



THE CONFERENCE BOARD

News Release

For further information:

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

For Immediate Release 10:00 AM ET, Wednesday, January 7, 2009

The Conference Board Reports Online Job Demand Drops 507,000 in December

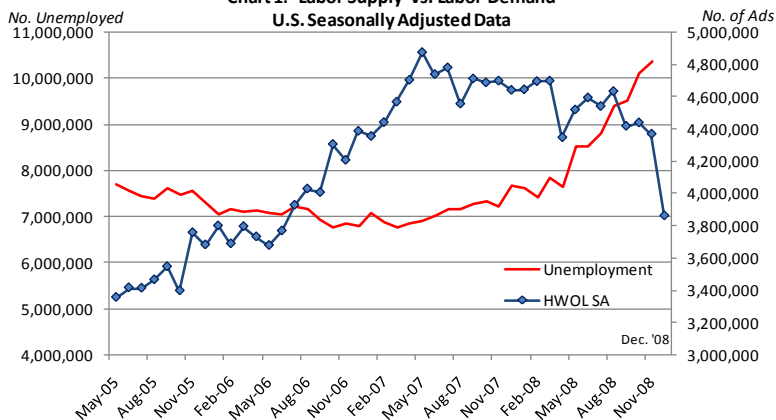
- Monthly job demand drops below 4 million for 1st time since summer 2006, reflecting widespread deterioration across the nation
- Online job demand is 780,000 below December 2007 levels
- Outlook: U.S. labor market conditions remain quite gloomy for first half of 2009

January 7, 2009...Online advertised job vacancies declined 507,000 to 3,861,000 in December, according to **The Conference Board's Help-Wanted Online Data Series (HWOL)TM** released today. The December loss brought the monthly total of online advertised vacancies below 4 million for the first time since July 2006, two and one-half years ago. In 2008, there were on average 170,000 fewer ads each month than in 2007.

“The sharp December drop in online advertised vacancies is another indication that the economy has not reached bottom,” said Gad Levanon, Senior Economist at The Conference Board. “The widespread nature of the decline in employers’ demand for workers – both across geographies and across occupations – does not bode well for an employment upturn in the first half of 2009.”

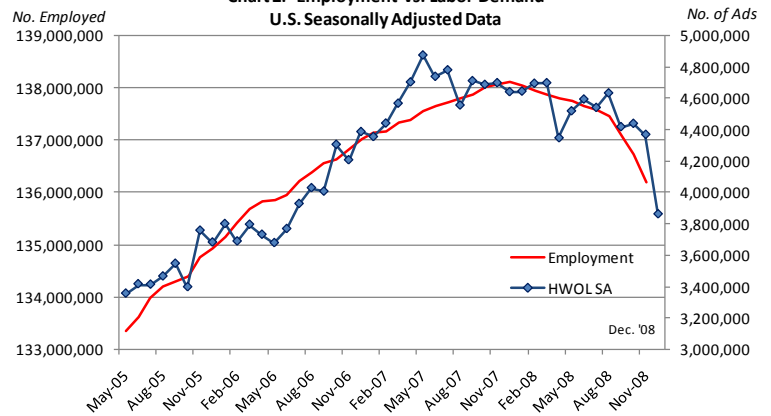
The gap between the number of unemployed and online advertised vacancies was just short of 6 million in November (Chart 1). “With the sharp December drop of a half-million advertised vacancies, and an anticipated increase in the number of unemployed when the Federal unemployment numbers for December are

Chart 1: Labor Supply vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

Chart 2: Employment vs. Labor Demand
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

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

released on Friday, we expect that gap to widen substantially,” said Levanon.

The effect of lower employer demand combined with increasing unemployment makes it more difficult for the unemployed to find jobs.

The lower labor demand is also keeping a downward pressure on the employment levels (Chart 2) which turned lower eleven months ago in January 2008.

REGIONAL/STATE HIGHLIGHTS

- **Advertised vacancies dropped in 49 of the 50 States in December; South Dakota is the only exception**
- **Six states (Alaska, Nebraska, North and South Dakota, Utah and Wyoming) continue to have favorable Supply/Demand rates (fewer unemployed persons than advertised vacancies)**

Table A: State Labor Demand, Selected States, Seasonally Adjusted				
Location	Total Ads ¹ (Thousands) Dec-08	M-O-M Change Dec-Nov 08	Supply/ Demand Rate ² Nov-08	Recent Trend ³
United States	3,861.2	-507.4	2.36	↓ 5/07
NORTHEAST	749.6	-102.0	2.03	
Massachusetts	118.0	-14.6	1.53	↓ 8/08
New Jersey	128.8	-18.3	1.87	↓ 3/08
New York	224.0	-35.7	2.25	↓ 8/08
Pennsylvania	145.4	-17.6	2.42	↓ 2/08
SOUTH	1,354.8	-172.3	2.33	
Florida	179.1	-22.9	3.37	↓ 5/07
Georgia	92.8	-15.1	3.38	↓ 10/07
Maryland	115.0	-12.4	1.24	→ 1/08
North Carolina	92.2	-14.3	3.38	→ 2/08
Texas	263.4	-37.4	2.24	↓ 8/08
Virginia	134.8	-14.1	1.33	→ 8/07
MIDWEST	789.9	-117.7	2.65	
Illinois	140.7	-17.4	3.08	↓ 8/08
Michigan	80.5	-12.3	5.09	→ 3/08
Minnesota	73.1	-12.6	2.21	↓ 2/08
Missouri	75.1	-8.1	2.44	↓ 8/08
Ohio	120.8	-19.5	3.10	→ 9/07
Wisconsin	82.1	-13.4	1.82	↓ 3/08
WEST	952.4	-111.8	2.49	
Arizona	72.2	-10.8	2.39	↓ 5/07
California	430.2	-49.1	3.26	↓ 6/07
Colorado	74.0	-13.5	1.84	↓ 8/08
Washington	110.9	-12.3	1.82	↓ 8/08

The Conference Board - All rights reserved.

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

In December, labor demand declined in all four regions of the nation – the Northeast, South, Midwest and the West (Table A) – with the most populous states in all of the regions posting declines.

“Among the larger states in the South, there were some notable changes,” said Levanon. In Maryland, job demand was down 12,400 in December and the trend shifted to essentially flat. Texas was down 37,400 in December and the trend for the state shifted to negative. The recent trend in job demand in North Carolina and Virginia is essentially flat, although their December numbers were both down (-14,300 and -14,100, respectively). Florida and Georgia continued their downward trend with December declines of 22,900 and 15,100, respectively.

Among the larger states in the Northeast region, New York posted the largest decline in labor demand (-35,700). Massachusetts, which had been essentially flat, dropped for the second consecutive month (-14,600 in December and -10,200 in November) and joins the other large states in the region with an overall downward trend in labor demand. Job demand in Pennsylvania dropped 17,600, while advertised vacancies in New Jersey were down 18,300 in December.

In the West, Colorado (-13,500) and Washington (-12,300) have shifted to negative. Arizona and California both continued to decline. Arizona was down 10,800 and California declined 49,100.

In the Midwest region, Ohio had the largest drop in December (-19,500), after posting a small increase in November. Illinois was down 17,400 in December. Looking at Illinois over this past year, job demand has trended downward since August – a situation similar to Missouri, which was down 8,100 in December. In the other large states in the region, while they showed losses in December – Minnesota (-12,600), Michigan (-12,300) and Wisconsin (-13,400) – the overall trend remains relatively flat.

Among the states with smaller populations, only South Dakota posted a gain in advertised vacancies in December (+1,500). Two other states that were basically unchanged in December were Vermont (-200) and Montana (-400) (Table 3).

The downward trend in employer demand, coupled with the monthly increases in unemployment, is creating a widening gap in the supply/demand balance in most States and making it increasingly difficult for the unemployed to find jobs. The Supply/Demand rate for the U.S. has been increasing and in November (the latest month for which unemployment numbers are available) was at 2.36, up from 2.27 in October, or over 2 unemployed for every online advertised vacancy. The rate is expected to rise further when the December unemployment numbers are released.

