



THE CONFERENCE BOARD

News Release

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Online Advertised Job Vacancies Rise in April, The Conference Board Reports Today

- **Online advertised vacancies up a healthy 24 percent (April '06 – April '07) – topping 4 million.**
- **Over 476,200 ads posted for management occupations in April.**

April 30, 2007...Total online job ads were 4,365,000 in April, an increase of 610,600 or 16 percent from March, according to **The Conference Board Help-Wanted OnLine Data Series™** released today. Part of the rise reflects seasonal factors including the longer reference period of mid-March to mid-April, when there were three more days than in the previous month. There were 2.9 advertised vacancies online for every 100 persons in the labor force in April. Over the year April '06 – April '07, online advertised vacancies increased 24 percent for the nation as a whole.

“Employers are actively looking for the right workers and a relatively tight labor market is forcing them to maintain aggressive advertising plans,” said Gad Levanon, Economist at The Conference Board. “Business sentiment edged up in the first quarter and these indications about hiring plans early in the second quarter suggest business sentiment is continuing to pick up. The April rise in advertised vacancies reflects some momentum in the labor market, which in turn reflects an economy that is slow but not slowing.”

The Conference Board introduced its newly redesigned **Help Wanted Online Data Series™** (HWOL) with the release of the October 2006 data. The HWOL program is now one of the earliest released economic indicators for the previous month. Geographic coverage has been expanded and now provides detailed monthly data on labor demand (vacancies) for the U.S., the 9 Census regions, the 50 States, and 52 of the largest metro areas. Information for Total Ads has been introduced along with the already existing New Ads data. Economic analysis in the release has been broadened to include both labor supply (unemployment) and labor demand (vacancies); in addition, the program has been expanded to include geographic occupational detail on labor demand along with occupational pay levels. Detailed information on this series is available in the technical notes to this series on The Conference Board website www.conference-board.org/economics/helpwantedOnline.cfm. The upcoming schedule of monthly releases is listed in this release as well as the technical notes on the web site. The underlying data for The Conference Board HWOL are provided by **Wanted Technologies Corporation**. Financial support for this series is provided by **CareerBuilder.com**.

THE NATIONAL PICTURE

The 4,365,000 unduplicated online advertised vacancies in April include 2,898,000 new ads that did not appear in March, as well as reposted ads from the previous months. During April, total ads and new ads increased 16 percent from the previous month. Over the year (April'06 – April'07) total ads and new ads rose 24 percent and 26 percent, respectively.

The monthly rise reflects in part the longer April reference period when there are three more days than in the March reference period. The April figures reported in the Help-Wanted OnLine Data Series™ reflect the sum of the number of unduplicated online job ads for each day from mid-March to mid-April. This new series, which includes data from April 2005, does not have sufficient history to allow for seasonally adjusted monthly data.

The fastest year-over-year growth was in the mid-section of the country with the West South Central and West North Central regions up 41 percent and 35 percent, respectively. The slowest growth was in New England, up 6 percent.

STATE HIGHLIGHTS

- **Massachusetts posts the highest ads rate for the fifth consecutive month.**
- **Virginia and Utah tied for first as the states with the lowest supply/demand rate this month.**

Online advertised vacancies in California, the state with the largest labor force in the nation, totaled 722,600 in April. The volume of online advertised vacancies in California was significantly above the next highest states, Texas (351,000), New York (316,400), Florida (288,100) and Illinois (202,500).

Top 10 States by Most Ads	
Total Ads¹ (Thousands)	Apr-07
California	722.6
Texas	351.0
New York	316.4
Florida	288.1
Illinois	202.5
Pennsylvania	196.4
New Jersey	173.5
Massachusetts	172.7
Virginia	169.3
Georgia	133.5

Source: The Conference Board - All rights reserved.

1. Total ads are all unduplicated ads appearing during the reference period.

Massachusetts posted 5.1 vacancies for every 100 persons in the state labor force, the highest rate in the nation. Alaska (4.97) and Nevada (4.94) were close behind in the number of advertised vacancies when adjusted for the size of the state labor force.

Top 10 States by Highest Ads Rates	
Total Ads Rate ¹ (Percent)	Apr-07
Massachusetts	5.10
Alaska	4.97
Nevada	4.94
Colorado	4.70
Delaware	4.64
Oregon	4.43
Connecticut	4.34
Arizona	4.31
Virginia	4.18
Rhode Island	4.15

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1. Ads rates represent the number of ads per 100 persons in the civilian labor force.

“Looking at the number of unemployed in relation to the number of advertised vacancies provides an indication of available job opportunities for the unemployed,” said Levanon. Using the latest unemployment data available from the Federal Bureau of Labor Statistics (BLS) and computing the supply/demand ratio (unemployed/advertised vacancies), the top states with the lowest supply/demand rates included Utah (0.84), Virginia (0.84) and Delaware (0.88).

States where the number of unemployed persons looking for work significantly exceeded the number of online advertised demand included Mississippi (5.2), Michigan (5), and Kentucky (3.8).

Top 10 States by Lowest S/D Rates	
Supply/Demand Rate ¹	Mar-07
Virginia	0.84
Utah	0.84
Delaware	0.88
Wyoming	0.91
Montana	0.94
Nevada	1.02
Hawaii	1.02
Arizona	1.05
Nebraska	1.05
Colorado	1.06

Source: The Conference Board - All rights reserved.

1. Supply/Demand rate is Unemployed divided by total ads and reflects the latest unemployment data available.

OCCUPATIONAL FOCUS

- **476,200 ads posted for Management occupations this month.**
- **Management and Business/Financial occupations account for more than 1/3 of online ads in some regions.**
- **Engineering occupations are in high demand in San Jose**

In April, the occupations with the most advertised online vacancies nationally were Management (476,200) and Healthcare practitioner and technical (374,700). “These are also, on average, among the highest paying occupations,” said Levanon.

U.S. Top Ten Demand Occupations and Pay Levels		
	Total Ads (Thousands)	Average Hr. Wage¹
Occupation	Apr-07	
Management	476.2	\$42.52
Healthcare practitioners and technical	374.7	\$28.45
Business and financial operations	363.8	\$27.85
Office and administrative support	344.5	\$14.28
Computer and mathematical	323.5	\$32.26
Sales and related	214.3	\$15.77
Architecture and engineering	203.9	\$30.73
Production	78.4	\$14.37
Transportation and material moving	72.4	\$13.85
Installation, maintenance, and repair	70.7	\$18.30

Source: The Conference Board - All rights reserved.

1. BLS Occupational Employment Statistics - May 2005 estimates.

Engineering Occupations

In April there were 176,700 online advertised vacancies for engineering jobs. “The share of engineering ads varied significantly across metro areas. While in Miami only 3 percent of the ads were for engineers, in San Jose the share was over 13 percent, by far the highest in the country,” noted Levanon. In terms of the sheer volume of engineering job ads, California (33,100), Texas (14,600), and New York (13,800) were the top states. Metro areas with the largest number of online ads for engineers included New York (14,300), Los Angeles (9,800), and Washington, D.C. (9,400).

