OK	2.96	3.50	3.64	5.5	30.7	20.3	1.51
Portland, OR	2.52	2.84	2.72	8.9	105.9	33.3	3.18
Philadelphia, PA	2.72	2.74	2.63	9.1	269.5	78.9	3.42
Pittsburgh, PA	3.06	3.54	3.29	7.5	92.9	38.5	2.41
Providence, RI	3.02	3.33	3.26	11.2	79.0	22.9	3.45
Memphis, TN	2.22	2.45	2.46	10.4	65.8	15.8	4.16
Nashville, TN	2.78	3.04	3.12	8.4	71.1	26.1	2.73
Austin, TX	2.96	3.02	2.98	7.6	70.0	27.2	2.57
Dallas, TX	2.65	2.65	2.65	8.6	282.1	87.2	3.23
Houston, TX	2.26	2.17	2.25	8.9	263.2	64.5	4.08
San Antonio, TX	2.77	2.82	2.83	8.2	82.5	28.3	2.92
Salt Lake City, UT	2.77	3.47	3.55	7.5	45.0	20.9	2.15
Richmond, VA	2.77	2.97	2.94	7.0	45.8	19.8	2.32
Virginia Beach, VA	2.38	2.48	2.42	7.0	58.9	21.5	2.73
Seattle-Tacoma, WA	3.19	3.29	3.22	9.1	169.6	62.7	2.71
Milwaukee, WI	3.47	3.70	3.83	8.4	68.2	30.1	2.27

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
	Sep-10	Aug-11	Sep-11	Sep-Aug 11	Aug-11	Aug-11	
Total	3,673.6	3,990.6	3,947.1	-43.5	13,967.0	3.5	\$21.35
Management	373.7	395.6	377.9	-17.7	731.6	1.8	\$50.69
Business and financial operations	214.7	233.2	235.1	1.9	323.8	1.4	\$32.54
Computer and mathematical science	476.9	532.2	518.8	-13.4	154.0	0.3	\$37.13
Architecture and engineering	134.3	151.3	141.2	-10.1	130.3	0.9	\$36.32
Life, physical, and social science	61.5	62.5	61.6	-0.9	60.6	1.0	\$31.92
Community and social services	49.0	49.3	48.1	-1.2	102.4	2.1	\$20.76
Legal	24.4	22.1	21.6	-0.5	63.0	2.9	\$46.60
Education, training, and library	79.5	90.6	89.6	-1.0	376.2	4.2	\$24.25
Arts, design, entertainment, sports, and media	87.8	93.0	94.3	1.3	229.0	2.5	\$25.14
Healthcare practitioners and technical	527.0	513.7	531.6	17.9	245.6	0.5	\$34.27
Healthcare support	114.3	116.0	115.8	-0.1	316.6	2.7	\$12.94
Protective service	34.7	33.1	30.3	-2.8	218.3	6.6	\$20.43
Food preparation and serving related	98.9	127.4	120.2	-7.3	1,009.4	7.9	\$10.21
Building and grounds cleaning and maintenance	44.7	56.0	57.7	1.7	793.5	14.2	\$12.16
Personal care and service	54.8	67.1	63.1	-4.0	477.3	7.1	\$11.82
Sales and related	508.4	521.9	502.0	-20.0	1,480.3	2.8	\$17.69
Office and administrative support	407.2	421.7	438.6	17.0	1,675.8	4.0	\$16.09
Farming, fishing, and forestry	4.3	5.2	5.1	0.0	176.2	34.2	\$11.70
Construction and extraction	53.5	74.3	73.9	-0.5	1,423.1	19.1	\$21.09
Installation, maintenance, and repair	123.9	149.0	145.2	-3.8	481.6	3.2	\$20.58
Production	94.6	125.7	117.1	-8.6	1,026.6	8.2	\$16.24
