



THE CONFERENCE BOARD

News Release

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For Immediate Release 10:00 AM ET, Feb. 2, 2009

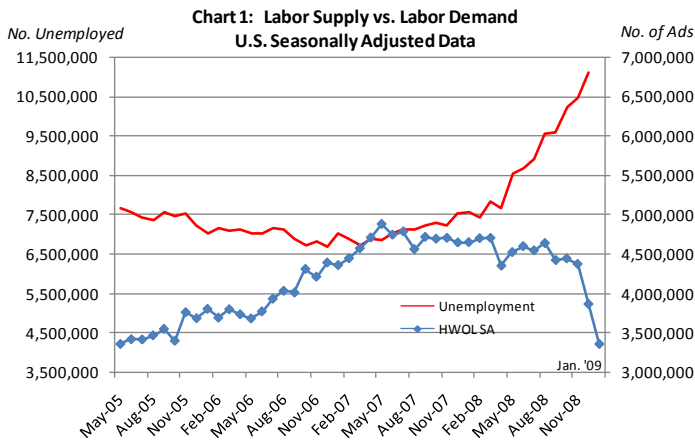
Release #5305

The Conference Board Reports Online Job Demand Plunges 506,000 in January

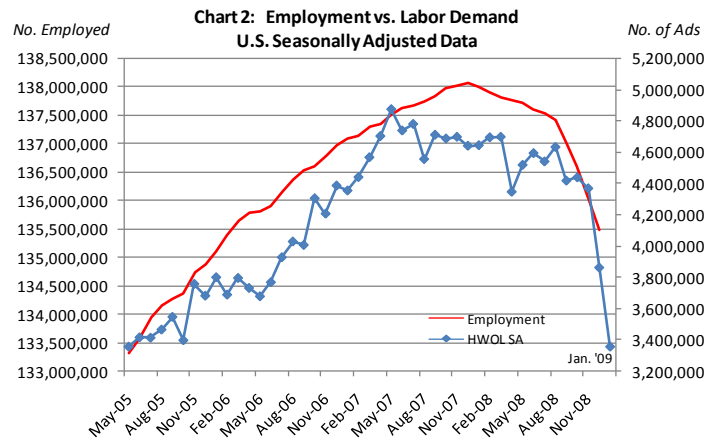
- Job demand down over 1 million or 23 percent in last two months (December and January)
- Rapidly deteriorating demand offers far fewer options for rising number of the unemployed
- Losses widespread across all regions and States
- Outlook: Large loss in U.S. labor demand foreshadows continuing problems for the labor market in 2009

February 2, 2009... Online advertised vacancies declined 506,000 to 3,355,000 in January, according to **The Conference Board Help-Wanted Online Data Series (HWOL)™** released today. The January loss, combined with a similar sharp drop of 507,000 in December, results in a decline of over 1 million advertised vacancies, or 23 percent, in the last two months.

“The very sharp declines in advertised vacancies throughout the nation in the last two months are clearly making it increasingly hard for those who are unemployed to find new positions,” said Gad Levanon, Senior Economist at The Conference Board. “An expected increase in the unemployment numbers coming out at the end of this week, combined with this sharp January drop in labor demand, will widen the labor supply/demand gap. In December, the number of unemployed looking for work already exceeded the number of advertised vacancies by 7.3 million.” (Chart 1).



Source: The Conference Board, BLS



Source: The Conference Board, BLS

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

The sharply lower labor demand is maintaining a strong downward pressure on employment levels (Chart 2), and the outlook for the coming months is for continued large job losses. “If there is any bright spot,” Levanon noted, “it is that there are still well over 3 million advertised vacancies.”

REGIONAL/STATE HIGHLIGHTS

- **Advertised vacancies drop in all 50 States in January**
- **Only two States (North Dakota 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 Ads¹	M-O-M	Supply/	Recent
	(Thousands)	Change	Demand Rate²	Trend³
	Jan-09	Jan 09 - Dec 08	Dec-08	
United States	3,354.8	-506.5	2.88	↓ 5/07
NORTHEAST	653.9	-95.7	2.63	
Massachusetts	106.1	-11.8	2.00	↓ 8/08
New Jersey	106.7	-22.1	2.52	↓ 3/08
New York	193.3	-30.7	3.00	↓ 8/08
Pennsylvania	125.2	-20.2	2.98	↓ 2/08
SOUTH	1,172.1	-182.7	2.86	
Florida	154.0	-25.2	4.20	↓ 5/07
Georgia	79.7	-13.2	4.24	↓ 10/07
Maryland	102.5	-12.5	1.52	→ 1/08
North Carolina	77.1	-15.1	4.31	↓ 8/08
Texas	227.1	-36.3	2.70	↓ 8/08
Virginia	128.1	-6.7	1.65	→ 8/07
MIDWEST	672.6	-117.3	3.30	
Illinois	125.2	-15.5	3.59	↓ 8/08
Michigan	66.7	-13.9	6.45	→ 3/08
Minnesota	63.0	-10.1	2.77	↓ 2/08
Missouri	62.7	-12.4	2.92	↓ 8/08
Ohio	100.6	-20.2	3.85	→ 9/07
Wisconsin	71.1	-11.0	1.82	↓ 3/08
WEST	852.3	-100.1	3.07	
Arizona	66.3	-6.0	3.04	↓ 5/07
California	395.6	-34.6	4.03	↓ 6/07
Colorado	66.8	-7.2	2.26	↓ 8/08
Washington	94.3	-16.6	2.27	↓ 8/08

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

In January, 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.

In the South, North Carolina shifted to a downward trend with a January decline of 15,100. Continuing its downward trend, Texas experienced the largest decline, 36,300. Florida and Georgia continued their downward trends with January declines of 25,200 and 13,200 respectively. In spite of declines this month, the overall trend remained basically flat in Virginia (down just 6,700 in January) and Maryland (down 12,500).

Among the larger states in the Northeast region, New York again posted the largest decline in labor demand (-30,700). Massachusetts, which had been basically flat, dropped for the third consecutive month (-11,800 in January, -14,600 in December, and -10,200 in November) and like New York has posted an overall downward trend in labor demand since August 2008. Job demand in Pennsylvania dropped 20,200 while advertised vacancies in New Jersey were down 22,100 in January.

In the West, California and Arizona have shown downward trends since Summer 2007 and also posted declines in January – California -34,600 and Arizona -6,000. Labor demand in Washington and Colorado began to turn down in Summer 2008 and was down 16,600 and 7,200 respectively in January.

In the Midwest region, for the second consecutive month Ohio had the largest drop (-20,200). Illinois and Missouri have both trended downward since August 2008 and in January declined 15,500 and 12,400 respectively. Continuing their downward trends, Wisconsin dropped 11,000 and Minnesota dropped 10,100. Michigan was down 13,900 in January.

Among the states with smaller populations, two states with modest declines in January were New Hampshire (-300) and Rhode Island (-1,000) (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 December (the latest month for which unemployment numbers are available) was at 2.88, up from 2.36 in November, or close to 3 unemployed for every online advertised vacancy. The rate is expected to rise further when the January unemployment numbers are released.

The highest Supply/Demand rate is in Michigan (6.45), or over 6 unemployed people for every advertised vacancy. Other states where there are over 4 unemployed for every advertised vacancy include Mississippi (5.04), Indiana (4.78), Kentucky (4.72), North Carolina (4.31), Georgia (4.24), Florida (4.20), South Carolina (4.05), and California (4.03) (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 does not suggest that the occupations of the unemployed directly align with the occupations of the advertised vacancies (see Occupational Highlights section).