State and MSA Ranked by Most Ads for Engineering			
State	Total Ads (Thousands)	MSA	Total Ads (Thousands) April
	April 2007		2007
California	33,139	New York, NY	14,258
Texas	14,601	Los Angeles, CA	9,844
New York	13,804	Washington, DC	9,368
Virginia	8,492	San Francisco, CA	7,294
Pennsylvania	8,313	Boston, MA	7,045
Massachusetts	8,062	San Jose, CA	6,292
New Jersey	8,053	Chicago, IL	5,862
Illinois	7,484	Houston, TX	5,013
Florida	7,263	Philadelphia, PA	4,875
Maryland	6,457	San Diego, CA	4,282
Source: The Conference Board - All rights reserved.			

SAN JOSE STILL IN THE LEAD

- **San Jose ranks first with 7.18 ads per 100 persons in the labor force.**
- **Salt Lake City has the lowest supply/demand ratio in the nation.**

In April, the number of unemployed persons looking for work was less than the number of advertised vacancies in 13 of the 52 metro areas for which data is reported separately. The top ranking areas were Salt Lake City, Washington D.C., San Francisco, San Jose, and Austin, and San Diego, New Orleans and Las Vegas were just below the top ten areas.

MSA Ranked by Most Ads, Highest Rates and Lowest S/D Rates							
Total Ads (Thousands)			Total Ads Rate (Percent)			Supply/Demand Rate ¹	
	Apr-07			Apr-07			Feb-07
New York, NY	321.02	San Jose, CA		7.18		Salt Lake City, UT	0.60
Los Angeles, CA	262.52	San Francisco, CA		6.80		Washington, DC	0.61
Washington, DC	176.64	Austin, TX		6.13		San Francisco, CA	0.68
Chicago, IL	165.61	Washington, DC		5.95		San Jose, CA	0.69
San Francisco, CA	149.97	Denver, CO		5.73		Austin, TX	0.73
Boston, MA	140.76	Boston, MA		5.69		Phoenix, AZ	0.85
Dallas, TX	118.26	Milwaukee, WI		5.19		Richmond, VA	0.89
Philadelphia, PA	110.42	Portland, OR		5.15		Denver, CO	0.92
Miami, FL	105.49	Hartford, CT		5.13		Tampa, FL	0.92
Atlanta, GA	99.23	Seattle-Tacoma, WA		4.97		Miami, FL	0.92

Source: The Conference Board - All rights reserved.

1. Supply/Demand rate is Unemployed divided by total ads and reflects the latest unemployment data available.

Two of the nation's largest metropolitan areas, New York and Los Angeles, were first and second in the absolute volume of advertised job vacancies in April, with 321,000 and

262,500, respectively. The top two metro areas in terms of advertised vacancies per 100 persons in the local labor force were San Jose (7.18) and San Francisco (6.80), followed by Austin (6.13), and Washington D.C. (5.95).

Note: The **Help Wanted Online Data Series™** is a new developmental program with research and evaluation studies ongoing in a number of areas. The comparisons in the attached tables between total ads and total unemployed at the various geographic levels are overall counts and it cannot be inferred that the detailed occupation or geographic location of the unemployed matches the occupation or geographic location of the vacancy. Additionally, there may be differences in the way the unemployed person describes his occupation versus the way an employer may describe the same job. The Conference Board welcomes interested user feedback on this important new data set but also urges users to exercise caution in the analysis and interpretation of the data.

Publication Schedule, Help Wanted Online Data Series			
Data for the Month	Release Date	Data for the Month	Release Date
May-07	May 30, 2007**	Sep-07	October 1, 2007
Jun-07	July 2, 2007	Oct-07	October 31, 2007**
Jul-07	July 30, 2007	Nov-07	December 3, 2007
Aug-07	September 5, 2007**	Dec-07	January 2, 2008**

**Wednesday release due to holidays or data availability.

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 has been published since 1951), 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.

The Conference Board, as a standard practice with new data series, considers the estimates in The Conference Board Help-Wanted OnLine Data Series™ to be developmental. As a not-for-profit business research organization, The Conference Board is publishing the early years of this series for use by the media, analysts, researchers and the business community. Persons using this data are urged to review the information on the database and methodology available on our 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**. **CareerBuilder.com** provides financial support for the series.

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 award-winning website at www.conference-board.org.

CareerBuilder.com

CareerBuilder.com is the nation's largest online job site with more than 20 million unique visitors and over 1 million jobs. The company offers a vast online and print network to help job seekers connect with employers. CareerBuilder.com powers the career centers for more than 550 partners that include 165 newspapers and leading portals such as MSN and America Online. For more information about CareerBuilder.com products and services, visit <http://www.careerbuilder.com>.

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: www.wantedtech.com.

Table 1: National/Regional Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Apr-06	Mar-07	Apr-07	Apr 06-07	Apr-06	Mar-07	Apr-07	Apr 06-07
United States	3,518.5	3,754.4	4,365.0	24.1%	2,303.7	2,492.3	2,897.9	25.8%
New England	292.9	259.1	310.1	5.9%	178.5	155.1	185.0	3.6%
Middle Atlantic	521.3	566.2	658.7	26.4%	321.2	351.9	410.6	27.8%
South Atlantic	755.0	794.0	908.2	20.3%	477.6	511.2	583.0	22.1%
East North Central	423.6	463.1	534.2	26.1%	263.3	291.6	340.3	29.3%
East South Central	127.6	135.4	155.1	21.5%	80.7	88.5	100.5	24.6%
West North Central	216.8	242.6	292.0	34.7%	135.3	156.2	188.8	39.6%
West South Central	313.5	392.0	442.7	41.2%	205.9	257.2	295.9	43.8%
Mountain	326.2	346.5	423.7	29.9%	225.0	250.4	300.9	33.7%
Pacific	762.4	820.0	947.2	24.2%	525.4	563.5	646.1	23.0%

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. Total ads appear only once per defined geographic area.
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 and only once per defined geographic area.
3. Regions are as defined by the U.S. Census Bureau.

Table 2: National/Regional Total Ads and New Ads Rates, Not Seasonally Adjusted

Location ²	Total Ads Rate ¹ (Percent)			New Ads Rate ¹ (Percent)		
	Apr-06	Mar-07	Apr-07	Apr-06	Mar-07	Apr-07
United States	2.34	2.47	2.87	1.53	1.64	1.90
New England	3.88	3.40	4.07	2.36	2.03	2.43
Middle Atlantic	2.58	2.81	3.27	1.59	1.75	2.04
South Atlantic	2.64	2.71	3.10	1.67	1.75	1.99
East North Central	1.78	1.94	2.23	1.11	1.22	1.42
East South Central	1.51	1.57	1.80	0.96	1.02	1.16
West North Central	2.01	2.23	2.69	1.25	1.44	1.74
West South Central	1.91	2.36	2.66	1.25	1.55	1.78
Mountain	3.07	3.22	3.93	2.12	2.32	2.79
Pacific	3.18	3.36	3.88	2.19	2.31	2.65

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.