The highest Supply/Demand rate is in Michigan (5.09), or over 5 unemployed people for every advertised vacancy. States where there are over 3 unemployed for every advertised vacancy include Mississippi (4.11), Indiana (3.45), Kentucky (3.54), Ohio (3.10), California (3.26), North Carolina (3.38), South Carolina (3.20), Illinois (3.08), Georgia (3.38) Tennessee (3.03) and Florida (3.37) (Table 4).

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

OCCUPATIONAL HIGHLIGHTS

- **Labor demand down over 20% from year ago levels for a wide range of occupations**
- **Job Demand is hard hit in Construction; Transportation & Material Moving; Management; Business & Finance; and Food-related work**
- **Health Support occupations post modest gain over the year**

The widespread nature of the downturn in the economy is evident in the large number of occupations where online advertised vacancies in December were 20 percent or more below levels in December 2007. The list of occupations experiencing a decline in labor demand included both high-paying occupations such as Management, where wages average over \$46.00/hour, to lower-paying occupations such as Construction at \$19.53/hour and food service jobs averaging \$9.35/hour.

In December, there were 409,100 online advertised vacancies for management positions – a decline of 147,200 or 26% from year ago levels. Demand for computer and mathematical positions dropped 106,200 to 450,600, and were 19% below the December 2007 level. (Table B & Table 7). Office and administrative support job ads were down 47,600 to 391,700 over the same period. Other categories showing declines included construction (-14,300); architecture and engineering (-49,400); sales and related jobs (-45,500); and production work (-20,300).

In the healthcare field, where job demand has remained positive over the last few months, the number of online advertised job vacancies for healthcare practitioner and technical occupations was down 49,200 over the year to 523,600 in December. Job demand for healthcare support workers was up slightly (+2,900) to 87,200.

Other categories that posted modest over-the-year gains were arts, design, entertainment, sports and media, up 5,600 to 87,700. Farming, fishing and forestry, which has a relatively small number of advertised vacancies on line, also showed a modest gain of 300 ads to 4,100 in December.

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Not Seasonally Adjusted

Occupation	Total Ads	Y-O-Y	Unemployed	Supply/	Average
	(Thousands)	Change	(Thousands)	Demand Rate ¹	
	Dec-08	Dec 08-07	Nov-08	Nov-08	Hourly Wage ²
Healthcare practitioners and technical	523.6	-49.2	136.0	0.22	\$31.26
Computer and mathematical	450.6	-106.2	110.0	0.19	\$34.71
Management	409.1	-147.2	542.0	1.05	\$46.22
Office and administrative support	391.7	-47.6	1,162.0	2.15	\$15.00
Sales and related	337.7	-45.5	1,142.0	2.75	\$16.94
Business and financial operations	210.8	-65.6	282.0	1.03	\$30.01
Architecture and engineering	154.2	-49.4	123.0	0.63	\$33.11
Arts, design, entertainment, sports, and media	87.7	5.6	177.0	1.72	\$23.27
Healthcare support	87.2	2.9	151.0	1.41	\$12.31
Transportation and material moving	81.7	-31.6	831.0	7.60	\$14.75

The Conference Board - All rights reserved.

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

2. BLS Occupational Employment Statistics - May 2007 estimates.

METRO AREA HIGHLIGHTS

- 49 of top 52 Metro areas posted over-the-year declines in job demand in December
- Only 2 metro areas – Washington, D.C. and Salt Lake City -- have more advertised vacancies than the number of unemployed

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	
	Dec-08		Dec-08		Nov-08
New York, NY	199.77	Washington, DC	4.58	Salt Lake City, UT	0.65
Washington, DC	138.04	Baltimore, MD	3.99	Washington, DC	0.81
Los Angeles, CA	136.01	Salt Lake City, UT	3.86	Honolulu, HI	1.07
Chicago, IL	89.63	Milwaukee, WI	3.85	Milwaukee, WI	1.08
Boston, MA	80.28	San Jose, CA	3.49	Baltimore, MD	1.09
San Francisco, CA	78.72	San Francisco, CA	3.44	Oklahoma City, OK	1.16
Dallas, TX	66.19	Hartford, CT	3.34	Boston, MA	1.22
Philadelphia, PA	65.30	Seattle-Tacoma, WA	3.32	New Orleans, LA	1.28
Seattle-Tacoma, WA	62.45	Boston, MA	3.20	Seattle-Tacoma, WA	1.35
Houston, TX	61.38	Honolulu, HI	3.10	Hartford, CT	1.40

The Conference Board - All rights reserved.

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

In December, 49 of the 52 metropolitan areas for which data are reported separately posted declines in the number of online advertised job vacancies from last December. Honolulu, with 14,200 ads, was well above levels of last year. Oklahoma City, with 17,000 ads, gained 3,500 ads compared to last year. Providence, RI, at 16,400, was basically unchanged (up 200). The New York metro area, while it continued to post the largest number of advertised vacancies (199,770), had 64,600 fewer ads than in December 2007. Washington, D.C., an area that has exhibited strength over the last few months, was down slightly (-6,700). (Table C & Table 5).

The two metro areas in which the respective number of advertised job vacancies exceeded the numbers of unemployed were Salt Lake City and Washington, DC. On the other hand, metro areas in which the respective number of unemployed are substantially above the number of online advertised vacancies are Riverside, CA, where there are over 7 unemployed people for every advertised vacancy (7.4), Detroit (5.3), Miami (3.4), Tampa (3.3), Sacramento (3.3), Los Angeles (3.2), and Atlanta (3.1). (Table C & Table 6).

PROGRAM NOTES

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

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

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. This data series, for which the earliest data is May 2005, continues to publish not seasonally adjusted data for 52 large metropolitan areas and occupations. It is The Conference Board's intent to provide seasonally adjusted data for both large metro areas and occupations in the future.

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

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

The Conference Board

Non-partisan and not-for-profit, The Conference Board is the world's leading business membership and research organization. The Conference Board produces The Consumer Confidence Index and the Leading Economic Indicators for the U.S. and other major nations. These barometers can have a major impact on the financial markets. The Conference Board also produces a wide range of authoritative reports on corporate governance and ethics, human resources and diversity, executive compensation and corporate citizenship. Our conference and council programs bring together more than 10,000 senior executives each year to share insights and learn from each other. Visit The Conference Board's website at www.conference-board.org.

WANTED Technologies Corporation.

WANTED is a leading supplier of real-time sales and business intelligence solutions for the media classified and recruitment industries. Using its proprietary On-Demand data mining, lead generation and CRM (Customer Relationship Management) integrated technologies, WANTED aggregates real-time data from thousands of online job boards, real estate and newspaper sites, as well as corporate Web sites on a daily basis. WANTED's data is used to optimize sales and to implement marketing strategies within the classified ad departments of major media organizations, as well as by staffing firms, advertising agencies and human resources specialists. For more information, please visit: <http://www.wantedtech.com>.

Publication Schedule, Help Wanted Online Data Series

<u>Data for the Month</u>	<u>Release Date</u>
January, 2009	February 2, 2009
February, 2009	March 2, 2009
March, 2009	March 30, 2009
April, 2009	May 4, 2009
May, 2009	June 1, 2009
June, 2009	June 29, 2009
July, 2009	August 3, 2009
August, 2009	August 31, 2009
September, 2009	September 28, 2009
October, 2009	November 2, 2009
November, 2009	December 2, 2009*
December, 2009	January 6, 2010*

*Wednesday release due to holidays or data availability.