OCCUPATIONAL HIGHLIGHTS

- **Labor demand down over 30 percent from year ago levels for a wide range of occupations**
- **Job demand is hard hit in Transportation & Material Moving; Office & Administrative Support; Legal; Business & Finance; Construction; Management; and Food-related work**
- **Online job demand for Healthcare Support occupations shows some strength with modest decline of 5,000**

The widespread nature of the downturn in the economy is evident in the large number of occupations where online advertised vacancies in January were 30 percent or more below levels in January 2008. The list of occupations experiencing severe declines in labor demand included both high-paying occupations like Management where wages average over \$46.00/hour to lower-paying occupations like Transportation & Material Moving at \$14.75/hour and food service jobs averaging \$9.35/hour.

In January, there were 348,500 online advertised vacancies for management positions – a decline of 175,800 or 34 percent from last January’s level. Demand for office and administrative support job positions dropped 156,900 to 274,700 and were 36 percent below the January 2008 level. (Table B & Table 7). Computer and mathematical job ads were down 104,200 to 391,000 over the same period. Other categories showing severe declines included sales and related jobs (-97,800), business & finance (-90,300), and architecture and engineering (-56,100).

In the healthcare field, where job demand has remained positive over the last few months, the number of online advertised vacancies for healthcare practitioner and technical occupations was down 87,200 over the past year to 486,200 in January. Job demand for healthcare support workers was down slightly (-5,100) to 80,000.

Table B: U.S. Top Ten Demand Occupations and Pay Levels, Not Seasonally Adjusted					
Occupation	Total Ads	Y-O-Y	Unemployed	Supply/ Demand Rate¹	Average Hourly Wage²
	(Thousands)	Change			
	Jan-09	Jan 09-08	Dec-08	Dec-08	
Healthcare practitioners and technical	486.2	-87.2	148.0	0.28	\$31.26
Computer and mathematical	391.0	-104.2	120.0	0.27	\$34.71
Management	348.5	-175.8	652.0	1.59	\$46.22
Office and administrative support	274.7	-156.9	1,215.0	3.10	\$15.00
Sales and related	265.5	-97.8	1,233.0	3.65	\$16.94
Business and financial operations	170.1	-90.3	235.0	1.11	\$30.01
Architecture and engineering	133.1	-56.1	96.0	0.62	\$33.11
Healthcare support	80.0	-5.1	134.0	1.54	\$12.31
Arts, design, entertainment, sports, and media	71.3	-6.7	159.0	1.81	\$23.27
Installation, maintenance, and repair	69.2	-28.4	339.0	4.37	\$19.20

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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 2007 estimates.

METRO AREA HIGHLIGHTS

- **50 of top 52 Metro areas post over-the-year declines in job demand in January**
- **Honolulu labor demand up 1,400 over last year levels while Oklahoma City gains a modest 500 advertised vacancies**

Table C: MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates, Not Seasonally Adjusted					
Total Ads (Thousands)		Total Ads Rate (Percent)		Supply/Demand Rate¹	
	Jan-09		Jan-09		Nov-08
New York, NY	165.70	Washington, DC	4.19	Salt Lake City, UT	0.65
Washington, DC	126.37	Baltimore, MD	3.50	Washington, DC	0.81
Los Angeles, CA	116.17	Milwaukee, WI	3.19	Honolulu, HI	1.07
Chicago, IL	76.06	San Jose, CA	2.92	Milwaukee, WI	1.08
Boston, MA	70.39	San Francisco, CA	2.91	Baltimore, MD	1.09
San Francisco, CA	66.56	Salt Lake City, UT	2.86	Oklahoma City, OK	1.16
Dallas, TX	58.35	Hartford, CT	2.83	Boston, MA	1.22
Philadelphia, PA	56.50	Boston, MA	2.80	New Orleans, LA	1.28
Houston, TX	53.96	Seattle-Tacoma, WA	2.66	Seattle-Tacoma, WA	1.35
Seattle-Tacoma, WA	50.07	Oklahoma City, OK	2.45	Hartford, CT	1.40

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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 January, 50 of the 52 metropolitan areas for which data are reported separately posted declines in the number of online advertised vacancies from last January. Honolulu with 9,900 ads was well above levels of last year (16.8%), and Oklahoma City, with 14,100, gained 500 ads compared to last year. The New York metro area, while continuing to post the largest number of advertised vacancies (165,700), had 96,700 fewer ads than in January 2008. Washington, D.C., an area that has exhibited strength over the last few months, was down slightly (-11,600). (Table C & Table 5).

The two metro areas in which the respective numbers of advertised vacancies exceeded the number of unemployed were Salt Lake City and Washington, DC. On the other hand, metro areas in which the respective number of unemployed is 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). Supply/Demand rate data is for November 2008, the latest month for which unemployment data are available. (Table C & Table 6).

PROGRAM NOTES

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

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

With the October 1, 2008 release, HWOL began providing seasonally adjusted data for the U.S., the 9 Census regions and 50 States. 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.

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

Publication Schedule, Help Wanted Online Data Series

<u>Data for the Month</u>	<u>Release Date</u>
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)
	Jan-08	Dec-08	Jan-09	Jan 09 - Dec 08	Jan-08	Dec-08	Jan-09	Jan 09 - Dec 08
United States	4,644.7	3,861.2	3,354.8	-506.5	3,050.4	2,403.3	1,858.2	-545.1
New England	297.9	251.4	226.8	-24.6	185.6	148.6	119.1	-29.5
Middle Atlantic	655.2	498.2	427.1	-71.1	433.1	331.4	254.6	-76.8
South Atlantic	921.7	785.0	694.1	-90.9	600.2	482.6	384.8	-97.7
East North Central	563.4	482.7	411.2	-71.5	347.8	305.5	224.2	-81.4
East South Central	168.7	174.7	143.3	-31.3	109.8	111.5	73.8	-37.7
West North Central	317.9	307.2	261.4	-45.8	205.5	176.9	128.2	-48.7
West South Central	483.2	395.1	334.7	-60.3	313.5	254.9	182.4	-72.5
Mountain	434.6	316.0	280.0	-36.0	307.7	196.9	158.5	-38.3
Pacific	796.2	636.4	572.3	-64.1	549.0	416.5	333.4	-83.1

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. 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)		
	Jan-08	Dec-08	Jan-09	Jan-08	Dec-08	Jan-09
United States	3.02	2.50	2.17	1.98	1.56	1.20
New England	3.87	3.27	2.95	2.41	1.93	1.55
Middle Atlantic	3.20	2.41	2.07	2.12	1.61	1.23
South Atlantic	3.12	2.65	2.34	2.03	1.63	1.30
East North Central	2.34	2.02	1.72	1.44	1.28	0.94
East South Central	1.95	2.04	1.68	1.27	1.30	0.86
West North Central	2.91	2.80	2.39	1.88	1.61	1.17
West South Central	2.89	2.32	1.96	1.87	1.49	1.07
Mountain	3.91	2.81	2.49	2.77	1.75	1.41
Pacific	3.22	2.53	2.27	2.22	1.65	1.32