Table 3: State Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location	Total Ads ¹ (Thousands)			Percent Change OTY	New Ads ² (Thousands)			Percent Change OTY
	Apr-06	Mar-07	Apr-07	Apr 06-07	Apr-06	Mar-07	Apr-07	Apr 06-07
United States	3,518.5	3,754.4	4,365.0	24.1%	2,303.7	2,492.3	2,897.9	25.8%
Alabama	35.0	38.7	44.5	27.1%	21.4	23.0	26.5	23.7%
Alaska	17.8	14.1	17.0	-4.2%	10.0	9.3	11.7	16.6%
Arizona	98.1	110.1	129.6	32.0%	65.3	77.7	88.5	35.4%
Arkansas	15.5	20.9	23.6	52.2%	9.4	14.0	15.8	68.5%
California	573.3	629.7	722.6	26.0%	398.6	429.1	486.9	22.1%
Colorado	94.1	99.6	124.4	32.1%	64.5	71.5	87.8	36.0%
Connecticut	70.5	67.9	80.6	14.3%	40.4	39.6	46.6	15.5%
Delaware	16.2	18.1	20.6	27.2%	9.1	10.8	12.3	34.3%
Florida	247.1	255.7	288.1	16.6%	160.3	172.4	191.5	19.4%
Georgia	106.8	119.6	133.5	24.9%	66.7	76.0	87.9	31.8%
Hawaii	12.9	15.1	17.6	36.6%	8.9	11.1	12.9	45.8%
Idaho	18.2	19.6	23.7	30.0%	12.8	13.7	17.0	32.5%
Illinois	164.9	176.5	202.5	22.8%	102.6	112.8	130.1	26.8%
Indiana	43.6	45.7	55.4	26.9%	27.5	29.5	36.1	31.3%
Iowa	30.0	31.2	41.0	36.7%	18.8	19.8	26.3	39.8%
Kansas	29.0	31.6	36.0	24.1%	17.7	19.1	21.6	21.8%
Kentucky	30.6	31.1	36.7	19.8%	19.2	19.9	23.5	22.8%
Louisiana	30.7	40.7	47.7	55.3%	19.5	25.0	28.9	48.6%
Maine	11.7	17.4	20.9	79.5%	6.7	10.5	12.3	81.6%
Maryland	91.9	100.0	116.9	27.2%	54.1	57.9	68.1	26.0%
Massachusetts	171.8	146.5	172.7	0.5%	103.9	84.4	100.5	-3.3%
Michigan	66.3	71.7	82.2	23.8%	40.0	45.3	52.8	31.8%
Minnesota	77.2	85.7	100.4	30.0%	46.8	53.0	63.6	35.8%
Mississippi	16.3	17.5	19.5	19.7%	10.0	11.1	11.8	17.2%
Missouri	55.0	66.7	76.5	39.2%	31.4	41.6	47.4	50.9%
Montana	14.0	14.8	20.2	44.7%	10.1	10.1	13.2	30.2%
Nebraska	22.2	26.8	34.2	54.2%	14.3	18.7	23.3	62.9%
Nevada	52.3	56.8	65.9	25.9%	32.7	37.9	44.5	36.1%
New Hampshire	16.2	19.9	24.4	51.1%	8.4	12.0	14.1	68.2%
New Jersey	137.1	150.6	173.5	26.6%	82.7	91.4	107.4	29.7%
New Mexico	24.4	26.3	33.0	35.1%	17.3	17.7	22.2	28.2%
New York	249.8	272.1	316.4	26.6%	157.2	168.3	196.7	25.1%
North Carolina	87.4	97.1	111.8	27.9%	50.2	61.0	69.1	37.6%
North Dakota	9.5	12.2	13.6	42.8%	5.9	7.9	8.9	52.1%
Ohio	101.8	113.0	129.7	27.4%	62.0	69.7	81.5	31.4%
Oklahoma	29.1	32.5	36.7	26.2%	17.8	19.7	22.7	27.5%
Oregon	58.3	70.9	85.1	46.0%	39.7	52.6	63.5	59.9%
Pennsylvania	152.7	166.0	196.4	28.6%	90.4	103.6	121.3	34.2%
Rhode Island	30.0	19.1	23.8	-20.8%	21.0	12.6	15.4	-26.6%
South Carolina	46.0	49.7	56.3	22.3%	29.7	31.2	34.9	17.7%
South Dakota	10.7	11.8	14.5	35.5%	7.2	7.3	9.0	25.5%
Tennessee	54.4	59.1	66.5	22.3%	33.7	39.7	44.4	31.7%
Texas	249.0	312.6	351.0	41.0%	164.1	205.4	236.2	44.0%
Utah	36.5	39.3	46.6	27.5%	25.7	30.0	35.4	37.5%
Vermont	8.2	8.4	11.1	35.0%	4.4	5.2	6.4	45.7%
Virginia	140.2	146.6	169.3	20.8%	83.5	87.1	101.3	21.3%
Washington	116.7	113.2	130.8	12.1%	76.3	73.7	84.8	11.1%
West Virginia	11.5	12.4	14.5	26.1%	7.3	7.7	8.8	19.8%
Wisconsin	73.6	87.9	100.2	36.2%	43.2	49.6	57.1	32.2%
Wyoming	9.5	10.5	11.8	24.6%	5.1	5.8	6.3	24.0%

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. Total ads appear only once per defined geographic area.
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 and only once per defined geographic area.