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

Location ³	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Dec-07	Nov-08	Dec-08	Dec-Nov 08	Dec-07	Nov-08	Dec-08	Dec-Nov 08
United States	4,641.2	4,368.6	3,861.2	-507.4	3,048.2	2,622.4	2,403.3	-219.1
New England	304.0	280.8	251.4	-29.4	190.0	158.5	148.6	-9.9
Middle Atlantic	634.1	570.8	498.2	-72.6	428.2	355.8	331.4	-24.4
South Atlantic	923.2	878.2	785.0	-93.2	601.6	528.0	482.6	-45.4
East North Central	557.4	552.1	482.7	-69.4	354.0	325.0	305.5	-19.5
East South Central	165.7	201.5	174.7	-26.8	108.6	127.1	111.5	-15.6
West North Central	312.8	355.5	307.2	-48.3	203.1	200.4	176.9	-23.5
West South Central	482.5	447.4	395.1	-52.3	318.7	275.8	254.9	-20.9
Mountain	438.2	359.4	316.0	-43.4	309.1	223.6	196.9	-26.7
Pacific	805.3	704.8	636.4	-68.4	560.8	424.9	416.5	-8.4

Source: The Conference Board

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

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

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Dec-07	Nov-08	Dec-08	Dec-07	Nov-08	Dec-08
United States	3.02	2.83	2.50	1.98	1.70	1.55
New England	3.97	3.64	3.26	2.48	2.06	1.93
Middle Atlantic	3.12	2.78	2.42	2.11	1.73	1.61
South Atlantic	3.14	2.96	2.65	2.04	1.78	1.63
East North Central	2.32	2.31	2.02	1.47	1.36	1.28
East South Central	1.92	2.36	2.05	1.26	1.49	1.31
West North Central	2.86	3.24	2.80	1.86	1.83	1.61
West South Central	2.89	2.62	2.32	1.91	1.62	1.49
Mountain	3.96	3.20	2.82	2.79	1.99	1.76
Pacific	3.25	2.81	2.54	2.27	1.69	1.66

Source: The Conference Board

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

© 2009 The Conference Board. All rights reserved.

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Dec-07	Nov-08	Dec-08	Dec-Nov 08	Dec-07	Nov-08	Dec-08	Dec-Nov 08
United States	4,641.2	4,368.6	3,861.2	-507.4	3,048.2	2,622.4	2,403.3	-219.1
Alabama	49.0	66.2	57.7	-8.5	32.2	42.9	36.6	-6.3
Alaska	18.8	27.9	24.6	-3.3	12.2	15.4	13.4	-2.0
Arkansas	24.3	34.7	29.4	-5.3	15.6	23.1	20.2	-2.9
Arizona	123.6	83.0	72.2	-10.8	88.5	51.2	45.7	-5.5
California	567.0	479.3	430.2	-49.1	399.5	290.9	282.9	-8.0
Colorado	116.2	87.5	74.0	-13.5	84.7	54.1	46.6	-7.5
Connecticut	74.7	70.0	60.8	-9.2	44.4	39.4	35.3	-4.1
Delaware	19.5	18.1	16.7	-1.4	11.6	10.8	10.2	-0.6
Florida	240.2	202.0	179.1	-22.9	171.2	134.6	124.4	-10.2
Georgia	131.4	108.0	92.8	-15.2	87.6	67.4	57.9	-9.5
Hawaii	17.6	21.7	19.9	-1.8	13.7	17.0	15.3	-1.7
Iowa	38.9	61.1	49.9	-11.2	25.6	30.7	25.8	-4.9
Idaho	23.3	23.4	20.3	-3.1	16.9	15.1	11.8	-3.3
Illinois	166.2	158.1	140.7	-17.4	104.4	84.1	82.5	-1.6
Indiana	54.5	66.8	55.8	-11.0	35.0	41.5	34.3	-7.2
Kansas	40.3	42.9	37.6	-5.3	24.4	23.7	20.7	-3.0
Kentucky	36.0	40.3	33.9	-6.4	23.5	27.1	22.4	-4.7
Louisiana	49.3	56.5	49.7	-6.8	31.0	38.0	33.1	-4.9
Massachusetts	147.3	132.6	118.0	-14.6	96.3	74.0	69.4	-4.6
Maryland	117.8	127.4	115.0	-12.4	73.3	71.8	65.1	-6.7
Maine	23.3	21.1	18.4	-2.7	14.1	11.5	11.0	-0.5
Michigan	84.9	92.8	80.5	-12.3	57.9	62.6	56.8	-5.8
Minnesota	96.9	85.7	73.1	-12.6	62.3	48.7	43.2	-5.5
Missouri	77.2	83.2	75.1	-8.1	51.5	50.7	48.0	-2.7
Mississippi	17.4	23.0	20.7	-2.3	10.7	13.3	12.0	-1.3
Montana	21.4	18.3	17.9	-0.4	11.7	9.1	8.5	-0.6
North Carolina	110.0	106.4	92.2	-14.2	75.0	68.0	62.9	-5.1
North Dakota	12.8	16.4	14.6	-1.8	8.5	9.1	7.6	-1.5
Nebraska	31.5	43.1	39.1	-4.0	22.0	27.1	24.5	-2.6
New Hampshire	24.9	24.3	21.2	-3.1	14.7	14.3	12.5	-1.8
New Jersey	158.0	147.1	128.8	-18.3	105.2	93.6	86.6	-7.0
New Mexico	32.7	35.3	29.2	-6.1	23.1	23.2	19.6	-3.6
Nevada	61.6	45.0	43.5	-1.5	43.5	31.1	30.7	-0.4
New York	281.7	259.7	224.0	-35.7	192.5	166.3	152.5	-13.8
Ohio	136.3	140.3	120.8	-19.5	90.7	90.3	81.0	-9.3
Oklahoma	45.4	52.9	50.4	-2.5	28.7	31.9	30.3	-1.6
Oregon	61.7	53.7	50.0	-3.7	40.5	31.6	30.7	-0.9
Pennsylvania	194.7	163.0	145.4	-17.6	130.4	96.9	91.7	-5.2
Rhode Island	17.8	18.2	17.1	-1.1	11.3	11.3	10.9	-0.4
South Carolina	50.7	57.2	51.1	-6.1	32.4	31.2	29.0	-2.2
South Dakota	13.2	15.7	17.2	1.5	7.7	7.5	6.7	-0.8
Tennessee	62.3	69.4	61.6	-7.8	42.2	44.5	40.7	-3.8
Texas	360.5	300.8	263.4	-37.4	240.9	182.7	169.0	-13.7
Utah	46.0	52.9	46.9	-6.0	34.9	32.7	28.6	-4.1
Virginia	149.4	148.9	134.8	-14.1	89.1	81.1	75.7	-5.4
Vermont	11.9	13.0	12.8	-0.2	7.0	7.3	7.9	0.6
Washington	138.1	123.1	110.9	-12.2	86.5	72.3	68.2	-4.1
Wisconsin	111.9	95.5	82.1	-13.4	60.7	52.9	46.4	-6.5
West Virginia	16.4	26.1	22.1	-4.0	9.3	15.7	12.8	-2.9
Wyoming	10.2	12.9	11.6	-1.3	6.2	7.4	7.1	-0.3