Source: The Conference Board

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

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

Location	Total Ads ¹ (Thousands)			M-O-M Change (Thousands)	New Ads ² (Thousands)			M-O-M Change (Thousands)
	Jan-08	Dec-08	Jan-09	Jan 09 - Dec 08	Jan-08	Dec-08	Jan-09	Jan 09 - Dec 08
United States	4,644.7	3,861.2	3,354.8	-506.5	3,050.4	2,403.3	1,858.2	-545.1
Alabama	49.8	57.7	48.2	-9.5	32.0	36.6	23.0	-13.5
Alaska	19.1	24.6	22.2	-2.4	12.6	13.4	10.4	-3.0
Arkansas	25.7	29.4	23.3	-6.0	15.6	20.2	11.4	-8.8
Arizona	121.3	72.2	66.3	-6.0	89.2	45.7	39.5	-6.2
California	555.8	430.2	395.6	-34.6	388.4	282.9	235.6	-47.2
Colorado	114.2	74.0	66.8	-7.2	83.2	46.6	37.7	-9.0
Connecticut	72.0	60.8	54.6	-6.1	42.6	35.3	27.4	-7.9
Delaware	20.5	16.7	14.5	-2.2	11.9	10.2	7.2	-3.0
Florida	238.4	179.1	154.0	-25.2	171.9	124.4	99.5	-24.9
Georgia	130.1	92.8	79.7	-13.2	86.3	57.9	45.0	-12.8
Hawaii	17.8	19.9	15.3	-4.5	13.9	15.3	10.2	-5.1
Iowa	39.8	49.9	42.1	-7.8	25.6	25.8	17.0	-8.7
Idaho	22.7	20.3	18.3	-2.0	16.4	11.8	9.4	-2.4
Illinois	170.3	140.7	125.2	-15.5	101.4	82.5	64.5	-18.1
Indiana	55.9	55.8	45.7	-10.1	35.5	34.3	23.1	-11.2
Kansas	41.4	37.6	31.7	-5.9	25.0	20.7	14.5	-6.2
Kentucky	36.6	33.9	28.7	-5.2	23.7	22.4	16.3	-6.0
Louisiana	49.2	49.7	39.8	-10.0	30.6	33.1	22.6	-10.5
Massachusetts	143.8	118.0	106.1	-11.8	93.8	69.4	58.1	-11.4
Maryland	120.2	115.0	102.5	-12.5	74.9	65.1	52.4	-12.8
Maine	23.6	18.4	16.2	-2.2	14.2	11.0	7.5	-3.5
Michigan	85.3	80.5	66.7	-13.9	57.7	56.8	41.2	-15.6
Minnesota	99.6	73.1	63.0	-10.1	63.2	43.2	32.5	-10.6
Missouri	76.5	75.1	62.7	-12.4	51.5	48.0	35.4	-12.5
Mississippi	17.4	20.7	17.9	-2.9	10.7	12.0	8.0	-4.0
Montana	20.5	17.9	14.6	-3.3	11.7	8.5	6.7	-1.7
North Carolina	108.4	92.2	77.1	-15.1	74.5	62.9	46.8	-16.1
North Dakota	12.7	14.6	13.1	-1.5	8.2	7.6	5.0	-2.6
Nebraska	32.8	39.1	33.9	-5.2	22.5	24.5	18.4	-6.1
New Hampshire	25.7	21.2	20.9	-0.3	15.1	12.5	10.7	-1.8
New Jersey	163.1	128.8	106.7	-22.1	105.5	86.6	63.2	-23.4
New Mexico	33.0	29.2	25.2	-4.0	23.2	19.6	14.2	-5.3
Nevada	61.8	43.5	41.3	-2.2	44.2	30.7	28.0	-2.7
New York	287.6	224.0	193.3	-30.7	192.7	152.5	118.3	-34.2
Ohio	137.5	120.8	100.6	-20.2	91.1	81.0	59.4	-21.6
Oklahoma	46.7	50.4	42.3	-8.1	31.1	30.3	23.1	-7.1
Oregon	64.4	50.0	43.8	-6.2	43.9	30.7	24.6	-6.1
Pennsylvania	201.8	145.4	125.2	-20.2	132.8	91.7	71.7	-20.1
Rhode Island	18.9	17.1	16.1	-1.0	11.9	10.9	9.2	-1.7
South Carolina	51.4	51.1	44.1	-7.0	32.4	29.0	21.3	-7.7
South Dakota	13.6	17.2	14.9	-2.3	8.1	6.7	4.8	-2.0
Tennessee	63.8	61.6	47.8	-13.8	42.9	40.7	26.2	-14.5
Texas	357.6	263.4	227.1	-36.3	235.5	169.0	125.1	-43.9
Utah	47.3	46.9	36.0	-10.9	36.1	28.6	19.5	-9.1
Virginia	146.5	134.8	128.1	-6.7	87.8	75.7	66.3	-9.3
Vermont	12.1	12.8	11.6	-1.2	7.0	7.9	5.7	-2.1
Washington	137.2	110.9	94.3	-16.6	89.0	68.2	51.7	-16.5
Wisconsin	110.9	82.1	71.1	-11.0	59.8	46.4	34.6	-11.7
West Virginia	17.3	22.1	17.8	-4.3	9.7	12.8	7.5	-5.3
Wyoming	10.5	11.6	9.8	-1.8	5.7	7.1	4.7	-2.4

Source: The Conference Board

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

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
	Jan-08	Dec-08	Jan-09	Dec-08	Dec-08	Dec-08	Dec-08
United States	3.02	2.50	2.17	7.20	11,108.00	3,861.20	2.88
Alabama	2.24	2.68	2.24	6.70	144.07	57.70	2.50
Alaska	5.42	6.79	6.12	7.50	27.29	24.60	1.11
Arkansas	1.87	2.14	1.70	6.20	84.40	29.40	2.87
Arizona	3.93	2.28	2.09	6.90	219.81	72.20	3.04
California	3.04	2.31	2.12	9.30	1,731.76	430.20	4.03
Colorado	4.14	2.69	2.43	6.10	167.57	74.00	2.26
Connecticut	3.82	3.21	2.88	7.10	134.19	60.80	2.21
Delaware	4.60	3.75	3.25	6.20	27.67	16.70	1.65
Florida	2.57	1.92	1.65	8.10	751.75	179.10	4.20
Georgia	2.68	1.90	1.63	8.10	393.17	92.80	4.24
Hawaii	2.72	3.00	2.32	5.50	36.44	19.90	1.83
Iowa	2.38	2.99	2.52	4.60	77.08	49.90	1.54
Idaho	2.99	2.68	2.41	6.40	48.96	20.30	2.41
Illinois	2.51	2.12	1.89	7.60	505.32	140.70	3.59
Indiana	1.74	1.73	1.41	8.20	266.47	55.80	4.78
Kansas	2.79	2.49	2.10	5.20	78.63	37.60	2.09
Kentucky	1.78	1.65	1.40	7.80	159.84	33.90	4.72
Louisiana	2.44	2.41	1.93	5.90	121.95	49.70	2.45
Massachusetts	4.20	3.45	3.10	6.90	235.40	118.00	2.00
Maryland	4.02	3.84	3.42	5.80	174.73	115.00	1.52
Maine	3.33	2.59	2.29	7.00	50.04	18.40	2.71
Michigan	1.70	1.65	1.36	10.60	519.33	80.50	6.45
Minnesota	3.39	2.48	2.13	6.90	202.81	73.10	2.77
Missouri	2.52	2.49	2.08	7.30	219.70	75.10	2.92
Mississippi	1.31	1.58	1.36	8.00	104.42	20.70	5.04
Montana	4.06	3.53	2.88	5.40	27.18	17.90	1.52
North Carolina	2.38	2.02	1.69	8.70	396.85	92.20	4.31
North Dakota	3.44	3.93	3.52	3.50	12.85	14.60	0.88
Nebraska	3.30	3.92	3.40	4.00	39.96	39.10	1.02
New Hampshire	3.46	2.86	2.82	4.60	33.83	21.20	1.60
New Jersey	3.63	2.83	2.35	7.10	324.91	128.80	2.52
New Mexico	3.49	3.02	2.61	4.90	47.78	29.20	1.64
Nevada	4.50	3.05	2.90	9.10	130.47	43.50	3.00
New York	3.00	2.32	2.01	7.00	671.54	224.00	3.00
Ohio	2.30	2.02	1.68	7.80	464.82	120.80	3.85
Oklahoma	2.69	2.85	2.39	4.90	87.00	50.40	1.73
Oregon	3.30	2.51	2.20	9.00	178.92	50.00	3.58
Pennsylvania	3.17	2.26	1.94	6.70	433.67	145.40	2.98
Rhode Island	3.28	3.02	2.85	10.00	56.76	17.10	3.32
South Carolina	2.39	2.34	2.02	9.50	207.17	51.10	4.05
South Dakota	3.06	3.86	3.33	3.90	17.17	17.20	1.00
Tennessee	2.08	2.02	1.57	7.90	241.18	61.60	3.92
Texas	3.08	2.22	1.92	6.00	711.82	263.40	2.70
Utah	3.39	3.39	2.60	4.30	60.07	46.90	1.28
Virginia	3.58	3.24	3.08	5.40	222.66	134.80	1.65
Vermont	3.40	3.59	3.26	6.40	22.72	12.80	1.77
Washington	3.96	3.14	2.67	7.10	251.71	110.90	2.27
Wisconsin	3.60	2.65	2.30	6.20	191.43	82.10	2.33
West Virginia	2.13	2.77	2.23	4.90	38.97	22.10	1.76
Wyoming	3.59	3.96	3.35	3.40	10.01	11.60	0.86