Table 4: MSA Total Ads and New Ads (Levels), Not Seasonally Adjusted

Location ³	Total Ads ¹ (Thousands)			Percent Change	New Ads ² (Thousands)			Percent Change
	Apr-06	Mar-07	Apr-07	Apr 06-07	Apr-06	Mar-07	Apr-07	Apr 06-07
Birmingham, AL	12.4	13.4	15.5	24.3%	7.5	7.8	9.0	20.1%
Phoenix, AZ	72.7	79.4	91.8	26.3%	49.8	55.5	64.3	29.2%
Tucson, AZ	14.9	13.9	16.0	7.7%	9.9	9.5	10.9	10.3%
Los Angeles, CA	209.6	235.8	262.5	25.2%	145.5	161.5	178.9	23.0%
Riverside, CA	26.0	32.1	35.9	38.1%	17.1	22.7	25.2	47.2%
Sacramento, CA	38.5	42.9	50.4	30.7%	29.2	31.9	37.8	29.5%
San Diego, CA	76.1	63.5	73.1	-3.9%	54.2	42.0	46.8	-13.7%
San Francisco, CA	110.7	131.9	150.0	35.5%	77.3	86.0	98.7	27.7%
San Jose, CA	42.3	54.8	62.3	47.4%	26.3	30.5	35.3	34.1%
Denver, CO	64.3	64.3	77.7	21.0%	44.8	46.3	55.2	23.2%
Hartford, CT	23.8	24.8	29.6	24.7%	13.5	14.3	17.5	29.1%
Washington, DC	152.8	149.5	176.6	15.6%	93.7	84.0	98.1	4.7%
Jacksonville, FL	18.6	19.4	23.8	27.9%	11.3	12.3	14.7	31.0%
Miami, FL	82.1	95.8	105.5	28.6%	58.0	65.6	71.0	22.4%
Orlando, FL	30.2	28.2	33.4	10.8%	18.2	18.4	21.9	20.4%
Tampa, FL	49.1	43.2	46.6	-5.1%	30.1	26.8	27.8	-7.7%
Atlanta, GA	80.3	88.7	99.2	23.5%	49.2	55.6	64.5	31.0%
Honolulu, HI	9.6	6.8	8.9	-7.9%	6.8	4.9	6.0	-12.4%
Chicago, IL	129.7	145.2	165.6	27.6%	80.5	92.3	106.2	31.9%
Indianapolis, IN	19.5	20.8	24.9	27.9%	12.1	13.2	16.0	32.4%
Louisville, KY	15.7	14.2	17.3	10.2%	9.5	8.5	10.6	10.6%
New Orleans, LA	14.1	18.2	20.8	47.2%	8.6	10.1	11.4	31.9%
Baltimore, MD	47.7	49.5	58.0	21.6%	28.7	30.5	36.0	25.6%
Boston, MA	141.9	119.7	140.8	-0.8%	87.8	67.4	80.3	-8.5%
Detroit, MI	30.6	31.8	36.1	18.2%	18.4	20.3	23.5	27.7%
Minneapolis-St. Paul, MN	57.4	63.7	74.7	30.3%	34.8	38.6	46.6	33.8%
Kansas City, MO	23.5	26.4	31.3	33.5%	14.3	16.1	19.0	32.6%
St. Louis, MO	32.9	38.3	43.0	30.9%	17.6	22.7	25.8	45.9%
Las Vegas, NV	38.9	40.9	45.8	17.9%	23.8	26.5	30.6	28.4%
Buffalo, NY	11.5	14.0	16.6	44.5%	8.1	9.1	10.4	28.8%
New York, NY	249.9	281.8	321.0	28.5%	153.1	169.2	193.0	26.1%
Rochester, NY	9.0	9.4	11.2	24.4%	5.8	5.8	6.8	16.1%
Charlotte, NC	26.3	28.3	31.2	18.6%	16.3	17.6	19.5	19.7%
Cincinnati, OH	24.6	25.5	29.1	18.5%	14.8	15.5	17.9	20.6%
Cleveland, OH	23.4	34.0	37.3	59.0%	14.3	19.7	21.8	52.1%
Columbus, OH	24.9	28.0	33.5	34.3%	13.9	17.7	21.9	57.3%
Oklahoma City, OK	13.8	15.9	17.3	25.8%	8.7	9.8	11.0	25.4%
Portland, OR	41.1	49.9	58.9	43.1%	30.3	37.4	45.0	48.7%
Philadelphia, PA	92.3	96.0	110.4	19.7%	53.3	58.9	67.9	27.2%
Pittsburgh, PA	29.1	36.2	43.9	50.6%	18.1	21.8	26.0	43.4%
Providence, RI	26.2	18.5	23.5	-10.2%	17.4	11.5	14.4	-17.5%
Memphis, TN	12.3	15.8	17.6	43.9%	7.0	9.9	11.1	59.9%
Nashville, TN	18.3	19.5	21.8	19.0%	11.5	12.7	14.3	24.0%
Austin, TX	31.1	46.1	51.5	65.6%	21.9	34.0	39.2	79.2%
Dallas, TX	92.7	104.5	118.3	27.5%	58.8	66.3	75.5	28.5%
Houston, TX	58.5	82.2	89.9	53.5%	38.5	51.3	58.3	51.4%
San Antonio, TX	19.8	26.4	29.8	50.6%	13.5	18.2	20.8	54.1%
Salt Lake City, UT	21.0	24.4	28.8	36.8%	15.4	18.8	22.0	42.7%
Richmond, VA	21.2	25.1	27.0	27.5%	12.8	16.3	17.7	38.0%
Virginia Beach, VA	17.6	21.4	25.0	42.2%	11.0	14.9	17.4	57.3%
Seattle-Tacoma, WA	92.0	76.6	88.8	-3.4%	60.8	47.3	54.9	-9.6%
Milwaukee, WI	27.2	36.7	41.4	52.2%	14.9	18.6	21.3	42.7%

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. Total ads appear only once per defined geographic area.

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 and only once per defined geographic area.

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

Table 5: State Labor Supply/Labor Demand Indicators							
Location	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Apr-06	Mar-07	Apr-07	Mar-07	Mar-07	Mar-07	Mar-07
United States	2.34	2.47	2.87	4.5	6,913.0	3,754.4	1.84
Alabama	1.61	1.74	2.00	3.3	72.4	38.7	1.87
Alaska	5.21	4.11	4.97	6.6	22.7	14.1	1.61
Arizona	3.31	3.66	4.31	3.8	115.4	110.1	1.05
Arkansas	1.13	1.52	1.71	5.1	69.9	20.9	3.34
California	3.22	3.48	3.99	5.1	917.5	629.7	1.46
Colorado	3.58	3.76	4.70	4.0	105.2	99.6	1.06
Connecticut	3.87	3.65	4.34	4.3	79.0	67.9	1.16
Delaware	3.70	4.08	4.64	3.6	16.0	18.1	0.88
Florida	2.78	2.79	3.14	3.2	289.8	255.7	1.13
Georgia	2.28	2.48	2.76	4.0	194.5	119.6	1.63
Hawaii	2.01	2.30	2.68	2.4	15.4	15.1	1.02
Idaho	2.44	2.62	3.17	3.7	27.5	19.6	1.40
Illinois	2.52	2.67	3.06	4.5	298.5	176.5	1.69
Indiana	1.34	1.40	1.70	5.0	163.2	45.7	3.57
Iowa	1.81	1.90	2.49	3.7	60.8	31.2	1.95
Kansas	1.99	2.15	2.45	4.3	62.6	31.6	1.98
Kentucky	1.51	1.51	1.78	5.8	119.3	31.1	3.84
Louisiana	1.56	2.03	2.39	3.8	75.7	40.7	1.86
Maine	1.66	2.47	2.96	5.0	35.4	17.4	2.03
Maryland	3.09	3.33	3.89	3.6	108.7	100.0	1.09
Massachusetts	5.10	4.33	5.10	4.8	162.8	146.5	1.11
Michigan	1.32	1.42	1.63	7.2	361.1	71.7	5.04
Minnesota	2.65	2.92	3.42	4.9	142.7	85.7	1.66
Mississippi	1.26	1.32	1.47	6.8	90.7	17.5	5.17
Missouri	1.82	2.19	2.51	5.0	151.4	66.7	2.27
Montana	2.82	2.99	4.09	2.8	13.9	14.8	0.94
Nebraska	2.28	2.75	3.52	2.9	28.1	26.8	1.05
Nevada	4.06	4.26	4.94	4.3	57.7	56.8	1.02
New Hampshire	2.22	2.68	3.29	4.2	30.9	19.9	1.55
New Jersey	3.05	3.36	3.87	4.6	206.3	150.6	1.37
New Mexico	2.62	2.82	3.55	3.6	33.9	26.3	1.29
New York	2.65	2.89	3.36	4.3	406.4	272.1	1.49
North Carolina	1.98	2.16	2.49	4.5	203.2	97.1	2.09
North Dakota	2.68	3.40	3.78	4.0	14.3	12.2	1.17
Ohio	1.73	1.91	2.19	5.5	325.1	113.0	2.88
Oklahoma	1.70	1.88	2.12	4.3	74.1	32.5	2.28
Oregon	3.09	3.69	4.43	5.8	111.8	70.9	1.58
Pennsylvania	2.45	2.67	3.16	4.2	264.1	166.0	1.59
Rhode Island	5.24	3.34	4.15	4.6	26.5	19.1	1.39
South Carolina	2.18	2.31	2.62	5.8	123.8	49.7	2.49
South Dakota	2.51	2.72	3.36	3.7	16.1	11.8	1.36
Tennessee	1.84	1.95	2.20	5.0	150.8	59.1	2.55
Texas	2.18	2.71	3.05	4.2	488.2	312.6	1.56
Utah	2.81	2.97	3.52	2.5	33.1	39.3	0.84
Vermont	2.31	2.33	3.08	4.4	15.9	8.4	1.89
Virginia	3.54	3.62	4.18	3.1	123.9	146.6	0.84
Washington	3.54	3.35	3.87	5.0	168.7	113.2	1.49
West Virginia	1.43	1.54	1.80	4.9	39.7	12.4	3.21
Wisconsin	2.43	2.86	3.26	5.6	171.3	87.9	1.95
Wyoming	3.35	3.67	4.11	3.4	9.6	10.5	0.91