Source: The Conference Board

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

2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad 9 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
	Dec-07	Nov-08	Dec-08	Nov-08	Nov-08	Nov-08	Nov-08
United States	3.02	2.83	2.50	6.70	10,331.00	4,368.60	2.36
Alabama	2.23	3.06	2.67	6.10	131.49	66.20	1.98
Alaska	5.33	7.73	6.82	7.30	26.30	27.90	0.94
Arkansas	1.77	2.51	2.13	5.70	78.58	34.70	2.27
Arizona	4.04	2.64	2.30	6.30	198.67	83.00	2.39
California	3.10	2.58	2.32	8.40	1,562.21	479.30	3.26
Colorado	4.24	3.18	2.69	5.80	160.76	87.50	1.84
Connecticut	3.97	3.68	3.19	6.60	126.31	70.00	1.80
Delaware	4.39	4.06	3.75	5.60	25.07	18.10	1.39
Florida	2.60	2.17	1.92	7.30	679.88	202.00	3.37
Georgia	2.71	2.21	1.90	7.50	365.24	108.00	3.38
Hawaii	2.72	3.28	3.01	4.90	32.67	21.70	1.51
Iowa	2.34	3.64	2.97	4.30	72.29	61.10	1.18
Idaho	3.07	3.07	2.67	5.70	43.29	23.40	1.85
Illinois	2.46	2.38	2.12	7.30	486.14	158.10	3.08
Indiana	1.70	2.06	1.72	7.10	230.21	66.80	3.45
Kansas	2.71	2.85	2.50	4.90	74.07	42.90	1.73
Kentucky	1.76	1.98	1.66	7.00	142.47	40.30	3.54
Louisiana	2.45	2.75	2.43	5.30	109.65	56.50	1.94
Massachusetts	4.33	3.87	3.45	5.90	203.00	132.60	1.53
Maryland	3.94	4.25	3.84	5.30	157.82	127.40	1.24
Maine	3.30	2.97	2.59	6.30	44.80	21.10	2.12
Michigan	1.70	1.89	1.64	9.60	472.52	92.80	5.09
Minnesota	3.30	2.91	2.48	6.40	188.93	85.70	2.21
Missouri	2.54	2.76	2.49	6.70	202.81	83.20	2.44
Mississippi	1.31	1.76	1.58	7.20	94.51	23.00	4.11
Montana	4.26	3.62	3.53	4.90	24.98	18.30	1.37
North Carolina	2.43	2.33	2.02	7.90	359.32	106.40	3.38
North Dakota	3.48	4.42	3.93	3.30	12.21	16.40	0.74
Nebraska	3.20	4.32	3.92	3.70	36.48	43.10	0.85
New Hampshire	3.36	3.28	2.85	4.30	31.74	24.30	1.30
New Jersey	3.54	3.25	2.85	6.10	275.12	147.10	1.87
New Mexico	3.45	3.68	3.04	4.30	41.68	35.30	1.18
Nevada	4.53	3.18	3.07	8.00	113.94	45.00	2.53
New York	2.95	2.70	2.33	6.10	583.46	259.70	2.25
Ohio	2.28	2.35	2.02	7.30	434.79	140.30	3.10
Oklahoma	2.62	2.99	2.85	4.70	82.39	52.90	1.56
Oregon	3.18	2.71	2.53	8.10	160.21	53.70	2.99
Pennsylvania	3.10	2.54	2.27	6.10	394.33	163.00	2.42
Rhode Island	3.09	3.20	3.00	9.30	53.10	18.20	2.91
South Carolina	2.36	2.64	2.35	8.40	182.92	57.20	3.20
South Dakota	2.97	3.51	3.86	3.40	15.05	15.70	0.96
Tennessee	2.04	2.29	2.03	6.90	210.25	69.40	3.03
Texas	3.12	2.54	2.22	5.70	675.18	300.80	2.24
Utah	3.32	3.83	3.39	3.70	51.24	52.90	0.97
Virginia	3.66	3.59	3.25	4.80	198.42	148.90	1.33
Vermont	3.38	3.64	3.59	5.70	20.25	13.00	1.56
Washington	4.01	3.50	3.15	6.40	224.56	123.10	1.82
Wisconsin	3.62	3.09	2.65	5.60	174.03	95.50	1.82
West Virginia	2.02	3.24	2.75	4.60	37.14	26.10	1.42
Wyoming	3.52	4.39	3.96	3.20	9.25	12.90	0.72

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
	Dec-07	Nov-08	Dec-08	Dec 07-08	Dec-07	Nov-08	Dec-08	Dec 07-08
Birmingham, AL	14.5	17.5	13.3	-8.6%	8.7	10.9	7.8	-10.2%
Phoenix, AZ	82.3	50.9	40.5	-50.8%	57.3	30.0	23.2	-59.4%
Tucson, AZ	15.6	15.9	12.5	-19.7%	10.5	10.3	8.0	-24.0%
Los Angeles, CA	182.7	169.6	136.0	-25.6%	121.1	106.8	85.2	-29.7%
Riverside, CA	23.8	23.3	19.0	-20.1%	15.8	14.4	11.9	-24.5%
Sacramento, CA	27.5	26.8	21.7	-20.9%	18.2	15.3	12.7	-30.0%
San Diego, CA	54.8	49.2	38.9	-29.1%	33.3	29.3	22.9	-31.0%
San Francisco, CA	107.2	103.4	78.7	-26.5%	69.9	59.3	44.8	-35.8%
San Jose, CA	47.6	41.9	31.8	-33.2%	26.5	20.4	15.0	-43.6%
Denver, CO	62.2	47.6	35.8	-42.5%	44.4	27.2	19.7	-55.6%
Hartford, CT	23.8	27.7	20.1	-15.7%	14.5	16.3	11.3	-21.7%
Washington, DC	144.7	163.6	138.0	-4.6%	82.6	83.3	68.7	-16.9%
Jacksonville, FL	19.0	21.0	16.3	-13.8%	12.1	14.5	10.9	-9.4%
Miami, FL	82.5	54.0	44.7	-45.8%	58.7	32.7	27.5	-53.1%
Orlando, FL	29.6	31.8	23.9	-19.2%	20.1	22.8	16.6	-17.3%
Tampa, FL	32.6	32.2	25.5	-21.7%	19.4	18.6	15.3	-21.4%
Atlanta, GA	87.5	62.0	50.6	-42.1%	56.6	35.0	28.3	-50.0%
Honolulu, HI	8.6	18.7	14.2	64.3%	5.9	14.8	10.6	80.5%
Chicago, IL	116.5	115.4	89.6	-23.1%	66.0	58.4	44.3	-32.9%
Indianapolis, IN	22.3	27.7	21.0	-6.2%	13.3	17.5	12.3	-7.6%
Louisville, KY	15.5	17.5	13.3	-14.1%	9.5	11.9	8.7	-8.6%
New Orleans, LA	19.2	20.2	15.4	-20.0%	10.9	13.2	9.3	-14.5%
Baltimore, MD	56.5	70.0	55.9	-1.0%	34.2	41.7	31.3	-8.3%
Boston, MA	104.9	104.1	80.3	-23.5%	62.9	57.5	43.3	-31.2%
Detroit, MI	33.5	37.4	27.4	-18.2%	21.8	24.3	17.3	-20.6%
Minneapolis-St. Paul, MN	70.0	64.9	49.3	-29.5%	41.9	36.6	27.3	-34.9%
Kansas City, MO	30.2	36.6	27.1	-10.2%	18.5	22.3	15.8	-14.6%
St. Louis, MO	36.2	39.8	30.8	-14.8%	22.7	24.3	17.9	-21.0%
Las Vegas, NV	40.6	31.9	26.0	-36.1%	26.7	22.2	17.1	-36.0%
Buffalo, NY	14.5	17.6	13.3	-7.8%	9.5	12.2	8.9	-6.1%
New York, NY	264.4	261.4	199.8	-24.4%	164.3	170.9	127.6	-22.4%
Rochester, NY	11.0	13.5	10.2	-7.2%	7.3	8.8	6.2	-14.9%
Charlotte, NC	29.4	30.3	22.9	-21.9%	18.6	18.5	13.7	-25.9%
Cincinnati, OH	27.4	35.3	25.9	-5.4%	16.2	21.5	15.0	-7.5%
Cleveland, OH	33.9	39.6	29.3	-13.3%	19.3	22.5	15.7	-18.7%
Columbus, OH	32.0	29.7	23.3	-27.2%	19.5	18.1	14.0	-28.4%
Oklahoma City, OK	13.5	22.1	17.0	26.1%	8.1	14.3	10.4	28.9%
Portland, OR	35.5	33.7	24.7	-30.4%	21.8	18.7	13.6	-37.6%
Philadelphia, PA	103.1	84.7	65.3	-36.7%	62.5	47.3	34.6	-44.7%
Pittsburgh, PA	33.1	42.5	30.7	-7.3%	21.6	28.3	19.9	-7.7%
Providence, RI	16.2	22.0	16.4	1.3%	9.5	14.4	10.5	10.6%
Memphis, TN	15.2	20.2	14.5	-4.9%	9.3	13.9	9.7	4.4%
Nashville, TN	19.9	20.8	16.7	-16.0%	12.5	12.8	9.9	-21.1%
Austin, TX	43.7	29.9	21.7	-50.3%	30.4	18.1	13.0	-57.1%
Dallas, TX	108.1	86.8	66.2	-38.8%	66.7	48.2	36.1	-45.9%
Houston, TX	83.6	80.0	61.4	-26.6%	51.2	44.7	33.5	-34.6%
San Antonio, TX	26.0	29.0	22.3	-14.1%	15.8	18.3	14.1	-11.1%
Salt Lake City, UT	25.6	31.8	23.7	-7.4%	18.5	20.1	13.9	-24.7%
Richmond, VA	20.0	20.8	15.1	-24.3%	12.1	12.6	8.8	-27.8%
Virginia Beach, VA	17.2	20.2	16.8	-2.5%	9.3	11.9	9.9	5.8%
Seattle-Tacoma, WA	82.7	80.6	62.5	-24.5%	46.0	45.1	34.4	-25.1%
Milwaukee, WI	43.7	40.1	30.4	-30.4%	21.9	20.6	15.8	-28.1%