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
	Jan-08	Dec-08	Jan-09	Jan 08-09	Jan-08	Dec-08	Jan-09	Jan 08-09
Birmingham, AL	14.0	13.3	11.1	-20.8%	8.6	7.8	5.4	-37.6%
Phoenix, AZ	75.8	40.5	35.5	-53.1%	53.1	23.2	19.7	-62.8%
Tucson, AZ	14.0	12.5	9.8	-29.9%	9.7	8.0	6.0	-38.0%
Los Angeles, CA	160.2	136.0	116.2	-27.5%	108.6	85.2	69.7	-35.8%
Riverside, CA	21.9	19.0	15.9	-27.4%	15.1	11.9	9.5	-36.9%
Sacramento, CA	25.0	21.7	18.9	-24.4%	16.7	12.7	10.7	-36.1%
San Diego, CA	51.0	38.9	34.6	-32.1%	33.1	22.9	20.1	-39.3%
San Francisco, CA	93.2	78.7	66.6	-28.6%	63.8	44.8	36.2	-43.3%
San Jose, CA	39.6	31.8	26.6	-32.8%	22.6	15.0	11.7	-48.3%
Denver, CO	55.8	35.8	31.8	-43.1%	40.6	19.7	16.9	-58.4%
Hartford, CT	20.1	20.1	17.0	-15.2%	12.2	11.3	8.3	-31.6%
Washington, DC	138.0	138.0	126.4	-8.4%	78.7	68.7	59.4	-24.5%
Jacksonville, FL	18.2	16.3	13.1	-28.1%	11.9	10.9	8.0	-32.6%
Miami, FL	79.7	44.7	39.3	-50.7%	58.3	27.5	23.6	-59.5%
Orlando, FL	27.9	23.9	19.4	-30.5%	19.3	16.6	12.6	-34.5%
Tampa, FL	30.5	25.5	23.2	-24.1%	18.5	15.3	13.6	-26.3%
Atlanta, GA	83.1	50.6	44.6	-46.3%	54.3	28.3	24.3	-55.3%
Honolulu, HI	8.5	14.2	9.9	16.8%	6.1	10.6	6.8	13.1%
Chicago, IL	109.0	89.6	76.1	-30.2%	62.0	44.3	36.4	-41.2%
Indianapolis, IN	21.1	21.0	16.5	-22.0%	13.1	12.3	8.5	-34.9%
Louisville, KY	14.3	13.3	10.5	-26.5%	8.8	8.7	6.1	-30.1%
New Orleans, LA	19.2	15.4	12.1	-37.1%	11.2	9.3	6.6	-40.7%
Baltimore, MD	57.2	55.9	49.0	-14.4%	34.6	31.3	24.8	-28.5%
Boston, MA	97.5	80.3	70.4	-27.8%	59.0	43.3	35.2	-40.3%
Detroit, MI	32.0	27.4	23.5	-26.7%	21.4	17.3	14.3	-33.1%
Minneapolis-St. Paul, MN	67.5	49.3	38.8	-42.5%	41.4	27.3	19.8	-52.3%
Kansas City, MO	27.6	27.1	20.2	-26.6%	17.5	15.8	10.7	-38.6%
St. Louis, MO	34.5	30.8	25.6	-25.7%	22.2	17.9	13.9	-37.3%
Las Vegas, NV	40.2	26.0	24.8	-38.4%	27.2	17.1	16.2	-40.5%
Buffalo, NY	14.6	13.3	10.5	-28.1%	9.6	8.9	6.3	-34.9%
New York, NY	262.4	199.8	165.7	-36.8%	163.1	127.6	97.6	-40.2%
Rochester, NY	10.8	10.2	8.6	-20.0%	7.1	6.2	5.1	-29.1%
Charlotte, NC	28.3	22.9	19.2	-32.1%	18.6	13.7	10.8	-41.6%
Cincinnati, OH	26.3	25.9	19.8	-25.0%	15.8	15.0	10.1	-36.3%
Cleveland, OH	31.4	29.3	22.7	-27.6%	18.4	15.7	11.3	-38.6%
Columbus, OH	29.8	23.3	19.7	-33.9%	19.6	14.0	11.5	-41.4%
Oklahoma City, OK	13.6	17.0	14.1	4.0%	8.7	10.4	8.0	-8.0%
Portland, OR	35.1	24.7	20.9	-40.5%	22.8	13.6	11.1	-51.1%
Philadelphia, PA	104.9	65.3	56.5	-46.2%	63.8	34.6	28.1	-56.0%
Pittsburgh, PA	33.4	30.7	26.3	-21.2%	21.8	19.9	15.8	-27.3%
Providence, RI	15.5	16.4	13.9	-10.3%	9.2	10.5	8.2	-10.8%
Memphis, TN	15.3	14.5	9.9	-35.3%	9.7	9.7	5.5	-42.9%
Nashville, TN	19.6	16.7	14.1	-28.1%	12.9	9.9	7.6	-40.8%
Austin, TX	44.4	21.7	19.2	-56.7%	32.3	13.0	10.9	-66.4%
Dallas, TX	102.3	66.2	58.3	-43.0%	64.8	36.1	29.9	-53.8%
Houston, TX	79.0	61.4	54.0	-31.7%	49.8	33.5	26.9	-45.9%
San Antonio, TX	25.2	22.3	19.6	-22.2%	15.7	14.1	11.6	-26.5%
Salt Lake City, UT	25.0	23.7	17.5	-29.9%	18.8	13.9	9.6	-49.2%
Richmond, VA	20.2	15.1	13.5	-33.1%	12.4	8.8	7.6	-39.1%
Virginia Beach, VA	17.1	16.8	15.5	-9.4%	9.5	9.9	8.5	-10.7%
Seattle-Tacoma, WA	76.5	62.5	50.1	-34.6%	44.1	34.4	24.8	-43.8%
Milwaukee, WI	41.8	30.4	25.2	-39.7%	20.6	15.8	10.7	-47.9%