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 Unemployed divided by the number of total ads for the designated month.

Table 6: MSA Labor Supply /Labor Demand Indicators

Location ⁴	Total Ads Rate ¹ (Percent)			Unemployment Rate ²	Unemployed (Thousands)	Total Ads (Thousands)	Supply/ Demand Rate ³
	Apr-06	Mar-07	Apr-07	Feb-07	Feb-07	Feb-07	Feb-07
Birmingham, AL	2.32	2.44	2.82	3.4	18.4	13.8	1.33
Phoenix, AZ	3.63	3.86	4.47	3.4	69.2	81.1	0.85
Tucson, AZ	3.32	3.03	3.49	3.8	17.3	13.9	1.25
Los Angeles, CA	3.24	3.63	4.04	4.4	287.5	240.3	1.20
Riverside, CA	1.48	1.78	1.99	5.1	92.4	30.7	3.01
Sacramento, CA	3.74	4.07	4.78	5.3	55.4	42.5	1.30
San Diego, CA	5.04	4.18	4.81	4.2	64.2	66.7	0.96
San Francisco, CA	5.11	5.98	6.80	4.2	93.2	136.2	0.68
San Jose, CA	4.97	6.31	7.18	4.6	40.0	58.0	0.69
Denver, CO	4.78	4.74	5.73	4.2	56.8	62.0	0.92
Hartford, CT	4.15	4.29	5.13	4.9	28.3	26.2	1.08
Washington, DC	5.22	5.03	5.95	3.2	94.9	155.7	0.61
Jacksonville, FL	2.92	2.96	3.63	3.2	21.1	20.8	1.02
Miami, FL	3.00	3.43	3.78	3.1	86.8	94.4	0.92
Orlando, FL	2.90	2.64	3.13	3.1	33.1	30.5	1.08
Tampa, FL	3.75	3.24	3.50	3.3	44.4	48.4	0.92
Atlanta, GA	3.05	3.27	3.66	4.2	114.5	90.6	1.26
Honolulu, HI	2.15	1.50	1.95	2.0	9.1	6.8	1.35
Chicago, IL	2.71	2.97	3.39	5.0	245.1	149.6	1.64
Indianapolis, IN	2.18	2.33	2.79	4.5	40.3	21.4	1.89
Louisville, KY	2.53	2.25	2.75	5.9	37.1	15.3	2.43
New Orleans, LA	2.92	3.70	4.22	3.8	18.9	19.7	0.96
Baltimore, MD	3.42	3.55	4.16	4.3	60.0	51.7	1.16
Boston, MA	5.80	4.84	5.69	5.2	127.4	123.5	1.03
Detroit, MI	1.43	1.48	1.68	6.7	143.4	33.5	4.28
Minneapolis-St. Paul, MN	3.14	3.48	4.08	4.5	82.7	66.5	1.24
Kansas City, MO	2.28	2.53	3.00	5.5	57.3	27.9	2.05
St. Louis, MO	2.26	2.61	2.93	5.7	84.2	37.2	2.26
Las Vegas, NV	4.23	4.28	4.80	4.3	41.3	42.6	0.97
Buffalo, NY	1.98	2.42	2.88	5.4	31.3	14.2	2.21
New York, NY	2.70	3.04	3.47	4.6	425.6	291.8	1.46
Rochester, NY	1.69	1.77	2.11	5.0	26.3	10.0	2.61
Charlotte, NC	3.22	3.37	3.72	4.6	38.9	28.0	1.39
Cincinnati, OH	2.24	2.32	2.64	5.2	57.0	27.3	2.09
Cleveland, OH	2.15	3.15	3.45	5.9	63.9	32.8	1.95
Columbus, OH	2.69	3.00	3.59	4.6	42.6	27.7	1.54
Oklahoma City, OK	2.40	2.75	2.98	4.3	25.2	15.2	1.66
Portland, OR	3.68	4.36	5.15	5.6	64.3	48.7	1.32
Philadelphia, PA	3.13	3.25	3.74	4.3	127.8	94.1	1.36
Pittsburgh, PA	2.45	3.05	3.70	4.7	56.2	36.8	1.53
Providence, RI	3.70	2.60	3.31	5.7	40.6	19.6	2.07
Memphis, TN	2.04	2.59	2.89	5.7	34.5	15.5	2.22
Nashville, TN	2.41	2.52	2.82	4.3	33.6	19.5	1.72
Austin, TX	3.77	5.48	6.13	3.8	32.3	44.3	0.73
Dallas, TX	3.01	3.36	3.80	4.6	143.3	102.6	1.40
Houston, TX	2.19	3.02	3.31	4.6	124.0	82.9	1.50
San Antonio, TX	2.14	2.85	3.21	4.4	41.0	25.0	1.64
Salt Lake City, UT	3.67	4.16	4.89	2.5	14.8	24.8	0.60
Richmond, VA	3.39	3.94	4.23	3.3	20.8	23.5	0.89
Virginia Beach, VA	2.20	2.67	3.12	3.4	27.0	19.4	1.40
Seattle-Tacoma, WA	5.20	4.28	4.97	4.9	87.2	76.6	1.14
Milwaukee, WI	3.46	4.60	5.19	5.5	43.9	38.3	1.15