Transportation and material moving	144.6	192.0	190.0	-2.0	1,226.1	6.4	\$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
	Sep-11	Wage ²	Sep-11	Wage ²	Sep-11	Wage ²
United States	641,491	\$41.56	1,579,094	\$30.49	433,116	\$12.42
Alabama	4,886	\$38.77	14,613	\$27.47	3,831	\$10.81
Alaska	1,919	\$38.63	6,796	\$33.02	1,958	\$14.68
Arizona	10,316	\$37.11	28,568	\$29.16	8,051	\$12.65
Arkansas	3,256	\$33.62	9,331	\$24.51	2,862	\$10.36
California	81,851	\$46.79	187,738	\$35.75	39,624	\$13.78
Colorado	11,039	\$40.53	29,798	\$31.71	8,308	\$12.78
Connecticut	10,629	\$47.26	22,417	\$30.64	5,189	\$14.27
Delaware	2,696	\$43.68	6,287	\$32.78	1,347	\$12.53
Florida	29,592	\$36.88	76,520	\$28.83	28,705	\$11.97
Georgia	17,784	\$42.02	45,152	\$27.94	9,309	\$11.26
Hawaii	1,944	\$37.04	4,091	\$29.01	2,826	\$13.78
Idaho	2,124	\$32.68	6,780	\$25.75	3,085	\$11.23
Illinois	29,075	\$40.22	58,416	\$31.17	12,416	\$13.02
Indiana	9,444	\$36.74	21,107	\$26.25	6,433	\$11.34
Iowa	5,153	\$20.64	14,633	\$24.77	4,735	\$11.16
Kansas	4,402	\$14.65	12,991	\$25.84	3,147	\$11.13
Kentucky	5,235	\$34.54	13,792	\$26.01	3,969	\$10.79
Louisiana	5,324	\$35.30	13,611	\$26.15	4,945	\$10.94
Maine	2,188	\$33.87	7,311	\$26.91	3,468	\$11.77
Maryland	14,746	\$44.13	43,037	\$33.04	9,564	\$13.45
Massachusetts	23,511	\$47.86	51,033	\$34.34	12,887	\$14.71
Michigan	15,237	\$39.36	41,863	\$29.72	13,906	\$7.66
Minnesota	16,296	\$39.60	37,663	\$30.07	10,659	\$12.30
Mississippi	2,282	\$32.42	5,913	\$23.13	1,886	\$10.25
Missouri	10,998	\$36.46	27,918	\$29.17	10,048	\$11.04
Montana	1,631	\$30.33	5,461	\$23.42	2,460	\$11.07
Nebraska	3,680	\$35.36	9,886	\$25.50	3,626	\$11.08
Nevada	4,987	\$39.05	12,599	\$30.68	6,342	\$13.18
New Hampshire	2,625	\$28.04	8,108	\$29.12	2,759	\$12.66
New Jersey	22,429	\$48.29	50,727	\$33.63	15,552	\$14.42
New Mexico	2,608	\$36.83	10,044	\$28.60	2,747	\$11.31
New York	48,681	\$50.55	87,370	\$24.69	26,767	\$14.32
North Carolina	15,004	\$40.64	42,161	\$27.70	12,260	\$11.20
North Dakota	1,494	\$33.91	4,157	\$23.88	1,759	\$11.11
Ohio	22,751	\$38.09	57,899	\$28.45	16,965	\$11.63
Oklahoma	5,248	\$32.80	13,818	\$24.85	5,091	\$10.81
Oregon	6,921	\$37.86	19,765	\$29.64	6,238	\$12.86
Pennsylvania	24,112	\$40.05	57,832	\$29.47	20,062	\$12.40
Rhode Island	2,374	\$43.60	6,030	\$31.80	2,553	\$13.17
South Carolina	4,962	\$37.26	16,555	\$26.50	5,567	\$10.95
South Dakota	1,680	\$31.95	4,688	\$23.27	1,979	\$10.60