Source: The Conference Board

1. Total ads are all unduplicated ads appearing during the reference period. This figure includes ads from the previous months that have been reposted as well as new ads.
2. New ads are all unduplicated ads which did not appear during the previous reference period. An online help wanted ad is counted as "New" only in the month it first appears.
3. Metropolitan areas use the 2005 OMB county-based MSA definitions.

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
	Dec-07	Nov-08	Dec-08	Nov-08	Nov-08	Nov-08	Nov-08
	Birmingham, AL	2.68	3.27	2.49	5.2	27.7	17.5
Phoenix, AZ	3.96	2.38	1.89	5.5	118.2	50.9	2.32
Tucson, AZ	3.37	3.37	2.64	5.8	27.2	15.9	1.71
Los Angeles, CA	2.76	2.56	2.05	8.1	535.4	169.6	3.16
Riverside, CA	1.31	1.27	1.04	9.5	173.4	23.3	7.44
Sacramento, CA	2.58	2.47	2.01	8.1	87.2	26.8	3.26
San Diego, CA	3.53	3.12	2.46	6.9	108.5	49.2	2.20
San Francisco, CA	4.75	4.52	3.44	6.6	150.7	103.4	1.46
San Jose, CA	5.35	4.60	3.49	7.2	65.3	41.9	1.56
Denver, CO	4.46	3.39	2.54	5.9	83.2	47.6	1.75
Hartford, CT	4.05	4.61	3.34	6.4	38.7	27.7	1.40
Washington, DC	4.86	5.43	4.58	4.4	131.8	163.6	0.81
Jacksonville, FL	2.83	3.08	2.40	7.0	47.4	21.0	2.26
Miami, FL	2.89	1.90	1.57	6.4	181.8	54.0	3.37
Orlando, FL	2.68	2.81	2.11	7.3	82.3	31.8	2.59
Tampa, FL	2.42	2.37	1.88	7.8	105.7	32.2	3.28
Atlanta, GA	3.16	2.24	1.83	7.0	194.6	62.0	3.14
Honolulu, HI	1.91	4.10	3.10	4.4	20.1	18.7	1.07
Chicago, IL	2.37	2.38	1.85	6.5	314.8	115.4	2.73
Indianapolis, IN	2.50	3.05	2.31	5.9	53.4	27.7	1.93
Louisville, KY	2.44	2.80	2.13	6.4	39.8	17.5	2.28
New Orleans, LA	3.76	3.83	2.91	4.9	25.9	20.2	1.28
Baltimore, MD	4.05	4.99	3.99	5.4	76.3	70.0	1.09
Boston, MA	4.22	4.15	3.20	5.0	126.5	104.1	1.22
Detroit, MI	1.58	1.78	1.31	9.5	198.9	37.4	5.32
Minneapolis-St. Paul, MN	3.78	3.51	2.66	5.8	107.2	64.9	1.65
Kansas City, MO	2.90	3.51	2.60	6.2	64.4	36.6	1.76
St. Louis, MO	2.50	2.79	2.16	7.3	103.8	39.8	2.61
Las Vegas, NV	4.18	3.14	2.56	7.9	80.5	31.9	2.53
Buffalo, NY	2.50	3.04	2.30	6.2	36.2	17.6	2.06
New York, NY	2.83	2.77	2.12	5.8	542.9	261.4	2.08
Rochester, NY	2.09	2.55	1.94	5.9	31.2	13.5	2.31
Charlotte, NC	3.51	3.56	2.69	8.1	68.6	30.3	2.27
Cincinnati, OH	2.44	3.14	2.31	6.1	68.7	35.3	1.95
Cleveland, OH	3.13	3.70	2.74	6.8	73.0	39.6	1.84
Columbus, OH	3.30	3.05	2.39	5.8	56.7	29.7	1.91
Oklahoma City, OK	2.35	3.84	2.95	4.4	25.5	22.1	1.16
Portland, OR	3.06	2.84	2.08	7.2	85.7	33.7	2.54
Philadelphia, PA	3.48	2.82	2.18	5.9	176.3	84.7	2.08
Pittsburgh, PA	2.77	3.48	2.52	5.5	66.9	42.5	1.58
Providence, RI	2.28	3.12	2.34	8.3	58.3	22.0	2.65
Memphis, TN	2.42	3.29	2.36	6.9	42.2	20.2	2.09
Nashville, TN	2.48	2.62	2.10	6.1	48.2	20.8	2.31
Austin, TX	5.11	3.42	2.49	5.0	43.8	29.9	1.47
Dallas, TX	3.47	2.72	2.08	5.7	182.0	86.8	2.10
Houston, TX	3.02	2.82	2.17	5.5	157.0	80.0	1.96
San Antonio, TX	2.80	3.04	2.34	5.4	51.5	29.0	1.77
Salt Lake City, UT	4.16	5.20	3.86	3.4	20.8	31.8	0.65
Richmond, VA	3.11	3.20	2.33	5.0	32.3	20.8	1.56
Virginia Beach, VA	2.11	2.40	2.00	4.8	40.5	20.2	2.01
Seattle-Tacoma, WA	4.45	4.29	3.32	5.8	109.1	80.6	1.35
Milwaukee, WI	5.49	5.07	3.85	5.5	43.4	40.1	1.08

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, Not Seasonally Adjusted

Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Supply/ Demand Rate ⁴	Average Hourly Wage ⁵
	Dec-07	Nov-08	Dec-08	Nov-08	Nov-08	
Total	4,140.8	4,470.8	3,444.9	10,015	2.2	\$19.56
Management	556.3	516.5	409.1	542	1.0	\$46.22
Business and financial operations	276.4	273.2	210.8	282	1.0	\$30.01
Computer and mathematical	556.8	569.6	450.6	110	0.2	\$34.71
Architecture and engineering	203.6	196.2	154.2	123	0.6	\$33.11
Life, physical, and social science	85.3	87.0	67.2	41	0.5	\$29.82
Community and social services	42.3	45.2	37.6	79	1.7	\$19.49
Legal	27.9	26.3	22.6	54	2.1	\$42.53
Education, training, and library	64.8	77.4	62.8	242	3.1	\$22.41
Arts, design, entertainment, sports, and media	82.1	103.2	87.7	177	1.7	\$23.27
Healthcare practitioners and technical	572.8	607.9	523.6	136	0.2	\$31.26
Healthcare support	84.3	106.9	87.2	151	1.4	\$12.31
Protective service	29.1	30.8	24.7	115	3.7	\$18.63
Food preparation and serving related	90.3	89.3	66.7	816	9.1	\$9.35
Building and grounds cleaning and maintenance	35.0	36.8	27.4	507	13.8	\$11.33
Personal care and service	48.0	56.8	45.3	310	5.5	\$11.53
Sales and related	383.2	414.7	337.7	1,142	2.8	\$16.94
Office and administrative support	439.3	541.1	391.7	1,162	2.1	\$15.00
Farming, fishing, and forestry	3.8	5.4	4.1	107	19.8	\$10.89
Construction and extraction	53.9	55.0	39.6	1,158	21.1	\$19.53
Installation, maintenance, and repair	102.3	97.7	77.6	322	3.3	\$19.20
Production	98.4	109.5	78.1	895	8.2	\$15.05
Transportation and material moving	113.3	109.3	81.7	831	7.6	\$14.75
Other/Uncoded	191.6	315.0	156.9	713	2.3	N/A

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 Statistics program.
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.
5. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2007 estimates.