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. 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
	Jan-08	Dec-08	Jan-09	Nov-08	Nov-08	Nov-08	Nov-08
Birmingham, AL	2.58	2.49	2.07	5.2	27.7	17.5	1.58
Phoenix, AZ	3.63	1.89	1.66	5.5	118.2	50.9	2.32
Tucson, AZ	3.06	2.64	2.08	5.8	27.2	15.9	1.71
Los Angeles, CA	2.45	2.05	1.75	8.1	535.4	169.6	3.16
Riverside, CA	1.22	1.04	0.87	9.5	173.4	23.3	7.44
Sacramento, CA	2.34	2.01	1.74	8.1	87.2	26.8	3.26
San Diego, CA	3.30	2.46	2.20	6.9	108.5	49.2	2.20
San Francisco, CA	4.16	3.44	2.91	6.6	150.7	103.4	1.46
San Jose, CA	4.46	3.49	2.92	7.2	65.3	41.9	1.56
Denver, CO	4.01	2.54	2.26	5.9	83.2	47.6	1.75
Hartford, CT	3.41	3.34	2.83	6.4	38.7	27.7	1.40
Washington, DC	4.63	4.58	4.19	4.4	131.8	163.6	0.81
Jacksonville, FL	2.73	2.40	1.92	7.0	47.4	21.0	2.26
Miami, FL	2.81	1.57	1.38	6.4	181.8	54.0	3.37
Orlando, FL	2.54	2.11	1.72	7.3	82.3	31.8	2.59
Tampa, FL	2.27	1.88	1.71	7.8	105.7	32.2	3.28
Atlanta, GA	3.01	1.83	1.61	7.0	194.6	62.0	3.14
Honolulu, HI	1.88	3.10	2.17	4.4	20.1	18.7	1.07
Chicago, IL	2.20	1.85	1.57	6.5	314.8	115.4	2.73
Indianapolis, IN	2.37	2.31	1.82	5.9	53.4	27.7	1.93
Louisville, KY	2.28	2.13	1.68	6.4	39.8	17.5	2.28
New Orleans, LA	3.79	2.91	2.29	4.9	25.9	20.2	1.28
Baltimore, MD	4.11	3.99	3.50	5.4	76.3	70.0	1.09
Boston, MA	3.91	3.20	2.80	5.0	126.5	104.1	1.22
Detroit, MI	1.52	1.31	1.12	9.5	198.8	37.4	5.32
Minneapolis-St. Paul, MN	3.67	2.66	2.10	5.8	107.2	64.9	1.65
Kansas City, MO	2.66	2.60	1.94	6.2	64.4	36.6	1.76
St. Louis, MO	2.41	2.16	1.79	7.3	103.8	39.8	2.61
Las Vegas, NV	4.10	2.56	2.44	7.9	80.5	31.9	2.53
Buffalo, NY	2.53	2.30	1.81	6.2	36.2	17.6	2.06
New York, NY	2.80	2.12	1.76	5.8	542.9	261.4	2.08
Rochester, NY	2.04	1.94	1.63	5.9	31.2	13.5	2.31
Charlotte, NC	3.38	2.69	2.26	8.1	68.6	30.3	2.27
Cincinnati, OH	2.38	2.31	1.76	6.1	68.7	35.3	1.95
Cleveland, OH	2.93	2.74	2.12	6.8	73.1	39.6	1.84
Columbus, OH	3.13	2.39	2.02	5.8	56.7	29.7	1.91
Oklahoma City, OK	2.45	2.95	2.45	4.4	25.5	22.1	1.16
Portland, OR	3.03	2.08	1.76	7.2	85.7	33.7	2.54
Philadelphia, PA	3.55	2.18	1.88	5.9	176.3	84.7	2.08
Pittsburgh, PA	2.78	2.52	2.16	5.5	66.9	42.5	1.58
Providence, RI	2.18	2.34	1.98	8.3	58.3	22.0	2.65
Memphis, TN	2.47	2.36	1.61	6.9	42.2	20.2	2.09
Nashville, TN	2.49	2.10	1.77	6.1	48.2	20.8	2.31
Austin, TX	5.19	2.49	2.20	5.0	43.8	29.9	1.47
Dallas, TX	3.29	2.08	1.83	5.7	182.0	86.8	2.10
Houston, TX	2.87	2.17	1.90	5.5	157.0	80.0	1.96
San Antonio, TX	2.72	2.34	2.06	5.4	51.5	29.0	1.77
Salt Lake City, UT	4.06	3.86	2.86	3.4	20.8	31.8	0.65
Richmond, VA	3.12	2.33	2.08	5.0	32.3	20.8	1.56
Virginia Beach, VA	2.10	2.00	1.85	4.8	40.5	20.2	2.01
Seattle-Tacoma, WA	4.12	3.32	2.66	5.8	109.1	80.6	1.35
Milwaukee, WI	5.30	3.85	3.19	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
	Jan-08	Dec-08	Jan-09	Dec-08	Dec-08	
Total	3,941.5	3,444.9	2,846.8	10,999	3.2	\$19.56
Management	524.3	409.1	348.5	652	1.6	\$46.22
Business and financial operations	260.4	210.8	170.1	235	1.1	\$30.01
Computer and mathematical	495.2	450.6	391.0	120	0.3	\$34.71
Architecture and engineering	189.2	154.2	133.1	96	0.6	\$33.11
Life, physical, and social science	82.6	67.2	60.1	34	0.5	\$29.82
Community and social services	43.5	37.6	33.4	71	1.9	\$19.49
Legal	29.1	22.6	18.7	69	3.1	\$42.53
Education, training, and library	58.4	62.8	50.9	218	3.5	\$22.41
Arts, design, entertainment, sports, and media	78.0	87.7	71.3	159	1.8	\$23.27
Healthcare practitioners and technical	573.4	523.6	486.2	148	0.3	\$31.26
Healthcare support	85.1	87.2	80.0	134	1.5	\$12.31
Protective service	27.2	24.7	20.5	115	4.7	\$18.63
Food preparation and serving related	82.5	66.7	55.5	841	12.6	\$9.35
Building and grounds cleaning and maintenance	34.1	27.4	23.7	633	23.1	\$11.33
Personal care and service	48.5	45.3	40.1	333	7.4	\$11.53
Sales and related	363.3	337.7	265.5	1,233	3.7	\$16.94
Office and administrative support	431.6	391.7	274.7	1,215	3.1	\$15.00
Farming, fishing, and forestry	3.8	4.1	3.7	201	49.0	\$10.89
Construction and extraction	48.9	39.6	32.4	1,522	38.4	\$19.53
Installation, maintenance, and repair	97.6	77.6	69.2	339	4.4	\$19.20
Production	91.0	78.1	61.4	992	12.7	\$15.05
Transportation and material moving	105.3	81.7	62.2	936	11.5	\$14.75
Other/Uncoded	188.5	156.9	94.6	703	4.5	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.