Tennessee	9,326	\$36.06	24,459	\$26.01	7,975	\$11.03
Texas	45,983	\$40.99	108,332	\$29.71	24,949	\$11.28
Utah	4,084	\$35.46	10,719	\$26.76	3,614	\$11.52
Vermont	1,475	\$36.75	5,012	\$27.18	2,101	\$12.86
Virginia	22,960	\$43.99	61,101	\$33.02	11,785	\$12.38
Washington	19,430	\$42.92	47,625	\$32.35	10,619	\$14.20
West Virginia	1,797	\$31.67	5,768	\$24.17	1,752	\$10.24
Wisconsin	11,927	\$36.73	31,175	\$28.44	10,397	\$11.66
Wyoming	974	\$35.20	3,002	\$26.22	733	\$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
	Sep-11	Wage ¹	Sep-11	Wage ¹	Sep-11	Wage ¹
United States	1,007,006	\$16.71	247,007	\$20.48	353,788	\$15.96
Alabama	12,312	\$14.47	3,377	\$18.05	5,369	\$15.05
Alaska	4,058	\$17.58	1,219	\$27.74	950	\$20.77
Arizona	17,911	\$16.30	4,369	\$18.74	4,582	\$16.06
Arkansas	7,079	\$14.09	1,893	\$16.80	3,652	\$6.78
California	110,617	\$18.32	18,571	\$21.78	26,016	\$16.11
Colorado	18,829	\$17.80	5,231	\$20.66	5,759	\$16.53
Connecticut	13,971	\$19.71	2,866	\$24.00	4,708	\$17.37
Delaware	3,472	\$17.07	780	\$21.31	1,038	\$15.73
Florida	66,153	\$16.01	14,205	\$17.86	13,291	\$15.07
Georgia	24,089	\$15.97	5,788	\$18.66	8,647	\$14.99
Hawaii	4,865	\$16.27	983	\$26.00	940	\$17.85
Idaho	5,470	\$15.05	1,820	\$18.15	2,173	\$14.64
Illinois	35,671	\$17.45	6,041	\$24.16	12,585	\$16.42
Indiana	17,843	\$15.50	4,751	\$20.67	9,876	\$15.85
Iowa	10,276	\$15.03	3,600	\$18.83	6,171	\$15.34
Kansas	8,362	\$15.27	2,304	\$19.33	3,436	\$8.91
Kentucky	10,505	\$14.61	3,003	\$18.51	5,404	\$16.13
Louisiana	12,607	\$14.08	3,983	\$18.44	5,159	\$17.14
Maine	4,795	\$14.96	1,149	\$18.72	1,640	\$15.67
Maryland	23,064	\$17.43	5,053	\$21.59	5,373	\$16.98
Massachusetts	26,788	\$19.41	5,495	\$24.68	7,840	\$17.08
Michigan	28,844	\$16.29	8,640	\$21.15	14,642	\$17.06
Minnesota	23,471	\$17.34	6,551	\$22.64	11,199	\$16.51
Mississippi	5,294	\$13.40	1,755	\$16.72	2,763	\$14.04
Missouri	21,998	\$15.45	6,297	\$20.93	8,938	\$15.42
Montana	3,854	\$14.18	1,696	\$19.09	1,728	\$15.90
Nebraska	7,660	\$14.89	2,583	\$18.57	3,119	\$15.61
Nevada	12,656	\$15.90	2,481	\$24.10	2,491	\$16.43
New Hampshire	5,225	\$16.70	1,441	\$9.28	2,127	\$16.17
New Jersey	33,307	\$18.57	6,075	\$24.78	9,521	\$9.71
New Mexico	5,635	\$14.38	1,493	\$17.86	1,650	\$16.08
New York	61,515	\$19.24	11,128	\$24.42	15,262	\$17.29
North Carolina	26,802	\$15.81	7,562	\$18.05	9,048	\$14.68
North Dakota	3,503	\$14.36	2,234	\$20.01	2,422	\$16.38