© 2009 The Conference Board. All rights reserved.

Table 8: State Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Dec-08	Average Hourly Wage ²	Total Ads Dec-08	Average Hourly Wage ²	Total Ads Dec-08	Average Hourly Wage ²
United States	619993.0	\$38.11	1406335	\$28.12	251214.0	\$11.50
Alabama	6,810.0	\$35.22	16,812.0	\$24.97	3,653.0	\$9.52
Alaska	2,714.0	\$34.11	8,727.0	\$28.28	1,744.0	\$14.00
Arizona	10,835.0	\$33.80	30,084.0	\$25.74	5,111.0	\$11.44
Arkansas	4,019.0	\$30.47	9,106.0	\$22.61	2,017.0	\$9.47
California	76,470.0	\$42.29	166,377.0	\$32.17	23,918.0	\$12.71
Colorado	11,586.0	\$38.05	28,986.0	\$29.23	4,835.0	\$11.90
Connecticut	11,562.0	\$43.14	21,704.0	\$30.53	3,385.0	\$13.44
Delaware	2,680.0	\$38.23	6,531.0	\$30.29	987.0	\$11.98
Florida	26,763.0	\$35.01	60,310.0	\$26.73	15,233.0	\$11.30
Georgia	17,258.0	\$37.76	35,212.0	\$25.94	5,043.0	\$10.49
Hawaii	2,636.0	\$34.25	5,912.0	\$27.21	1,928.0	\$13.12
Idaho	2,191.0	\$29.99	5,951.0	\$24.41	1,975.0	\$10.27
Illinois	28,506.0	\$38.17	49,977.0	\$28.87	7,466.0	\$12.16
Indiana	8,134.0	\$34.28	19,187.0	\$24.51	3,400.0	\$10.36
Iowa	6,328.0	\$31.25	14,599.0	\$22.81	3,985.0	\$10.19
Kansas	4,901.0	\$33.43	14,094.0	\$23.66	2,774.0	\$10.17
Kentucky	5,105.0	\$32.93	11,223.0	\$24.05	2,304.0	\$9.94
Louisiana	6,179.0	\$31.18	14,736.0	\$23.28	3,603.0	\$9.50
Maine	2,320.0	\$32.25	7,136.0	\$24.19	1,608.0	\$11.14
Maryland	18,320.0	\$40.52	54,824.0	\$31.66	6,700.0	\$12.37
Massachusetts	23,478.0	\$43.68	46,866.0	\$31.99	6,686.0	\$13.54
Michigan	12,833.0	\$37.86	26,973.0	\$28.95	5,131.0	\$11.65
Minnesota	13,795.0	\$37.09	27,691.0	\$28.30	4,198.0	\$11.86
Mississippi	2,614.0	\$31.00	6,440.0	\$22.60	1,317.0	\$9.27
Missouri	10,591.0	\$34.49	25,255.0	\$25.22	5,709.0	\$10.41
Montana	1,588.0	\$27.97	5,377.0	\$20.77	1,759.0	\$9.94
Nebraska	4,882.0	\$31.79	11,916.0	\$23.85	3,186.0	\$10.10
Nevada	5,576.0	\$36.47	15,184.0	\$27.74	3,936.0	\$11.72
New Hampshire	2,478.0	\$37.75	9,133.0	\$26.84	1,434.0	\$11.73
New Jersey	26,581.0	\$44.15	47,309.0	\$31.63	8,053.0	\$13.87
New Mexico	3,571.0	\$33.53	11,189.0	\$26.38	1,944.0	\$9.86
New York	44,989.0	\$46.13	76,089.0	\$31.04	14,114.0	\$13.55
North Carolina	13,577.0	\$37.09	33,581.0	\$25.19	6,091.0	\$10.34
North Dakota	1,468.0	\$31.73	3,740.0	\$22.27	1,388.0	\$9.96
Ohio	18,830.0	\$35.55	44,037.0	\$27.28	7,689.0	\$10.97
Oklahoma	6,075.0	\$29.88	14,866.0	\$22.47	3,754.0	\$9.62
Oregon	6,704.0	\$34.67	18,831.0	\$27.08	3,831.0	\$11.85
Pennsylvania	23,560.0	\$35.31	53,602.0	\$26.74	9,209.0	\$11.27
Rhode Island	2,694.0	\$39.67	6,076.0	\$29.25	1,360.0	\$12.37
South Carolina	6,054.0	\$34.24	17,729.0	\$24.51	3,966.0	\$9.87
South Dakota	1,584.0	\$29.33	4,651.0	\$21.61	2,068.0	\$9.50
Tennessee	8,938.0	\$33.44	20,617.0	\$24.32	4,305.0	\$10.04
Texas	41,943.0	\$37.28	89,703.0	\$27.04	16,604.0	\$10.02
Utah	5,407.0	\$33.83	15,197.0	\$25.35	3,688.0	\$10.50
Vermont	1,482.0	\$33.94	4,443.0	\$24.78	1,069.0	\$11.77
Virginia	25,256.0	\$39.40	64,817.0	\$30.52	6,156.0	\$11.38
Washington	16,678.0	\$39.80	46,606.0	\$29.95	8,055.0	\$13.29
West Virginia	2,378.0	\$28.72	6,734.0	\$22.26	2,048.0	\$9.19
Wisconsin	11,567.0	\$34.06	30,554.0	\$26.25	6,618.0	\$11.18
Wyoming	1,082.0	\$30.42	4,601.0	\$22.94	638.0	\$10.54