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 Unemployed divided by the number of total ads for the designated month.
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

Occupation ²	Total Ads (Thousands)			Unemployed ³ (Thousands)	Average Hr. Wage ⁴
	Apr-06	Mar-07	Apr-07	Mar-07	
Total	3,518.5	3,754.4	4,365.0	6,913	\$18.21
Management	260.0	394.8	476.2	281	\$42.52
Business and financial operations	286.6	316.5	363.8	145	\$27.85
Computer and mathematical	280.5	290.0	323.5	63	\$32.26
Architecture and engineering	171.4	180.0	203.9	37	\$30.73
Life, physical, and social science	30.5	33.0	40.6	22	\$27.90
Community and social services	16.7	20.2	23.1	48	\$18.04
Legal	14.0	17.7	20.3	51	\$38.98
Education, training, and library	23.5	27.8	33.1	132	\$20.89
Arts, design, entertainment, sports, and media	29.2	33.2	38.8	107	\$21.30
Healthcare practitioners and technical	286.8	303.4	374.7	66	\$28.45
Healthcare support	38.0	44.3	49.2	129	\$11.47
Protective service	17.3	18.8	22.6	131	\$17.19
Food preparation and serving related	48.0	51.3	60.3	529	\$8.58
Building and grounds cleaning and maintenance	29.9	30.7	38.4	514	\$10.55
Personal care and service	25.4	26.4	32.0	189	\$10.67
Sales and related	170.8	188.7	214.3	752	\$15.77
Office and administrative support	296.8	301.5	344.5	773	\$14.28
Farming, fishing, and forestry	2.6	2.6	2.7	131	\$10.10
Construction and extraction	47.4	40.0	49.7	894	\$18.39
Installation, maintenance, and repair	55.5	60.8	70.7	190	\$18.30
Production	76.2	68.5	78.4	574	\$14.37
Transportation and material moving	68.6	63.4	72.4	610	\$13.85

Source: The Conference Board

1. Occupational coding of ads is being improved on a continuous basis. Approximately 2/3 of all ads for the most recent month have been assigned SOC occupational codes. Coding improvements have an impact on measures of change from one time period to another and The Conference Board cautions against using occupational change measures from the HWOL program until the improvement process is substantially completed.

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.

4. Wage data are from the BLS Occupational Employment Statistics (OES) program's May 2005 estimates.

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Table 8: State Occupational Demand and Pay

Location	Management and Business/Financial ¹		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Apr-07		Apr-07		Apr-07	
United States	839986	\$35.54	1057865	\$25.93	202500	\$10.65
Alabama	6774	\$32.17	12463	\$22.57	1477	\$8.82
Alaska	1960	\$32.03	5158	\$25.91	1322	\$12.98
Arizona	20010	\$31.85	33986	\$23.81	6578	\$10.39
Arkansas	3487	\$28.36	5459	\$20.45	1004	\$8.48
California	139116	\$39.53	171823	\$32.27	30050	\$11.92
Colorado	19409	\$35.80	28863	\$27.01	7477	\$11.08
Connecticut	19854	\$40.73	21343	\$28.59	2517	\$12.73
Delaware	3975	\$35.21	6138	\$27.66	614	\$10.92
Florida	48204	\$33.47	65969	\$24.63	14652	\$10.36
Georgia	28094	\$36.06	33372	\$24.42	5119	\$9.66
Hawaii	3090	\$33.12	3311	\$25.02	1135	\$11.86
Idaho	2954	\$27.32	5127	\$25.03	1620	\$9.39
Illinois	46522	\$34.96	45944	\$25.60	6813	\$11.34
Indiana	10235	\$31.45	14020	\$22.32	2543	\$9.68
Iowa	7770	\$29.29	10215	\$21.47	2069	\$9.46
Kansas	7169	\$31.67	10930	\$22.12	1643	\$9.45
Kentucky	6678	\$30.73	9373	\$21.65	1625	\$9.28
Louisiana	7438	\$29.45	10485	\$21.61	3000	\$8.70
Maine	2752	\$29.74	5633	\$22.21	1270	\$10.17
Maryland	25343	\$37.06	36007	\$29.02	4719	\$11.19
Massachusetts	38196	\$40.93	49896	\$29.42	7087	\$12.62
Michigan	16802	\$36.21	21915	\$27.33	3326	\$10.84
Minnesota	20670	\$35.38	25556	\$26.22	4067	\$10.86
Mississippi	3321	\$27.94	4929	\$20.16	1233	\$8.53
Missouri	13537	\$32.66	20082	\$23.18	3292	\$9.77
Montana	2327	\$25.64	4372	\$19.30	1621	\$9.03
Nebraska	7585	\$30.41	7834	\$22.57	1497	\$9.51
Nevada	11316	\$34.92	11560	\$25.75	4360	\$10.84
New Hampshire	3636	\$34.83	7944	\$24.78	800	\$10.97
New Jersey	41480	\$41.54	47104	\$32.30	6182	\$12.61
New Mexico	3892	\$30.32	8144	\$23.83	1774	\$9.17
New York	74313	\$42.13	73700	\$29.83	10470	\$12.55
North Carolina	20291	\$34.72	31227	\$23.24	3650	\$9.61
North Dakota	1542	\$28.65	2659	\$19.71	879	\$9.17
Ohio	27645	\$33.51	33584	\$25.44	4332	\$10.08
Oklahoma	6419	\$28.53	9058	\$23.13	2187	\$8.89
Oregon	15099	\$32.09	18117	\$24.74	4892	\$11.14
Pennsylvania	50323	\$33.23	49349	\$25.82	8377	\$10.30
Rhode Island	4147	\$36.28	6445	\$26.33	1268	\$11.59
South Carolina	8867	\$30.84	14055	\$22.53	3027	\$9.12
South Dakota	2360	\$27.70	3297	\$19.72	1272	\$8.79
Tennessee	13434	\$31.16	16446	\$22.43	2594	\$9.37
Texas	66443	\$34.75	84642	\$24.88	16083	\$9.40
Utah	8040	\$30.64	9438	\$25.51	2563	\$9.86
Vermont	1739	\$32.76	3381	\$22.83	582	\$10.90
Virginia	35676	\$36.59	50425	\$28.18	7158	\$10.51
Washington	23076	\$36.72	34277	\$27.31	6752	\$12.12
West Virginia	1997	\$27.49	3873	\$21.55	807	\$8.56
Wisconsin	17801	\$32.36	25895	\$24.21	5326	\$10.28
Wyoming	1457	\$27.75	3413	\$20.80	585	\$9.42