Ohio	41,820	\$15.85	12,428	\$20.29	22,386	\$15.68
Oklahoma	12,513	\$13.97	4,620	\$17.77	6,222	\$15.04
Oregon	11,591	\$16.74	2,989	\$21.18	4,137	\$16.01
Pennsylvania	42,868	\$16.70	11,420	\$20.55	19,635	\$16.24
Rhode Island	4,717	\$17.39	915	\$21.75	1,494	\$15.61
South Carolina	12,605	\$14.72	3,689	\$17.66	5,081	\$15.23
South Dakota	3,465	\$13.79	1,757	\$16.97	1,996	\$13.94
Tennessee	20,892	\$15.14	5,670	\$18.20	9,262	\$14.87
Texas	69,352	\$16.19	19,376	\$18.08	25,199	\$15.51
Utah	10,679	\$15.23	1,897	\$19.37	2,701	\$15.84
Vermont	2,916	\$15.97	951	\$19.06	1,380	\$15.54
Virginia	26,489	\$16.79	6,546	\$19.70	7,048	\$15.93
Washington	23,052	\$17.89	5,928	\$13.48	7,322	\$18.13
West Virginia	4,163	\$13.25	1,460	\$18.95	2,165	\$15.19
Wisconsin	21,351	\$15.93	6,359	\$21.29	13,492	\$16.21
Wyoming	1,800	\$14.91	788	\$21.97	1,040	\$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 Pay¹, Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Sep-11	Wage ²	Sep-11	Wage ²	Sep-11	Wage ²
United States	641,491	\$41.56	1,579,094	\$30.49	433,116	\$12.42
Birmingham, AL	1,676	\$14.45	3,937	\$28.30	1,330	\$11.40
Phoenix, AZ	7,283	\$37.84	17,714	\$29.89	4,941	\$12.65
Tucson, AZ	1,281	\$36.40	4,341	\$29.39	1,716	\$12.48
Los Angeles, CA	28,516	\$46.93	57,784	\$35.26	13,808	\$13.46
Riverside, CA	2,876	\$40.21	7,793	\$31.90	3,388	\$13.11
Sacramento, CA	3,821	\$41.02	9,477	\$28.63	2,066	\$13.91
San Diego, CA	5,947	\$44.85	15,991	\$33.99	3,951	\$10.41
San Francisco, CA	20,505	\$51.88	41,048	\$39.06	7,212	\$14.87
San Jose, CA	8,421	\$57.78	24,484	\$45.50	1,553	\$14.70
Denver, CO	7,125	\$42.13	16,502	\$33.65	3,724	\$12.85
Hartford, CT	4,206	\$44.15	9,005	\$32.92	1,929	\$14.18
Washington, DC	29,447	\$49.38	69,692	\$39.80	12,203	\$10.73
Jacksonville, FL	3,030	\$36.62	6,393	\$28.92	2,136	\$11.58
Miami, FL	9,134	\$39.82	19,324	\$29.89	6,765	\$12.67
Orlando, FL	4,141	\$19.84	9,534	\$28.18	4,243	\$9.58
Tampa, FL	5,247	\$36.80	13,812	\$29.90	4,074	\$11.90
Atlanta, GA	13,300	\$44.11	30,804	\$29.90	4,915	\$11.69
Honolulu, HI	1,572	\$37.40	3,078	\$29.25	2,387	\$13.49
Chicago, IL	23,946	\$41.95	42,861	\$32.53	9,332	\$13.33
Indianapolis, IN	4,647	\$37.42	8,041	\$28.17	2,645	\$11.95
Louisville, KY	2,308	\$36.93	5,529	\$27.22	1,814	\$9.81
New Orleans, LA	1,691	\$36.66	3,584	\$26.25	2,208	\$11.50
Baltimore, MD	7,176	\$42.48	19,713	\$33.45	5,772	\$13.66
Boston, MA	19,271	\$49.25	40,115	\$35.64	9,748	\$14.97