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 2007 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 Dec-08	Average Hourly Wage ¹	Total Ads Dec-08	Average Hourly Wage ¹	Total Ads Dec-08	Average Hourly Wage ¹
United States	729474.0	\$15.74	121274.0	\$19.08	159808.0	\$14.90
Alabama	12,787.0	\$13.56	2,599.0	\$16.26	3,957.0	\$13.58
Alaska	4,203.0	\$16.27	872.0	\$26.06	837.0	\$20.95
Arizona	14,355.0	\$14.89	2,020.0	\$17.08	2,317.0	\$14.71
Arkansas	7,226.0	\$12.93	1,252.0	\$16.12	1,756.0	\$13.45
California	80,423.0	\$17.38	11,470.0	\$20.39	15,046.0	\$14.87
Colorado	14,020.0	\$16.78	2,643.0	\$19.03	2,697.0	\$15.67
Connecticut	11,595.0	\$18.47	1,489.0	\$22.15	2,477.0	\$16.08
Delaware	2,990.0	\$15.88	420.0	\$19.64	667.0	\$15.22
Florida	40,603.0	\$15.15	5,558.0	\$16.57	5,565.0	\$13.89
Georgia	17,085.0	\$14.97	2,804.0	\$17.06	3,469.0	\$14.08
Hawaii	5,275.0	\$15.26	727.0	\$23.52	734.0	\$15.86
Idaho	4,027.0	\$13.61	848.0	\$16.49	859.0	\$13.67
Illinois	26,126.0	\$16.70	3,636.0	\$23.67	6,642.0	\$15.40
Indiana	12,603.0	\$14.56	1,639.0	\$19.62	2,991.0	\$15.37
Iowa	10,422.0	\$14.04	2,543.0	\$17.71	3,931.0	\$14.42
Kansas	7,553.0	\$14.45	1,434.0	\$18.31	1,924.0	\$14.76
Kentucky	7,973.0	\$13.86	1,127.0	\$17.31	1,826.0	\$14.49
Louisiana	11,100.0	\$13.02	2,211.0	\$16.97	2,586.0	\$15.06
Maine	3,278.0	\$14.38	619.0	\$17.11	884.0	\$14.42
Maryland	17,510.0	\$16.43	3,258.0	\$19.77	3,374.0	\$15.68
Massachusetts	18,615.0	\$18.10	2,495.0	\$23.02	3,923.0	\$16.18
Michigan	17,229.0	\$15.85	2,178.0	\$21.42	2,912.0	\$17.07
Minnesota	13,959.0	\$16.58	1,974.0	\$21.86	3,466.0	\$15.77
Mississippi	4,652.0	\$12.73	1,025.0	\$15.31	1,308.0	\$13.03
Missouri	15,224.0	\$14.85	2,418.0	\$19.67	3,757.0	\$14.78
Montana	3,232.0	\$13.01	1,007.0	\$17.71	1,917.0	\$14.52
Nebraska	7,988.0	\$13.81	1,810.0	\$17.40	2,217.0	\$15.05
Nevada	9,380.0	\$15.14	1,456.0	\$21.07	1,423.0	\$14.47
New Hampshire	3,575.0	\$15.69	565.0	\$18.92	948.0	\$15.15
New Jersey	24,707.0	\$17.89	3,150.0	\$23.10	4,480.0	\$15.43
New Mexico	6,121.0	\$13.11	914.0	\$16.13	930.0	\$14.42
New York	45,813.0	\$17.87	6,005.0	\$22.69	7,997.0	\$16.09
North Carolina	17,642.0	\$14.73	2,903.0	\$16.76	3,443.0	\$13.68
North Dakota	3,364.0	\$13.07	1,215.0	\$17.75	1,085.0	\$14.78
Ohio	25,036.0	\$15.20	3,597.0	\$19.61	6,125.0	\$15.19
Oklahoma	10,050.0	\$13.13	2,585.0	\$16.64	3,082.0	\$13.76
Oregon	8,679.0	\$15.97	1,542.0	\$19.64	1,918.0	\$14.95
Pennsylvania	25,518.0	\$15.43	4,012.0	\$19.45	6,544.0	\$15.11
Rhode Island	3,101.0	\$15.90	473.0	\$20.54	700.0	\$14.51
South Carolina	9,797.0	\$13.74	1,991.0	\$16.34	2,563.0	\$13.93
South Dakota	3,366.0	\$13.01	1,121.0	\$15.57	1,171.0	\$12.80
Tennessee	13,040.0	\$14.27	1,768.0	\$16.61	3,022.0	\$13.99
Texas	49,833.0	\$14.80	11,067.0	\$16.00	12,895.0	\$14.01
Utah	10,519.0	\$14.34	1,847.0	\$17.55	2,203.0	\$14.50
Vermont	2,336.0	\$14.99	403.0	\$17.80	628.0	\$15.00
Virginia	18,155.0	\$15.87	3,305.0	\$18.54	3,081.0	\$14.94
Washington	15,679.0	\$17.21	3,022.0	\$21.74	2,961.0	\$17.02
West Virginia	5,311.0	\$12.34	1,300.0	\$17.52	1,316.0	\$14.01
Wisconsin	14,759.0	\$15.31	3,014.0	\$20.31	6,642.0	\$15.17
Wyoming	2,056.0	\$13.08	521.0	\$19.62	545.0	\$17.12

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

© 2009 The Conference Board. All rights reserved.

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

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads Dec-08	Average Hourly Wage ²	Total Ads Dec-08	Average Hourly Wage ²	Total Ads Dec-08	Average Hourly Wage ²
United States	619993.0	\$38.11	1406335	\$28.12	251214.0	\$11.50
Birmingham, AL	1,925.0	\$37.60	4,218.0	\$25.09	1,100.0	\$10.00
Phoenix, AZ	6,825.0	\$34.48	18,236.0	\$26.07	2,995.0	\$11.51
Tucson, AZ	1,837.0	\$33.36	5,257.0	\$27.01	1,294.0	\$11.27
Los Angeles, CA	27,397.0	\$42.38	54,861.0	\$31.75	8,123.0	\$12.44
Riverside, CA	3,034.0	\$37.72	6,265.0	\$28.64	1,975.0	\$12.04
Sacramento, CA	3,998.0	\$36.04	9,605.0	\$30.26	1,480.0	\$12.61
San Diego, CA	6,503.0	\$40.44	17,946.0	\$31.59	2,459.0	\$11.89
San Francisco, CA	19,294.0	\$47.12	35,783.0	\$35.71	4,320.0	\$14.19
San Jose, CA	6,754.0	\$52.55	17,924.0	\$40.52	1,094.0	\$13.24
Denver, CO	7,072.0	\$39.54	15,682.0	\$30.58	2,428.0	\$12.16
Hartford, CT	4,183.0	\$39.97	7,848.0	\$31.50	1,206.0	\$13.44
Washington, DC	32,909.0	\$44.15	73,893.0	\$36.23	5,631.0	\$13.20
Jacksonville, FL	2,830.0	\$34.84	5,360.0	\$26.36	1,240.0	\$10.95
Miami, FL	8,527.0	\$37.20	16,628.0	\$27.70	4,221.0	\$11.94
Orlando, FL	3,773.0	\$34.37	7,776.0	\$26.31	2,352.0	\$10.84
Tampa, FL	4,352.0	\$34.83	11,036.0	\$27.01	2,371.0	\$10.87
Atlanta, GA	11,868.0	\$39.61	23,001.0	\$28.06	2,740.0	\$11.12
Honolulu, HI	2,110.0	\$34.72	3,820.0	\$28.32	1,508.0	\$12.83
Chicago, IL	22,826.0	\$39.96	35,962.0	\$30.28	5,055.0	\$12.50
Indianapolis, IN	3,724.0	\$35.73	7,403.0	\$26.72	1,401.0	\$11.01
Louisville, KY	2,332.0	\$34.64	4,176.0	\$25.32	1,061.0	\$10.39
New Orleans, LA	2,207.0	\$33.00	5,386.0	\$25.78	1,631.0	\$10.02
Baltimore, MD	8,919.0	\$39.64	28,154.0	\$30.74	3,690.0	\$11.17
Boston, MA	18,700.0	\$44.98	36,660.0	\$33.21	4,704.0	\$13.78
Detroit, MI	5,610.0	\$40.84	10,058.0	\$31.36	2,109.0	\$12.11
Minneapolis-St. Paul, MN	11,066.0	\$39.44	19,937.0	\$29.95	3,005.0	\$12.38
Kansas City, MO	4,597.0	\$35.98	10,038.0	\$26.94	2,070.0	\$11.06
St. Louis, MO	5,710.0	\$35.83	12,931.0	\$27.24	2,258.0	\$11.00
Las Vegas, NV	3,867.0	\$36.75	9,575.0	\$27.58	2,628.0	\$11.89
Buffalo, NY	2,048.0	\$35.63	3,685.0	\$25.80	1,076.0	\$11.56
New York, NY	49,519.0	\$48.39	78,145.0	\$33.31	12,308.0	\$14.26
Rochester, NY	1,673.0	\$38.50	3,555.0	\$27.16	912.0	\$11.61
Charlotte, NC	4,561.0	\$39.78	9,150.0	\$26.71	1,571.0	\$10.97
Cincinnati, OH	4,685.0	\$37.17	9,697.0	\$27.98	1,623.0	\$11.20
Cleveland, OH	5,175.0	\$37.01	12,233.0	\$28.30	2,206.0	\$11.59
Columbus, OH	4,352.0	\$35.49	9,381.0	\$29.07	1,770.0	\$11.44
Oklahoma City, OK	2,477.0	\$30.80	5,390.0	\$24.44	1,442.0	\$10.09
Portland, OR	4,257.0	\$36.74	10,721.0	\$29.05	1,945.0	\$12.29
Philadelphia, PA	14,018.0	\$39.65	28,547.0	\$29.60	4,247.0	\$12.45
Pittsburgh, PA	5,428.0	\$33.53	11,568.0	\$26.36	2,626.0	\$10.72
Providence, RI	2,812.0	\$39.34	6,168.0	\$28.35	1,561.0	\$12.34
Memphis, TN	2,439.0	\$36.03	4,969.0	\$25.83	845.0	\$10.44
Nashville, TN	3,069.0	\$34.85	6,264.0	\$25.07	1,430.0	\$10.60
Austin, TX	3,800.0	\$37.24	9,644.0	\$28.60	1,688.0	\$10.35
Dallas, TX	14,325.0	\$39.49	26,946.0	\$29.16	3,951.0	\$10.92
Houston, TX	12,673.0	\$40.36	23,584.0	\$29.42	4,106.0	\$10.11
San Antonio, TX	3,682.0	\$33.39	8,758.0	\$25.05	2,165.0	\$9.72
Salt Lake City, UT	3,384.0	\$35.04	8,969.0	\$27.96	1,950.0	\$11.03
Richmond, VA	2,734.0	\$36.64	6,405.0	\$28.00	1,106.0	\$11.12
Virginia Beach, VA	2,510.0	\$34.08	7,091.0	\$26.61	1,366.0	\$10.56
Seattle-Tacoma, WA	11,884.0	\$41.81	32,645.0	\$32.36	4,810.0	\$13.85
Milwaukee, WI	5,128.0	\$37.28	11,691.0	\$27.96	2,652.0	\$11.71