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Table 8: State Occupational Demand and Pay ¹ , Not Seasonally Adjusted						
Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-09	Wage ²	Jan-09	Wage ²	Jan-09	Wage ²
United States	518617.0	\$38.11	1244671	\$28.12	219821.0	\$11.50
Alabama	5,354.0	\$35.22	14,114.0	\$24.97	3,800.0	\$9.52
Alaska	2,336.0	\$34.11	8,143.0	\$28.28	1,596.0	\$14.00
Arizona	9,195.0	\$33.80	27,038.0	\$25.74	4,631.0	\$11.44
Arkansas	2,809.0	\$30.47	7,843.0	\$22.61	1,709.0	\$9.47
California	65,710.0	\$42.29	142,513.0	\$32.17	20,397.0	\$12.71
Colorado	9,582.0	\$38.05	25,610.0	\$29.23	4,108.0	\$11.90
Connecticut	10,069.0	\$43.14	20,111.0	\$30.53	3,029.0	\$13.44
Delaware	2,071.0	\$38.23	5,916.0	\$30.29	887.0	\$11.98
Florida	22,574.0	\$35.01	54,041.0	\$26.73	14,053.0	\$11.30
Georgia	14,173.0	\$37.76	31,566.0	\$25.94	4,574.0	\$10.49
Hawaii	1,990.0	\$34.25	5,064.0	\$27.21	1,678.0	\$13.12
Idaho	1,889.0	\$29.99	5,694.0	\$24.41	1,868.0	\$10.27
Illinois	23,784.0	\$38.17	43,209.0	\$28.87	6,403.0	\$12.16
Indiana	6,297.0	\$34.28	16,654.0	\$24.51	2,749.0	\$10.36
Iowa	4,927.0	\$31.25	13,184.0	\$22.81	3,398.0	\$10.19
Kansas	3,672.0	\$33.43	12,011.0	\$23.66	2,380.0	\$10.17
Kentucky	4,095.0	\$32.93	10,246.0	\$24.05	1,842.0	\$9.94
Louisiana	4,804.0	\$31.18	13,201.0	\$23.28	3,147.0	\$9.50
Maine	1,848.0	\$32.25	6,551.0	\$24.19	1,354.0	\$11.14
Maryland	15,802.0	\$40.52	51,314.0	\$31.66	6,094.0	\$12.37
Massachusetts	20,476.0	\$43.68	41,450.0	\$31.99	5,950.0	\$13.54
Michigan	10,084.0	\$37.86	23,419.0	\$28.95	4,937.0	\$11.65
Minnesota	11,027.0	\$37.09	24,017.0	\$28.30	3,440.0	\$11.86
Mississippi	2,142.0	\$31.00	6,224.0	\$22.60	1,214.0	\$9.27
Missouri	8,769.0	\$34.49	21,864.0	\$25.22	4,714.0	\$10.41
Montana	1,385.0	\$27.97	5,266.0	\$20.77	1,463.0	\$9.94
Nebraska	4,094.0	\$31.79	10,788.0	\$23.85	2,677.0	\$10.10
Nevada	5,272.0	\$36.47	14,575.0	\$27.74	4,319.0	\$11.72
New Hampshire	2,319.0	\$37.75	8,459.0	\$26.84	1,370.0	\$11.73
New Jersey	22,083.0	\$44.15	40,853.0	\$31.63	6,967.0	\$13.87
New Mexico	2,999.0	\$33.53	10,157.0	\$26.38	1,794.0	\$9.86
New York	37,043.0	\$46.13	65,173.0	\$31.04	11,951.0	\$13.55
North Carolina	11,023.0	\$37.09	29,210.0	\$25.19	5,580.0	\$10.34
North Dakota	1,133.0	\$31.73	3,673.0	\$22.27	1,204.0	\$9.96
Ohio	14,946.0	\$35.55	37,577.0	\$27.28	6,373.0	\$10.97
Oklahoma	4,751.0	\$29.88	13,199.0	\$22.47	3,306.0	\$9.62
Oregon	5,668.0	\$34.67	16,722.0	\$27.08	3,230.0	\$11.85
Pennsylvania	19,846.0	\$35.31	47,619.0	\$26.74	8,080.0	\$11.27
Rhode Island	2,379.0	\$39.67	5,640.0	\$29.25	1,242.0	\$12.37
South Carolina	5,102.0	\$34.24	16,023.0	\$24.51	3,592.0	\$9.87
South Dakota	1,429.0	\$29.33	4,443.0	\$21.61	1,695.0	\$9.50
Tennessee	6,642.0	\$33.44	17,290.0	\$24.32	3,444.0	\$10.04
Texas	35,620.0	\$37.28	80,071.0	\$27.04	14,803.0	\$10.02
Utah	4,161.0	\$33.83	11,991.0	\$25.35	2,841.0	\$10.50
Vermont	1,338.0	\$33.94	4,388.0	\$24.78	945.0	\$11.77
Virginia	23,378.0	\$39.40	61,713.0	\$30.52	5,575.0	\$11.38
Washington	13,608.0	\$39.80	38,362.0	\$29.95	6,223.0	\$13.29
West Virginia	1,635.0	\$28.72	6,221.0	\$22.26	1,810.0	\$9.19
Wisconsin	9,772.0	\$34.06	27,527.0	\$26.25	5,647.0	\$11.18
Wyoming	887.0	\$30.42	4,216.0	\$22.94	523.0	\$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	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-09	Wage ¹	Jan-09	Wage ¹	Jan-09	Wage ¹
United States	540164.0	\$15.74	105306.0	\$19.08	123651.0	\$14.90
Alabama	8,653.0	\$13.56	2,836.0	\$16.26	3,932.0	\$13.58
Alaska	2,968.0	\$16.27	724.0	\$26.06	664.0	\$20.95
Arizona	10,746.0	\$14.89	1,843.0	\$17.08	1,696.0	\$14.71
Arkansas	4,424.0	\$12.93	1,147.0	\$16.12	1,351.0	\$13.45
California	65,619.0	\$17.38	9,835.0	\$20.39	11,637.0	\$14.87
Colorado	10,458.0	\$16.78	2,281.0	\$19.03	1,973.0	\$15.67
Connecticut	7,746.0	\$18.47	1,369.0	\$22.15	1,888.0	\$16.08
Delaware	1,959.0	\$15.88	418.0	\$19.64	501.0	\$15.22
Florida	30,188.0	\$15.15	4,920.0	\$16.57	4,577.0	\$13.89
Georgia	12,072.0	\$14.97	2,515.0	\$17.06	2,796.0	\$14.08
Hawaii	3,096.0	\$15.26	670.0	\$23.52	542.0	\$15.86
Idaho	2,967.0	\$13.61	903.0	\$16.49	734.0	\$13.67
Illinois	19,481.0	\$16.70	3,040.0	\$23.67	5,043.0	\$15.40
Indiana	8,195.0	\$14.56	1,350.0	\$19.62	2,173.0	\$15.37
Iowa	6,871.0	\$14.04	2,084.0	\$17.71	3,033.0	\$14.42
Kansas	4,894.0	\$14.45	1,166.0	\$18.31	1,382.0	\$14.76
Kentucky	5,173.0	\$13.86	882.0	\$17.31	1,229.0	\$14.49
Louisiana	7,485.0	\$13.02	1,805.0	\$16.97	1,883.0	\$15.06
Maine	2,461.0	\$14.38	464.0	\$17.11	598.0	\$14.42
Maryland	13,348.0	\$16.43	2,988.0	\$19.77	2,761.0	\$15.68
Massachusetts	15,654.0	\$18.10	2,167.0	\$23.02	3,054.0	\$16.18
Michigan	11,172.0	\$15.85	2,219.0	\$21.42	2,418.0	\$17.07
Minnesota	10,379.0	\$16.58	1,608.0	\$21.86	2,472.0	\$15.77
Mississippi	3,061.0	\$12.73	937.0	\$15.31	1,066.0	\$13.03
Missouri	10,640.0	\$14.85	2,030.0	\$19.67	2,787.0	\$14.78
Montana	2,213.0	\$13.01	808.0	\$17.71	622.0	\$14.52
Nebraska	5,665.0	\$13.81	1,517.0	\$17.40	1,752.0	\$15.05
Nevada	7,617.0	\$15.14	1,498.0	\$21.07	1,214.0	\$14.47
New Hampshire	3,056.0	\$15.69	513.0	\$18.92	712.0	\$15.15
New Jersey	17,729.0	\$17.89	2,529.0	\$23.10	3,257.0	\$15.43
New Mexico	4,050.0	\$13.11	773.0	\$16.13	715.0	\$14.42
New York	36,023.0	\$17.87	5,077.0	\$22.69	6,309.0	\$16.09
North Carolina	12,843.0	\$14.73	2,543.0	\$16.76	2,699.0	\$13.68
North Dakota	2,147.0	\$13.07	1,003.0	\$17.75	782.0	\$14.78
Ohio	17,451.0	\$15.20	2,905.0	\$19.61	4,294.0	\$15.19
Oklahoma	7,321.0	\$13.13	2,238.0	\$16.64	2,348.0	\$13.76
Oregon	6,294.0	\$15.97	1,249.0	\$19.64	1,386.0	\$14.95
Pennsylvania	19,520.0	\$15.43	3,421.0	\$19.45	5,194.0	\$15.11
Rhode Island	2,377.0	\$15.90	433.0	\$20.54	491.0	\$14.51
South Carolina	7,483.0	\$13.74	1,826.0	\$16.34	2,043.0	\$13.93
South Dakota	2,424.0	\$13.01	855.0	\$15.57	828.0	\$12.80
Tennessee	8,660.0	\$14.27	1,510.0	\$16.61	2,148.0	\$13.99
Texas	37,954.0	\$14.80	9,525.0	\$16.00	10,183.0	\$14.01
Utah	7,330.0	\$14.34	1,459.0	\$17.55	1,506.0	\$14.50
Vermont	1,693.0	\$14.99	325.0	\$17.80	498.0	\$15.00
Virginia	14,935.0	\$15.87	2,907.0	\$18.54	2,500.0	\$14.94
Washington	11,771.0	\$17.21	2,673.0	\$21.74	2,343.0	\$17.02
West Virginia	2,957.0	\$12.34	1,146.0	\$17.52	994.0	\$14.01
Wisconsin	11,000.0	\$15.31	2,598.0	\$20.31	5,340.0	\$15.17
Wyoming	1,259.0	\$13.08	412.0	\$19.62	378.0	\$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.