Detroit, MI	8,201	\$42.06	21,069	\$31.81	6,473	\$12.36
Minneapolis-St. Paul, MN	11,810	\$41.64	26,126	\$31.68	7,110	\$12.75
Kansas City, MO	4,870	\$38.35	11,502	\$28.28	3,658	\$9.80
St. Louis, MO	5,368	\$39.36	12,705	\$28.60	4,375	\$11.57
Las Vegas, NV	3,544	\$39.79	8,624	\$30.67	4,828	\$13.34
Buffalo, NY	1,608	\$38.91	3,829	\$27.78	2,084	\$12.50
New York, NY	51,042	\$53.19	92,488	\$34.12	25,939	\$14.91
Rochester, NY	1,508	\$41.51	3,700	\$27.96	1,741	\$12.46
Charlotte, NC	5,561	\$43.31	12,217	\$29.03	3,009	\$11.83
Cincinnati, OH	4,792	\$39.40	9,181	\$29.17	2,622	\$11.74
Cleveland, OH	6,054	\$39.12	15,456	\$28.96	4,217	\$12.34
Columbus, OH	5,203	\$38.61	12,057	\$30.34	3,630	\$12.09
Oklahoma City, OK	2,368	\$33.84	5,434	\$27.14	2,363	\$11.03
Portland, OR	4,915	\$40.68	12,863	\$31.59	3,414	\$13.24
Philadelphia, PA	14,271	\$44.67	30,187	\$29.69	7,684	\$13.50
Pittsburgh, PA	5,128	\$38.67	11,325	\$29.29	5,587	\$11.97
Providence, RI	2,841	\$42.82	7,460	\$29.59	3,348	\$13.22
Memphis, TN	1,829	\$38.50	4,952	\$27.61	1,395	\$11.59
Nashville, TN	4,116	\$37.46	7,814	\$26.80	2,737	\$11.17
Austin, TX	4,286	\$52.04	11,466	\$31.56	2,527	\$11.65
Dallas, TX	16,226	\$42.75	34,646	\$31.75	6,364	\$11.77
Houston, TX	13,118	\$44.91	25,668	\$32.90	4,376	\$11.41
San Antonio, TX	3,543	\$37.08	9,022	\$28.73	3,806	\$11.00
Salt Lake City, UT	2,881	\$37.06	6,782	\$28.69	2,243	\$11.94
Richmond, VA	2,987	\$39.55	7,096	\$29.01	1,967	\$12.11
Virginia Beach, VA	2,375	\$37.40	6,546	\$29.01	2,502	\$11.53
Seattle-Tacoma, WA	10,336	\$45.03	27,249	\$34.74	5,359	\$14.65
Milwaukee, WI	4,375	\$40.00	9,884	\$30.97	3,535	\$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
	Sep-11	Wage ¹	Sep-11	Wage ¹	Sep-11	Wage ¹
United States	1,007,006	\$16.71	247,007	\$20.48	353,788	\$15.96
Birmingham, AL	4,260	\$16.03	1,153	\$18.79	1,406	\$15.06
Phoenix, AZ	12,079	\$16.93	2,735	\$9.56	2,868	\$16.31
Tucson, AZ	3,044	\$14.98	953	\$18.74	872	\$15.11
Los Angeles, CA	42,910	\$18.27	5,841	\$23.18	9,204	\$15.33
Riverside, CA	8,410	\$16.11	1,669	\$22.03	2,645	\$15.37
Sacramento, CA	5,555	\$17.91	1,314	\$22.85	1,465	\$16.73
San Diego, CA	9,180	\$17.93	1,675	\$22.97	1,967	\$15.81
San Francisco, CA	18,014	\$21.27	3,023	\$27.46	3,320	\$18.80
San Jose, CA	5,904	\$22.01	930	\$26.87	1,086	\$17.75
Denver, CO	9,498	\$19.00	2,704	\$20.98	2,567	\$16.85
Hartford, CT	5,913	\$18.75	1,199	\$24.06	1,921	\$17.61