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 2005 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 8: State Occupational Demand and Pay, continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹
	Apr-07		Apr-07		Apr-07	
United States	558764	\$14.85	123094	\$18.05	150860	\$14.12
Alabama	5439	\$12.89	1518	\$15.20	1904	\$12.66
Alaska	2296	\$15.75	787	\$24.49	630	\$20.00
Arizona	18311	\$14.07	3635	\$15.99	3749	\$13.72
Arkansas	3100	\$12.01	931	\$14.71	1381	\$12.50
California	103618	\$16.29	15831	\$19.23	19915	\$13.90
Colorado	16701	\$15.90	5566	\$18.29	4654	\$14.87
Connecticut	9537	\$17.70	1880	\$21.24	2305	\$15.54
Delaware	2628	\$15.02	491	\$18.55	507	\$14.12
Florida	41191	\$13.09	7041	\$16.63	6939	\$12.66
Georgia	16275	\$14.21	3709	\$16.53	4896	\$13.51
Hawaii	2585	\$14.32	534	\$21.70	478	\$14.39
Idaho	3587	\$12.72	1613	\$15.47	1345	\$12.63
Illinois	27315	\$15.39	3651	\$22.26	5966	\$14.44
Indiana	8108	\$13.77	1917	\$18.67	3249	\$14.64
Iowa	5612	\$13.13	2061	\$16.95	2842	\$13.65
Kansas	5013	\$13.69	1212	\$16.98	1587	\$13.88
Kentucky	5533	\$13.01	1570	\$16.24	2230	\$13.98
Louisiana	6477	\$11.83	2020	\$15.44	2005	\$13.97
Maine	2767	\$13.35	683	\$16.38	936	\$13.62
Maryland	15125	\$15.39	3293	\$18.29	2892	\$14.41
Massachusetts	20284	\$17.23	2736	\$22.09	3768	\$15.54
Michigan	10429	\$15.01	2086	\$20.66	2618	\$16.55
Minnesota	14067	\$15.74	2239	\$20.98	5198	\$15.49
Mississippi	2512	\$11.64	966	\$14.10	1264	\$12.26
Missouri	10141	\$13.36	1856	\$18.75	2550	\$13.79
Montana	2597	\$11.89	1263	\$16.22	990	\$13.44
Nebraska	4125	\$13.11	1215	\$16.28	1470	\$13.96
Nevada	10143	\$14.16	2062	\$19.29	1892	\$13.83
New Hampshire	2911	\$14.86	480	\$17.76	877	\$14.52
New Jersey	22282	\$16.84	3729	\$22.21	5111	\$14.55
New Mexico	3964	\$12.40	1842	\$14.74	1046	\$13.29
New York	38883	\$16.81	5228	\$21.33	6541	\$15.21
North Carolina	12770	\$13.97	3206	\$15.95	3509	\$13.10
North Dakota	1776	\$12.27	731	\$16.67	670	\$13.64
Ohio	16998	\$14.33	3139	\$17.87	5350	\$14.57
Oklahoma	5439	\$12.35	1914	\$15.54	2355	\$12.99
Oregon	11231	\$15.03	3005	\$18.69	4122	\$14.19
Pennsylvania	23208	\$14.23	5327	\$18.06	5998	\$14.35
Rhode Island	2957	\$14.90	716	\$19.18	802	\$13.82
South Carolina	7438	\$12.91	2521	\$15.50	2969	\$13.22
South Dakota	2149	\$12.07	903	\$14.52	858	\$12.05
Tennessee	9556	\$13.53	2317	\$15.92	3613	\$13.46
Texas	46327	\$14.12	12286	\$15.25	13442	\$13.40
Utah	8087	\$12.77	2382	\$16.50	3040	\$13.83
Vermont	1263	\$13.89	282	\$16.66	403	\$13.79
Virginia	19913	\$15.08	4777	\$17.46	3987	\$14.05
Washington	17254	\$16.31	4441	\$20.76	4839	\$16.11
West Virginia	1947	\$11.59	575	\$16.16	800	\$13.11
Wisconsin	14050	\$14.54	3180	\$19.06	6891	\$14.58
Wyoming	1203	\$12.10	446	\$18.05	314	\$16.03

Source: The Conference Board

1. Wage data are from the BLS Occupational Employment Statistics program's May 2005 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay

Location	Management and Business/Financial ¹		Professional & Related		Service	
	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²	Total Ads	Average Hr. Wage ²
	Apr-07		Apr-07		Apr-07	
United States	839986	\$35.54	1057865	\$25.93	202500	\$10.65
Birmingham, AL	2411	\$33.77	4014	\$23.01	666	\$9.50
Phoenix, AZ	15075	\$32.54	22974	\$24.37	4448	\$10.55
Tucson, AZ	2440	\$31.32	4407	\$24.29	973	\$10.02
Los Angeles, CA	50751	\$39.44	53627	\$28.91	10055	\$11.61
Riverside, CA	6130	\$35.51	6709	\$26.75	1941	\$11.36
Sacramento, CA	8276	\$33.91	12200	\$27.97	2178	\$11.73
San Diego, CA	12828	\$38.23	17475	\$29.25	4136	\$11.13
San Francisco, CA	34784	\$42.85	40171	\$33.06	4558	\$13.47
San Jose, CA	16731	\$50.56	20523	\$37.88	1455	\$13.02
Denver, CO	13662	\$37.33	16367	\$28.29	4233	\$11.51
Hartford, CT	7340	\$37.63	8170	\$29.20	786	\$12.47
Washington, DC	46324	\$40.74	53885	\$33.42	6716	\$12.09
Jacksonville, FL	4190	\$32.23	6223	\$24.33	879	\$9.99
Miami, FL	18207	\$35.81	22550	\$25.80	5924	\$10.91
Orlando, FL	6876	\$33.56	7637	\$23.73	1465	\$10.02
Tampa, FL	8864	\$33.56	11733	\$24.49	2563	\$10.27
Atlanta, GA	22291	\$37.99	25061	\$26.25	3145	\$10.29
Honolulu, HI	1829	\$33.88	2020	\$25.70	540	\$11.59
Chicago, IL	39185	\$36.32	36607	\$26.78	5651	\$11.60
Indianapolis, IN	5203	\$32.86	6058	\$23.86	852	\$10.21
Louisville, KY	3451	\$32.21	4286	\$22.93	845	\$9.75
New Orleans, LA	3224	\$31.19	4506	\$23.23	1664	\$8.94
Baltimore, MD	11317	\$36.32	17211	\$27.91	2527	\$11.26
Boston, MA	30907	\$42.22	41817	\$29.84	5281	\$12.84
Detroit, MI	8302	\$48.31	9574	\$28.67	1188	\$11.36
Minneapolis-St. Paul, MN	16996	\$37.51	18486	\$27.72	2642	\$11.29
Kansas City, MO	5988	\$34.80	9519	\$25.05	1131	\$10.28
St. Louis, MO	7917	\$33.55	10921	\$25.13	1896	\$10.53
Las Vegas, NV	7035	\$35.83	7458	\$25.73	2971	\$10.99
Buffalo, NY	3042	\$33.83	3058	\$23.83	771	\$10.41
New York, NY	79173	\$44.60	79804	\$31.14	9178	\$13.23
Rochester, NY	2200	\$35.92	2775	\$24.47	359	\$10.89
Charlotte, NC	7493	\$37.40	8109	\$24.50	775	\$10.31
Cincinnati, OH	6833	\$34.79	7811	\$25.70	884	\$10.43
Cleveland, OH	8878	\$34.08	9489	\$26.60	1130	\$10.63
Columbus, OH	7093	\$33.92	8096	\$27.32	1169	\$10.43
Oklahoma City, OK	2504	\$29.95	4093	\$22.39	1105	\$9.21
Portland, OR	8980	\$34.14	12642	\$26.33	3502	\$11.64
Philadelphia, PA	24985	\$37.18	31352	\$27.18	4014	\$11.41
Pittsburgh, PA	9031	\$32.23	11260	\$24.10	2438	\$9.88
Providence, RI	5097	\$35.93	6723	\$26.08	1237	\$11.62
Memphis, TN	3433	\$32.96	5148	\$23.30	633	\$9.92
Nashville, TN	4205	\$31.92	4989	\$23.55	862	\$9.84
Austin, TX	7748	\$33.78	13400	\$26.56	2665	\$9.92
Dallas, TX	23979	\$37.19	28909	\$27.04	4340	\$10.22
Houston, TX	19827	\$37.76	20980	\$27.58	3634	\$9.74
San Antonio, TX	4720	\$32.18	6607	\$22.92	1651	\$9.03
Salt Lake City, UT	4211	\$31.90	6020	\$24.51	1362	\$10.40
Richmond, VA	5697	\$33.98	7146	\$25.71	1265	\$10.53
Virginia Beach, VA	3349	\$32.42	5928	\$25.42	1137	\$9.79
Seattle-Tacoma, WA	17155	\$38.51	25315	\$29.60	3841	\$12.69
Milwaukee, WI	8670	\$35.45	10521	\$26.39	1855	\$10.69