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

Location	Management and Business/Financial		Professional & Related		Service	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-09	Wage ²	Jan-09	Wage ²	Jan-09	Wage ²
United States	518617.0	\$38.11	1244671	\$28.12	219821.0	\$11.50
Birmingham, AL	1,638.0	\$37.60	3,651.0	\$25.09	1,106.0	\$10.00
Phoenix, AZ	6,159.0	\$34.48	16,075.0	\$26.07	2,718.0	\$11.51
Tucson, AZ	1,428.0	\$33.36	4,429.0	\$27.01	1,052.0	\$11.27
Los Angeles, CA	23,289.0	\$42.38	47,152.0	\$31.75	7,060.0	\$12.44
Riverside, CA	2,555.0	\$37.72	5,425.0	\$28.64	1,729.0	\$12.04
Sacramento, CA	3,560.0	\$36.04	8,542.0	\$30.26	1,269.0	\$12.61
San Diego, CA	5,769.0	\$40.44	16,230.0	\$31.59	2,249.0	\$11.89
San Francisco, CA	16,299.0	\$47.12	29,979.0	\$35.71	3,693.0	\$14.19
San Jose, CA	5,626.0	\$52.55	15,147.0	\$40.52	890.0	\$13.24
Denver, CO	6,148.0	\$39.54	14,134.0	\$30.58	2,134.0	\$12.16
Hartford, CT	3,627.0	\$39.97	7,438.0	\$31.50	1,047.0	\$13.44
Washington, DC	29,768.0	\$44.15	69,091.0	\$36.23	5,179.0	\$13.20
Jacksonville, FL	2,306.0	\$34.84	4,908.0	\$26.36	1,098.0	\$10.95
Miami, FL	7,558.0	\$37.20	14,974.0	\$27.70	4,018.0	\$11.94
Orlando, FL	3,142.0	\$34.37	6,926.0	\$26.31	1,928.0	\$10.84
Tampa, FL	3,709.0	\$34.83	10,603.0	\$27.01	2,132.0	\$10.87
Atlanta, GA	10,160.0	\$39.61	20,605.0	\$28.06	2,533.0	\$11.12
Honolulu, HI	1,526.0	\$34.72	3,142.0	\$28.32	1,299.0	\$12.83
Chicago, IL	19,174.0	\$39.96	31,027.0	\$30.28	4,405.0	\$12.50
Indianapolis, IN	3,025.0	\$35.73	6,433.0	\$26.72	1,154.0	\$11.01
Louisville, KY	1,954.0	\$34.64	4,004.0	\$25.32	835.0	\$10.39
New Orleans, LA	1,701.0	\$33.00	4,677.0	\$25.78	1,370.0	\$10.02
Baltimore, MD	7,508.0	\$39.64	26,650.0	\$30.74	3,389.0	\$11.17
Boston, MA	16,658.0	\$44.98	32,007.0	\$33.21	4,188.0	\$13.78
Detroit, MI	4,661.0	\$40.84	9,054.0	\$31.36	2,150.0	\$12.11
Minneapolis-St. Paul, MN	8,580.0	\$39.44	16,530.0	\$29.95	2,398.0	\$12.38
Kansas City, MO	3,587.0	\$35.98	8,240.0	\$26.94	1,592.0	\$11.06
St. Louis, MO	4,981.0	\$35.83	10,917.0	\$27.24	1,904.0	\$11.00
Las Vegas, NV	3,789.0	\$36.75	9,301.0	\$27.58	3,198.0	\$11.89
Buffalo, NY	1,671.0	\$35.63	3,309.0	\$25.80	961.0	\$11.56
New York, NY	40,803.0	\$48.39	67,289.0	\$33.31	10,742.0	\$14.26
Rochester, NY	1,499.0	\$38.50	3,220.0	\$27.16	731.0	\$11.61
Charlotte, NC	3,814.0	\$39.78	7,804.0	\$26.71	1,459.0	\$10.97
Cincinnati, OH	3,633.0	\$37.17	8,495.0	\$27.98	1,323.0	\$11.20
Cleveland, OH	3,864.0	\$37.01	10,204.0	\$28.30	1,893.0	\$11.59
Columbus, OH	3,668.0	\$35.49	8,114.0	\$29.07	1,481.0	\$11.44
Oklahoma City, OK	2,127.0	\$30.80	5,078.0	\$24.44	1,286.0	\$10.09
Portland, OR	3,774.0	\$36.74	9,379.0	\$29.05	1,610.0	\$12.29
Philadelphia, PA	12,149.0	\$39.65	25,862.0	\$29.60	3,751.0	\$12.45
Pittsburgh, PA	4,520.0	\$33.53	10,486.0	\$26.36	2,422.0	\$10.72
Providence, RI	2,421.0	\$39.34	5,757.0	\$28.35	1,448.0	\$12.34
Memphis, TN	1,699.0	\$36.03	3,929.0	\$25.83	669.0	\$10.44
Nashville, TN	2,453.0	\$34.85	5,725.0	\$25.07	1,170.0	\$10.60
Austin, TX	3,376.0	\$37.24	8,795.0	\$28.60	1,428.0	\$10.35
Dallas, TX	12,634.0	\$39.49	24,524.0	\$29.16	3,592.0	\$10.92
Houston, TX	10,966.0	\$40.36	21,489.0	\$29.42	3,784.0	\$10.11
San Antonio, TX	3,194.0	\$33.39	8,046.0	\$25.05	1,909.0	\$9.72
Salt Lake City, UT	2,675.0	\$35.04	6,969.0	\$27.96	1,488.0	\$11.03
Richmond, VA	2,419.0	\$36.64	6,147.0	\$28.00	1,061.0	\$11.12
Virginia Beach, VA	2,415.0	\$34.08	6,958.0	\$26.61	1,319.0	\$10.56
Seattle-Tacoma, WA	9,644.0	\$41.81	26,308.0	\$32.36	3,601.0	\$13.85
Milwaukee, WI	4,223.0	\$37.28	10,643.0	\$27.96	2,122.0	\$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.