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 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

© 2009 The Conference Board. All rights reserved.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads Dec-08	Average Hourly Wage ¹	Total Ads Dec-08	Average Hourly Wage ¹	Total Ads Dec-08	Average Hourly Wage ¹
United States	729474.0	\$15.74	121274.0	\$19.08	159808.0	\$14.90
Birmingham, AL	3,776.0	\$15.02	605.0	\$17.44	898.0	\$13.93
Phoenix, AZ	8,583.0	\$15.37	1,178.0	\$17.52	1,475.0	\$14.97
Tucson, AZ	2,585.0	\$13.86	468.0	\$17.08	483.0	\$13.63
Los Angeles, CA	30,603.0	\$17.30	3,553.0	\$21.27	5,845.0	\$14.05
Riverside, CA	4,776.0	\$15.32	885.0	\$19.77	1,246.0	\$14.33
Sacramento, CA	4,341.0	\$17.23	749.0	\$21.67	889.0	\$15.41
San Diego, CA	7,956.0	\$16.86	1,239.0	\$21.48	1,494.0	\$14.72
San Francisco, CA	13,366.0	\$20.11	1,864.0	\$25.76	2,141.0	\$17.79
San Jose, CA	4,248.0	\$21.77	554.0	\$24.34	731.0	\$16.76
Denver, CO	6,710.0	\$17.98	1,419.0	\$19.56	1,392.0	\$16.15
Hartford, CT	4,426.0	\$18.26	576.0	\$22.33	1,042.0	\$16.70
Washington, DC	18,053.0	\$18.10	2,665.0	\$20.88	2,139.0	\$16.78
Jacksonville, FL	4,411.0	\$15.26	739.0	\$17.37	776.0	\$14.83
Miami, FL	11,149.0	\$15.92	1,225.0	\$17.22	1,215.0	\$14.53
Orlando, FL	6,773.0	\$14.83	861.0	\$16.96	899.0	\$13.51
Tampa, FL	5,362.0	\$15.45	705.0	\$16.12	823.0	\$13.25
Atlanta, GA	8,528.0	\$16.22	1,237.0	\$18.15	1,664.0	\$15.24
Honolulu, HI	4,411.0	\$15.28	581.0	\$24.14	613.0	\$15.96
Chicago, IL	17,036.0	\$17.50	2,282.0	\$24.89	4,283.0	\$15.73
Indianapolis, IN	5,673.0	\$16.06	633.0	\$20.03	1,061.0	\$15.48
Louisville, KY	3,606.0	\$15.13	503.0	\$18.28	779.0	\$15.73
New Orleans, LA	3,559.0	\$14.08	806.0	\$17.61	892.0	\$15.33
Baltimore, MD	9,565.0	\$16.57	1,733.0	\$19.66	1,876.0	\$16.05
Boston, MA	13,532.0	\$18.83	1,762.0	\$23.65	2,618.0	\$16.51
Detroit, MI	6,230.0	\$17.10	912.0	\$23.48	1,148.0	\$18.78
Minneapolis-St. Paul, MN	9,831.0	\$17.87	1,399.0	\$23.75	2,558.0	\$16.55
Kansas City, MO	6,663.0	\$16.23	928.0	\$20.79	1,425.0	\$15.53
St. Louis, MO	6,349.0	\$16.02	932.0	\$22.35	1,571.0	\$16.08
Las Vegas, NV	6,631.0	\$15.13	892.0	\$21.18	870.0	\$14.17
Buffalo, NY	4,100.0	\$15.05	571.0	\$19.94	960.0	\$15.76
New York, NY	41,718.0	\$18.99	4,355.0	\$24.36	5,834.0	\$16.35
Rochester, NY	2,381.0	\$15.56	492.0	\$18.69	902.0	\$14.56
Charlotte, NC	4,789.0	\$16.53	804.0	\$17.78	1,065.0	\$14.82
Cincinnati, OH	6,534.0	\$16.41	795.0	\$19.66	1,323.0	\$15.15
Cleveland, OH	5,796.0	\$15.98	889.0	\$21.27	1,927.0	\$15.84
Columbus, OH	5,011.0	\$15.82	732.0	\$19.45	1,195.0	\$14.56
Oklahoma City, OK	4,638.0	\$13.71	1,019.0	\$17.23	1,157.0	\$13.81
Portland, OR	4,863.0	\$17.21	933.0	\$20.98	1,237.0	\$15.65
Philadelphia, PA	11,792.0	\$17.09	1,682.0	\$21.87	2,507.0	\$16.00
Pittsburgh, PA	6,696.0	\$15.00	1,126.0	\$19.55	1,865.0	\$15.13
Providence, RI	3,666.0	\$15.55	571.0	\$20.68	874.0	\$14.34
Memphis, TN	4,000.0	\$15.10	407.0	\$17.18	783.0	\$14.30
Nashville, TN	3,834.0	\$15.25	488.0	\$17.39	880.0	\$14.97
Austin, TX	4,394.0	\$15.74	758.0	\$16.12	736.0	\$13.30
Dallas, TX	13,720.0	\$16.30	2,364.0	\$16.90	3,299.0	\$14.38
Houston, TX	11,919.0	\$15.94	3,096.0	\$16.68	3,726.0	\$15.02
San Antonio, TX	4,807.0	\$13.71	913.0	\$15.14	965.0	\$12.53
Salt Lake City, UT	6,097.0	\$15.40	895.0	\$18.07	1,291.0	\$14.97
Richmond, VA	3,080.0	\$16.43	579.0	\$18.54	632.0	\$14.56
Virginia Beach, VA	3,355.0	\$14.59	913.0	\$17.67	908.0	\$14.93
Seattle-Tacoma, WA	8,794.0	\$18.43	1,516.0	\$23.19	1,620.0	\$17.93
Milwaukee, WI	5,897.0	\$16.81	1,170.0	\$22.40	3,000.0	\$15.70

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2007 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

© 2009 The Conference Board. All rights reserved.