Washington, DC	26,182	\$19.24	5,307	\$22.48	4,153	\$17.57
Jacksonville, FL	5,798	\$16.32	1,414	\$18.77	1,582	\$15.98
Miami, FL	17,423	\$16.92	2,780	\$18.76	2,414	\$15.38
Orlando, FL	10,632	\$15.47	2,248	\$18.13	1,906	\$15.31
Tampa, FL	10,357	\$16.30	2,198	\$17.90	2,023	\$14.11
Atlanta, GA	13,653	\$17.33	2,888	\$19.76	3,788	\$15.83
Honolulu, HI	4,255	\$16.47	833	\$27.08	810	\$18.48
Chicago, IL	27,310	\$18.23	4,193	\$25.35	8,252	\$16.64
Indianapolis, IN	8,600	\$9.67	1,996	\$21.41	3,184	\$15.80
Louisville, KY	4,784	\$6.59	1,338	\$19.02	2,107	\$17.34
New Orleans, LA	4,363	\$15.13	1,246	\$19.11	1,289	\$17.64
Baltimore, MD	13,520	\$17.67	3,229	\$21.36	3,152	\$17.42
Boston, MA	20,265	\$20.24	3,878	\$25.50	5,241	\$17.42
Detroit, MI	13,436	\$17.55	4,117	\$22.70	6,201	\$18.49
Minneapolis-St. Paul, MN	17,102	\$18.65	4,319	\$24.64	7,227	\$17.21
Kansas City, MO	9,597	\$16.89	2,446	\$22.03	3,224	\$16.24
St. Louis, MO	10,028	\$16.66	2,442	\$23.47	3,104	\$16.60
Las Vegas, NV	9,673	\$15.92	1,616	\$24.66	1,492	\$16.23
Buffalo, NY	4,944	\$16.12	1,195	\$21.16	1,824	\$16.21
New York, NY	57,423	\$20.28	8,233	\$26.14	11,533	\$17.36
Rochester, NY	3,491	\$16.07	1,189	\$20.17	1,678	\$15.62
Charlotte, NC	8,566	\$17.43	2,104	\$19.32	2,323	\$15.83
Cincinnati, OH	8,360	\$16.74	1,891	\$20.31	3,392	\$16.41
Cleveland, OH	10,062	\$16.81	2,884	\$21.76	4,966	\$16.22
Columbus, OH	8,919	\$16.49	2,554	\$20.45	3,854	\$15.45
Oklahoma City, OK	6,070	\$14.43	2,219	\$18.41	2,310	\$14.85
Portland, OR	7,237	\$17.90	1,810	\$22.76	2,516	\$16.73
Philadelphia, PA	18,126	\$18.50	3,924	\$23.26	5,073	\$17.20
Pittsburgh, PA	11,028	\$16.17	3,444	\$20.29	4,685	\$16.31
Providence, RI	6,094	\$16.97	1,349	\$21.76	2,100	\$15.56
Memphis, TN	4,568	\$15.83	1,093	\$19.21	1,914	\$15.41
Nashville, TN	7,928	\$16.05	1,666	\$18.80	2,456	\$15.46
Austin, TX	6,379	\$17.48	1,485	\$17.80	1,651	\$14.39
Dallas, TX	20,044	\$17.66	4,934	\$18.58	5,917	\$15.51
Houston, TX	15,278	\$17.27	3,893	\$19.33	5,405	\$17.19
San Antonio, TX	7,634	\$15.17	2,233	\$16.58	2,618	\$13.82
Salt Lake City, UT	6,845	\$16.32	1,174	\$19.33	1,662	\$16.05
Richmond, VA	4,655	\$17.27	1,366	\$19.78	1,474	\$15.58
Virginia Beach, VA	5,499	\$15.17	1,900	\$19.18	1,834	\$16.37
Seattle-Tacoma, WA	12,231	\$19.20	2,542	\$25.10	3,387	\$19.28
Milwaukee, WI	7,690	\$17.71	1,927	\$23.21	4,152	\$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.