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

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hourly	Total Ads	Average Hourly	Total Ads	Average Hourly
	Jan-09	Wage ¹	Jan-09	Wage ¹	Jan-09	Wage ¹
United States	540164.0	\$15.74	105306.0	\$19.08	123651.0	\$14.90
Birmingham, AL	2,879.0	\$15.02	670.0	\$17.44	832.0	\$13.93
Phoenix, AZ	7,356.0	\$15.37	1,099.0	\$17.52	1,092.0	\$14.97
Tucson, AZ	1,800.0	\$13.86	417.0	\$17.08	384.0	\$13.63
Los Angeles, CA	26,478.0	\$17.30	3,111.0	\$21.27	4,380.0	\$14.05
Riverside, CA	3,979.0	\$15.32	750.0	\$19.77	925.0	\$14.33
Sacramento, CA	3,676.0	\$17.23	596.0	\$21.67	653.0	\$15.41
San Diego, CA	7,010.0	\$16.86	1,059.0	\$21.48	1,285.0	\$14.72
San Francisco, CA	11,576.0	\$20.11	1,523.0	\$25.76	1,759.0	\$17.79
San Jose, CA	3,517.0	\$21.77	496.0	\$24.34	539.0	\$16.76
Denver, CO	6,090.0	\$17.98	1,215.0	\$19.56	1,106.0	\$16.15
Hartford, CT	3,117.0	\$18.26	538.0	\$22.33	828.0	\$16.70
Washington, DC	15,685.0	\$18.10	2,501.0	\$20.88	1,860.0	\$16.78
Jacksonville, FL	3,021.0	\$15.26	644.0	\$17.37	538.0	\$14.83
Miami, FL	9,258.0	\$15.92	1,079.0	\$17.22	1,100.0	\$14.53
Orlando, FL	5,118.0	\$14.83	675.0	\$16.96	724.0	\$13.51
Tampa, FL	4,640.0	\$15.45	682.0	\$16.12	703.0	\$13.25
Atlanta, GA	7,345.0	\$16.22	1,155.0	\$18.15	1,445.0	\$15.24
Honolulu, HI	2,493.0	\$15.28	516.0	\$24.14	447.0	\$15.96
Chicago, IL	14,343.0	\$17.50	1,911.0	\$24.89	3,462.0	\$15.73
Indianapolis, IN	3,927.0	\$16.06	555.0	\$20.03	830.0	\$15.48
Louisville, KY	2,502.0	\$15.13	369.0	\$18.28	537.0	\$15.73
New Orleans, LA	2,564.0	\$14.08	619.0	\$17.61	659.0	\$15.33
Baltimore, MD	7,229.0	\$16.57	1,538.0	\$19.66	1,525.0	\$16.05
Boston, MA	11,954.0	\$18.83	1,566.0	\$23.65	2,101.0	\$16.51
Detroit, MI	4,828.0	\$17.10	977.0	\$23.48	932.0	\$18.78
Minneapolis-St. Paul, MN	7,399.0	\$17.87	1,081.0	\$23.75	1,795.0	\$16.55
Kansas City, MO	4,489.0	\$16.23	718.0	\$20.79	1,020.0	\$15.53
St. Louis, MO	5,010.0	\$16.02	872.0	\$22.35	1,190.0	\$16.08
Las Vegas, NV	5,590.0	\$15.13	1,045.0	\$21.18	804.0	\$14.17
Buffalo, NY	2,978.0	\$15.05	488.0	\$19.94	689.0	\$15.76
New York, NY	32,997.0	\$18.99	3,713.0	\$24.36	4,634.0	\$16.35
Rochester, NY	1,939.0	\$15.56	374.0	\$18.69	611.0	\$14.56
Charlotte, NC	4,042.0	\$16.53	611.0	\$17.78	788.0	\$14.82
Cincinnati, OH	4,206.0	\$16.41	615.0	\$19.66	903.0	\$15.15
Cleveland, OH	4,080.0	\$15.98	717.0	\$21.27	1,282.0	\$15.84
Columbus, OH	4,090.0	\$15.82	688.0	\$19.45	920.0	\$14.56
Oklahoma City, OK	3,402.0	\$13.71	926.0	\$17.23	866.0	\$13.81
Portland, OR	3,874.0	\$17.21	771.0	\$20.98	927.0	\$15.65
Philadelphia, PA	9,447.0	\$17.09	1,449.0	\$21.87	2,107.0	\$16.00
Pittsburgh, PA	5,641.0	\$15.00	905.0	\$19.55	1,404.0	\$15.13
Providence, RI	2,678.0	\$15.55	482.0	\$20.68	658.0	\$14.34
Memphis, TN	2,286.0	\$15.10	381.0	\$17.18	548.0	\$14.30
Nashville, TN	3,179.0	\$15.25	467.0	\$17.39	627.0	\$14.97
Austin, TX	3,803.0	\$15.74	605.0	\$16.12	601.0	\$13.30
Dallas, TX	11,645.0	\$16.30	1,997.0	\$16.90	2,644.0	\$14.38
Houston, TX	10,116.0	\$15.94	2,638.0	\$16.68	3,024.0	\$15.02
San Antonio, TX	4,026.0	\$13.71	868.0	\$15.14	823.0	\$12.53
Salt Lake City, UT	4,344.0	\$15.40	710.0	\$18.07	849.0	\$14.97
Richmond, VA	2,509.0	\$16.43	482.0	\$18.54	491.0	\$14.56
Virginia Beach, VA	2,760.0	\$14.59	800.0	\$17.67	749.0	\$14.93
Seattle-Tacoma, WA	7,058.0	\$18.43	1,279.0	\$23.19	1,207.0	\$17.93
Milwaukee, WI	4,407.0	\$16.81	948.0	\$22.40	2,347.0	\$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.

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