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 2005 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.

Table 9: MSA Occupational Demand and Pay, continued

Location	Sales and Office		Construction and Maintenance		Production and Transportation	
	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹	Total Ads	Average Hr. Wage ¹
	Apr-07		Apr-07		Apr-07	
United States	558764	\$14.85	123094	\$18.05	150860	\$14.12
Birmingham, AL	2397	\$14.19	494	\$16.42	599	\$13.22
Phoenix, AZ	14402	\$15.69	2542	\$16.49	2696	\$13.98
Tucson, AZ	2332	\$13.28	594	\$15.63	640	\$13.02
Los Angeles, CA	43396	\$16.15	4787	\$19.72	7218	\$13.09
Riverside, CA	6569	\$14.62	1304	\$18.64	1715	\$13.13
Sacramento, CA	7700	\$16.34	1311	\$20.06	1605	\$14.26
San Diego, CA	11313	\$15.79	1892	\$20.23	2106	\$13.47
San Francisco, CA	20630	\$18.72	2328	\$24.29	2509	\$16.96
San Jose, CA	6427	\$20.18	835	\$23.77	1103	\$16.48
Denver, CO	11118	\$16.96	3206	\$18.93	2734	\$15.41
Hartford, CT	3795	\$17.28	677	\$21.53	852	\$15.68
Washington, DC	21617	\$17.64	3204	\$19.57	2209	\$15.64
Jacksonville, FL	3441	\$14.34	651	\$16.33	661	\$13.81
Miami, FL	16875	\$15.05	2404	\$16.61	2050	\$13.02
Orlando, FL	5357	\$14.06	976	\$15.42	866	\$12.57
Tampa, FL	8555	\$14.59	1566	\$15.36	1634	\$11.99
Atlanta, GA	12368	\$15.56	2173	\$18.01	2678	\$14.70
Honolulu, HI	1515	\$14.53	318	\$22.44	259	\$14.64
Chicago, IL	23540	\$16.08	2853	\$23.37	4470	\$14.66
Indianapolis, IN	4114	\$15.32	780	\$19.20	1069	\$14.66
Louisville, KY	2814	\$14.22	602	\$17.16	945	\$14.69
New Orleans, LA	3206	\$12.63	983	\$15.79	772	\$13.65
Baltimore, MD	8201	\$15.37	1672	\$18.00	1563	\$14.67
Boston, MA	16926	\$17.92	1917	\$22.84	2597	\$16.02
Detroit, MI	4871	\$16.21	713	\$22.79	879	\$18.20
Minneapolis-St. Paul, MN	10770	\$17.06	1352	\$22.77	3295	\$16.58
Kansas City, MO	4914	\$15.24	691	\$19.65	932	\$14.44
St. Louis, MO	5969	\$15.10	1079	\$20.91	1468	\$15.08
Las Vegas, NV	7439	\$14.21	1443	\$19.53	1140	\$13.48
Buffalo, NY	2716	\$14.01	484	\$18.94	700	\$14.91
New York, NY	39638	\$17.92	4244	\$23.14	5243	\$15.35
Rochester, NY	2006	\$14.39	294	\$17.92	635	\$13.88
Charlotte, NC	4307	\$15.72	864	\$17.16	922	\$14.36
Cincinnati, OH	4311	\$15.17	719	\$18.68	1142	\$14.81
Cleveland, OH	4782	\$15.27	765	\$19.83	1427	\$15.14
Columbus, OH	4528	\$14.92	919	\$18.47	1143	\$14.05
Oklahoma City, OK	2936	\$12.89	1088	\$16.03	1092	\$13.64
Portland, OR	8569	\$16.21	2199	\$20.17	3238	\$14.89
Philadelphia, PA	13670	\$15.95	2391	\$20.36	2853	\$15.35
Pittsburgh, PA	6390	\$13.63	1788	\$18.24	1577	\$14.25
Providence, RI	2985	\$14.65	695	\$19.32	872	\$13.75
Memphis, TN	2440	\$14.35	418	\$16.86	815	\$14.11
Nashville, TN	3471	\$14.52	674	\$16.44	1015	\$14.15
Austin, TX	7251	\$15.04	1554	\$15.82	1533	\$12.92
Dallas, TX	16771	\$15.77	3211	\$16.28	3570	\$13.85
Houston, TX	12200	\$15.19	3063	\$15.99	3415	\$14.75
San Antonio, TX	4586	\$13.10	1131	\$14.19	1124	\$11.62
Salt Lake City, UT	5240	\$14.29	1229	\$16.97	1585	\$14.30
Richmond, VA	3948	\$15.55	1174	\$17.52	946	\$13.92
Virginia Beach, VA	3034	\$13.92	809	\$16.65	745	\$13.96
Seattle-Tacoma, WA	12196	\$17.47	2400	\$22.07	2842	\$16.94
Milwaukee, WI	5855	\$16.04	1145	\$20.76	2769	\$14.91

Source: The Conference Board

1. Wage data are from the BLS OES program's May 2005 estimates. The OES major occupational group wage data has been weighted to form the higher level aggregates.